

Society of Academic Urologists

American Urological Association Convention, Washington, DC

May 14, 2026



R. Frank Jones
Urological Society

Glen W. McWilliams, MD
President



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Urological Society

Disclosures

I will not be discussing unlabeled/investigational uses of medical devices or pharmaceuticals during this presentation.

- Candel Therapeutics
- Lantheus
- Bostone Scientific
- Pfizer
- Tyra
- Pacific Edge



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Urological Society

Our Mission

Members and supporters are dedicated to increasing the number Black Urologists who excel academically, succeed professionally, and positively impact the community.

- Increase the number of Black students entering the field of urology
- Provide a supportive community that fosters personal and career development
- Promote the best clinical care and scholarly research to achieve quality outcomes and reduce health care disparities for people with urologic conditions.



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National Medical Association



1895

The American Medical Association

The American Medical Association (AMA), founded in 1847, is well known, representing the national federation of medical societies and colleges.

In its Code of Medical Ethics, the AMA espoused the tenet that scientific accomplishment alone (in reference to a “regular” medical education) should qualify membership.

1904, hired educator Abraham Flexner to study the standards of medical schools in the U.S. and Canada. In 1910, Flexner published his report with devastating consequences for the numbers of Black doctors. He recommended shuttering five of the seven historically Black medical schools that trained the vast majority of Black physicians.

However, in routine practice, members uniformly opposed Black physician membership and interactions professionally or socially, and only by the 1940s had AMA constituent societies allowed occasional membership to Black physicians and improved with Civil Rights Legislation late 1960s

2008, the American Medical Association (AMA) issued a formal apology for its history of discriminatory policies against Black physicians

Richard Frank Jones 1898-1979

- RFJ is the descendant of slaves whom acquired their freedom 1840s via the “Installment Plan” two decades prior to the Emancipation Proclamation 1863
- Paternal ancestor, Samuel W. Jones (Maryland),
 - purchased his freedom 1847
 - Married Eloisa Benson, became a midwife
 - Delivered Charles Howard and General Oliver Howard – known as the founder of Howard University 1867
 - Son Frank Jones, father of RFJ
- Maternal ancestor, Robert Gunnell (Virginia)
 - purchased his freedom and married Harriet Lee (slave)
 - had eight children and registered his family as his personal slaves to prevent them being sold as slaves.
 - Granddaughter Mary Payne, mother of RFJ
- Born Richard Francis Jones in 1898 in Washington, DC



*Samuel W. Jones, the paternal
grandfather who bought his freedom*

R. Frank Jones

- **1936: First African American Diplomate of The American Board of Urology**
- **1937: Denied membership into the Mid Atlantic Section of the AUA**
- 1945: Clinical Professor of Urology at Freedman's Hospital
- 1947: **Established a Urology Residency** at Freedman's Hospital
- 1952: **Established** the Urology Section of the National Medical Association
- **1965: AUA application is accepted**
- 1970: retired after training 26 African American urologic surgeons
- 2009: R. Frank Jones Urological Society created and recognized by the AUA





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Wappler (Gold) Cystoscope Award



Dr. Jones (right) entered the 1973 AUA golf tournament held at the Westchester (N.Y.) Country Club and won the gold Wappler cystoscope award. With him at the event are (from the left) William Harper, D.D.S.; George W. Jones, M.D. and Lewis Terry, Pharm. D.

