



# Census Task Force

Summary of Findings  
2022

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*“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

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## 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

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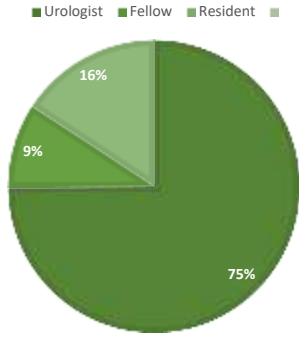
## SWIU Census 2022

## Preliminary Data

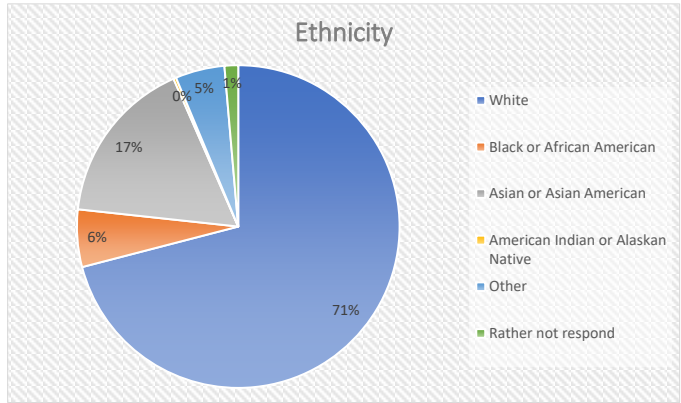


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# Respondents n=365

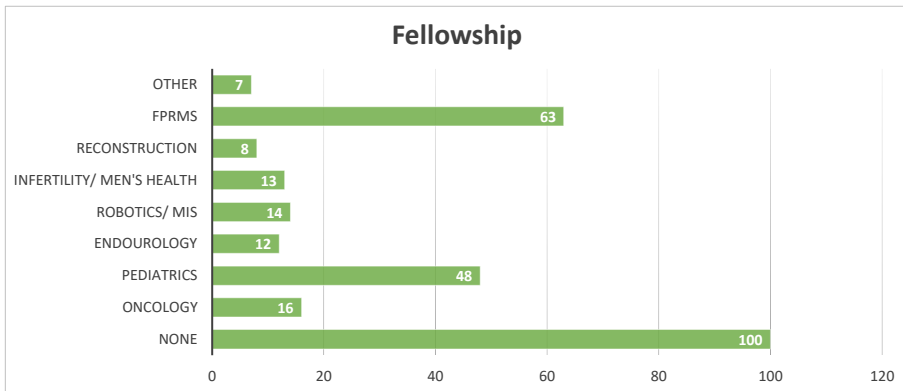


Mean (SD) age overall: 42.0 (9.5) years  
 Mean (SD) age in practice: 45 (8.7) years  
 Mean (SD) time in practice: 11.6 (8.7) years



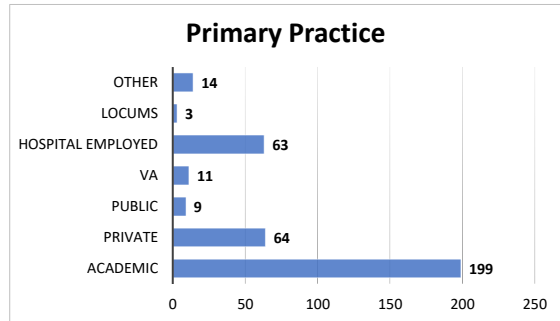
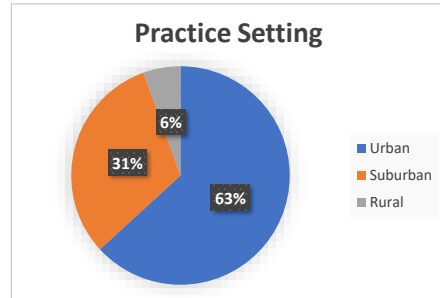
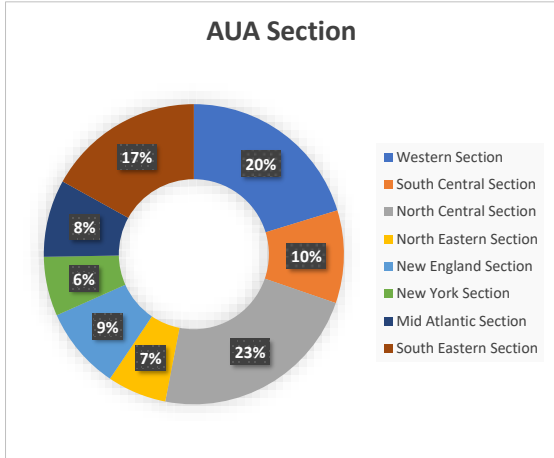
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# Fellowship status



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# Where do we work?

