1. **Student access and opportunities**

Our students are either urology residents, nationally matched through the American Urologic Association (AUA), or post-doctoral fellows in a clinical or a research program. Our post-doctoral fellows are either nationally matched by a professional society or recruited through advertising in national journals and consortiums. Entry level requirements include either an MD or PhD degree from a recognized program, often a medical license issued by the State of Washington, and the ability to obtain an appropriate Visa, if internationally trained. When advertising in professional journals for post-doctoral candidates we always include language indicating that we encourage applicants from a wide background.

While reviewing applicants, conducting interviews and making offers, diversity of background and life experiences is definitely included in the criteria that is considered. To that end, every effort is made to accommodate and benefit from varying ethnic backgrounds presented by the candidates. Where possible, the department makes available a faculty member of a similar ethnic makeup, background or gender, or will make available another representative from the current pool of residents or staff. An annual review of our demographical data validates our efforts.

2. **Student development and retention:**

The department recognizes that all students are unique and have different educational needs. Because our training programs are either patient-oriented or research-oriented, with strict outcomes requirements, we make a very conscious effort to ensure that our students will be able to meet the program requirements; we seek to ensure find the best program or faculty fit; and we mentor at every step of the way. All programs of training are built on the premise of teamwork between trainees and the faculty. This is particularly true in Year 4 of the residency program, the research year, where the two residents are able to select the laboratory and mentor that best supports their academic interest.

3. **Engagement with the external community:**

Our residents have rotations with several medical centers in Seattle. In addition to rotations within the Academic Medical Centers, which includes Children’s, our residents have a rotation at Virginia Mason, and in years past to Madigan Army Medical Center. Our Clinical Faculty program further enhances student opportunity to mix with the private practice arena, and our clinical faculty meet our students at case conferences, grandest rounds on Saturdays, as well as during our structured research days. Social opportunities exist as well through scheduled social activities throughout the year where a broadly set invitation roster is used.

Additionally, all our students are expected to attend national conferences to present posters and meet others in their respective fields. Students are paired with mentors or program leaders who provide funding for these encounters. These meetings give the outside scientific community exposure to the diverse group of people that the department has to offer, while at the same time allowing our students to make connections within the scientific community.
The Department of Urology is proud of its Visiting Scholars Program, and typically has 2-4 visiting scholars at any given point in the year. At the moment we have a Visiting Scholar from Korea, and 2 from Turkey. Some of these visitors come for short periods of observation, while others come for several years to get formal training needed by their home country. We are actively involved with the International Services Office in the processing of appropriate Visas, and other services as needed.

From a standpoint of socialization and orientation our faculty seeks to make every student feel welcome and develop a sense of belonging. Academic communities seem to be naturally networked, and we use these networks to assist help bring on new faculty. Seattle happens to be a city with many multi-cultural organizations, and activities. We are always able to introduce someone to a supportive organization, if we see the need.

4. Staff and administrative diversity:
The Department of Urology believes that the unique points of view, life experiences and distinctive contributions that individuals bring to the department are what make it vibrant. While HR does all of the recruiting for departmental staff we carry these values into the employee interview/selection process and beyond. Our professional staff is 63% women, and 11% minority. Our classified staff is 80% women and 30% minority. Employee contributions are viewed as extremely important and are appreciated by the department as a whole. We take a value-added approach by recognizing that different life experiences and view points can only enhance both the productivity of the unit and the overall work environment.

5. Faculty diversity:
The Department of Urology is committed to maintaining faculty diversity that is appropriate to its scientific mission. This commitment long been in practice. Search committees for clinical faculty are appointed by the Department chair, who looks for qualified candidates representative of the patient population served. Of the 25 faculty, 24% are minority. The clinical faculty consists of 18 MD's. Research faculty are chosen by the appropriate Principal Investigator, in accordance with the department Appointments & Promotion criteria. Research faculty are comprised of the following ethnic backgrounds: Asian American; African-American, Czechoslovakian.

6. Curriculum and research:
Our residency program curriculum is prescribed to comply with the American College of Graduate Medical Education accreditation rules. Those rules require considerable attention to the development of the post-graduate medical student, to the great benefit of the student. Our goal is to produce clinically accomplished graduates, experienced in research philosophy and techniques, and with expertise in conveying that information; to provide a nurturing environment for our faculty which will maximize their professional and academic growth; to be a leader in our specialty through world class research and exemplary clinical medicine. We aspire to have our graduates compete successfully for the best academic or private practice positions. Our clinical fellowship programs, although all but one are not GME accredited, each fall in areas that have a national oversight body that establishes criteria and oversight functions similar to GME. Of our 6 clinical fellows 2 are visiting from Turkey.
Our research training is dictated by the research project funding requirements. We make every effort to ensure the best fit at the time of recruitment, and once selected we make every effort to see the post-doctoral fellow through to successful completion. Of our 5 research fellows 1 is visiting from Korea, 1 from the People’s Republic of China.

7. Climate:
The Department of Urology is committed to promoting a working and learning environment that encourages respect, inclusiveness and individuality. This ideal holds true for everyone, whether they are a member of the faculty, a graduate student, a staff member a clinical or a post-doctoral research fellow. We genuinely believe that when people who have different experiences and views colored by those experience are brought together they are forced to consider things from a slightly different perspective than they would have on their own. This interaction fosters creativity and is exactly the ideal that the department is striving to promote.