



Executive Summary:

The Department of Urology is committed to cultivating a diverse and inclusive environment. The department was recently recognized for being tied for the academic program in the Southeast with the most women faculty and continues to empower women faculty in leadership roles. Recruitment of women and underrepresented minority residents and faculty remains a major priority for the department.

Data Review:

Faculty Racial/Ethnic Distribution

The Department of Urology defines Under-Represented in Medicine (UIM) as described in the Association of American Medical Colleges' Medical Minority Applicant Registry as a "member of a racial or ethnic group historically underrepresented in medicine – African American/Black, Hispanic/Latino, American Indian/Alaskan Native (AMIND) or Native Hawaiian/Pacific Islander." UIM minorities comprise 4% of the Department of Urology faculty members. Asian and White faculty members represent 21% and 75% of the department respectively.

Faculty Gender Distribution

Departmental data provided by Emory's Office of Faculty Academic Advancement, Leadership and Inclusion (OFAA) with AAMC Benchmarks were reviewed. AAMC gender distribution, cited by the OFAA, references a benchmark of 62% male and 38% female – however, these benchmarks do not represent gender distribution among current American Medical School faculty; rather, they seem to represent gender distribution among current graduating Urology residents (actually the proportion of women noted in this benchmark is higher than ACGME reports). Data from the American Urological Association and the Society of Women in Urology indicate that women account for less than 10% of practicing urologists and academic faculty nationwide. This compares with our Emory Urology department data of 74% male and 26% female faculty members.

In 2013, there were no women urologists at Emory, and the sole female research faculty member had never submitted a grant proposal as a PI. Since then, 5 female clinical faculty have joined Emory Urology, and the sole female research Urology faculty member has secured a federal grant as a PI (from the Department of Defense). The Urology Department now has women faculty in major leadership positions:

- Program Director, Urology Graduate Medical Education (Residency Program)
- Medical Director, Ambulatory Urology at TEC Clifton Campus
- Assistant Program Director, GME & Faculty Lead, Urology Unit at Emory's Ambulatory Surgical Center
- Associate Chief of Perioperative Urology at Emory St. Joseph's Hospital
- Director of Undergraduate Medical Education

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Tel 404.778.4898
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The Robert W. Woodruff Health Sciences Center
An equal opportunity, affirmative action university

- Scientific Director, Prostate and Renal Cancer Biorepository

Resident Diversity

The Emory Urology Residency program currently includes 19 trainees. Six (32%) of the trainees are female. Recruitment of women and minority trainees has been a priority for the Department for some time. The residency program currently includes seven (37%) trainees who are minorities.

Enhancement of the UIM residency applicant/candidate pool has been prioritized through outreach efforts such as enabling access/participation in the 4th year medical student rotation for students from Morehouse School of Medicine and other Historically Black Colleges and Universities (HBCUs).

Faculty Compensation by UIM

To ensure equity among faculty the department has implemented a formal compensation plan with transparent and consistent base salaries and incentive compensation. The compensation plan is regularly reviewed and modified by an internal compensation committee comprised of men, women, and UIM faculty across different ranks. The compensation committee also ensures that the department considers market and equity increases each year. Clinical providers eligible for the department's productivity driven base salary compensation ensures that faculty who have taken time away for family, such as those having children, are not penalized.

Gap Analysis:

Faculty recruitment for FY21 included a recruitment visit and negotiation that was ultimately rejected by an UIM, female candidate. A second female faculty candidate was hosted for a recruitment visit who subsequently opted for other opportunities. A third female faculty candidate, one of the graduating Emory Urology residents, was asked to consider a faculty appointment but declined in favor of a position closer to her family. The department continues to recruit women and minority faculty and trainees.

Strategic Goals/Initiatives:

1. Continue to actively seek women faculty
2. Continue to actively seek underrepresented minority residents
3. Continue to actively seek underrepresented minority faculty.
4. Engage and expand UIM representation through adjunct faculty appointments reflecting contributions of affiliated educators
5. Formalize structure for enabling any Morehouse SOM students who are interested in Urology to participate in the 4th year UME Urology sub-internship elective.
6. Establish collaborative GME endeavors with Morehouse SOM by participation of surgical interns from Morehouse SOM in the Urology GME services at Grady Memorial Hospital and the Atlanta VAMC (begun in FY19)