

SUPPLEMENTARY MATERIALS

Supplementary Table 1

Survey questionnaire

1. What is your academic title?
 1. Registrar/Resident
 2. Lecturer
 3. Assistant Professor
 4. Associate Professor
 5. Professor
 6. Nonacademic private practitioner

2. What fellowship or specialization training did you complete after residency (check all that apply)? (If applicable)
 1. Endourology
 2. Female urology
 3. Infertility
 4. Neurourology
 5. Oncology
 6. Pediatric urology
 7. Transplantation
 8. Reconstructive urology
 9. Andrology
 10. Other

3. Is your current clinical practice reflective of your fellowship/specialization training?
 1. Yes
 2. No
 3. If no, explain

4. How many years have you been in practice?
 1. >20 years
 2. 10–20 years
 3. 5–10 years
 4. <5 years
 5. Still in training

5. What is your current marital status?
 1. Single
 2. Married
 3. Separated/Divorced
 4. Remarried
 5. In a relationship
 6. Prefer not to answer

6. Do you have any children?
 1. Yes
 2. No
 3. If yes, how many?

7. When did you have your first child?
 1. Before residency
 2. During residency
 3. During fellowship
 4. After becoming a staff

8. Overall, how satisfied are you with your career?
 1. Very satisfied
 2. Somewhat satisfied
 3. Somewhat dissatisfied
 4. Dissatisfied
 5. Comments

9. Would you say that you had strong mentorship during your training?
 1. Yes, this mentor was a male urologist
 2. Yes, this mentor was a female urologist
 3. No
 4. Comments

10. Have you ever experienced discrimination at workplace that you feel is related to your gender?
 1. Yes
 2. No
 3. If yes, please explain

11. If yes, from whom (check all that apply):
 1. Colleague
 2. Senior
 3. Consultant
 4. Patient
 5. Patient's family
 6. Allied health
 7. Nurses
 8. Other:

12. Has a patient ever declined examination based on your gender?
 1. Yes, most of the time
 2. Yes, occasionally
 3. No

13. Have you ever felt that you have been given less opportunity to operate/assist/learn compared to your male counterparts during your training period?
 1. Yes
 2. No

14. How many hours do you work compared to your male counterparts?
 1. More
 2. Less
 3. The same

15. How much OR time do you have compared to your male counterparts?
 1. More
 2. Less
 3. Significantly less (50% less or more)
 4. The same

16. What would you say is the greatest cause of dissatisfaction in your practice? (check all that apply)
 1. Pigeonholing
 2. Lack of mentorship
 3. Inadequate compensation
 4. Personal/family stressors
 5. Financial/resource constraints within the health-care system
 6. Seeing more time-consuming patients in clinic

7. Less operative time than my male counterparts
 8. I do not have any significant job dissatisfaction
 9. Other
17. Have you during your training ever felt that your seniors were more inclined to encourage you to take up female/functional subspecialty due to your gender?
1. Yes
 2. No
 3. Other
18. Have you ever faced harassment of any sort at work place due to your gender?
1. Yes
 2. No
 3. Choose not to answer
19. Do you think you are paid less compared to your male counterparts?
1. Yes
 2. No
20. Share an experience where you were discriminated against due to your gender
21. How much time-off did you take from your practice for maternity leave?
22. Did you have any pregnancy complication you believe may have been related to your work schedule or work environment (e.g. long hours, exhaustion, radiation exposure, duties, etc.)?
1. Yes
 2. No
 3. Specifics are not required, but if you would like to explain
23. Do you feel that your personal life and family responsibilities have compromised your career?
1. Yes
 2. No
 3. If yes, please explain
24. Do you feel that your career has compromised your personal life and family responsibilities?
1. Yes
 2. No
 3. If yes, please explain
25. If your daughter expressed interest in pursuing a career in urology, would you encourage her to do this?
1. Yes
 2. No
26. If you had to choose your specialty again, would you still choose urology? If yes, would you choose the same subspecialization?
1. Yes, I would choose urology again
 2. Yes, I would choose urology but a different subspecialty
 3. No, I would choose a different surgical specialty
 4. No, I would choose a nonsurgical specialty
 5. No, I would choose a career outside of medicine
27. Additional comments/suggestions/wisdom from experience.