GENDER AND SUBSPECIALTY OF UROLOGY FACULTY IN DEPARTMENT–BASED LEADERSHIP ROLES

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Introduction

• Presence of women in medicine increasing

• Proportion of women rising to senior ranks in academic medicine remains low

• Increase in women pursuing urology
  – 11 fold increase in 2009-2013 vs 1978-1982
  – Currently 7.7% of practicing urologists are women vs 2% in 1980
  – 21% women in 2015-2016 Urology match
Objective

• To characterize the current gender and subspecialty of those holding academic departmental administrative and educational leadership roles in urology
Methods

• Cross-sectional observational study looking at accredited U.S. urology residency programs
• Must have participated in Urology Residency Match Program and have departmental website
• Queried 124 websites June 1 to August 8, 2016
• Queried gender and training for female pelvic medicine and reconstructive fellowships (SUFU)
Results

Percentage of Women in Department-Based Leadership Positions

- **Clerkship directors**: 27.4% (23/84)
- **Residency Directors**: 8.1% (10/123)
- **Fellowship Directors**: 8.9% (14/157)
- **Division Directors**: 7.5% (20/266)
- **Vice-Chairs**: 4.4% (2/45)
- **Chairs**: 3.2% (4/124)
Results

Chairperson by Subspecialty

- General Urology: N=7 (5.6%)
- Pediatric Urology: N=5 (4.0%)
- Urology Oncology: N=10 (8.1%)
- Female Urology: N=6 (4.8%)
- Endourology-Stone: N=9 (7.3%)
- Andrology: N=4 (3.2%)
- Renal Transplant: N=7 (5.7%)
- Reconstruction: N=14 (11.3%)
- Endourology-Minimally Invasive: N=1 (0.8%)
- Neurourology: N=1 (0.8%)

Frequency
Results

Percentage of Female Division Directors

- General Urology: 0.0% (0/1)
- Pediatric Urology: 9.8% (6/61)
- Urology Oncology: 5.0% (0/49)
- Female Urology: 27.0% (10/37)
- Endourology-Stone: 7.1% (2/28)
- Andrology: 4.0% (1/25)
- Renal Transplant: 0.0% (0/6)
- Reconstruction: 5.0% (1/20)
- Endourology-Minimally Invasive: 0.0% (0/31)
- Neurology: 0.0% (0/8)
SUFU Results

- Female directors: 40% (19/47)
- OB GYN training: 53% (10/19)
- Urology training: 47% (9/19)
Conclusion

• Lack of representation of women across all levels of academic departmental leadership

• Anticipate upward trend over time as graduates rise to positions of leadership
  — Urology has highest growth rate for women in training across all specialties

• We should continue to promote advancement of women to positions of leadership