

Women in Urology and AUA Census data: where we've been and where we are heading

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Census Background

Practice Status

Type of Urologist	Number of Practicing Urologists	Percent
Practicing Urologists	11,703	100.0%
Active Practicing Urologists	9,979*	85.3%

(Data source: National Provider Identifier 11/2014 file; ABU certification files and AOA DO Directory; *2014 AUA Annual Census; Active Practicing Urologists are defined as those who worked 25 or more clinical hours per week)



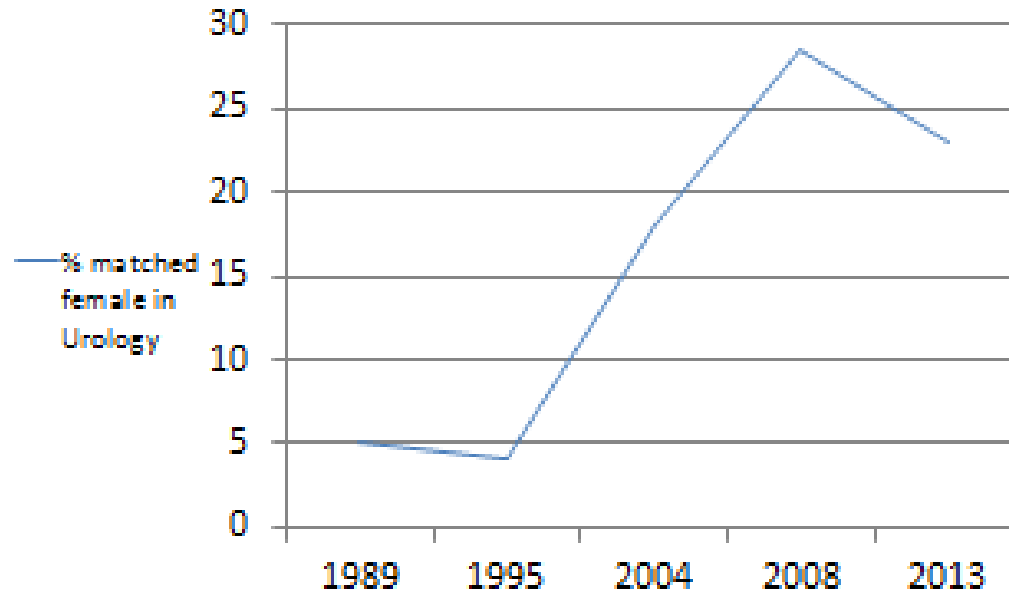
Gender

Gender	Number of Practicing Urologists	Percent
Male	10,806	92.3%
Female	897	7.7%
Total	11,703	100.0%

(Data source: National Provider Identifier 11/2014 file)

