SOCIETY OF WOMEN IN UROLOGY: ADVANCING THE CAREERS OF WOMEN IN UROLOGY

Dolores J. Lamb, Ph.D
Past-President (2016-2017)
Society of Women in Urology
• To support the professional development and career advancement of women urologists and urologic researchers through education, advocacy, and mentorship
WHAT IS THE GENDER DISTRIBUTION OF UROLOGISTS IN PRACTICE IN THE UNITED STATES?

• In 2016, there were 12,186 practicing urologists in the United States
  • Of these urologists, 10,954 work at least 25 clinical hours a week
  • 8.5% of these 12,186 urologists are female (1,032)
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 2014 - Mar 2016

Medscape Physician Compensation Report 2015

FROM 1978 TO 2013 THE PROPORTION OF FEMALE RESIDENTS ROSE FROM 0.9% TO 24% IN UROLOGY

- 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
DESPITE A DISPROPORTIONATELY LOW NUMBER OF WOMEN RESIDENTS IN UROLOGIC TRAINING (COMARED WITH THOSE IN OTHER SURGICAL TRAINING PROGRAMS) THE NUMBER OF FEMALE ENTRANTS CONTINUES TO GROW

- From 1996 to 2015, the mean number of male vs. female applicants to urology was 285.0 ± 27.1 vs 76.5 ± 21.8 (P < .001)
- No significant difference in mean match rate (68.2 vs. 66.6%; P=0.36)
- Today nearly one-quarter residents in urology training programs are women
- Indeed urology saw the highest growth compared with all other specialties (P=0.001 in all cases) with an 11-fold increase in mean female representation
TRENDS IN THE UROLOGY WORKFORCE AGE-SEX PYRAMID FOR UROLOGIC SURGEONS

PERCENT OF FEMALE PRACTICING UROLOGISTS (BY AGE)

- **< 45**: 18.9%
- **45 - 54**: 9.9%
- **55 - 64**: 4.4%
- **65+**: 0.2%
2017 SWIU PRACTICE PROFILE SURVEY

• Number of respondents: 95

• Year of board certification: 2009  
  (75% of respondents between 1998 - 2015)

• Percentage of patients who are female: 60%
SOCIETY FOR WOMEN IN UROLOGY (SWIU)

Membership
- Honorary, 6
- Candidate, 363
- Active, 573
- Affiliate, 6

Practice Profile

- Andrology: 3%
- Calculus: 18%
- Endourology: 11%
- Female Urology: 15%
- General Urology: 27%
- Incontinence: 22%
- Neuourology: 11%
- Oncologic Urology: 8%
- Pediatric Urology: 11%
- Reconstructive Urology: 5%
- Sexual Medicine: 3%

60% of patients are female; 40% are male
CHALLENGES FOR FEMALE UROLOGISTS IN THE WORKFORCE REMAIN PROBLEMATIC
GENDER DIFFERENCES IN PRACTICE PATTERNS AND COMPENSATION

• Fewer women report performing in-patient procedures
  • Pressure to pigeonhole women into office practice despite fellowship training?
• Female urologists spend more hours in nonremunerative, non-clinical activities and fewer total hours of clinical activity compared with male urologists

• Challenges of balancing a professional career and a personal life exist
• Female urologists tend to have fewer children
• Core issues remain regarding the challenges of juggling a professional and home life
FEMALE UROLOGISTS ARE SIGNIFICANTLY LESS COMPENSATED COMPARED TO MALE UROLOGISTS AFTER ADJUSTING FOR SEVERAL FACTORS LIKELY CONTRIBUTING TO COMPENSATION

Multivariable analysis:

- Female gender was a significant predictor of lower compensation (p=0.001)
  - Controlling for work hours, call frequency, age, practice setting and type, fellowship training and advance practice provider employment.
- Adjusted salaries among female urologists were $81,578 less than those of men. Gender was not a predictor of job satisfaction.

CONTRIBUTING FACTORS TO THE GENDER DIFFERENCES IN PRACTICE PATTERNS AND COMPENSATION

- Maternity leave, childrearing, additional family responsibilities at home
- Cultural differences in perceptions of women’s competency
- Differences in male-female communication styles
- Differentials in recruitment, hiring, retention

- Women have fewer professional mentors, fewer role models
- Women agree to perform irrelevant responsibilities that do not contribute to professional advancement
- Reports of women underreporting hours worked compared with male urologists
MORE FEMALE UROLOGISTS COMPLETED FELLOWSHIP TRAINING

<table>
<thead>
<tr>
<th>Gender and Age</th>
<th>PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male (&lt;45)</td>
<td>58.6%</td>
</tr>
<tr>
<td>Female (&lt;45)</td>
<td>61%</td>
</tr>
<tr>
<td>Male (≥45)</td>
<td>32.5%</td>
</tr>
<tr>
<td>Female (≥45)</td>
<td>51.4%</td>
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SWIU Society of Women in Urology, Inc.
WOMEN ARE DISPROPORTIONALLY UNDERREPRESENTED WITH REGARD TO EDUCATIONAL AND ADMINISTRATIVE POSITIONS OF UROLOGY DEPARTMENTAL LEADERSHIP

Han, J., Stillings, S., Hamann, H., Terry, R. & Moy, L. Gender and Subspecialty of Urology Faculty in Department-based Leadership Roles. Urology 110, 36-39 (2017)
SOCIETY OF WOMEN IN UROLOGY

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

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Embassy Suites by Hilton Scottsdale, Arizona
WHAT MORE CAN BE DONE TO PROMOTE THE CAREERS OF WOMEN IN UROLOGY?

• Address the issues of persistent pay inequity
  • Survey of compensation among AUA membership during the upcoming census

• Implement formal bias training in the AUA education core curriculum or during educational venues at the AUA

• Promote and train the female workforce in Urology to encourage a greater percentage of women leaders both in the workforce and AUA

• Develop strategies to enhance recognition of the societal need for more women urologists in the workforce