

UROLOGY CARE FOUNDATION PROGRAM ANNOUNCEMENT

Health Equity Fellow

A. PROGRAM DESCRIPTION

Goals and Overview

The Urology Care Foundation seeks to be a leader in the urologic community by fostering and supporting humanitarian efforts that address healthcare inequities related to limited access to care and knowledge of urologic conditions. We are proud to announce the creation of the new Health Equity Fellow program.

This program is designed to fit within the construct of a full time academic or private practice position. The fellowship can be completed by young urologists without adversely impacting their work commitments and productivity.

The Health Equity Fellow Program is designed to train young urologists who are passionate about humanitarian work within the United States so that they may be effective in engaging with diverse communities, especially those most marginalized. This fellowship will equip them with the skills necessary to develop and implement innovative approaches to address inequities in urological care.

The two-year fellowship program consists of one-year of didactic education in partnership with the Center for Urban Bioethics at the Lewis Katz School of Medicine at Temple University. The curriculum will include credit classes in two consecutive semesters with a hybrid learning format, and experiential exposure to advocacy. The curriculum will focus on health disparities as ethical issues, and provide the fellow with a toolbox to practically address inequities. At or near the end of year one, equipped with new skills, the fellow will submit a capstone project. This project is expected to meet the elements of working within a defined community, with goals/outcomes and movement toward the project's sustainability. In year two, the fellow will be supported with a stipend and ongoing mentoring to carry out the capstone project. After completing training, the fellow will receive a certificate from Temple University and the Urology Care Foundation being recognized as a "UCF Health Equity Fellow". In subsequent years the fellow will be invited back to attend annual in-person meetings at Temple University with other fellows and stakeholders.

Interacting with Temple University's interdisciplinary faculty, the UCF Fellow will learn how to develop and present both oral and written advocacy proposals directed at stakeholders who play a key role in healthcare systems and population health. The fellow may participate in Service or Experiential Learning that centers on both action and reflection, which works to achieve real objectives for the community as well as to deepen self-understanding and professional skills. The fellow will take part in existing coursework, but with an adapted set of assignments tailored to topics of interest to

urology. The hybrid learning format will allow remote learning with the opportunity for in-person participation for fellows geographically close to Philadelphia.

Coursework Customized for Urology

Given that disparities can be shown in nearly all domains or disease topic areas of urology including, but not limited to, prostate cancer screening and treatment, sexual function, and issues of importance to the LGBTQ community, second semester studies will be customized with a urology focus. In partnership with both urologist and faculty mentors, content can be customized either broadly to cover multiple urology topics, or with a focus on the specific interests and goals of the fellow.

Mentor Roles and Mentor Selection

The following tenants outline how mentorship is a key component of the training program, and the key roles mentors serve in program development.

- a. Mentors should have experience in Diversity, Equity and Inclusion, and/or Humanitarian initiatives with an understanding of how disparities exist in health care access, treatment and education.
- b. Individuals applying for the program may have a urologist mentor already identified, but this is not required to submit an application. If an applicant does not know a mentor, UCF leaders may assist in identifying and suggesting a mentor.
- c. Mentors may, but do not have to, be at the same institution as the applicant, nor do they (given virtual connection) need to be in close geographic proximity.
- d. For a fellow starting the program without a mentor, the ideal time for a urologist mentor to be identified and begin participation is prior to or near the end of semester one when the last assignment is due and future project planning is beginning to take shape. The mentor(s) will be key in working with the fellow in semester two.
- e. Temple faculty will be partnered with and support the fellow as a capstone project is being developed.

Learning Objectives

After completion of the program, the UCF Fellow will be able to:

1. Use an urban bioethics lens to better understand the social and structural forces impacting communities.
2. Gain familiarity with effective methods for working with communities.
3. Apply the didactic knowledge to advocacy work.

About Temple University's Center for Urban Bioethics

"The Center for Urban Bioethics is housed in the Lewis Katz School of Medicine at Temple University. Our vision is to see health equity across all urban communities. 'Urban' refers to spaces characterized by density, diversity, and disparities. 'Bioethics' helps us describe what minoritized populations experience as we shine a spotlight on the health inequities to which society has become desensitized. When considered together, 'Urban Bioethics' reflects the Center's belief that health disparities are, at their core, fundamentally unethical.

The Center for Urban Bioethics' teams are interdisciplinary and interprofessional, consisting of physicians, clinicians, juris doctorates, social workers, anthropologists, community health workers, credible community messengers, and more. Collectively we work towards eliminating health inequity through education and research. We are dedicated to assuring that all Center programs are community engaged, trauma informed and culturally aware.

Mission

- *The Center for Urban Bioethics is committed to eliminating health disparities through education and research.*
- *We conduct interdisciplinary education to give clinicians, researchers and policy makers the tools to advance health equity.*
- *We foster community-driven research to influence structural change that impacts medical care and sectors beyond it.*
- *We design innovative models to address the most prevalent issues our communities face.*
- *Social justice and solidarity with our community form the unifying thread of our work.”*

Note: See Course Syllabus (separate PDF)

B. TIMELINE

Applications Open:	March 1, 2023
Applications Deadline:	May 15, 2023
Applications Review:	May 2023
Grant Notifications:	June 2023
<u>Start Date of Program:</u>	August 2023 (start of fall semester at Temple University)

C. ELIGIBILITY AND TIME COMMITMENT

This program is intended for early career urologists committed to humanitarian work who are within the first five years of practice or faculty appointment, and have the support of their institutions to participate.*

**Support from institution to allow dedicated work hours (e.g., half day) would be optimal.*

To apply you must:

- Be an AUA member urologist
- Demonstrate a commitment to or have deep interest in the field of healthcare equity and resolution of healthcare disparities

Participants will be expected to devote 3-4 hours per week to attend classes and complete assignments during fall and spring semesters. It is expected that there will be an opportunity to attend a one-day seminar/educational meeting during the two-year program that might include one night away from home.

D. APPLICATIONS

All grant applications are due on or before May 15, 2023. Late applications will not be accepted.

Applicants must submit the following materials:

1. A personal Statement of Interest (500-1,000 words or no more than two pages) explaining why you are motivated to serve, your desired areas of focus and what outcomes you expect from the program.
2. At least one letter of support from your current Program Chair/Director or mentor, or partner in private practice.
Note: Applications do not require a mentor, however if you have identified a mentor, please provide that information in your application.
3. Curriculum Vitae

All materials must be sent by email in PDF format to the AUA Committee Affairs department at commaff@auanet.org.

E. REVIEW AND SELECTION CRITERIA

The UCF Humanitarian Grants Review Committee will review and score each application based on the strength of the application documents.

F. EXPENSE REIMBURSEMENT AND GRANT SUPPORT

Registration and tuition expenses for the fellow's participation in the fall 2023 and spring 2024 semesters at Temple University will be covered by the UCF. The fellow's in-person meeting attendance at Temple University in year 1 or 2 of the program will be reimbursed by the Foundation. In year two of the program, a grant in the amount of \$4,500 will be provided to the Fellow to support a defined humanitarian project.

Note: See Terms & Conditions document relating to 2nd year grant.

CONTACT INFORMATION

Questions related to this Program Announcement or submission requirements should be directed to the AUA Committee Affairs Department, commaff@auanet.org or [410-689-3926](tel:410-689-3926). Assistance is available Monday through Friday from 8:30 a.m. - 5:00 p.m. Eastern time.