Trends in the Racial and Ethnic Diversity in the US Urology Workforce

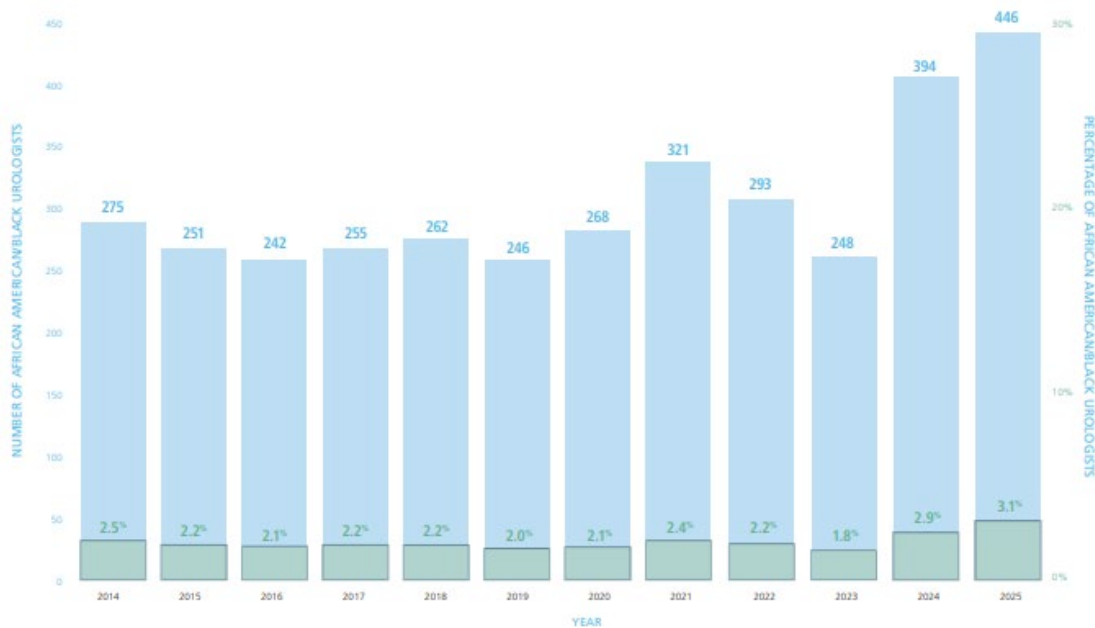


Efe Chantal Ghanney Simons, Aileen Arevalo, Samuel L. Washington, Serena Does, Lorna Kwan, Anissa V. Nguyen, Tracy M. Downs, Clarence H. Braddock, and Christopher Saigal

- The proportion of URM urologists has remained stagnant over time and does not match the national increase in racial and ethnic diversity of the US during 2010–2011 through 2018–2019.
- From 2007–2008 to 2019–2020,
 - **Latinx/Hispanic urology applicants increased by 0.38% per year** (95% CI 0.24, 0.52)
 - **proportion in the urology resident population remained unchanged** (0.07% per year, 95% CI -0.20, 0.06) from 2011–2012 to 2019–2020.
 - ***Black urology applicants decreased*** (–0.13% per year, 95% CI –0.24, –0.02) and no change in the resident population (–0.03% per year, 95% CI –0.11, 0.05), despite an increase in total number of residents (n = 1043 to n = 1734) from 2009–2010 to 2019–2020.
 - In 2018–2019, there were step-wise decreases in proportion of Black and Latinx/Hispanic members represented at critical stages of the educational pipeline (P <0.0001).
- Part of this stagnation might be due to the loss of potential future URM urologists that we observed at critical educational stages.
- Diversify the pool of undergraduate students who are qualified to apply for medical school
- Support students so they thrive during their medical education and successfully graduate
- Ensure early exposure to urology in order to attract URM students to the field
- Adequately prepare URM students for the application process so they successfully match
- Ensure applications are equitable
- Promote inclusion efforts to advance retention of URM faculty.

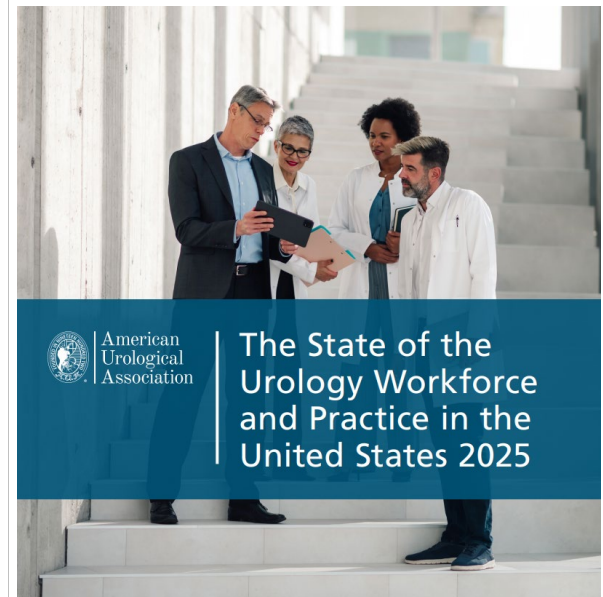
African American/Black Urologists in the Workforce

3.1% of Practicing Urologists in 2025



Data sources: Weighted samples from the AUA Annual Census from 2014 to 2025.

Blue: Total number of African American/Black practicing urologists; Green: Percentage of African American/Black practicing urologists.



