EXECUTIVE SUMMARY: Since the passage of the Equal Pay Act in 1963, it has been recognized that a significant gap exists in the compensation for women for equal work compared to their male counterparts. Despite being a female dominated profession, the existence of gender wage gap in the nursing profession is concerning. Moreover, nurse leaders, particularly female nurse executives, are being underdeveloped and not achieving a significant presence on boards and committees where health care decision-making is occurring.

WHEREAS, the nursing profession needs highly qualified nurse leaders to respond to the demands of a changing healthcare culture, nurse leaders are in an excellent position to drive healthcare change and establish an equal stake at the table when discussing reform.

WHEREAS, nurse leaders are underdeveloped, experiencing high turnover, dissatisfaction, and poor work-life balance, mentorship and succession planning is needed.\(^1\)\(^-\)\(^4\)

WHEREAS, women are underrepresented in senior executive leadership roles, leadership programs for nurses are needed to develop and prepare nurses earlier in their careers for nurse executive positions.\(^5\)\(^-\)\(^6\)

WHEREAS, despite being a female dominated profession, women earn less than their male counterparts for doing equal work, salary levels must be examined for discrepancies and variations.\(^7\) As evidence suggests, research is needed to explore salary equity more closely. For example, women nurse practitioners earned 12.86% less than their male counterpart in 2012 with males averaging a 6.23% salary increase compared to 1.86% for female nurse practitioners.\(^8\) In Arizona, salary differences for nurses have been reported with men out-earning women in multiple specialties of nursing with the exception of family practice.\(^9\)

WHEREAS, reports suggest that fewer women aspire to executive leadership positions for multiple and varied reasons, an infrastructure of support, education and mentoring may inspire more women to seek out executive roles.\(^5\)\(^-\)\(^6\)\(^,\)\(^10\)\(^-\)\(^11\)

THEREFORE LET IT BE RESOLVED THAT THE ARIZONA NURSES ASSOCIATION WILL:

1. Examine the data related to the gender and leadership gap in nursing in Arizona and how it compares nationally and report findings; and

2. Promote activities that raise awareness related to gender equity in nursing leadership and wages by seeking opportunities to engage with the nursing community.
SUGGESTED IMPLEMENTATION ACTIVITIES:

1. Support activities that develop nurses in leadership to succeed in executive nurse leader roles, including supporting the Leadership Action Coalition activities, such as “40 Under 40”, and forming a partnership with the Arizona Organization of Nurse Executives (AzONE) as well as other leadership development organizations both internally and externally to nursing; and

2. Promote gender equity in pay by monitoring salary surveys at the state and national level and identifying the factors that are associated with pay discrepancies. When AzNA has identified factors that can be mitigated through organizational or individual actions, strategies will be deployed to address the gap.

References: