

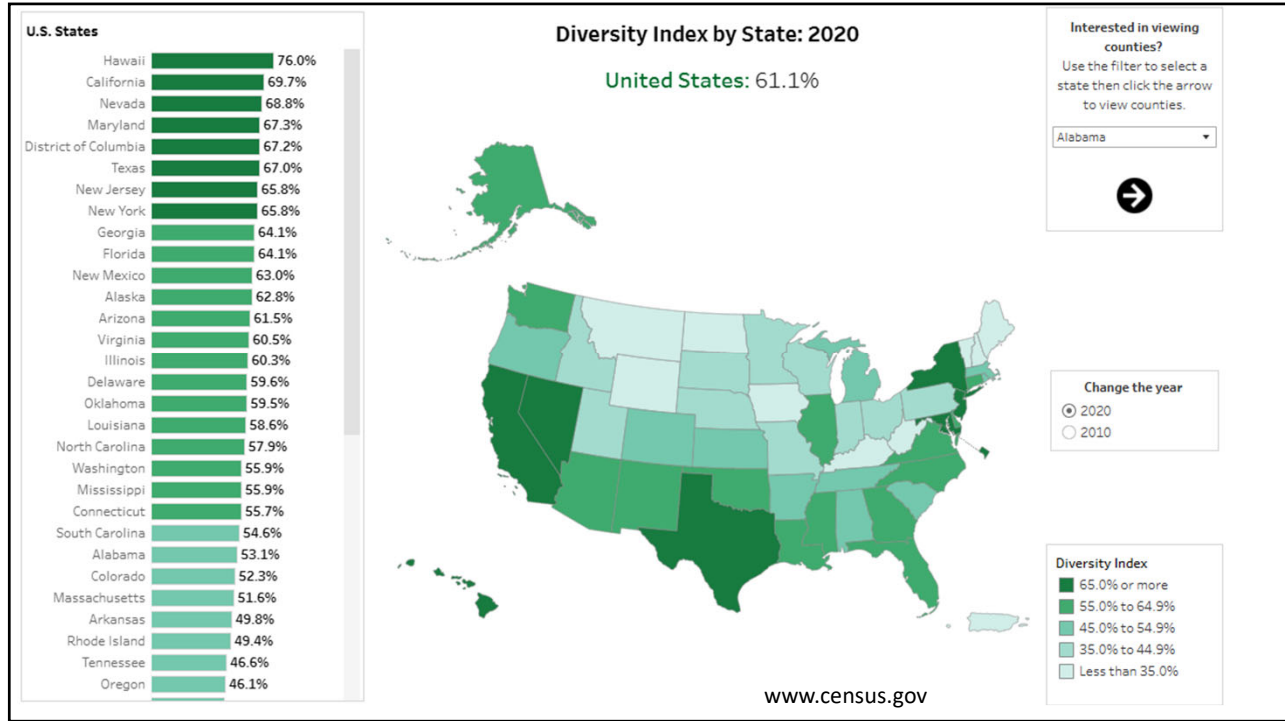


Linda L McIntire, MD

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I have no disclosures

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Table 3. Health Workforce Diversity Index for the 2019 Health Care Workforce and Educational Pipeline

Occupation	White			Black			Hispanic			Native American		
	Workforce ^a	Pipeline ^b	Change ^c	Workforce ^a	Pipeline ^b	Change ^c	Workforce ^a	Pipeline ^b	Change ^c	Workforce ^a	Pipeline ^b	Change ^c
Advanced practice registered nurse	1.31	1.17	-0.14	0.61	1.03	0.42	0.30	0.53	0.23	0.56	0.70	0.14
Dentist	1.13	1.04	-0.10	0.36	0.36	0.00	0.31	0.46	0.15	0.09	0.40	0.30
Pharmacist	1.08	0.98	-0.10	0.62	0.70	0.07	0.20	0.31	0.10	0.31	0.53	0.21
Physician	1.03	1.09	0.06	0.43	0.43	0.00	0.38	0.40	0.02	0.19	0.51	0.32
Physician assistant	1.26	1.42	0.16	0.37	0.23	-0.14	0.40	0.37	-0.03	0.94	0.48	-0.47
Occupational therapist	1.33	1.44	0.10	0.50	0.31	-0.20	0.29	0.36	0.07	0.30	0.24	-0.06
Physical therapist	1.27	1.40	0.13	0.28	0.23	-0.04	0.18	0.33	0.15	0.04	0.36	0.32
Respiratory therapist	1.10	1.00	-0.10	0.94	0.97	0.03	0.60	0.89	0.30	1.64	1.05	-0.59
Speech-language pathologist	1.39	1.45	0.06	0.39	0.28	-0.11	0.35	0.50	0.14	0.96	0.54	-0.42
Registered nurse	1.14	1.20	0.06	0.94	0.82	-0.11	0.43	0.64	0.21	0.65	0.81	0.17