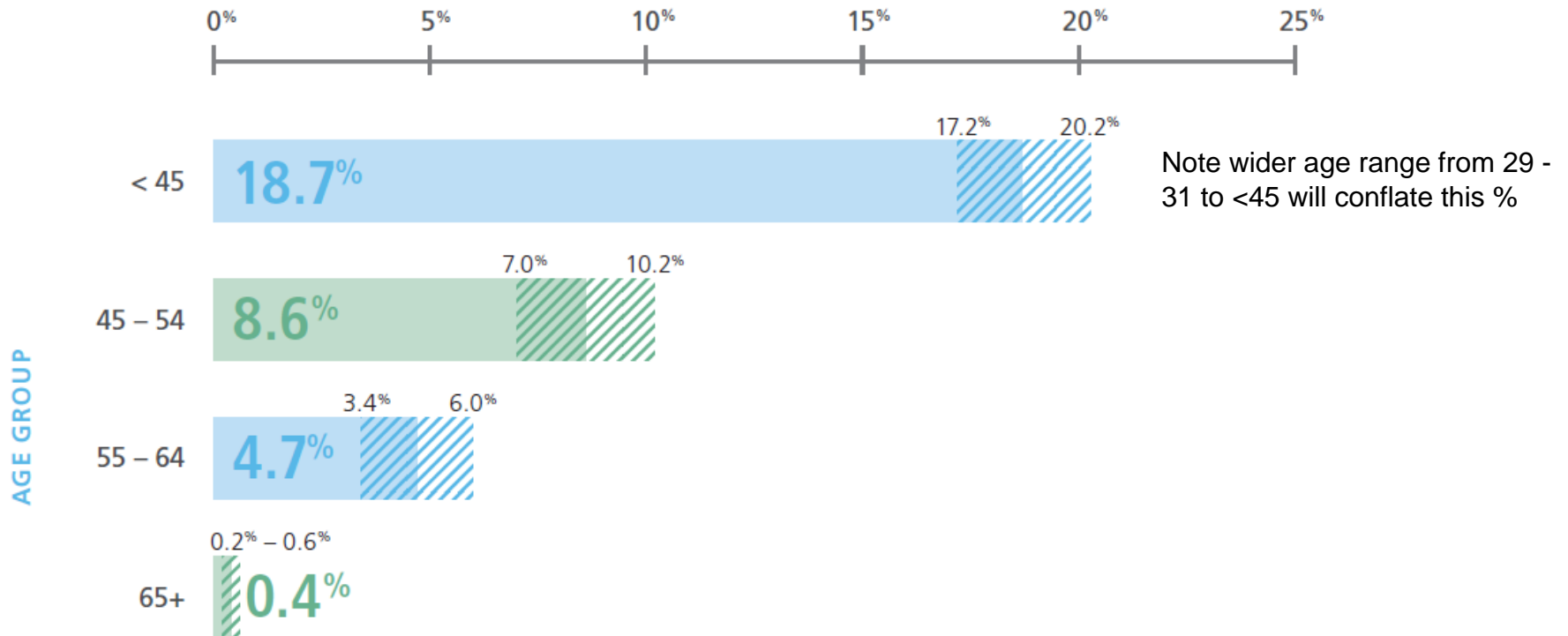


Supp: Women Residents in Urology



Percent of Female Practicing Urologists (by Age)

