“No matter where you are in life, inspire and empower the women around you. Success is never reached alone. And, wisdom and wealth are sweeter shared,”

- MIZZFIT
Members

- Lourdes Guerrios MD, MSc VA Caribbean Healthcare System, University of Puerto Rico
- Mentor: Akanksha Mehta MD MS SWIU BOD
- M Francesca Monn, Southern Illinois University School of Medicine
- Janae Preece, Children's Hospital of Michigan
- Arshia Sandozi, Maimonides Medical Center
- Kelly Harris, Johns Hopkins University
- Jessica Dai, UT Southwestern Medical Center
- Smita De, Cleveland Clinic

SWIU Census 2022

Preliminary Data
Respondents n=365

Mean (SD) age overall: 42.0 (9.5) years
Mean (SD) age in practice: 45 (8.7) years
Mean (SD) time in practice: 11.6 (8.7) years

Ethnicity

Fellowship status

<table>
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<tr>
<th>Fellowship</th>
<th>Count</th>
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<tr>
<td>Infertility/ Men's Health</td>
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<td>Robotics/ MIS</td>
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</table>

Respondents n=365
Where do we work?

- **AUA Section**
  - Western Section: 17%
  - South Central Section: 8%
  - North Central Section: 6%
  - North Eastern Section: 9%
  - New England Section: 6%
  - New York Section: 8%
  - Mid Atlantic Section: 17%
  - South Eastern Section: 23%

- **Practice Setting**
  - Urban: 63%
  - Suburban: 31%
  - Rural: 6%

- **Primary Practice**
  - HOSPITAL EMPLOYED: 199
  - VA: 11
  - PUBLIC: 9
  - PRIVATE: 64
  - ACADEMIC: 63

- **Compensation**

  **ANNUAL INCOME**

  - <$250,000: 7%
  - $250,000-$350,000: 29%
  - $350,000-$450,000: 31%
  - $450,000-$750,000: 23%
  - >$750,000: 29%

  **ANNUAL INCOME IN ACADEMICS**

  - <$250,000: 23%
  - $250,000-$350,000: 38%
  - $350,000-$450,000: 11%
  - $450,000-$750,000: 35%
  - >$750,000: 7%
How are we paid?

Pay Structure

- Salary: 31%
- RVU Based: 15%
- Salary plus RVU Incentive: 43%
- Other: 11%

Ancillaries

None: 80
Surgery Center: 10
ESWL: 4
Laser: 2
Imaging Center or Modalities: 2
Lab: 1
Other: 1

How much do we work?

- 89.9% state full time (10.1% part time)
- Median (IQR) hours worked per week: 60 (50-65)
- 14.4% report having a side job outside of Urology
Barriers in Practice

- Lack of staffing
- Lack of OR time
- EMR/EHR
- Inability to participate in clinical trials
- Insurance Companies
- Bureaucracy
- “Man’s world for promotion”
- Microaggressions
- Referral Patterns

Burnout

- 73.4% report suffering from symptoms of burnout
- 87.6% report COVID has contributed to burnout in the community
Personal Details

- Married: 81%
- Single: 17%
- Not answered: 2%

Divorced

- No: 84%
- Yes, related to work: 16%
- Yes, not related to work: 0%

Kids

- ADOPTED/BY MARRIAGE: 5
- AFTER TRAINING: 166
- DURING TRAINING: 134
- BEFORE TRAINING: 18

Pregnancy

ACCOMMODATIONS GRANTED DURING PREGNANCY

- Redistribution of Call: 96
- Partner coverage of OR cases: 44
- Coverage of overhead: 11
- Decrease in productivity requirements: 16
- Other: 40

LOSS OF PREGNANCY

- Yes: 64%
- No: 27%
- N/A: 9%

IVF

- Yes: 81%
- No: 19%
Do you feel like being female puts you at a disadvantage in career advancement? N=245, 67.9% reported yes.

Do you feel that patients choose you as their urologist due to your gender? N=259, 71.7% reported yes.

Do you feel that your practice chose you due to your gender? N=104, 29.0% reported yes.

Do you feel that your race or ethnicity influences your practice of Urology? N=98, 27.1% reported yes.

Have you been the victim of racial prejudice during training or in practice? N=67, 18.5% reported yes.
• Do you feel valued by your practice/ chairman/ manager?
  • N=284, 79.3% reported yes.

• Are you satisfied with your choice of career?
  • N=332, 91.5% reported yes.

• Would you chose Urology again if given the choice?
  • N=307, 85.0% reported yes.

• At the start of residency 54.7% (n=197) planned to do fellowship.
  • Of these 197 individuals, 156 (79.6%) did fellowship
  • Among those who did not do fellowship, reasons were:
    • Change of interest n=18
    • Lack of perceived time due to family or life constraints n=15
    • Lack of time/ energy for fellowship due to family or life constraints n=18
    • Discouragement from faculty in training n=2
    • Inability to gain fellowship of choice n=1
    • Other n=9
Career Plans

Goal retirement age

- >75 YEARS OLD: 14
- 65-76 YEARS OLD: 83
- 60-65 YEARS OLD: 147
- 50-60 YEARS OLD: 105
- <50 YEARS OLD: 16

Stay in current or equivalent practice: 253
Leave academia for private practice: 34
Leave private practice for academia: 2
Leave current practice for better hours or lifestyle: 46
Considering an administrative role: 36
Considering a teaching role (PD, FD, etc): 32
Leave medicine (ie industry): 34
Other: 32

Thank You!