President’s Message

Dolores J. Lamb, PhD, HCLD

I am delighted to write my first SWIU “President’s Message” to our membership! I would like to briefly introduce myself to SWIU members I may not have met. I am the first PhD president, which is a huge paradigm shift for SWIU, a society focused on developing careers of the women in urology. Despite the fact that I am not a urologist, I spent my entire faculty career in a urology department, where I am now a professor and vice-chairman for research and hold an endowed chair. Importantly, as a woman faculty member in a department (that until recent years was composed of all men except for myself) and as a mentor to a large number of superb female urologists during their residency training and fellowships, I am well aware of the challenges faced by urologists in general, and women training and working in urology, in particular. Our other SWIU board members are talented urologists working in private practice and academics who span a broad range of ages with expertise in general, as well as many sub-specialty areas of urology. The board members’ unique and diverse skills and viewpoints ensure that together our society leadership can work to meet the needs of our membership and our goals for the society.

Ultimately, SWIU’s mission—to support the professional development and career advancement of women urologists and urologic researchers through education, advocacy, and mentorship—can only be achieved through the combined efforts of the SWIU board and our membership working together to achieve our common goals. There are opportunities for seasoned urologists/urologic researchers in academia, clinical practice or industry to provide mentorship to younger women early in their careers. An important goal for SWIU continues

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to be to increase the participation of our resident members. We have two resident board members who are groomed to eventually progress to leadership positions in SWIU. The SWIU board actively seeks to obtain increased support for resident travel awards to support the travel of female residents to the SWIU Annual Winter Meeting. These travel awards are made possible through the generous donations of SWIU members, educational grants by industry, and in some years NIH grant support, as well as several AUA sections actively supporting the travel of female resident members of their section to the AUA. For SWIU members wishing to support a travel awardee, the donation is $750.

For the lucky residents who successfully compete for these awards, the benefits are enormous. Katie Trandem, a travel award winner to this year’s meeting, wrote:

“…I will never forget my experience at the 2016 SWIU Annual Winter Meeting. I thoroughly enjoyed every minute. Never in my life have I been around such amazing and strong women role models. Being a woman in a male dominated field has always made me feel like an outsider and a minority. For once I felt like I completely belonged to a group of urologists. I felt so proud and strong to be included at such an amazing meeting”.

Please consider supporting our female urologists (and researchers) in training to enable them to attend the SWIU Winter Meeting!

The Annual Winter Meeting will be held in Fort Lauderdale, Florida, from January 20-22, 2017. The venue, located in sunny Florida, will offer a welcome respite from the dreary, cold winter and features beautiful views of the Atlantic Ocean, as well as the Interoastal Waterway. The Annual Winter Meeting provides an ideal setting for our members to not only enjoy the sunshine and local spas, but also to celebrate the achievements of women in urology, learn new diagnostic and clinical skills, meet with old friends and bond with new friends. The meeting also allows attendees to learn the life-skills needed to overcome common issues and roadblocks faced by women in our field both at work and on the home front. Dr. Suzette Sutherland will chair the program for this year’s meeting with presentations focused on pelvic health, exploring all aspects of MESH science and use for surgical procedures for men and women (the indications, applications and potential complications). Saturday morning will feature hands-on procedural-based workshops, followed by sessions focused on novel career development strategies.

Importantly, the Annual Winter Meeting provides the opportunity for attendees to network—to meet superb women leaders in urology (private practice and academia) and in industry and to establish connections that will be invaluable for career development. Curiously women (unlike men) often fail to connect with their colleagues when it comes to networking—a process mastered by many men. It is true that in urology, a women’s networking group perhaps can’t promise to enable a woman to break into the “Old Boys’ Club,” yet with each passing year we witness the growing presence of women impacting the field of urology evidenced by a slowly increasing number of women in leadership positions at the AUA, medical schools and group practices. In some cases, opportunities are available to be seized by women seeking to contribute to the profession on a variety of levels. An important aspect of a professional networking group, such as SWIU, concerns the obvious question of who attends the meetings and how do these attendees communicate among each other? Many “male” networking groups center on common male interests; yet historically that approach hasn’t worked successfully for women who have different life responsibilities, managerial and communication styles.

