

# Barriers to Entry, and Equity, in the Urology Workforce: Results from an Applicant Survey

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**AIM** To assess applicants' perspectives on key aspects of the urology match as equity concerns and workforce issues perpetuate.

## METHODS

2025 AUA Match Applicant Survey



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Applicants now strongly favor in-person or hybrid format interviews vs. virtual, and said in-person was worthwhile despite rising equity concerns

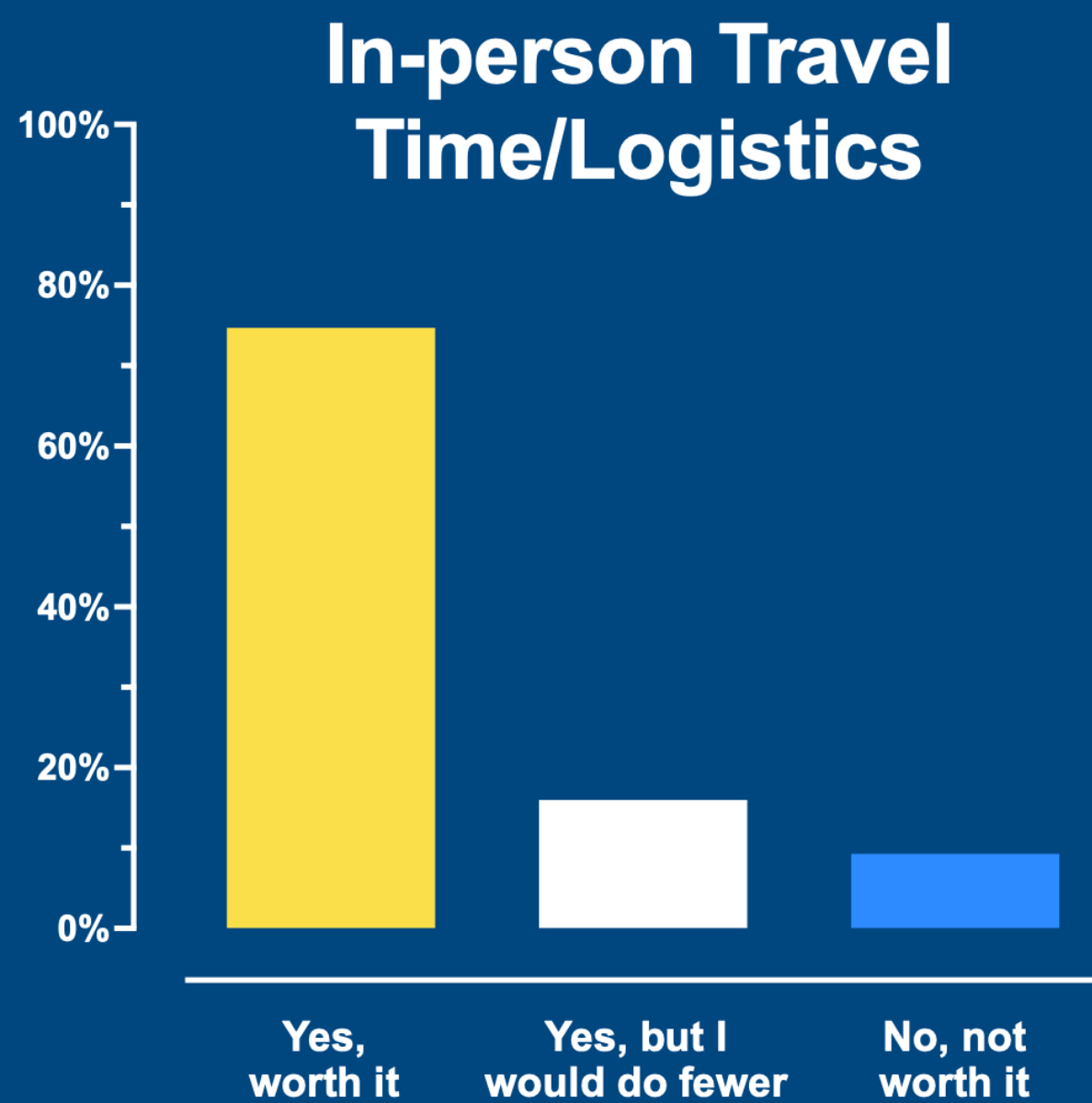
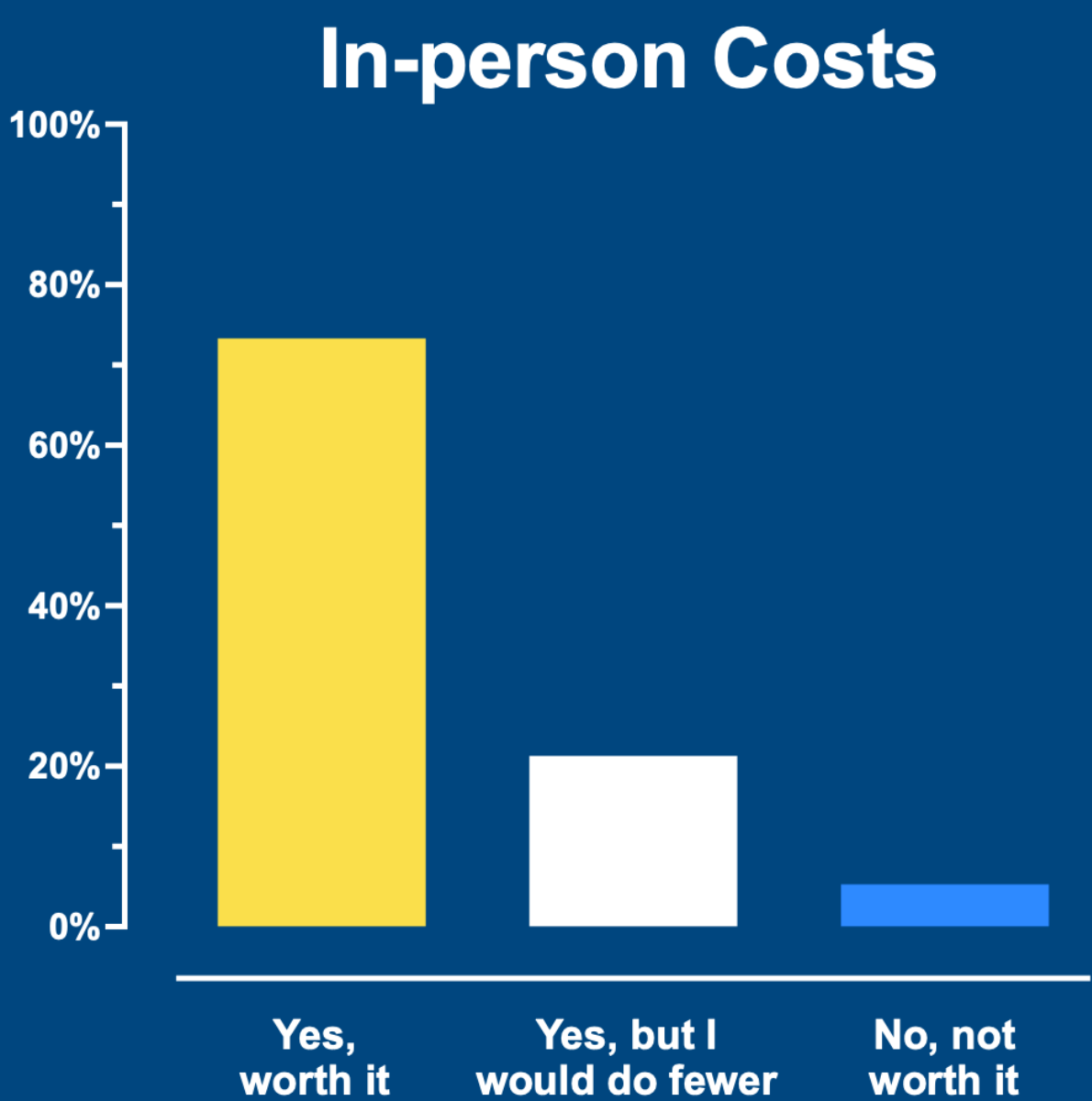
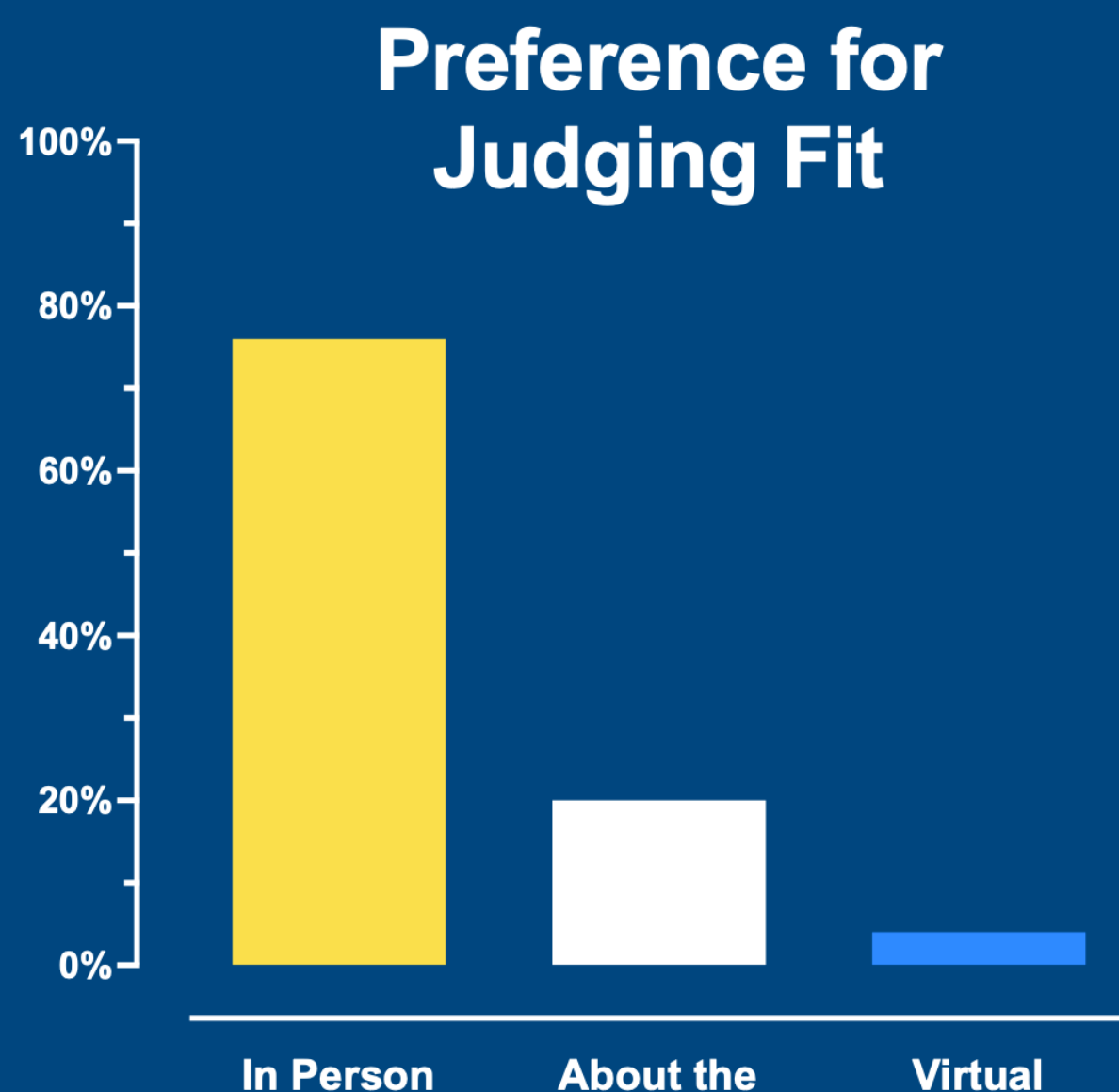
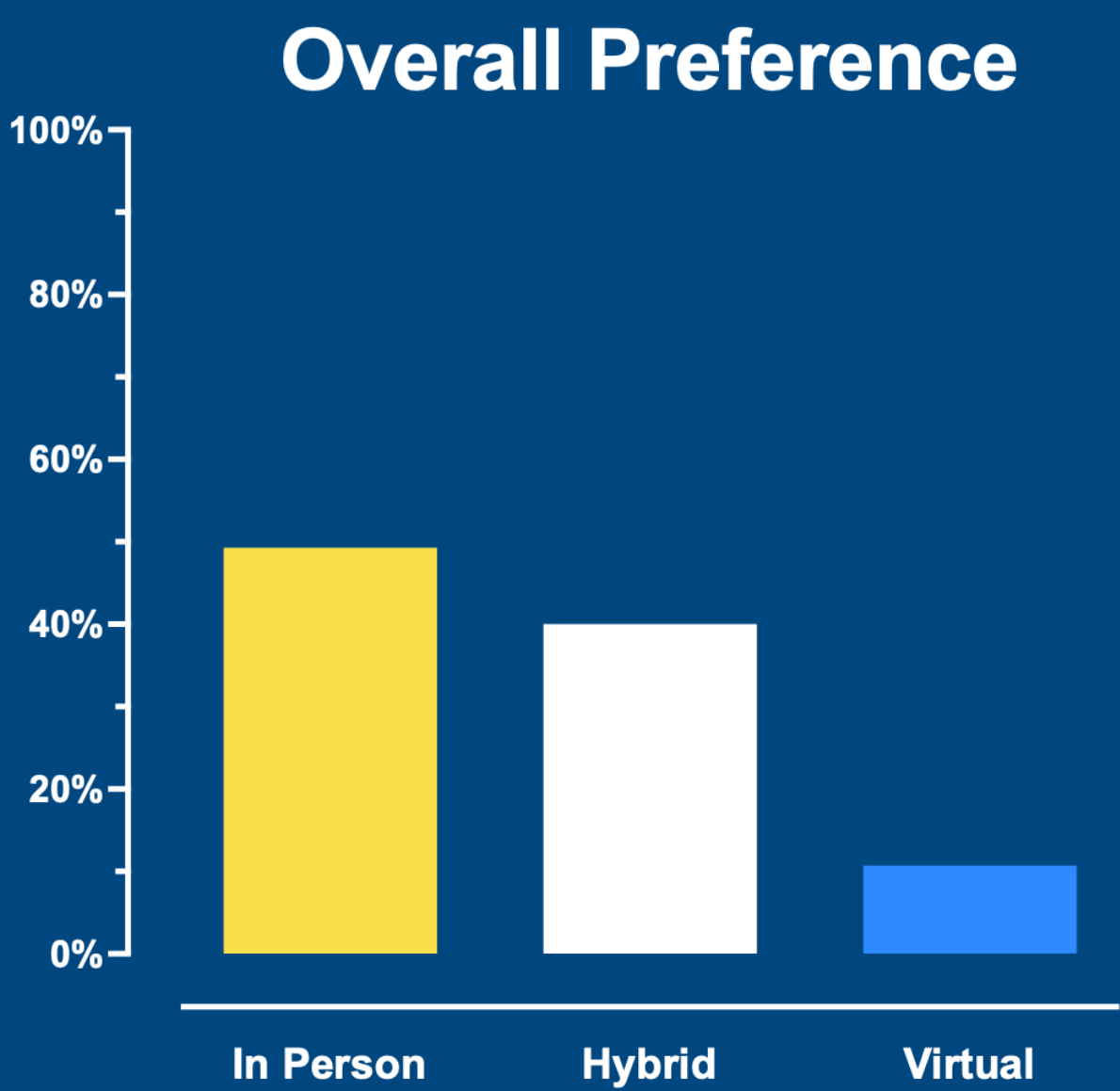