^a For each occupation, the diversity index for the workforce is the percentage of practitioners in a given racial/ethnic group (using 2019 American Community Survey data) ÷ that group's representation in the general workforce population aged 20 to 65 years (eg, the percentage of Black advanced practice registered nurses ÷ the percentage of Black individuals in the general workforce).

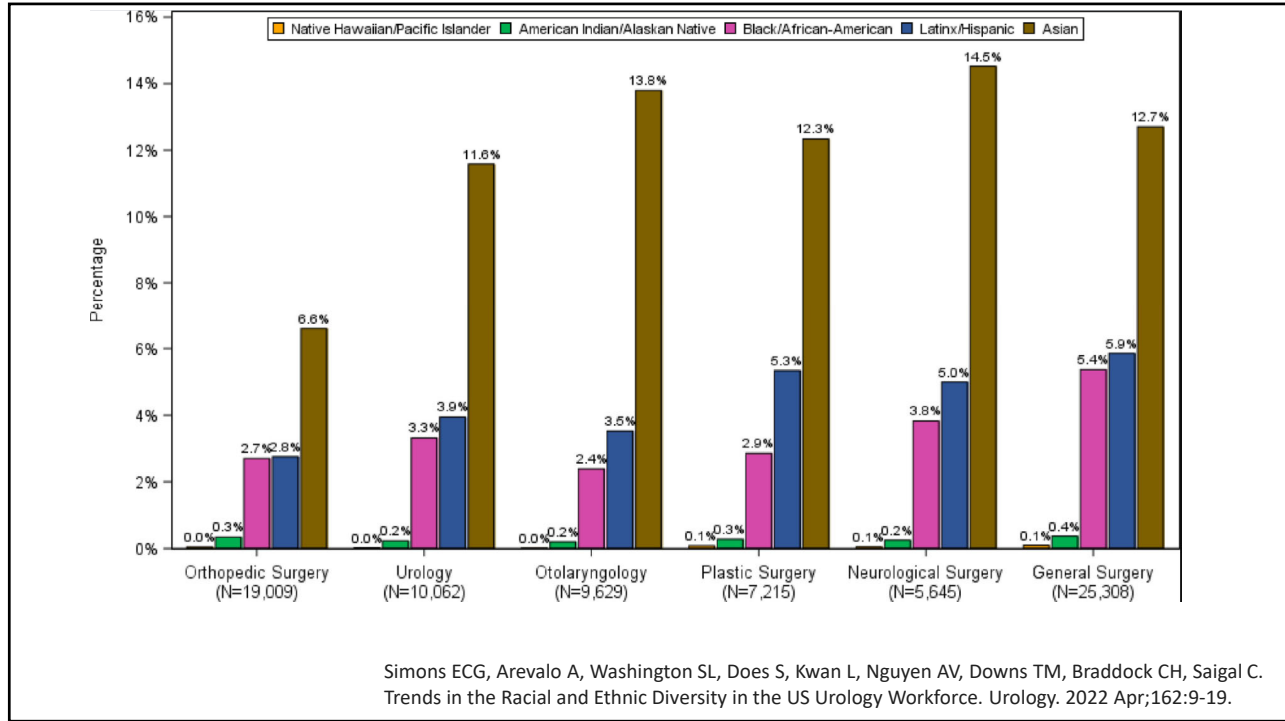
^b For each occupation category, the diversity index for the educational pipeline is the percentage of recent graduates in a given racial/ethnic group (using 2019 Integrated

Postsecondary Education Data System data) ÷ that group's representation in the general population aged 20 to 35 years (eg, the percentage of Asian physician assistant graduates ÷ the percentage of Asian individuals in the population aged 20 to 35 years).


^c The change indicates the increase or decrease in the diversity index for the pipeline (compared with the workforce) for each occupation.