To be successful, professional networking groups such as SWIU need a variety of members of all ages and career development: i.e., individuals who bring all types of data and resources collected over a long career to aid in connections—including the latest data and information pertinent to the young, midlevel and senior members’ needs. Additionally there must be individuals who are there to assist with all aspects of the group’s needs (our SWIU Board). SWIU needs to provide a forum where the members’ voices are heard and their frustrations voiced. SWIU must seek to help the members overcome these frustrations and avoid the burnout that we hear so commonly discussed among urologists (male and female). Yet for women, the networking needs of women are different than men; women need to learn to collaborate more broadly with colleagues to build trust-based relationships. These relationships in turn enhance the flow of information and resources between the members to enhance networking. The SWIU Annual Winter Meeting provides this type of place—where individuals participate in activities that provide opportunities for collegiality and allow them to reveal their hidden talents, which ultimately empowers women working in urology to become more visible and to help them achieve their personal career goals.

I look forward to seeing you in Fort Lauderdale!

Dorrie

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The Recap: SWIU at the AUA

Women Leaders in Urology Forum: Controversies in the Management of Female SUI
By Elizabeth A. Williams, MD

On Saturday, May 7, 2016, SWIU was honored to host the 11th Annual Women Leaders in Urology Forum. As in prior years, this year’s forum highlighted women urologists who are experts in their subspecialty. Dr. Nicole Miller from Vanderbilt University was the moderator of the session and assembled a stellar, all-female panel to discuss “Contemporary Cases in Endourology.” The panelists included Dr. Amy Krambeck (Mayo Clinic, Rochester), Dr. Jodi Antonelli (University of Texas Southwestern Medical Center), and Dr. Sara Best (University of Wisconsin Hospital and Clinics).

The panel tackled three common cases in endourology. The first case focused on ureteral stone management in pregnant patients. They emphasized that ultrasound is the imaging modality of choice in the pregnant patient; however, in equivocal cases, low-dose CT can be used safely to confirm the diagnosis. Additionally, it was noted that ureteroscopy during pregnancy is safe, particularly in the second trimester for elective cases. The panel then presented a case of a “forgotten” encrusted ureteral stent. They discussed how this situation can be prevented by employing a stent tracking system. They emphasized that the proximal stone burden predicts the need for multiple procedures. When presented with the scenario, often antegrade and retrograde approaches are required, including percutaneous nephrolithotomy, ureteroscopy and/or cystolitholapaxy. The last case involved diagnosis and management of a stone within a calyceal diverticulum. In this clinical situation, the patient has a renal stone which causes pain due to local inflammation and obstruction within the kidney. Contrast imaging is often necessary to make the diagnosis, but a high index of suspicion is necessary. There are several treatment options: retrograde ureteroscopy with laser incision and balloon dilation of the diverticular neck, percutaneous nephrolithotomy and ablation/fulguration of the diverticulum, or laparoscopic diverticulolapaxy. The treatment utilized must be tailored to the individual case.

On behalf of the Society of Women in Urology board, we thank these outstanding women for sharing their knowledge, time, and expertise with our membership. We look forward to highlighting additional members at our annual winter meeting in Fort Lauderdale in January 2017.

We hope to see you all there!

Have News to Share?
Email info@swiu.org to include your news in the next edition of the newsletter.

Breakfast Session Keynote Speaker: Judy Rosenbloom
By Kathleen Kieran, MD, MS

The SWIU Annual Breakfast Meeting was held at the San Diego Marriott on Sunday, May 8, 2016. The keynote speaker was Judy Rosenbloom, founder and president of JR Associates. Judy founded JR Associates over two decades ago as a small practice focusing on ultrasound coding and has since developed her company into a global medical reimbursement and medical consulting firm focusing on providing solutions to evolving challenges in coding, payment, and coverage.

