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**Title:** UroVersity: a Longitudinal Pipeline Initiative Designed to Support DEI and Discovery within Urology

**Background:** It has been well documented that a diverse healthcare workforce leads to overall better patient outcomes, however, diversity is lacking in the field of urology. Data from the American Urological Association’s 2020 report on the State of the Urology Workforce and Practice, exhibits this lack of representation. For example, of the reported practicing urologists (12,733), only 2.1% identify as *African American/Black*. Regarding ethnicity, only 3.8% of practicing urologists identify as *Hispanic*. With respect to gender,  the urological workforce was only 10.3% female. These data have remained relatively stagnant over recent years. Students who identify as Underrepresented in Medicine (URiM) face unique barriers and may face difficulty in access to opportunities or experiences that bolster their applications to residency. Given this, the importance of dedicated guidance via mentorship and early exposure within the field of urology is invaluable. Recognizing the above representation gaps along with the importance of mentorship for URiM students, UroVersity, was established.

**Actions, methods or intervention:** UroVersity was developed as an experience across all four years of medical school, the pipeline initiative seeks to engage students who identify as URiM by offering longitudinal mentorship, shadowing, and research opportunities. During their first year, medical students are paired one-on-one with both a faculty and resident physician mentor from the Urology Department at Michigan Medicine. Each semester they engage with faculty by shadowing in clinics and operating rooms (ORs) across the clinical divisions of urology. They are exposed to academic conferences, grand rounds lectures, research opportunities, and technical skills workshops. Lastly, there are several social events in order for participants to network and connect with others in the department.

**Results:** Four first year medical students who self-identified as URiM were inducted to the program as UroVersity mentees in the fall of 2021. They were introduced to the history and progression of Urology at the University of Michigan through the Annual Nesbit Conference. They were given opportunities to attend learning conferences such as grand rounds and journal club and were provided with information on the field of urology and how to become a successful applicant. Each student participated in clinical experiences through shadowing of faculty in the clinic and OR. Each participant was paired with a resident physician mentor as a primary point of contact.

**Lessons learned:** The 2021-22 academic year is the first year with mentee participants and several lessons were learned. First, in order to carry out a guided mentorship program, support from faculty and resident physician champions was necessary. Through this partnership, mentors were identified and financial support was gained. A second key lesson is that continuing to integrate feedback from student participants is crucial in the implementation of a successful program. Lastly, for a pipeline program to be intentional, it benefits from significant investment in multiple avenues or points of contact for students to rely on whether that be through their resident mentors, faculty mentors, or medical school peers.

**Future application and next steps:** In the future, we plan to continue to support their professional development through programming and curriculum for years 2-4. Programming for later years will include funding for academic resources (such as study tools or question banks), opportunities to publish and present academic research, CV/resume building workshops, and preparatory workshops for residency interviews. Additionally, we will continue to offer the program for incoming first year medical students, who will progress through the program longitudinally. The structure of this program can be adopted by other medical schools to increase representation and diversify physician workforce, both in the field of urology and beyond.