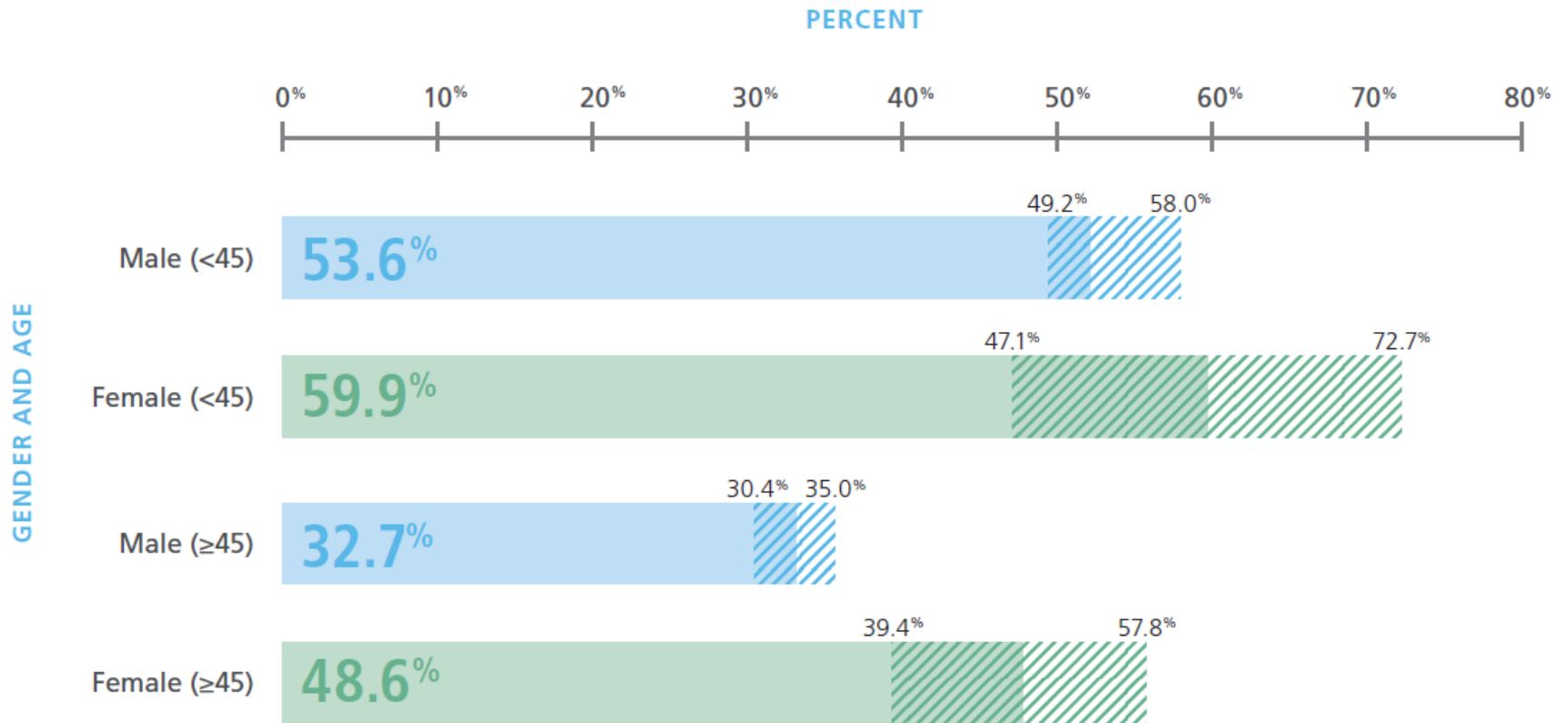
PERCENT



(Data source: Weighted samples from the 2014 AUA Annual Census; *Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.)



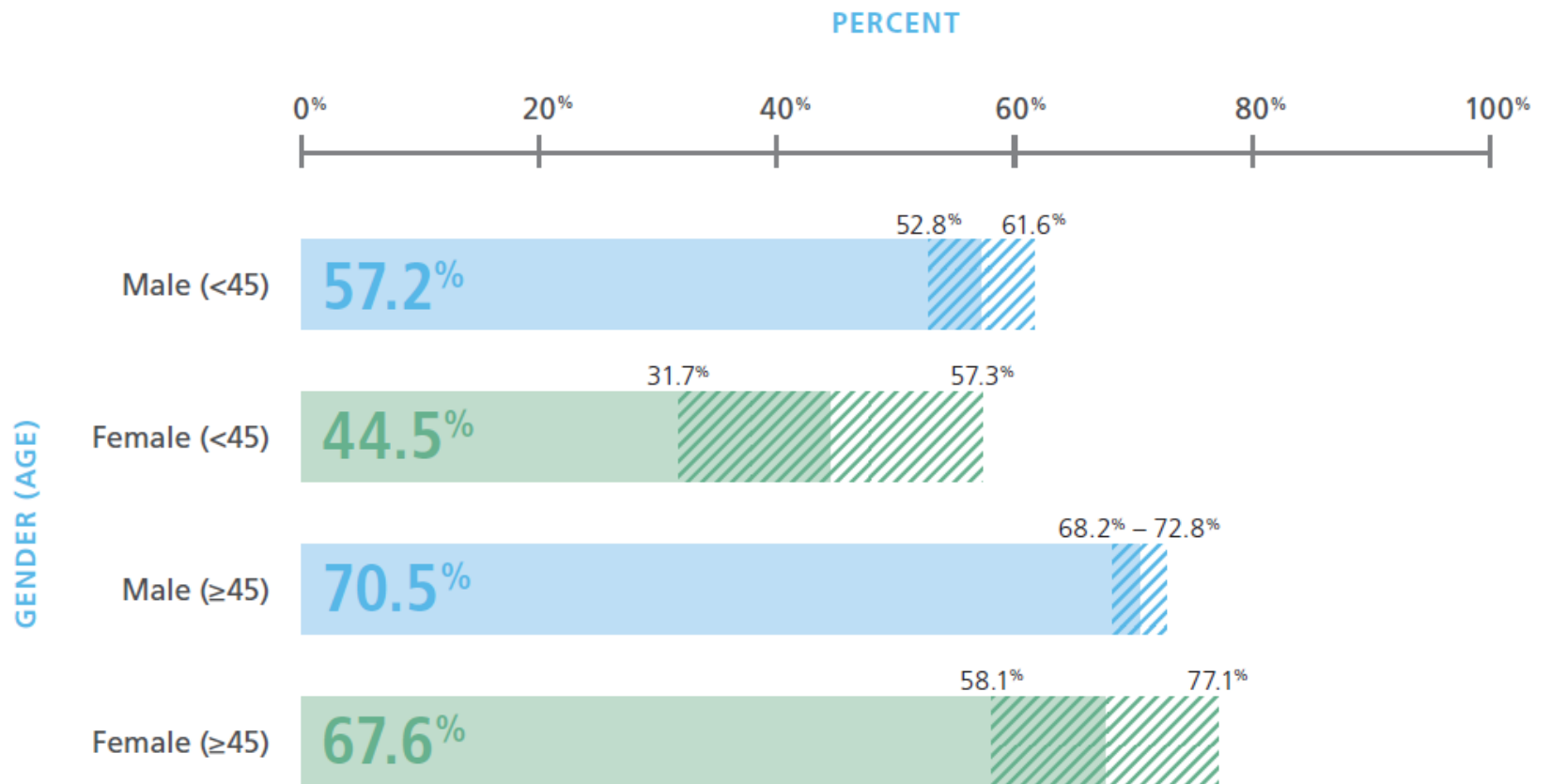
Percent of Practicing Urologists with Completed Fellowship Experience (by Age and Gender)



