Academic Productivity Amongst Underrepresented Minority Urologists at Academic Institutions

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DISCLOSURES

None to report

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INTRODUCTION

- Urology is a subspecialty with fewer women and underrepresented minority (URM) physicians compared to other specialties

- According to the 2018 AMA Physician Masterfile, URMs comprise…
  - 13% of general surgeons
  - 10% of neurosurgeons
  - 9% of plastic surgeons
  - **8% of urologists**

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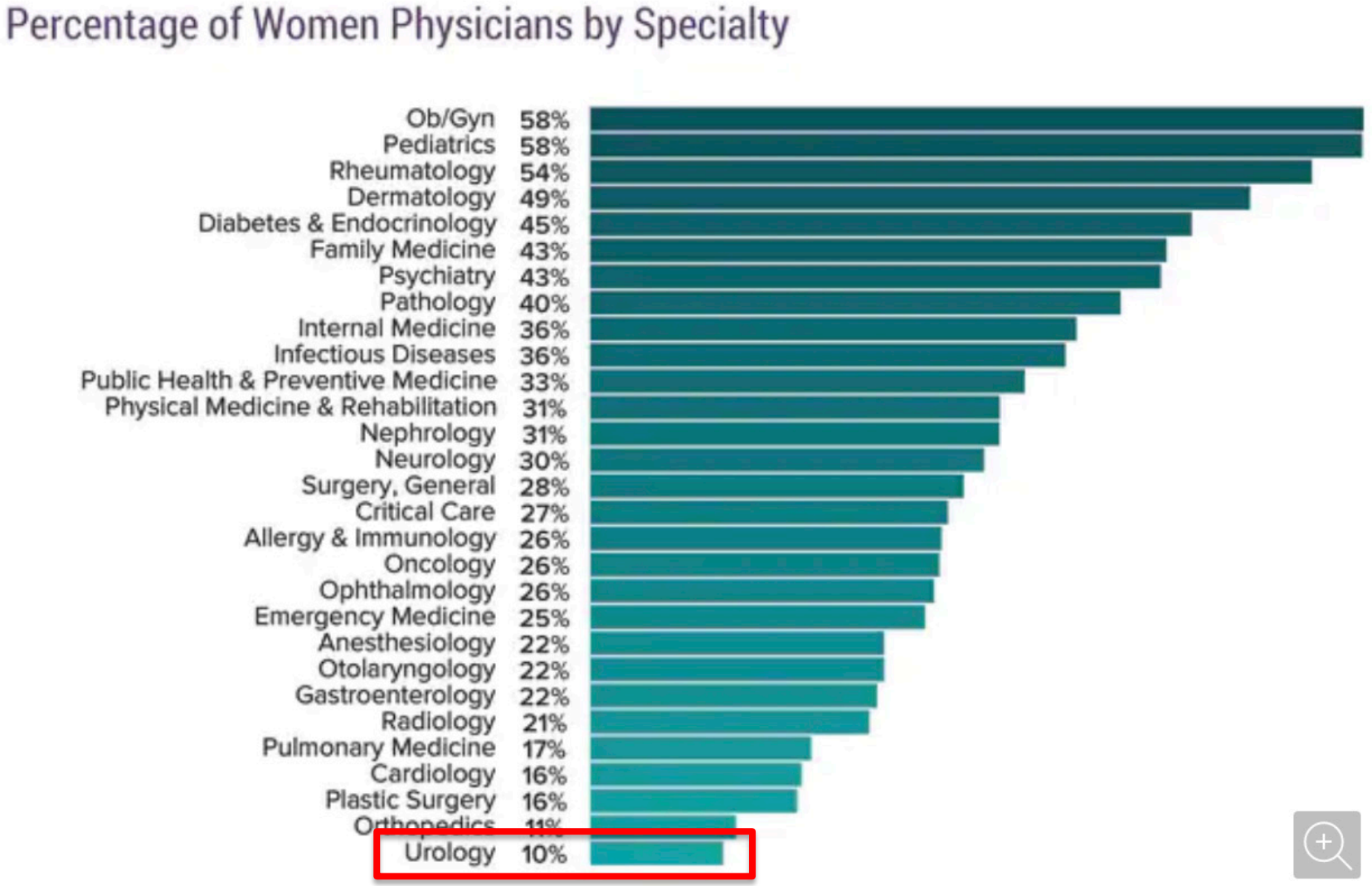
INTRODUCTION