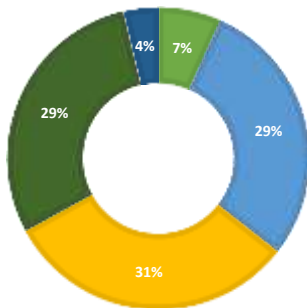


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# Compensation

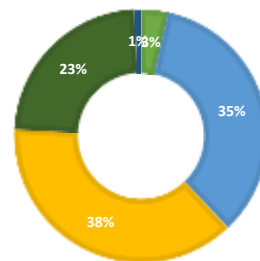
**ANNUAL INCOME**

■ < \$250,000  
 ■ \$250,000-\$350,000  
 ■ \$350,000-\$450,000  
 ■ \$450,000-\$750,000  
 ■ > \$750,000



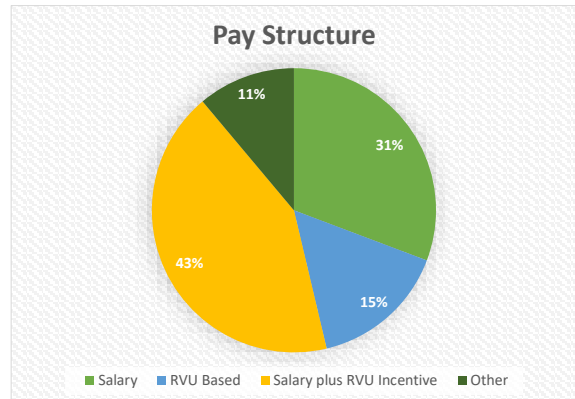
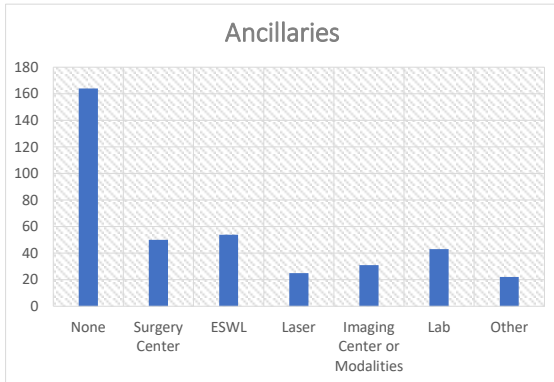
**ANNUAL INCOME IN ACADEMICS**

■ < \$250,000  
 ■ \$250,000-\$350,000  
 ■ \$350,000-\$450,000  
 ■ \$450,000-\$750,000  
 ■ > \$750,000



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## How are we paid?



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## 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

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## 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

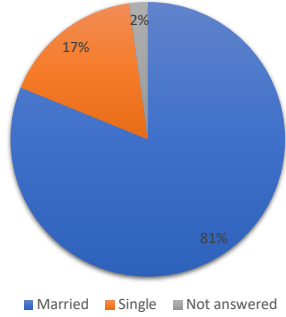
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## Burnout

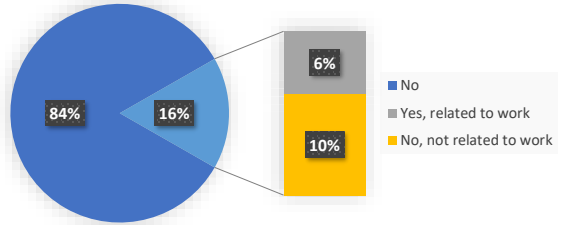
- 73.4% report suffering from symptoms of burnout
- 87.6% report COVID has contributed to burnout in the community

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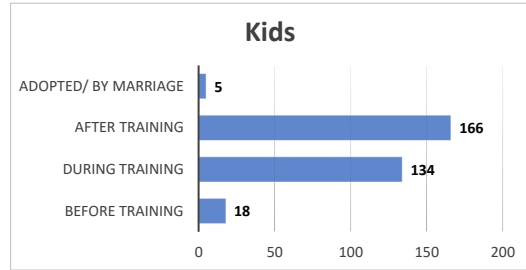
# Personal Details



## Divorced



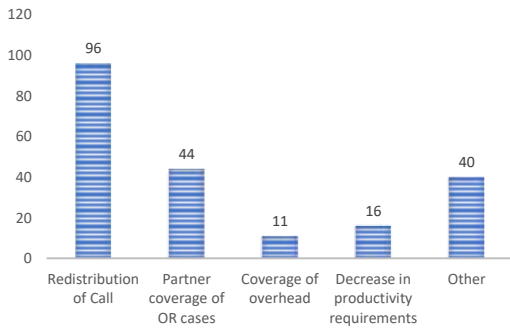
## Kids



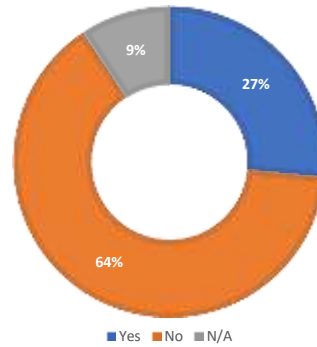
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# Pregnancy