In her talk, “Shifting Reimbursements: One Size Does Not Fit All,” Judy discussed how the triad of clinical evidence, pricing and payment work together in a fluid environment to determine reimbursement. She emphasized the importance of considering all three of these factors when building a strategy for reimbursement; in short, clinicians must be knowledgeable about clinical evidence and pricing in order to negotiate optimal reimbursements for work. In particular, Judy emphasizes the responsibility of the clinician to be aware of changes in technology (e.g. FDA approvals) that may affect opportunities for reimbursement. Clinicians should also be aware of market forces: will customers buy the technology, even if the third party pays or will not pay? Is this a viable business model? Is this sustainable? Judy also acknowledged the fact that reimbursement rules change on a regular basis, and reinforced the need for providers to be knowledgeable about the contemporary status of reimbursement status.

Judy’s talk encouraged clinicians not to “rest on their laurels,” and to maintain awareness of the current state of subspecialty reimbursement. Judy emphasized the importance of personal professional responsibility in regard to the changing landscape of reimbursement. She challenged the audience to maintain an awareness of contemporary best practices and to optimize clinical skills in light of these best practices.

SWIU thanks Judy Rosenbloom for proactively identifying the components of “ideal” reimbursement, and also for explicitly defining the role of the clinician in optimizing reimbursements.

“The Annual Winter Meeting will be held in Fort Lauderdale, Florida, from January 19-22, 2017. The venue, located in sunny Florida, will offer a welcome respite from the dreary, cold winter and features beautiful views of the Atlantic Ocean, as well as the Intercoastal Waterway.”
2016 SWIU Networking Reception and Christina Manthos Mentoring Award
And the Award Goes to... Karyn Eilber, MD
By Kathleen Kieran, MD, MS and Brook Brown, MD

The Annual SWIU Networking Reception was held on Saturday evening, May 7, 2016. The 2016 Christina Manthos Mentoring Award was presented to Dr. Karen Eilber, Associate Professor of Urology and Associate Residency Program Director at Cedar-Sinai Medical Center. Dr. Manthos was a talented young urologist who died of breast cancer early in her career, and in whose honor an annual award is given. Dr. Eilber was nominated by urology chief resident Dr. Lauren Wood, and her application was well-supported by numerous trainees. Dr. Eilber is a previous SWIU awardee, having won the Elisabeth Pickett Research Award in both 1999 and 2000. She is a graduate of the University of California at Riverside and received her medical degree from the University of California, Los Angeles, where she also completed a urology residency and a fellowship in Female Pelvic Medicine and Reconstructive Surgery. In addition to her clinical duties, Dr. Eilber is principal investigator on numerous research studies, has authored over 20 peer-reviewed articles and 40 book chapters, and has consistently achieved patient satisfaction scores >95%.

This year, competition for the Manthos Award was particularly strong. Dr. Eilber was selected for her compassion, her dedication to teaching, and her clinical acumen. Trainees related anecdotes of a mentor who engaged them from early in internship, inviting participation in research and review articles, and following through patiently to help write and re-write manuscripts. Dr. Eilber received uniform praise for her ability to be a skilled surgeon, caring clinician, mother, researcher, and advisor. “I have met the person that I want to be when I grow up,” enthused one trainee. Another resident described Dr. Eilber’s unique compassion and advocacy for a resident with health challenges during pregnancy. Multiple residents and fellows described Dr. Eilber’s ability to prioritize resident and fellow education and mentorship, citing her as an “incredible” role model who is able to advocate for trainees and patients, balance clinical, research, and personal demands, and to consistently make time despite her busy schedule.

SWIU congratulates Dr. Karyn Eilber on this accomplishment, and for embodying the qualities of Christina Manthos in her continued advocacy for and guidance to women in urology.

Find out more about this award, download the application and submit nominations at swiu.org/awards/mentoring.aspx

Elizabeth Pickett Research Award Winner
By Dolores J. Lamb, PhD, HCLD

The Elizabeth Pickett Research Award recognizes research achievements of trainees working in urologic research. It serves not only to commemorate the lifetime achievements of the first board certified female urologist in the United States, but also to highlight the contributions of young trainees working in urologic research. The award is supported by a generous contribution by Dr. Pickett’s estate, as well as donations by friends and colleagues. This year’s award winner is Dr. Bernadette M. M. Zwaans.