Salsberg E, Richwine C, Westergaard S, et al. Estimation and Comparison of Current and Future Racial/Ethnic Representation in the US Health Care Workforce. *JAMA Netw Open.* 2021;4(3):e213789. doi:10.1001/jamanetworkopen.2021.3789

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American Urological Association


DIVERSITY & INCLUSION TASK FORCE MEMBERS




Tracy Downs, MD
Chair




Simone Thavaseelan, MD
Vice-Chair




Arthur (Bud) Burnett, MD




Sam Chang, MD




Benjamin Davies, MD




Geolani Dy, MD




Efe (Chantal) Ghanney Simons, MD




Kirstan Greene, MD




Tomas Griebling, MD, MPH




Brian McNeil, MD




Linda McIntire, MD



Yahir Santiago-Lastra, MD



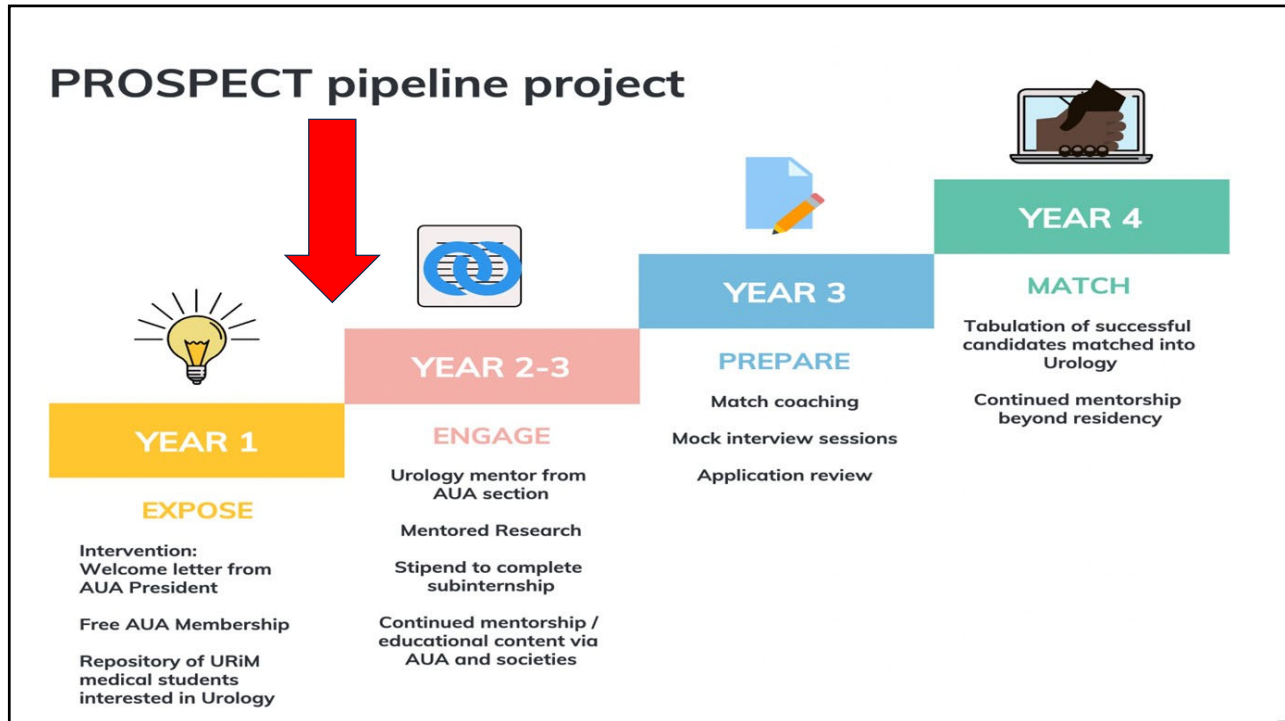
Vijay Venkatakonda, MD





Hedley Wood, MD

Diversity in the Workplace
Recommendation 5: Create mentorship opportunities for underrepresented minorities (URM) within AUA and specialty societies.
 There is a lack of mentoring opportunities for URM that would prepare the next generation of students that would select urology as a career choice. The AUA is well positioned to coordinate a national mentoring program like the existing AUA Leadership Program but at the medical student level and with a broad mission of diversity across all dimensions of social identity. If approved, the D&I Committee would provide recommendations on strategies to create and support mentorship programs (such as Urology Unbound) for URM within urology. The task force already has developed a draft proposal for the PROSPECT program, which could serve as a model for this future program.

