



Collaborative approaches to overcome workplace challenges in Urology

Dolores J. Lamb, Ph.D.

Past-President (2016-2017)

Society of Women in Urology

2019 Annual Urology
Advocacy *Summit*

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- **Mission: To support the professional development and career advancement of women urologists and urologic researchers through education, advocacy, and mentorship**

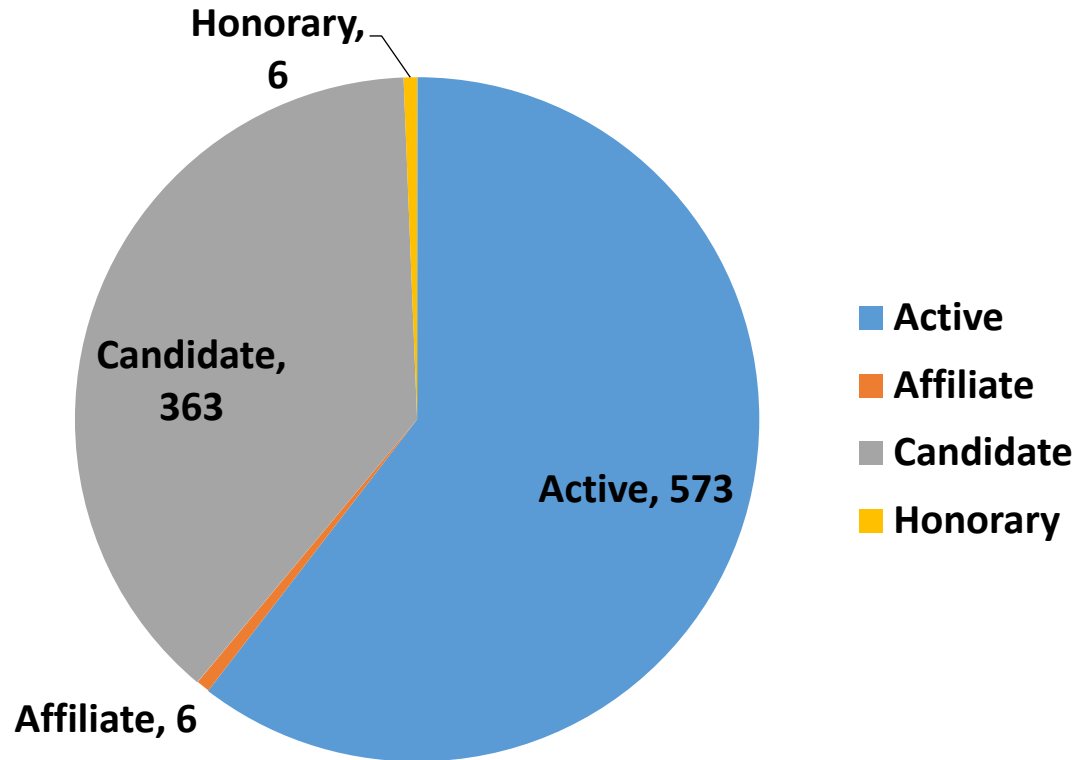
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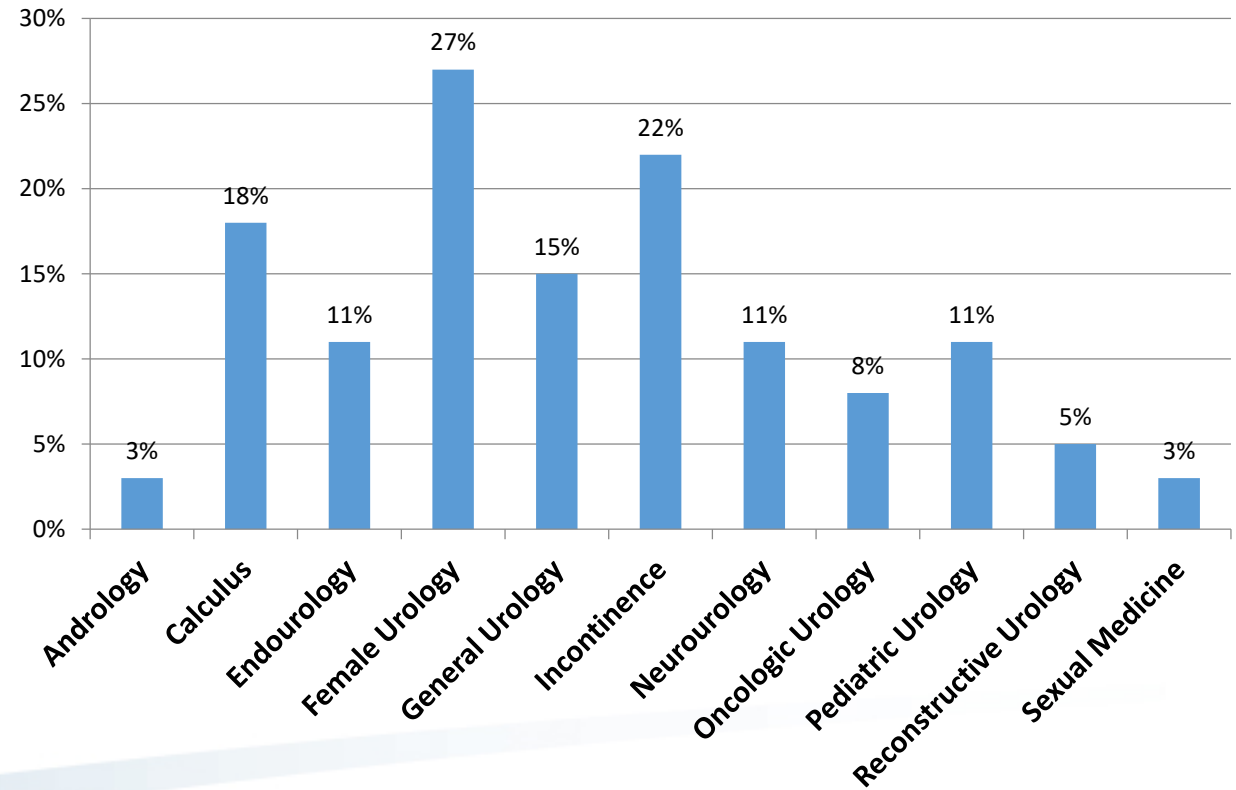
Society of Women in Urology