Dr. Bernadette Zwaans’ work focuses on defining the long-term effects of radiation therapy on bladder urothelium. Radiation treatment can induce cystitis, a painful treatment that can be very debilitating for patients.

Radiation-induced cystitis affects men and women exposed to pelvic radiation for the treatment of prostate, cervical or colon/rectal malignancies. They suffer from a variety of urologic conditions—bladder and voiding dysfunction, in particular, as well as hematuria. Dr. Zwaans will test the hypothesis that the loss of basal urothelial proliferation, survival and differentiation due to radiation therapy results in a leaky urothelium resulting in cystitis and hematuria. She will elucidate the effect of pelvic radiation therapy on basal urothelial cell proliferation and survival and then directly test her hypothesis to determine the effect of these treatments on urothelial permeability.

Dr. Zwaans received her PhD in 2014 working in the laboratory of Dr. David B. Lombard in the Department of Pathology at the University of Michigan. Her thesis was entitled, “Exploring The Roles of The Histone Deacetylase and Longevity Factor Sirt6 in Cancer.” Since February 2015, Dr. Zwaans has been a urology care research scholar and research postdoctoral scientist working with Dr. Michael B. Chancellor in the urology department of Beaumont Hospital, Royal Oak, Michigan.

Dr. Pickett was the first female surgeon who completed a fellowship in urologic oncology at Memorial Sloan Kettering Hospital. She passed her general surgery boards in 1961 and became the first female board certified urologist in 1962. Despite the few women who followed her in those early years to become urologists, she pursued her career with vigor and enthusiasm. It is fitting that this award honors this outstanding urologic researcher.

Find out more about this award, download the application and submit your project summary at swiu.org/awards/research.aspx
Dr. Peehl is a pioneer in the field of prostate cancer research. She is well-funded for her work in prostate cancer. Her first publication on the “Growth and Differentiation of Human Keratinocytes Without a Feeder Layer or Conditioned Medium” published in In Vitro set the stage for a long career to follow working on prostate disease (both benign and malignant) predominantly using model cell lines developed from human tissues. She asked basic questions concerning the control of prostate growth and the signaling pathways altered in prostate cancer and benign prostatic hyperplasia. She also used advanced molecular technologies to understand prostate anomalies at every level: chromosome abnormalities, protein expression differences, cytokine, growth factor, vitamin D (together with Dr. David Feldman) and androgen receptor action in the regulation of prostate cancer growth characteristics. She identified PSA in seminal plasma and showed that there were elevated levels of this protein in the serum of prostate cancer patients. This observation eventually led to the development of clinical assays to measure PSA for screening patients for prostate cancer. Most recently she has focused her work on the molecular and cellular changes associated with aggressive prostate cancer.

Donna has received a number of awards and honors. Most notably she has received support from the Prostate Cancer Foundation (CaP CURE) eight different years. She has reviewed prostate cancer grants for the USAMRMC Prostate Cancer Research Program (DOD) and the NIH doing many grant reviews each year. She also serves on advisory boards, most recently as a member of the Executive Advisory Board for Hyperpolarized MRT Technology Research Center (NIH P41) at UCSF. She is a prolific writer, with many high impact papers published throughout her career.

In recognition of these achievements and for her contributions to urologic research in general, and prostate cancer research in particular, the Society for Basic Urologic Research and the Society for Women in Urology honor Dr. Peehl with this year’s Award for Excellence in Urological Research. Congratulations Dr. Peehl! ☻

Find out more about this award at swiu.org/awards/swiu_sbur

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A Brief History of American Women in Urology
By Kymora Scotland MD, PhD and Patricia Zahner MD

While the actual numbers of female urologists remain small, women have certainly played an outsized role in the advancement of the field of urology. Beginning with Dr. Mary MacGregor, female urologists have demonstrated significant commitment to the continuing education of other urologists. This brief review aims to give a general history of women in this field as well as to highlight the contributions of some of our most notable female urologists.