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AIM

Harnessing the collective power of the North Central Section and its' members to support diversity of our future urological workforce.

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FIGURE 1-4
Number of Practicing Urologists (by AUA Section Based on Primary Practice Location)
(United States)*



Data sources: National Provider Identifier 09/2022 file and ABU certification records from the ABMS Directory of Board-Certified Medical Specialists.

*Some AUA Sections have non-U.S. urologists who were not included in this report due to a lack of urologist population files in those countries.

AUA Census 2022, North and Nielson

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Shared Investment

Urology Departments

- 5K stipend to support living costs for applicants
- Urology Staff will:
 - Review applications
 - Select candidates
 - Provide research mentorship
 - Provide 2 Zoom-based lectures each week

North Central Section

- Administrative application process
- Sponsor research fellows to attend NCS in their MS2 year
 - Travel/hotel/registration
 - Reception for the fellows to present their research, meet program directors, faculty, and NCS board
- Track and report diversity-associated metrics
- Report to AUA Diversity & Inclusion Committee

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TEAM

 Craig Rogers, MD		 Kate Kraft, MD		 Cheryl Lee, MD		 Elizabeth Takacs, MD
	 Linda McIntire, MD			 Hadley Wood, MD		
 Ray Littleton, MD		 Jennifer Boyd, MD		 Efi Chantal Ghanney-Simons, MD		 Humphrey Atiemo, MD

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PROSPECT Announcement




Prospect: Expose, Engage, Mentor URiM medical students in research and urology 8-week focused summer medical fellowship

Applications are invited from first year URiM medical students who are interested in pursuing urology as a career.

The summer medical student fellowship has two components which will run concurrently.

- The first component is a 14-week webinar lecture series composed of “Basic Urology” and the “Art of Scientific Investigation” topics.
- The second component is an onsite 8-week clinical research fellowship at one of the urology programs listed below.
- All medical student applicants are invited to attend the webinar lecture series.
- Four medical student applicants will be chosen to participate in the clinical research fellowship.
- The selected four medical students will have an all expense paid trip to the next NCS meeting to present their research.
- In addition, the four selected medical students for the clinical research fellowship will receive a 5,000 dollar stipend at successful completion of the program.
- ***If your medical school does not have a 8-week summer break for MS1 students, MS2 students are encouraged to apply*

We strongly encourage medical students from historically underrepresented in medicine (Black, LatinX, Native American, and Native Alaskan) to apply.
For a full description of the program and information on how to apply, please visit: <https://ncsuaa.org/education/prospect.aspx>

Deadline for receipt of applications: January 16, 2023






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Prospect: Expose, Engage, Mentor URiM medical students in research and urology 8-week focused summer medical fellowship

Applications are invited from first and second year URiM medical students who are interested in pursuing urology as a career.

The summer medical student fellowship has two components which will run concurrently.



- The first component is a 14-week webinar lecture series composed of "Basic Urology" and the "Art of Scientific Investigation" topics.
- The second component is an onsite 8-week clinical research fellowship at one of the urology programs listed below.
- All medical student applicants are invited to attend the webinar lecture series.
- **Five** medical student applicants will be chosen to participate in the clinical research fellowship.
- The selected five medical students will have an all expense paid trip to the next NCS meeting to present their research.
- In addition, the five selected medical students for the clinical research fellowship will receive a 5,000 dollar stipend at successful completion of the program.

We strongly encourage medical students from historically underrepresented in medicine (Black, Latin X, Native American, and Native Alaskan) to apply.

For a full description of the program and information on how to apply, please visit: <https://ncsuaa.org/education/prospect.aspx>

Deadline for receipt of applications: January 15, 2024




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Inaugural PROSPECT Class of 2023

<p>Marquisha Myles Michigan State University Mentor: Craig Rogers, MD</p>	<p>Jose Rodriguez-Matias Ponce Health Sciences Univ. Mentor: Shawn Dason, MD</p>	<p>Peace Asumadu SUNY Downstate Mentor: Courtney Streur, MD</p>	<p>Susanna Wang Michigan State University Mentor: Meidee Goh, MD</p>	<p>Jerry Shepherd Case Western Reserve Univ. Mentor: Scott Lundy, MD</p>
				
				