(Data source: Weighted samples from the 2014 AUA Annual Census; *Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.)



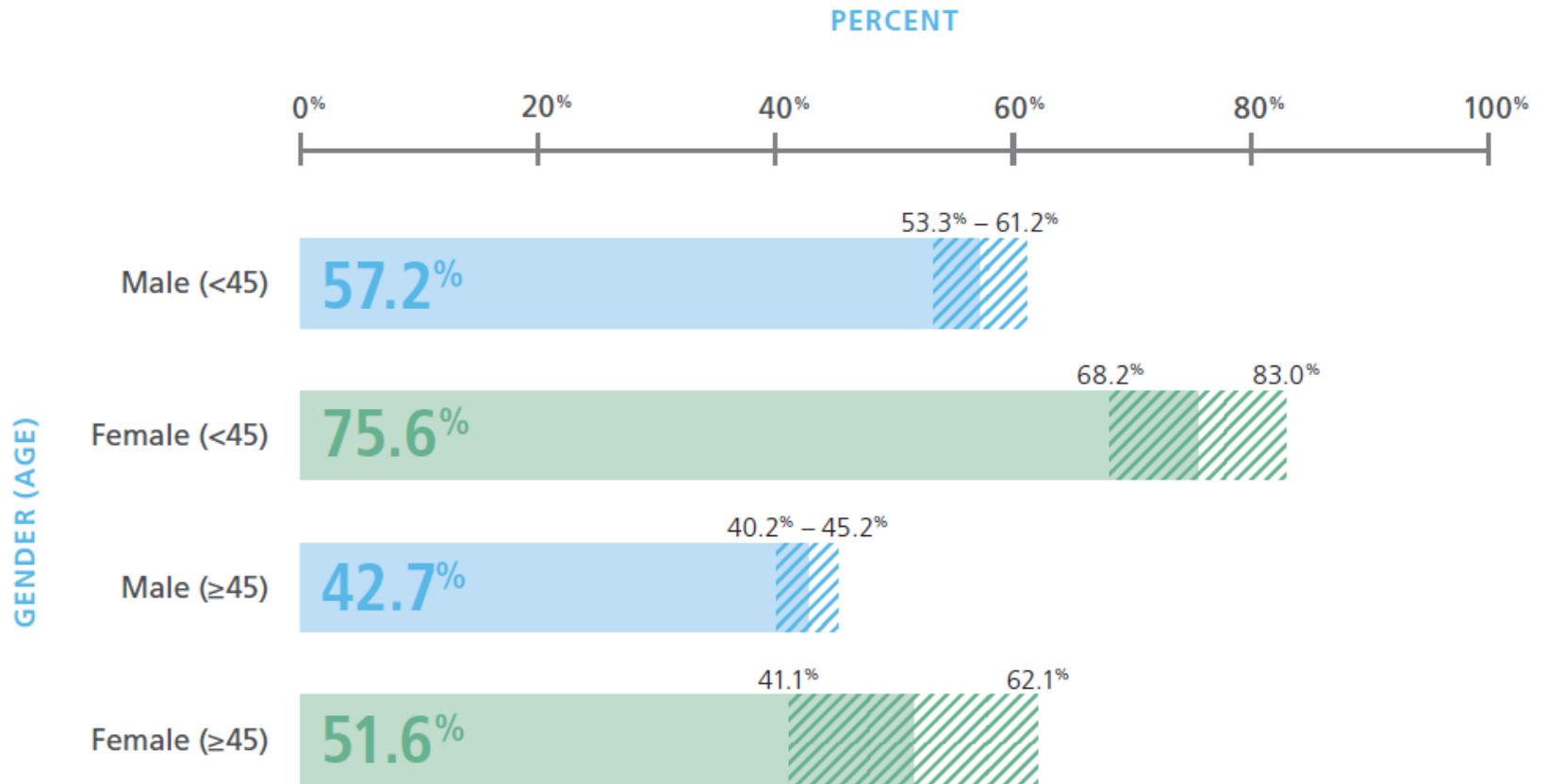
Percent of Practicing Urologists in Private Practice (by Age and Gender)



(Data source: Weighted samples from the 2014 AUA Annual Census;
 *Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.)