African American/Black Residents in Training 2020-21

5.2% of Urology Residents and 5.0% of Urology Fellows

Race	Urologists in Training			
	Residents		Fellows	
	Number	Percent (%)	Number	Percent (%)
White	213	68.9	97	69.3
Asian	66	21.4	31	22.1
Black	16	5.2	7	5.0
Other Races including Multiple Race	14	4.5	5	3.6
Total	324	100.0	145	100.0

(Data source: AUA Annual Census 2020 and 2021—unweighted samples from the resident and fellow module.)

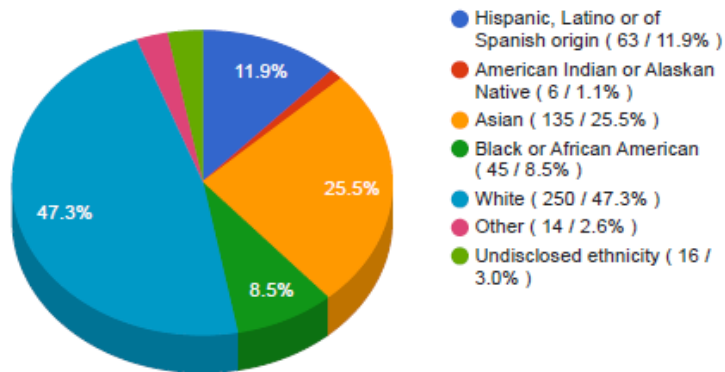


2025 Urology Match

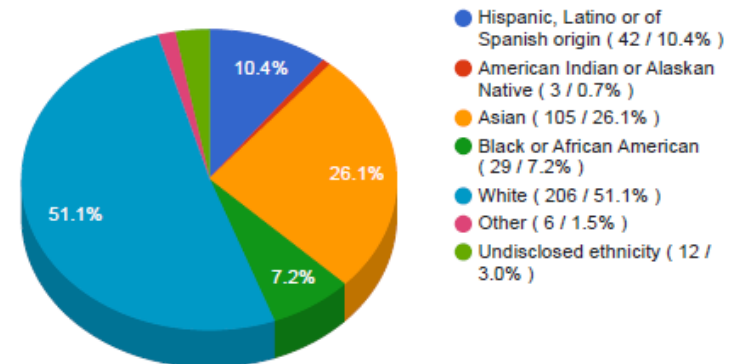
Applicants By Ethnicity - Primary Ethnicity Only

<https://www.auanet.org/meetings-and-education/for-residents/urology-and-specialty-matches>

All Applicants By Ethnicity - Primary Ethnicity Only



Matched Applicants by Ethnicity - Primary Ethnicity Only

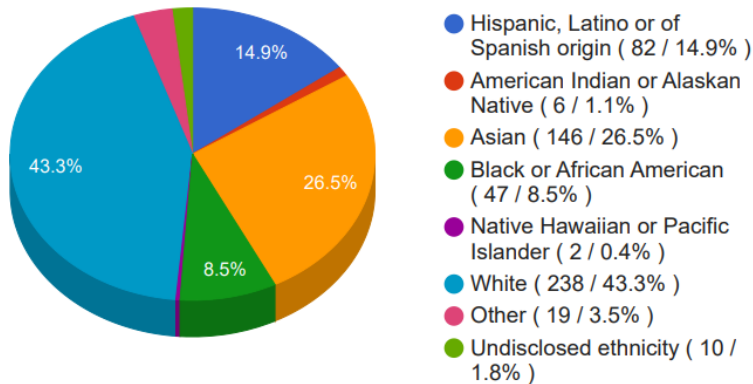


2026 Urology Match

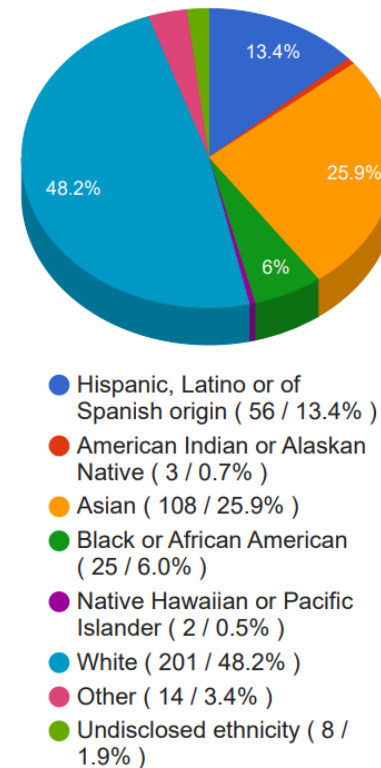
Applicants By Ethnicity - Primary Ethnicity Only