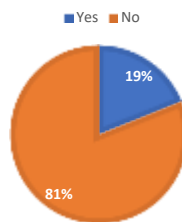
## ACCOMMODATIONS GRANTED DURING PREGNANCY



## LOSS OF PREGNANCY



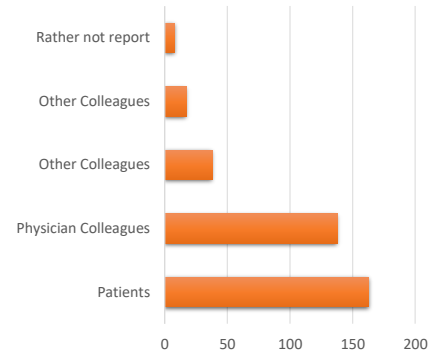
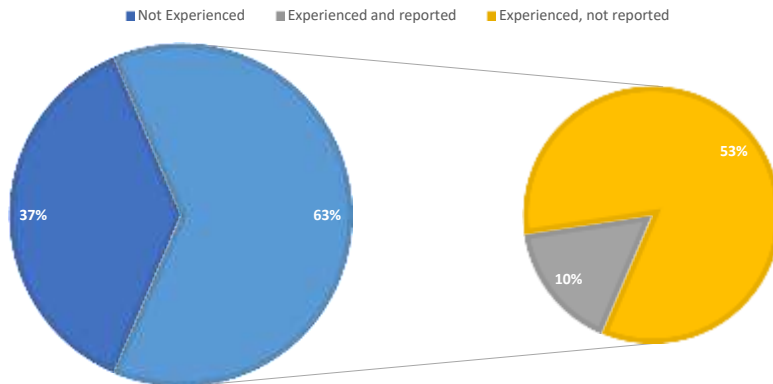
## IVF



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# Harassment

Source of harassment



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- 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.

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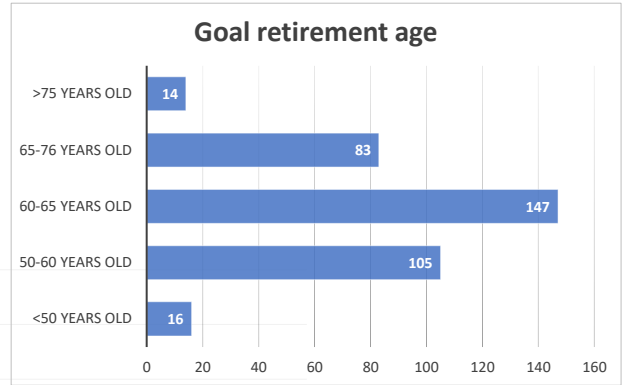
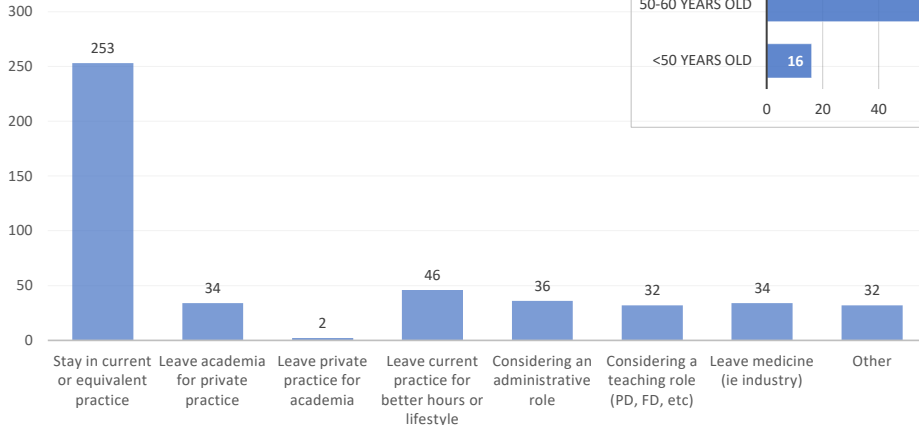
- Do you feel valued by your practice/ chairman/ manager?
  - N=284, 79.3% reported yes.
- **Are you satisfied with your choice of career?**
  - **N=332, 91.5% reported yes.**
- **Would you chose Urology again if given the choice?**
  - **N=307, 85.0% reported yes.**

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- 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

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# Career Plans



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