

# Trends in Women Adult Reconstruction Surgeons: Fellowship Applicants and American Association of Hip and Knee Surgeons (AAHKS) Members

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## INTRODUCTION:

Major research and recruitment efforts have focused on diversifying the orthopaedic surgery workforce, with a focus on gender diversity. This study aims to characterize gender trends in the adult reconstruction fellowship match and the American Association of Hip and Knee Surgeons (AAHKS) membership over the past decade. We hypothesized that there would be increases in the percentage of women adult reconstruction fellows and AAHKS members.

## METHODS:

For this retrospective, descriptive study, the full names of matched adult reconstruction fellows from 2012 to 2022 were collected. For the fellowship match, genders were predicted by the Genderize algorithm. From the AAHKS database, full names, self-identified genders, and clinical statuses were extracted from January 2016 to May 2023. Descriptive statistics were analyzed. Gender trends were evaluated with logistic regression analyses. *P*-values < 0.05 were considered significant.

## RESULTS:

From 2012 to 2022, 1,762 residents were matched in adult reconstruction fellowships. Women represented between 2.5 to 9.0% of matched adult reconstruction fellows per year (Figure 1). The percentage of matched women applicants has remained stable (*P* = 0.4, Table 1). When comparing the success of women and men applicants from 2019 to 2022, on average, women matched 79.7% of the time, and men matched 75.0% of the time (*P* = 0.2, Table 2).

From 2016 to 2023, the membership of AAHKS grew from 2,845 to 4,159 surgical members. The number of women adult reconstruction surgeons significantly increased from 2.5 to 3.8% (2016 to 2023, *P* < 0.001, Figure 2). At the resident level, women’s membership increased from 4.0 to 12.0% (2016 to 2023, *P* < 0.001).

## DISCUSSION AND CONCLUSION:

Although more women orthopaedic surgeons are matching in adult reconstruction, the percentage of women adult reconstruction fellows has remained stable with the highest level being in 2021. However, the increase in women’s membership in AAHKS is encouraging, especially at the resident and international level. More diverse work environments can enhance patient experiences and outcomes in addition to provider well-being and productivity. Therefore, it is prudent and essential to continue building a more diverse adult reconstruction community.

Figure 1. Percentage of Matched Women Adult Reconstruction Fellows by Year

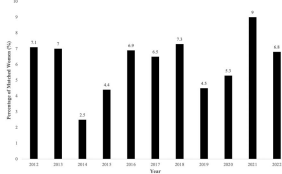


Figure 2. Percentage of Women Members in the American Association of Hip and Knee Surgeons (AAHKS) by Year

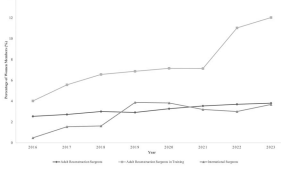


Table 1. Overall women and men matched adult reconstruction fellows by year from 2012-2022

Year	Women	Men	Total Fellows Matched	Percentage of Matched Women Fellows (%)
2012	8	104	112	7.1
2013	9	120	129	7.0
2014	3	119	122	2.5
2015	6	129	135	4.4
2016	11	149	160	6.9
2017	11	158	169	6.5
2018	13	164	177	7.3
2019	8	169	177	4.5
2020	10	179	189	5.3
2021	18	183	201	9.0
2022	13	178	191	6.8

Table 2. Successful adult reconstruction fellowship match by gender from 2019-2022\*

Year	Women Applicants	Men Applicants	Successful Match, Women (%)	Successful Match, Men (%)
2019	15	236	73.3	77.5
2020	13	243	76.9	73.7
2021	22	245	81.8	74.7
2022	15	240	86.7	74.2

\*Prior to 2019, the adult reconstruction and oncology fellowship matches were combined.