Percent of Employed Practicing Urologists (by Age and Gender)

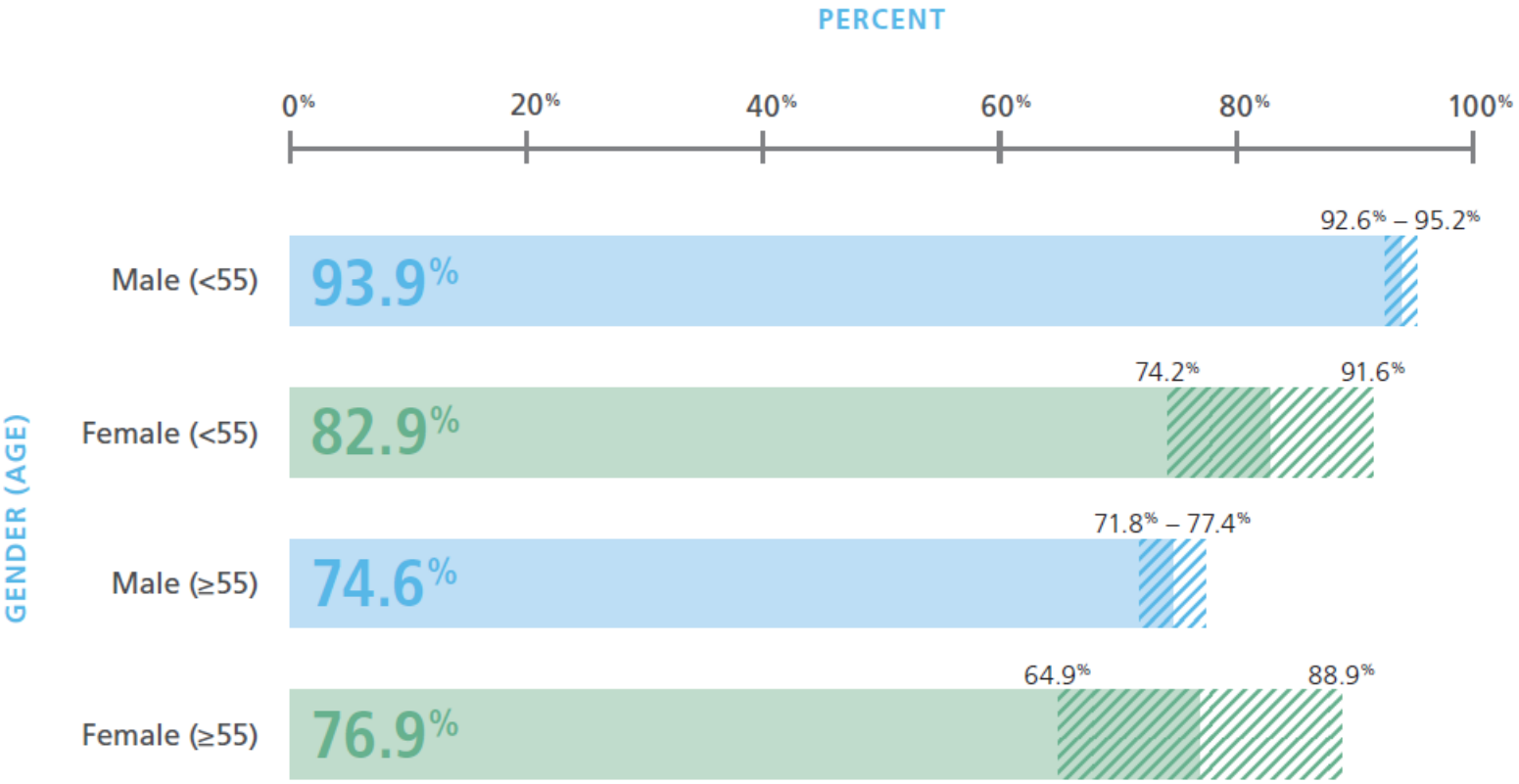


(Data source: Weighted samples from the 2014 AUA Annual Census;

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.)