The First Women in Urology
The first documented accounts of women in the field of genitourinary surgery involved a handful of women from the 1800s. This included Marie B. Werner who worked in the field despite being prohibited from treating males. The first female urologists were in the early 1900s. Their acceptance to medical school and postgraduate training programs resulted from the pioneering efforts of women like Dr. Elizabeth Blackwell, who was the first woman to be accepted to and graduate from medical school. She established the New York Infirmary in 1857 and by so doing, provided a medical institution at which women could train.

Selected Women in Urology and a Timeline of Their Accomplishments
The first female chief of Urology was Dr. Mary E. Childs MacGregor who trained at the New York Infirmary in 1928. She remained at that institution, eventually founding the urology service and becoming its first chair. Throughout her career, she championed urologic education for women and was instrumental in extending the opportunity of training in urologic fellowships to them.

Her efforts inspired the career of Elizabeth Pickett, who became the first female board-certified urologist in 1962. Dr. Pickett initially trained in General Surgery from 1946-1948 before later embracing a career in urology, completing a fellowship in urologic oncology at Sloan Kettering Hospital in 1955. She continued her career in New York, holding positions at multiple institutions concurrently, including Sloan Kettering, New York Hospital and the New York Infirmary. She achieved board certification first in general surgery in 1961 and in urology the following year. Dr. Pickett went on to become an adjunct attending at Memorial Sloan Kettering and Director of the Spinal Cord Injury Center at the Castle Point Veterans Hospital. During the course of her career, she also spent her time on other medical pursuits including a period of several months in the 1970s during which she trained physicians and treated patients in Afghanistan.

Dr. Mary Louise Gannon was the second woman to become board certified. In 1954 the AUA, responding to an increasing number of women in the medical field, decided to extend membership to women. However, it was not until 1975 that Dr. Gannon became...
its first female member. The fifth board certified urologist was Dr. Jean Fourcroy who embarked on her long deferred dream of being a doctor at the age of 42 when she began training to be a physician. She had postponed her education in order to support the career of her husband and to raise her family. Ten years prior, she had returned to complete college after deciding that she needed to provide for her family. She then went on to obtain her masters degree and subsequently her PhD along with the MD, supporting herself and her family by teaching.

Dr. Linda Dairiki Shortliffe was the first female chair of a urology program. She chose medicine initially on the advice of her father, an engineer and Japanese-American who had spent World War II in internment camps. She determined to choose an “essential” career, going into medicine and becoming a board certified urologist in 1983. She initially focused on prostate research but became interested in reconstruction which in turn led her to pediatric urology. Dr. Shortliffe has been a pioneer in this area of urology. Over the years, she has been chief of urology at the Veterans Administration in Palo Alto and chief of pediatric urology as well as the director of the urology program at Stanford University where she has worked to recruit more women to the specialty. In 2006, she was the first female president of the American Board of Urology (ABU).

Dr. Elspeth McDougall was the first female AUA Chair of the Office of Education. She is a leader in the field of urologic surgical education and is internationally renowned for her expertise in laparoscopic and minimally invasive surgery. Dr. McDougall has authored well over 200 peer reviewed journal articles and book chapters, has edited books on laparoscopic surgery and has served on the editorial boards of both the Journal of Endourology and the Journal of Laparoendoscopic Surgeons.

Other women of note include Dr. Margaret Pearle who is one of the most internationally admired and respected endourologists and was also the first woman to achieve the AUA gold cystoscope award in 2003. She became president of the ABU in 2013. Dr. E. Ann Gormley is a recognized expert in the fields of female urology and voiding dysfunction. She is a former president of the Society for Urodynamics and Female Urology and has served on several AUA guidelines panels in addition to being a member of the Core Curriculum Committee and an Assistant Editor for the Journal of Urology. Dr. Catherine deVries is responsible for the establishment of the International Volunteers in Urology. She was inspired by work she helped perform in 1992 while volunteering with a group that provided reconstructive surgery for free in developing countries. Through the IVU, she has facilitated the work of urologists and urology residents interested in providing needed urologic care to those who would otherwise have no means with which to access it. Dr. Anne-Marie Houle was one of the first women to serve as president of an AUA section. She became Northeastern section president in 2008.