Membership



Practice Profile



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60% of patients are female; 40% are male

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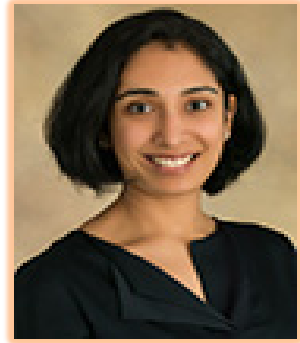


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AT THE AUA

Chicago, IL

SWIU 9th Annual Clinical Mentoring Conference



SWIU Networking Reception

SWIU Annual Breakfast Meeting

**2019 Annual Urology
Advocacy Summit**



January 17 – 19, 2020

New Orleans, LA

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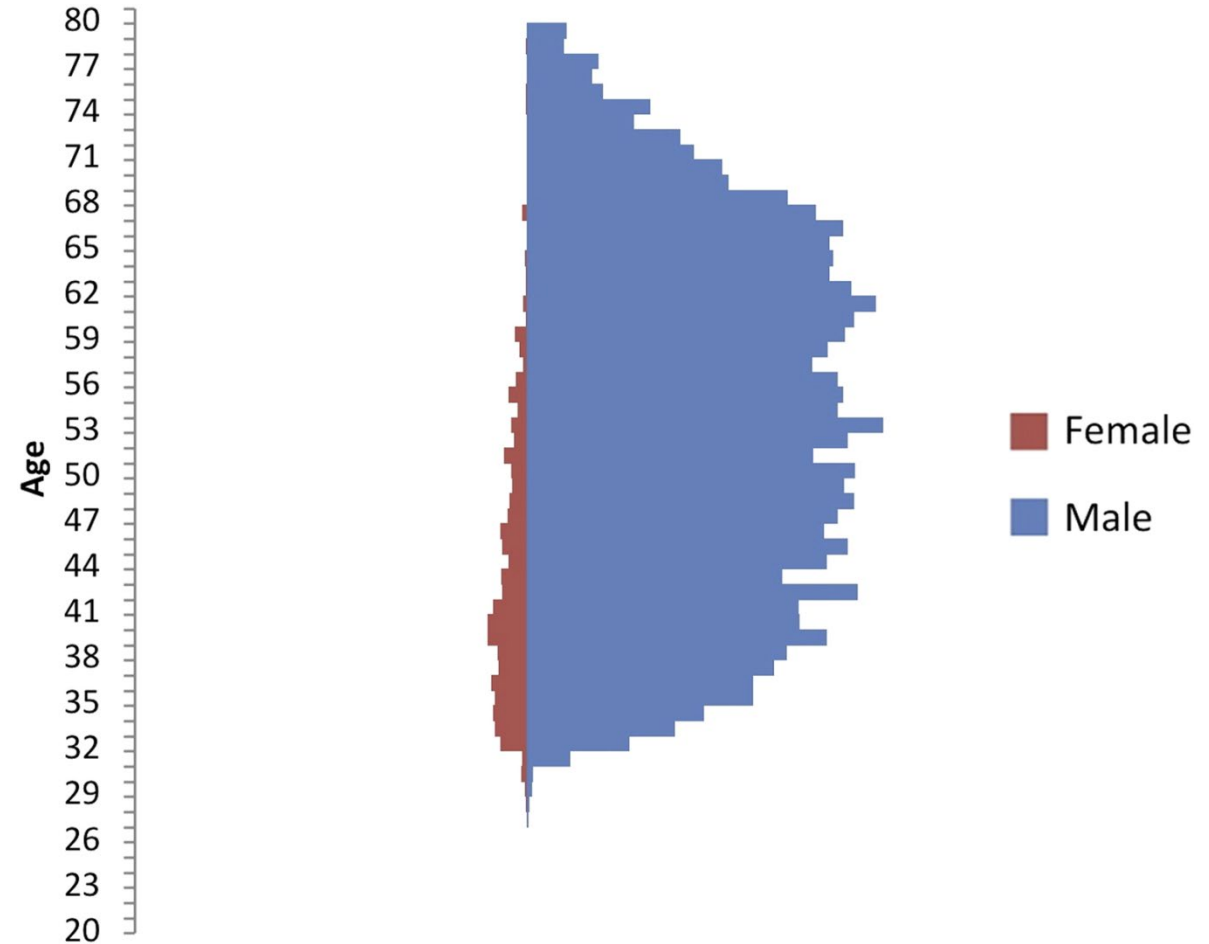
Trends in the Urology Workforce

Age-Sex Pyramid for Urologic Surgeons

Urology has the lowest percentage of women physicians of any medical specialty based upon a survey of nearly 20,000 physicians across 26 specialties conducted Dec. 30, 2014-March 11, 2016

Medscape Physician Compensation Report 2015

Rutsch, P. Why The Urologist Is Usually A Man, But Maybe Not For Long. Vol. 2018 (Houston Public Media New 88.7 NPR, 2015)



Pruthi, R.S., Neuwahl, S., Nielsen, M.E. & Fraher, E. Recent trends in the urology workforce in the United States. *Urology* 82, 987-93 (2013).

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- Male and female applicants today have very similar qualifications

- Those candidates who matched in urology had comparable achievements and criteria for residency selection in both cohorts are similar

Aisen, C.M. et al. Gender Differences in the Urology Residency Match-Does It Make a Difference? Urology 111, 39- 43 (2018).

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2019 Urology Residency Match

85%

Match Rate for 2019

339

Positions offered

90%

of applicants submitted preference lists

83%

OF WOMEN MATCHED

Record-breaking year for women matching in urology

91%

Match Rate for U.S. Seniors

78%

Match Rate for U.S. Graduates

58%

Match Rate for International Graduates

#AUAMATCH

#UROMATCH

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WHY DO WE EVEN NEED A SOCIETY OF WOMEN IN UROLOGY?