Percent of Practicing Urologists Who Reported Performing Inpatient Procedures (by Age and Gender)



(Data source: Weighted samples from the 2014 AUA Annual Census;
 *Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.)



Median Number of Work Hours per Week (by Gender)

Hours per Week	Population Represented		
	Men	Women	Total
Clinical Hours	48	40	47
Non-clinical Hours	5	8	6
Total Work Hours	55	55	55

(Data source: Weighted samples from the 2014 AUA Annual Census; Median number of hours per week for male and female, combined, is 55.0)



Number of Patient Visits/Encounters in a Typical Week (by Gender)

Patient Visits/ Encounters	Male		Female	
	Percent	± MOE (%)	Percent	± MOE (%)
50 or less	24.3%	2.0%	35.5%	6.9%
51-75	22.5%	2.0%	27.7%	7.1%
76-100	30.0%	2.0%	20.3%	6.1%
≥ 101	23.2%	1.7%	16.4%	5.1%
Total Reported	100.0%		100.0%	

(Data source: Weighted samples from the 2014 AUA Annual Census)



Summarizing...

Current % of trainees at 1:4 to 1:5

Equalizing of % with fellowship training at >50%

But increasing disparities:

- 4 of 10 in private practice versus 6 of 10 men
- 83% doing the “big inpatient cases,” versus 94% of men
- Seeing fewer patients in the same amount of time per week.



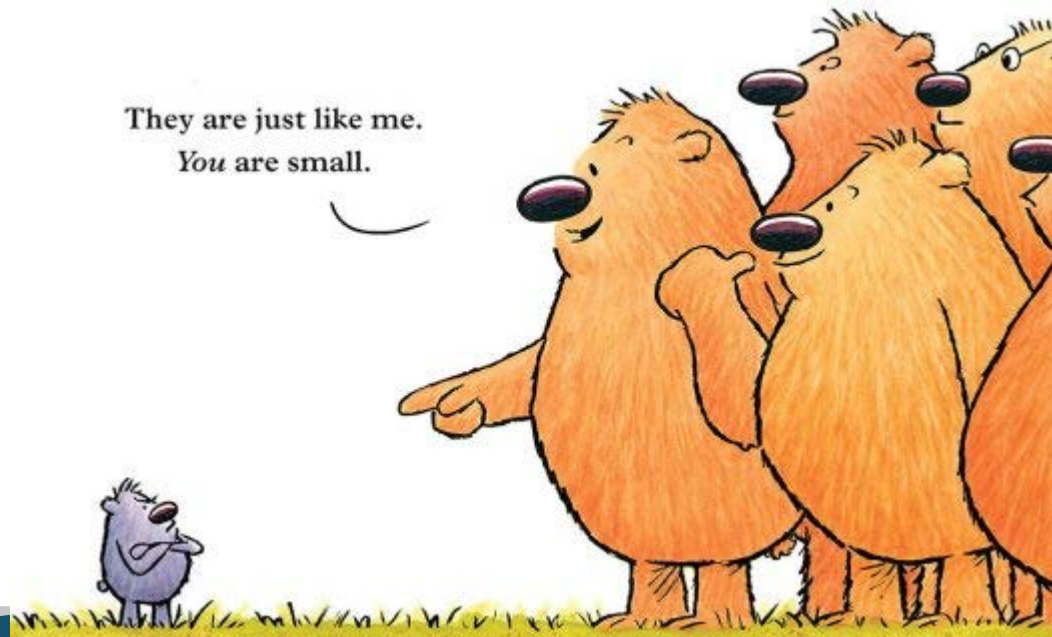
What does this look like?

- Women in urology are more often employees, less likely decision-makers, despite extensive training for such
- Women in urology are not doing the “big cases”, further reducing influence amongst peers partners
- Pay inequity



Risks

- We are not at parity when decisions are being made
- Lack of women at the top reduces mentorship, “people like me”



Advancing Urology™

You are (Not) Small by Anna Kang and Christopher Weyant
Two Lions, NY.NY. 2014

Opportunities

- Support for women, and others “like me”
 - For reentry
 - For promotion, hiring
 - For referrals



Or...

Are we okay with this?

Thank you for your attention