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LECTURES



	DATE	TOPIC	FACULTY
MAY	15	Project Design/IRB/Consent	Simpa Salami, MD
	22	Health Care Disparities Research	CR Powell, MD
	29	OFF	
JUN	5	Data Analysis Basics	Firas Abdollah, MD
	12	Journal Selection, Writing up Your Findings	Vinaya Bhatia, MD
	19	Creating an Impact: Presenting Your Findings	Scott Lundy, MD
	26	Intro to Urology: Subspecialties of Urology, Residency Structure	Kate Kraft, MD
JUL	3	OFF	
	10	Basics: Hematuria	Linda McIntire, MD
	17	What Urological Practice is Like	Shannon Cannon, MD Craig Rogers, MD Cheryl Lee, MD
	24	Basics: Kidney Stones	Michael Sourial, MD
AUG	31	Basics: GU Reconstruction and Anatomy	Hadley Wood, MD
	7	Basics: BPH and Voiding Dysfunction	Eric Springer, MD
	14	Basics: Female Uro	Elizabeth Takacs, MD
	21	Basics: GU Cancers	Craig Rogers, MD
	28	Basics: Pediatrics	Shannon Cannon, MD

Lectures were given by NCS urologists via Zoom platform provided by NCS

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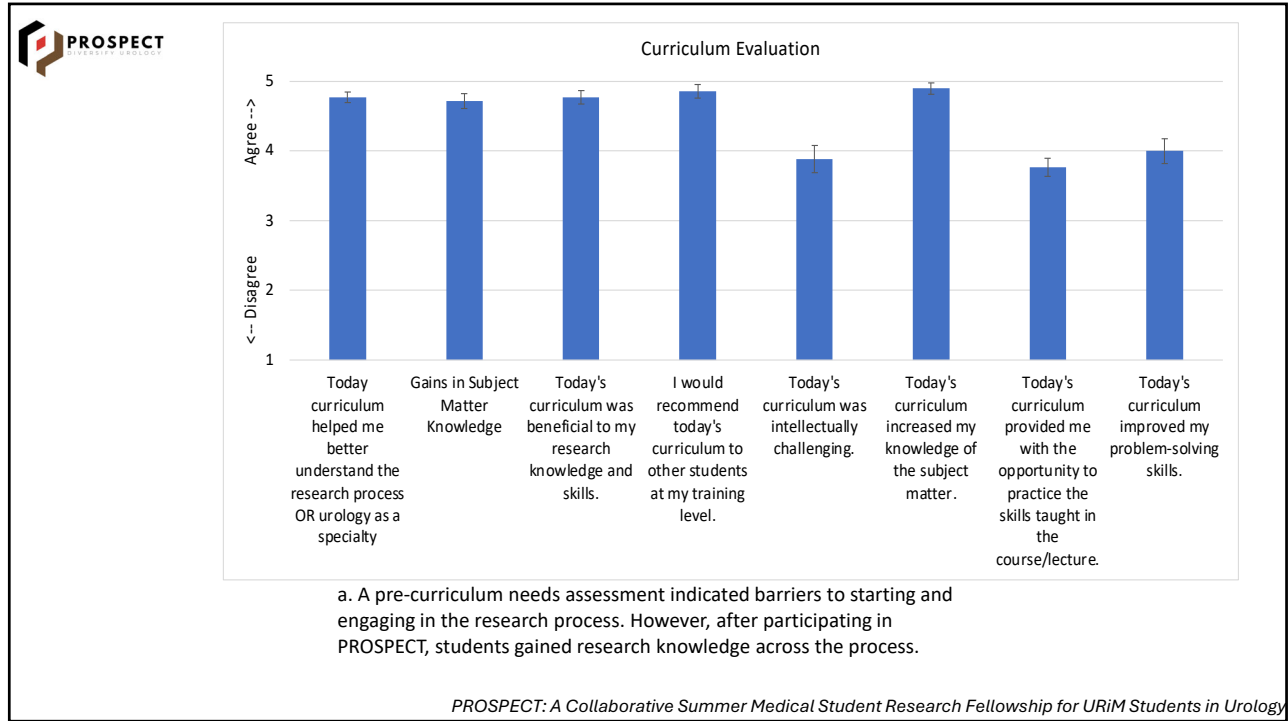
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Session #	Session Topic	N	% Yes	% Gains Reported (Subjective Gains)	% Quiz Score (Objective Gains)
1	Project Design, IRB, Consent	5	0.40	0.13	N/A
2	Health Care Disparities Research	5	0.60	0.18	100
3	Data Analysis Basics	4	0.50	0.23	87.5
4	Journal Selection, Manuscript Writing	5	0.40	0.24	81.25
5	Presenting Your Findings	4	0.25	0.34	81.25
6	Introduction to Urology	6	0.67	0.27	N/A
7	Hematuria	5	0.40	0.41	90
8	Urological Practice	3	0.67	0.33	N/A
9	BPH	3	0.33	0.21	91.6666667
10	GU Recon, Trauma	3	0.00	0.38	91.6666667
11	Kidney Stones	3	0.33	0.25	100
12	FPMRS	4	0.25	0.32	68.75
13	GU Cancers	3	0.33	0.37	N/A
AVERAGE			0.39	0.28	88.01

