



SAU Taskforce Updates

Women and URM

January 22, 2019

To the SAU Executive Committee:

I am on the Recruitment and retainment of underrepresented minorities and women in Urology taskforce.

Members of the committee are: Adam Hittelman, Jessica Dai, Nnenaya Agochukwu, Jessica Dai, Kirsten Greene, Simone Thavaseelan, Tracy Downs, Patricio Gargolla, and Vijay Vermukalonda

Recruitment has been discussed in terms of exposure (sub I), application, as well as addressing it on the department and institutional levels. Based on our conversations and comparisons between our programs, these are some tactics employed by institutions represented by members of our group.

1. Financial support for sub I (department vs. institution)—housing allotment and/or stipend
2. Preferential sub I spots
3. Dedicated research opportunities (financial support from home institution/organized centrally through AUA or SAU. Present at AUA meeting)
4. No Board score cut off or other exclusions
5. Rank list/rank to match
6. Increase application slots – dedicated to URM/women
7. Departmental diversity officer—interviews all URM applicants
8. Faculty training- implicit bias

We are also working with the AUA to see if we can study demographic trends over a period of time. We have contacted AUA and awaiting permission and data.

Respectively submitted,
Adam Hittelman, MD