<https://www.auanet.org/meetings-and-education/for-residents/urology-and-specialty-matches>

All Applicants By Ethnicity - Primary Ethnicity Only



Matched Applicants By Ethnicity - Primary Ethnicity Only



- AUA Annual Convention 2025 Las Vegas, Nevada

“Global Access to Urological Care Across the Diaspora”

Pan African Urological Association (PAUSA)
and Caribbean Urological Association (CURA)

Joseph (Jay) Smith
RFJUS Excellence in Urology Award

Linda McIntire
Stellar Award

RFJUS



National Medical Association Convention 2025 Chicago, IL

William Baker Urology Research Forum



RFJUS Mentorship Reception



Community Health and Education

Prostate Cancer Screening in High-Risk Populations



**Community
PROSTATE
HEALTH
FAIR**

EARLY DETECTION SAVES LIVES
Saturday, August 3, 2024
11am - 2pm

**LIVE Q&A WITH
BLACK UROLOGIST
FREE HAIR CUTS**

**FREE HOURLY
RAFFLE PRIZES
FREE FOOD**

**Free PSA SCREENING
for Men Age 40+
(NO RECTAL EXAMS)**

WALK-INS WELCOME

**FOR MORE INFO AND TO
PRE-REGISTER VISIT:
WWW.BLACKUROLOGISTSOCIETY.ORG**

**Convent Avenue
Baptist Church
420 West 145th St.
New York, NY**

**R. Frank Jones
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Logos: DOWNSTATE, Mount Sinai, janssen, Boston Scientific, LANTHEUS, NYU & Mount Sinai, and various medical society logos.

**ONWARD
AND
UPWARD**

**CELEBRATING BLACK
UROLOGISTS IN AMERICA**

**WHERE & WHEN
BOOTH #330
AUA2024 MAY 3-6, 2024**

Evolution of Black Physicians
Hear how early Black doctors navigated organized medicine from Bud Burnett, MD

R. Frank Jones Urological Society
Learn more about the impact of R. Frank Jones Urological Society from Linda McIntire, MD

Talks & Presentations
Listen to presentations on topics such as Black Innovators and Non-Traditional Leadership

Museum Store
New items available: Stickers, pins, keychains and more!

Celebrating Black Urologists and Their Contributions

William P. Didusch Center for Urologic History

Community Outreach and Prostate Cancer Screening



Urology Resident Mentorship Program



Kymora Scotland, MD, PhD
UCLA Health



Current Urology Pathway Programs

- **FUTURE:** Future Urology Talent from UnderRepresented Entities
- UCSF **UReTER** (UnderRepresented Trainees Entering Residency) Mentorship Program
- **Michigan Urology Academy**
- **Urology Unbound**
- **PROSPECT** North Central Section AUA
- **ConDUC:** Consortium on Disparities of Urologic Conditions

RFJUS – Boston Scientific

Resident engagement and mentorship



- Urology PGY 2-4
- Didactics
- Surgical Simulation
- Networking
- Travel Award



ConDUC – RFJUS

Strategic Partners Advancing Equity



ConDUC is a national initiative dedicated to reducing disparities in urologic conditions through mentorship, research, and community programming

SCOPE Registry

- National prostate cancer registry focused on African American men
- Integrates clinical, genomic, and social determinants of health data

Mentorship Training Program

- Trains physicians, coordinators, and students in clinical research
- Provides structured mentorship and GCP certification

Annual Prostate Cancer Symposium

- National convening of clinicians, researchers, and community leaders
- Focused on disparities, innovation, and collaboration

The Consortium of Disparities of Urologic Conditions

ConDUC Upcoming activities

2026 MENTORSHIP TRAINING PROGRAM

Advancing Equity, Leadership, and Excellence in Urologic Clinical Research



ABOUT CONDUC

The Consortium on Disparities of Urologic Conditions (ConDUC) is a national, equity-driven collaborative dedicated to increasing African American leadership and participation in urologic research and clinical trials.