b. Timepoint assessments of weekly lectures also indicated significant gains (Mean=28%, Range=13%-38%), across clinical and research topics.

PROSPECT: A Collaborative Summer Medical Student Research Fellowship for URiM Students in Urology

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HELPFUL TIPS FOR MENTEES

Identify a mentor. More than one. Layered mentorship is important in this journey.



Join the AUA. AUAnet.org Its free! There is a section for medical students that has lots of helpful information.



Join an affinity group. Blackurologistsociety.org Its free! Events are posted on the website. Join us.



Michigan Urology Academy

Start early! Urology is an early match. It is helpful to have research experience and urology rotations early in your career.

Participate in a urology pipeline program.

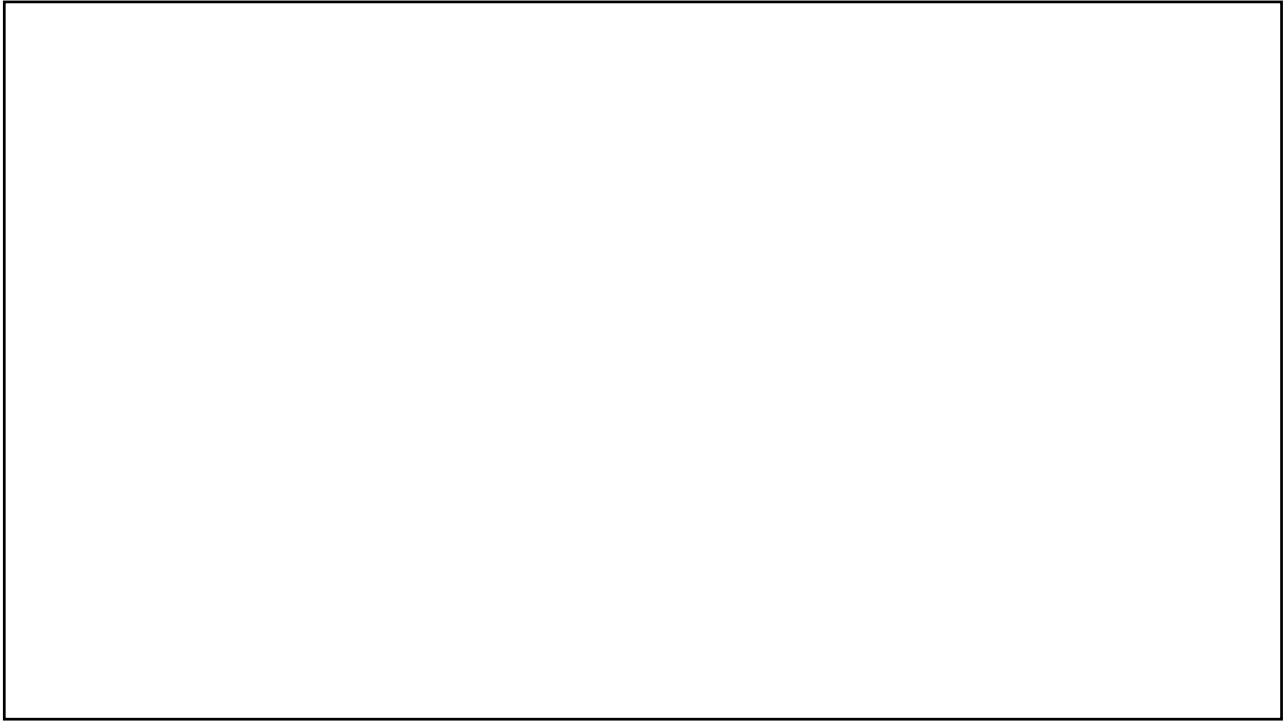


For medical students, consider doing a summer medical student fellowship in urology. Info available on AUAnet.org

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