Disparities for women urologists in the workforce remain

Success of women urologist benefits the entire field



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Disparities for women urologists in the workforce remain

- **Gender Differences in Practice Patterns and Compensation**
 - Female urologists are significantly less compensated compared to male urologists after adjusting for several factors likely contributing to compensation
 - The compensation differences are present despite the fact that more female urologists completed fellowship training than their male colleagues
- **Women are Disproportionally Underrepresented with Regard to Educational and Administrative Positions of Urology Departmental Leadership**

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Current state of women in the Urologic workforce

- The majority of the 1,032 women urologists are less than 45 years old, Caucasian
- Women trainees now represent 23 percent of residents.
- Women urologists are more likely to work in academic medical centers but few female urologists hold senior positions with the highest representation of women at 19 percent in the rank of assistant professor.
- Three women are Urology chairs: Dr. Cheryl Lee at Ohio State University, Dr. Eila Skinner at Stanford, and Dr. Martha Terris at Medical College of Georgia.
- Research funding rate and amount appears equal across gender within urology, and first and last female authorship has shown a remarkable increase.
- Women urologists earn less than men by approximately 20 percent.
- Women report high rates of satisfaction in life and with the decision to enter urology and equal rates of burnout.

To support the professional development and career advancement of women urologists and urologic researchers through education, **advocacy** and **mentorship**



“Support, Promote, Succeed”

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SWIU Can Help Urologists and Urologic Researchers Develop A Strong Career Toolkit



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SWIU Provides The Career Toolkit of Necessary Skills for Success

- **Be Proactive**
 - Find a work environment that is not limiting
 - Seek a highly supportive environment
 - A path to independence through personal guidance by available, dedicated, influential mentors
 - If not available (the more likely scenario), be proactive, resourceful and aggressive to find the guidance needed.

The Career Toolkit of Necessary Skills: Mentors

- **Seek and cultivate mentors**
 - **Clinical/Scientific mentors**
 - **Role models**
 - **Confidants**
 - **Champions**
 - **Experienced, influential people with connections**
- **Never a single individual**
- **Learn to be a good “mentee”**
 - **Accept criticism**
 - **Be open-minded**
 - **Give credit to the mentor**

Improving the Mentor Reference Letters: Common Traps Due to Unconscious Gender Bias

- **Mention research and publications**
 - Reference letters for men 4x more likely to mention publications
- **Emphasize accomplishments not effort**
 - “Hard-working” associates with effort not ability
- **Keep letters professionally focused**
 - Letters of reference for women 7x more likely to mention personal life
 - Be sure you use formal titles and surnames for both men and women
- **Avoid adjectives like caring, compassionate and helpful (words more commonly used in letters for women)**
- **Avoid irrelevant or negative comments unless needed**

The Career Toolkit of Necessary Skills: Negotiations

- **What to know**
 - Salary range for your discipline in the city/state/region you select
 - Know what you can ask for
 - Cost of living
- **What to ask for**
 - Salary
 - Availability of equipment, clinic/lab space, clinic/OR time
- **Relocation Expenses**
 - Housing allowance or one time case supplement for specific housing benefits
 - Low cost mortgage programs
- **Terms of Appointment**
- **Professional development (mentors)**
- **How to Ask**

The Career Toolkit of Necessary Skills: Networking at SWIU

- **The networking needs of women are different than men-**
 - **Women need to learn to collaborate more broadly with colleagues to build trust-based relationships.**
 - **These relationships in turn enhances the flow of information and resources between the members to enhance networking**
- **SWIU provides a forum where the members voices are heard**

SWIU and Career Development

Yet with each passing year we witness the growing presence of women impacting the field of Urology evidenced by a slowly increasing number of women in leadership positions at the AUA, medical schools and group practices.

SWIU Supports Trainee Development

- **“...I will never forget my experience at the 2016 SWIU Annual Winter Meeting. I thoroughly enjoyed every minute. Never in my life have I been around such amazing and strong women role models. Being a woman in a male dominated field has always made me feel like an outsider and a minority. For once I felt like I completely belonged to a group of urologists. I felt so proud and strong to be included at such an amazing meeting”.**

- Katie Trandem, M.D., Ph.D. 2016 Resident Travel Awardee

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