2026 MENTORSHIP TRAINING PROGRAM

The ConDUC Mentorship Training Program is a **free** one-year, high-impact initiative designed for fellows and practicing urologists

- ✓ **Structured Mentorship:** One-on-one guidance with an experienced clinical researcher
- ✓ **Clinical Trials Training:** Free, move at your own pace, web-based curriculum covering all aspects of clinical trials
- ✓ **Certification:** Participants receive Good Clinical Practice (GCP) certification
- ✓ **Professional Development:** Focus on research skills, leadership growth, and networking



GET INVOLVED

- ✓ One-on-One Mentorship
- ✓ Networking Opportunities
- ✓ Increase leadership in urologic clinical trials

Contact Us

Email: walter.rayford@qlhinc.com

Website: conducurology.com

6th Annual ConDUC Prostate Cancer Symposium

“Innovations in Prostate Cancer Screening, Early Detection, and Precision Medicine”

November 13th - 14th 2026
Clark Atlanta University
Atlanta, GA



<https://www.conducurology.com>



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RFJUS and SAU

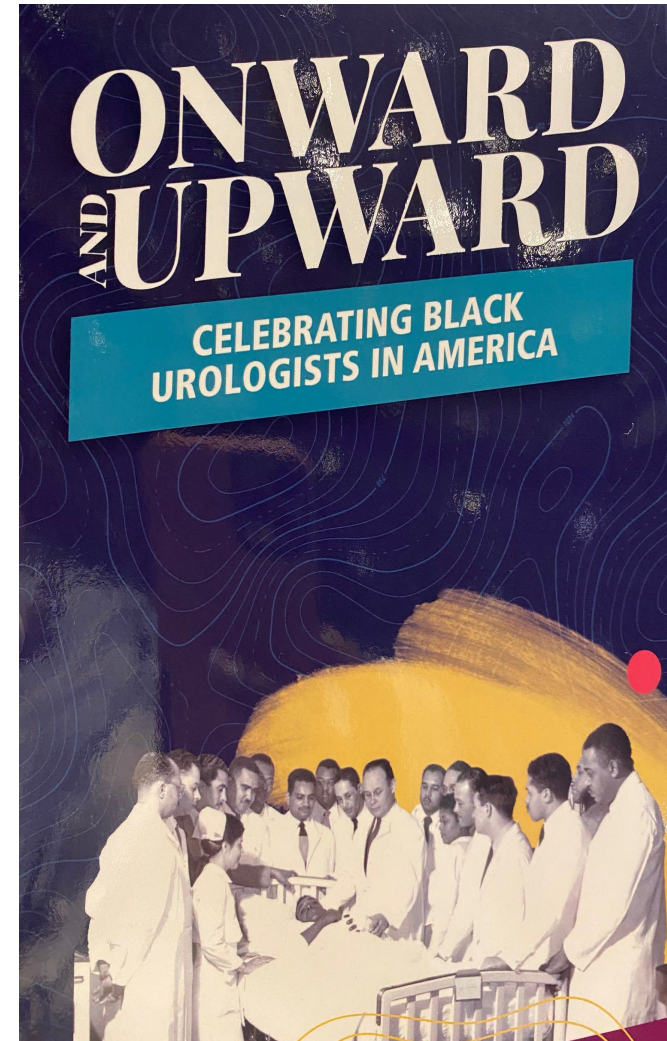
1. Establish a system to collect data on probations, remediations, firings and resignations of residents
2. Develop of a set of standards from remediation to attrition, to reduce resident resignation or dismissal
3. RFJUS can provide support and mentorship to struggling residents to address deficiencies and provide emotional support to reduce resident attrition, including resignation or dismissal



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RFJUS Key Takeaways

- Increase the number of Black urologists
- Advance the field of urologic health care
- Reduce disparities through strategic partnerships



References

- Onward and Upward Celebrating Black Urologists in America – American Urological Association 2024. www.UrologicHistory.Museum
- The Legacy of the R. Frank Jones Urological Society. | AUA News, 01 Apr 2022 - Linda L. McIntire, MD
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- Downs T, Rayford W and Davis D: Richard Francis Jones—opening doors and diversifying the urologic workforce: a pioneer in the training of African urologic surgeons in North America. *Urology* 2014; 84: 1213.
- Trials of a Pioneer R. Frank Jones 1978 AUA History Forum May 22, 1978—Washington DC
- Jones R: Tribute to Dr. Milton Augustus Francis (1882-1961). The first Negro urologist. *J Natl Med Assoc* 1978; 70: 945.



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Thank YOU!