The Society of Women in Urology (SWIU) began informally in 1980 when the five female urologists in the country at that time met for breakfast at the AUA annual meeting. Participants included Dr. Fourcroy, who subsequently led the group for the next decade, Dr. Larrian Gillespie and Dr. Catherine Calvin. For several years, the group met for these annual breakfasts which eventually led to more networking activities. The SWIU has since expanded, becoming a formal organization in 1992 with its own executive board (Figure 1).

The SWIU has since focused on supporting women urologists in a variety of ways, with programs aimed at encouraging research and academic efforts. Award recipients have included women like Dr. Houle who received the Elisabeth Pickett award in 2001 and 2002. The Society provides opportunities for networking and mentorship of women at all stages of their careers while promoting and highlighting their achievements.

The Future of Women in Urology
The history of women in urology is a fascinating one. The women highlighted above and the many other female pioneers who have contributed to the advancement of the practice of urology serve as role models for young urologists and urology residents hoping to make a mark in this field. The initial slow increase in the numbers of female urologists has recently accelerated significantly. After Dr. Pickett blazed the trail in 1962, the board certified female urologists continued to number in the single digits for the next two decades, with only five in the US in 1981. However, since the 1980s there has been a dramatic increase in numbers with the most recent tally being 922 in 2015.

This number represents only 6% of American urologists. However, while the proportion of board certified women remains in the single digits, there are even greater numbers at the resident level. As of 2015, 23.6% of urology residents were female. There are also increasing numbers of women in positions of leadership, both at the sectional and national levels.

Acknowledgements
Research assistance by Amar Raval MD and mentorship by Alana Murphy MD.

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http://urologichistory.museum/content/exhibits/pastexhibits/wmhalers/
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Contribute to the Resident Travel Award

The Resident Travel Awards are an important resource that we as a society offer to support the growing number of female urology residents who may have very little contact with female role models during their training. Our membership has an amazing collective wisdom, and the SWIU Annual Meeting provides a platform through which we can share these experiences and expertise.

The SWIU Resident Travel Award subsidizes the travel expenses for a female urology resident to attend the SWIU conference. Awardees also receive complimentary registration.

Want to contribute? Please visit our website at swiu.org and click on Contribute to the SWIU Resident Travel Award Fund.

AUA Now Accepting Applications for the 2017 Research Scholars Program

At least 14 awards are available for the 2017 Research Scholar Award competition, the leading funding opportunity available through the Urology Care Foundation. Funding is available for research training in all urologic disease areas and across all research types: basic, translational, clinical, and health services/outcomes.

All AUA Sections will have one or more endowed research funds to support Research Scholars in perpetuity.

The application deadline is September 8, 2016. For details and information on how to apply, visit auanet.org/research/research-scholar-awards.cfm.

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Apply for the Resident Travel Award

The Society of Women in Urology is proud to offer Resident Travel Awards to attend the SWIU 6th Annual Winter Meeting. This award serves to subsidize the travel expenses for a female resident to attend the conference. Applications are due no later than Friday, September 30, 2016.

Awardees are expected to attend the entire meeting which will be held Friday, January 20 - Sunday, January 22, 2017. The monetary value of the SWIU Resident Travel Award is $650.00; recipients also receive complimentary registration worth $100.

To apply, visit swiu.org/awards/travel.
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SWIU 2017 Winter Meeting Call for Abstract Submissions

Submission Deadline: October 3, 2016 (11:59 CST)

SWIU is pleased to announce the return of the scientific podium session during the 2017 Annual Winter Meeting exclusively for urology residents and fellows in training. Selected abstracts will each be presented as podium presentations during the meeting.

Abstracts submitted to other meetings in the previous 12 months are acceptable, but previously published works are not eligible. The podium session will serve not only as a forum for dissemination of original research, but also provide a learning opportunity as the presenters will receive feedback on presentation style and quality of slides in a separate session.

Topics include: benign prostatic hyperplasia, epidemiology/socioeconomic, infertility, sexual dysfunction, oncology, pediatrics, trauma, reconstruction, stone disease, lower urinary tract disorders, pelvic floor disorders, performance improvement/safety, practice management, and education.

The applications and complete submission rules can be found at abstracts.swiu.org