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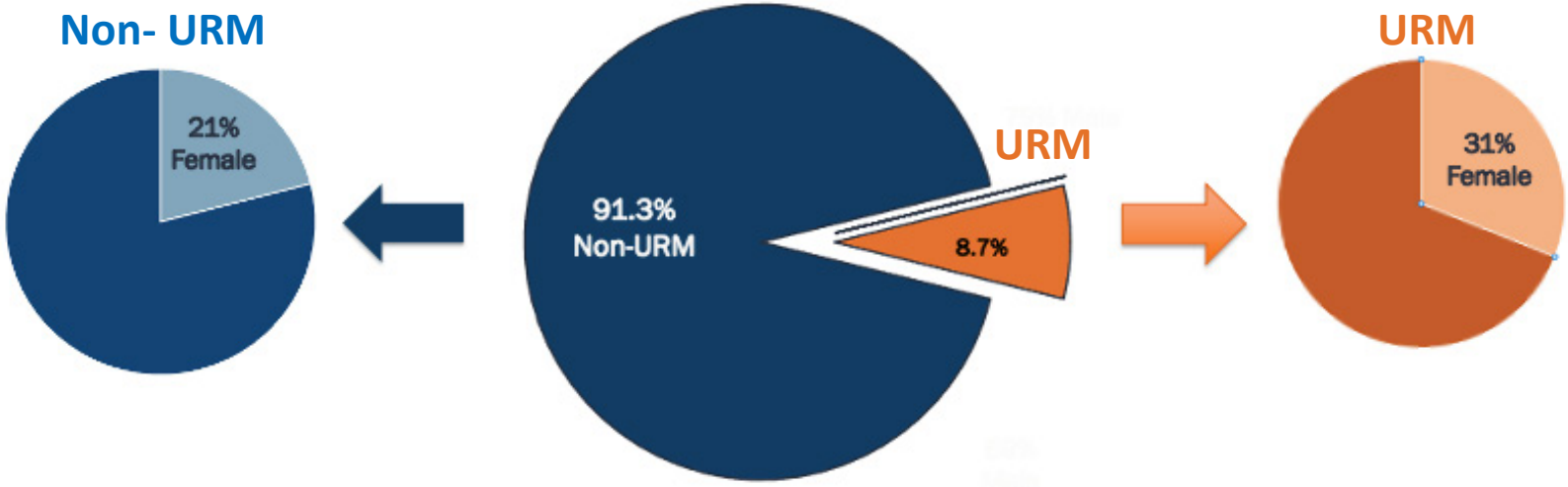
Medscape Physician Compensation Report, 2020.

INTRODUCTION

- A previous analysis from our group estimates that 8.7% of urologists are URMs, and less than one third of urologists are female
- URMs in urology tend to be younger and more likely to be female



Breakdown from 3834 residents and faculty from US urology programs

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CURRENT STUDY

- Primary Aim: To compare academic productivity among URM in urology compared with non-URM
- Secondary Aim: To compare academic productivity in urology by gender

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Methodology

- 2189 faculty and 1645 residents from 145 ACGME accredited urology programs in the United States
- Demographic data, including gender, race/ethnicity, and years in practice, collected from departmental websites, Twitter, LinkedIn, and Doximity
- Perceived URM status designated by biographical information, name origin, photos, Twitter, LinkedIn and Doximity

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Methodology

- URM status includes:
  - Black
  - Hispanic
  - Native Hawaiian / Pacific Islander

- Publication estimate (pubs) determined by PubMed Search
  - Includes only pubs within urology
  - Total pubs as well as first and last author pubs counted

- Multivariable analysis
  - Gender, URM status, years of practice, and Doximity institution rankings

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RESULTS: The Residents

- 145 (9%) URMs and 1499 (91%) non-URMs
- 465 (28%) women and 1179 (72%) men

Median (IQR)	URMs	Non-URMs	P-value
Total Pubs	2 (1, 5)	2 (1, 5)	0.54
First or last author pubs	1 (0, 2)	1 (0, 2)	0.79

Median (IQR)	Female	Male	P-value
Total Pubs	2 (0, 4)	2 (1, 6)	**0.003***
First or last author pubs	1 (0, 2)	1 (0, 2)	0.14

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RESULTS: Multivariable Analysis- Residents

- URMs vs non-URMs
  - No difference in total pubs (p=0.88)
  - No difference in first/last author pubs (p=0.42)

- Women vs men
  - **Difference in total pubs (p=0.002)**
  - No difference in first/last author pubs (p=0.10)

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RESULTS: The Faculty

- 184 (9%) URMs and 1947 (91%) non-URMs
- 372 (17%) women and 1759 (83%) men

Median (IQR)	URMs	Non-URMs	P-value
Total Pubs	12 (3, 32)	19 (6, 45)	**<0.001***
First or last author pubs	4.5 (1, 12)	7 (2, 20)	**<0.001***

Median (IQR)	Female	Male	P-value
Total Pubs	11 (5, 25)	20 (6, 49)	**<0.0001***
First or last author pubs	4 (1, 10.5)	8 (2, 22)	**<0.001***

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RESULTS: Multivariable Analysis- Faculty

- URMs vs non-URMs
  - No difference in total pubs (p=0.30)
  - No difference in first/last author pubs (p=0.80)

- Women vs men
  - **Difference in total pubs (p=0.004)**
  - No difference in first/last author pubs (p=0.07)

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CONCLUSIONS

- When controlling for multiple factors, academic productivity did not differ for URMs compared to non-URMs at both the resident and faculty levels
- Male residents and faculty had more total publications than women
- This study demonstrates that while there is a significant lack of URMs in urology, this group is equally as productive as non-URMs
- Highlights the need for better recruitment of URMs into the field

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