Figure Interview Costs  
19% declined an in-person interview due to costs alone!

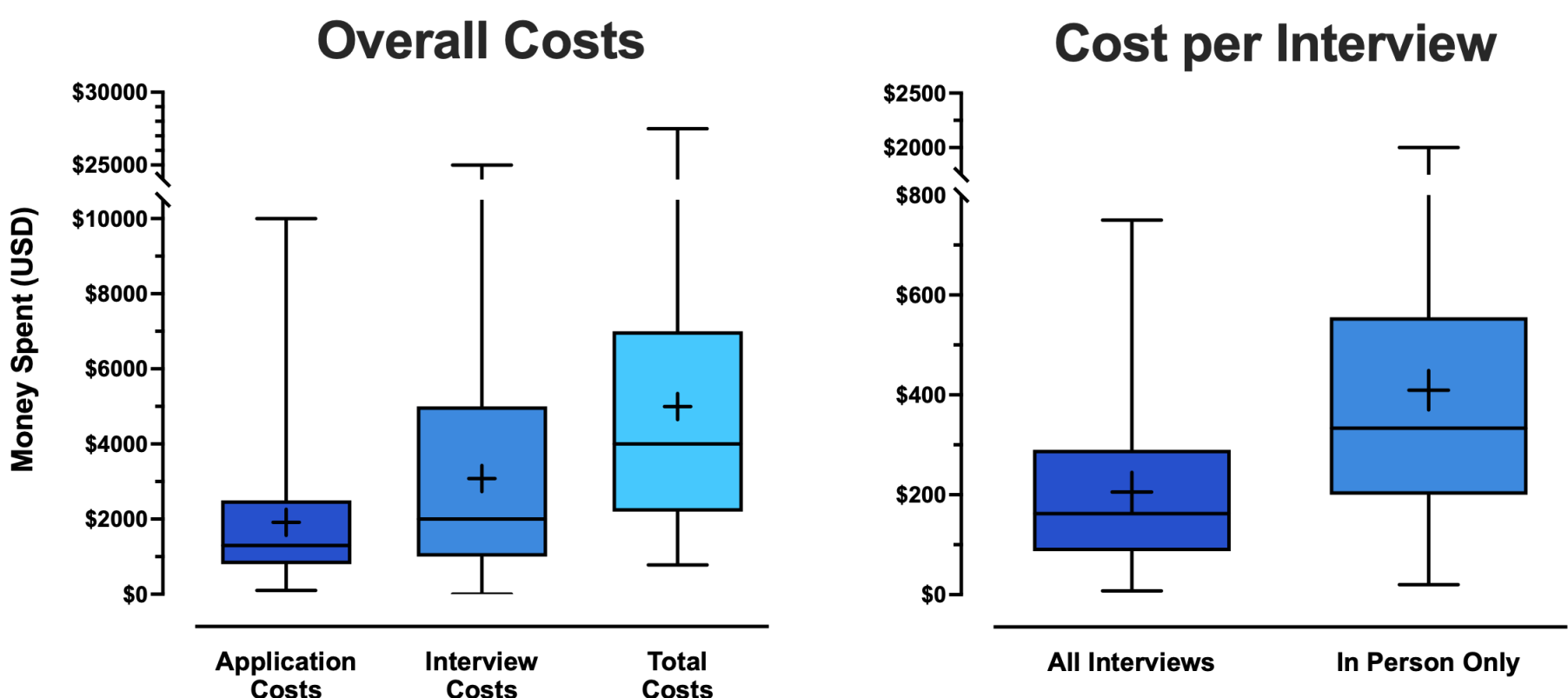


Table Applicant Metrics

Application Characteristic (N = 75)	Mean	Median (IQR)	Range
No. programs applied to	63.5	59 (28.5)	6 - 142
No. interview invitations received, total	15.7	17 (8.5)	1 - 32
No. interview invitations offering hybrid format option	1.4	1 (2)	0 - 5
% interview invitations offering hybrid format option	10%	7% (15)	0 - 67%
No. interview invitations offering any financial aid	1.6	1 (2)	0 - 7
% interview invitations offering any financial aid	9%	9% (13)	0 - 43%
No. interview invitations declined	2.1	1 (3)	0 - 13
No. interviews attended, total	13.5	14 (7)	1 - 29
No. interviews attended, in person	7.0	7 (4.5)	0 - 18
% interviews attended, in person	49%	50% (25)	0 - 100%
No. interviews attended, virtual	6.5	7 (4.5)	1 - 14
% interviews attended, virtual	51%	50% (25)	20 - 100%
No. away rotations completed	2.3	2 (1)	0 - 6

Abbreviations: IQR, interquartile range. No., number.



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