

Table 2. Survey responses.

| Question | Women, median score [IQR] or % (n) | Men, median score [IQR] or % (n) | Significance | OR (95% CI) | Adjusted OR* (95% CI) |
|--|------------------------------------|----------------------------------|----------------------------------|------------------------|-----------------------|
| PERSONAL LEADERSHIP | | | | | |
| Independent of job title, peers view me as a leader 1 (strongly disagree) to 5 (strongly agree) | 4 [3,4] (103) | 4 [3,4] (50) | $p = 0.06^+$ | | |
| Personal importance of achieving a leadership position 1 (not at all important) to 5 (very important) | 4 [3,4] (97) | 4 [3,4] (49) | $p = 0.34^+$ | 0.74‡ (0.40–1.37) | 0.74 (0.38–1.45) |
| CAREER DEVELOPMENT | | | | | |
| I have a clearly defined professional development plan 1 (strongly disagree) to 5 (strongly agree) | 3 [2,4] (103) | 3 [2,4] (50) | $p = 0.68^+$ | | |
| Mentor and professional development plan (PDP)? | | | | | |
| No mentor or PDP | 47.0 (48) | 44.0 (22) | $\chi^2 = 6.18$ $p = 0.40$ | | |
| Mentor but no PDP | 23.5 (24) | 12.0 (6) | | | |
| PDP but no mentor | 16.7 (17) | 24.0 (12) | | | |
| PDP created with supervisor/mentor | 5.9 (6) | 14.0 (7) | | | |
| Other | 6.9 (7) | 6.0 (3) | | | |
| POTENTIAL BARRIERS | | | | | |
| Personally experienced barriers to attaining leadership positions? | | | | | |
| Yes | 41.2 (40) | 22.4 (11) | $\chi^2 = 5.24$ $p = 0.07$ | | |
| No | 58.8 (57) | 77.6 (38) | | | |
| Specifically avoided a leadership position? | | | | | |
| Yes | 26.8 (26) | 44.9 (22) | $\chi^2 = 6.38$ $p = 0.17$ | | |
| No | 73.2 (71) | 55.1 (27) | | | |
| Perception of leadership opportunities for women? | | | | | |
| Inferior | 62.6 (57) | 34.0 (16) | $\chi^2 = 12.46$ $p = 0.01¶$ | 3.13§¶ (1.48–6.60) | 4.44¶ (1.85–10.69) |
| Same | 36.3 (33) | 61.7 (29) | | | |
| Superior | 1.1 (1) | 4.3 (2) | | | |
| Perception of opportunities for informal networking for men and women? | | | | | |
| Same | 34.1 (31) | 66.0 (31) | $\chi^2 = 12.78$ $p = 0.002¶$ | 3.75¶** (1.78–7.88) | 5.94¶ (2.43–14.51) |
| Different | 65.9 (60) | 34.0 (16) | | | |
| Currently holds or has held a leadership position†† | | | | | |
| Resident/fellows | | | | | 3.74¶ (1.52–9.20) |
| | | | | | 5.26¶ (1.36–20.26) |
| Satisfaction with work-life balance 1 (not at all) to 5 (satisfied/very satisfied) | 4 [2,4] (97) | 3 [2,5] (49) | $p = 0.63^+$ | | |
| My professional opportunities are 1 (completely limited) to 7 (completely unlimited) | 4 [2,5] (97) | 4 [2,5] (49) | $p = 0.96^+$ | | |
| The Department of Pediatrics recognizes and rewards strong leadership 1 (strongly disagree) to 5 (strongly agree) | 3 [3,4] (87) | 3 [3,4] (41) | $p = 0.72^+$ | | |

Note: CI = confidence interval, IQR = interquartile range, OR = odds ratio.

*Models were adjusted for gender, number of years since primary degree of appointment, current academic rank (resident/fellow, assistant professor, associate professor, full professor), and holds/has held a leadership position (departmental, university, national/international).

†Wilcoxon rank-sum (Mann-Whitney) test.

‡Ordinal logistic regression comparing women to men (odds of rating a higher importance).

§ Multinomial logistic regression comparing women to men (OR is for choosing inferior compared to same).

¶ Statistically significant.

**Logistic regression comparing women to men (OR is for choosing different over same).

†† Comparison is adjusted for gender and compares holds/has held a leadership position versus does not hold/has not held a leadership position.