

Society of Academic Urologists Spring Meeting 2026

Lee Richstone, MD FRCS FACS
SAU President



Fantastic Winter Meeting in Houston

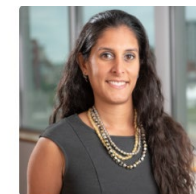
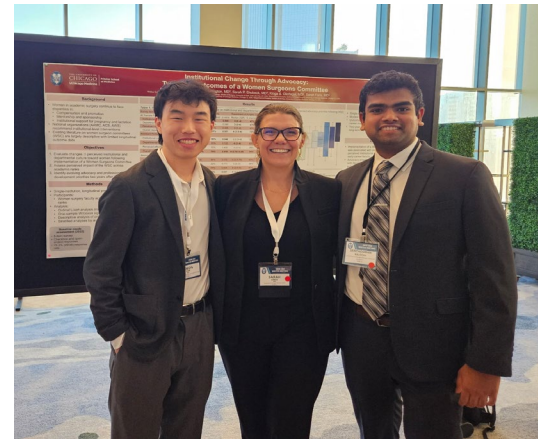
- **Focus on CBME/EPA**
- **New : SAU Awards**
 - Faculty Teaching Award
 - Resident Leadership Award
 - ACURE Program Coordinator Award
- **New: Posters and Residents!**



Courtney Yong, MD



Wesley A. Mayer, MD



Simone Thavaseelan, MD
President-Elect

New SAU Section !



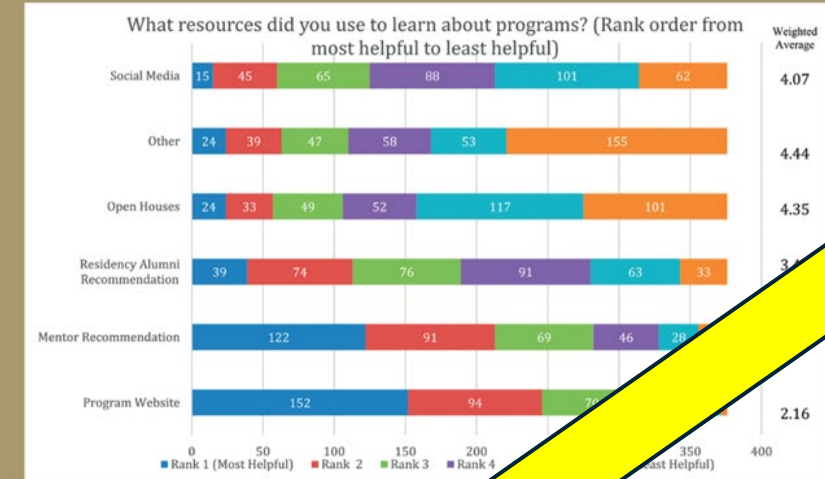
Moben Mirza, MD, FACS
Past-President

- Lindsay Hampson
 - SAU Editor – Section of Education Gold Journal of Urology

- Stephanie Kielb
 - Associate SAU Editor – Section of Education Gold Journal of Urology

VOLUME 207, JANUARY 2026

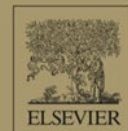
UROLOGY



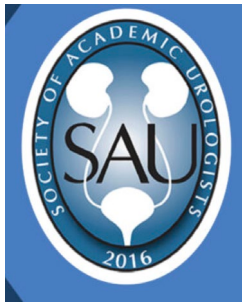
Resources used by 2025 Medical Student Applicants to learn about programs are presented graphically and with weighted averages. Lower weighted averages represent more helpful resources. (N=376)

IN THIS ISSUE

Prescribing Trends for Vaginal Ejaculation in Women Who Do Urogynecology & Reconstructive Pelvic Surgery (URPS) Urologists' Perspectives
Improving Clinic Access for Urologists: A Review of Referrals
Assessing Clinical Utility of Randomized Trials of Radical Prostatectomy for Urologic Oncology: An Original Article Published Between 2020 and 2024
Financial Impact of Maternity Leave on Urologists: A Retrospective Cohort Study
Financial Impact of Maternity Leave on Urologists: An Actuarial Analysis



SAU – Urology: Section of Education



- Editors: Lindsay Hampson and Stephanie Kielb
- Education research encompasses everything from medical student pipeline, through residency/fellowship training, through transitions in early, mid- and established-career practice
 - Recruitment, training, wellness, leadership, burnout, professional development, education delivery and pedagogy, career transitions, etc.
- First year goals
 - **Improve quality, scope and publication of education research**
 - Encourage people to use conceptual or theoretical frameworks as a basis for designing education studies
 - Ground research design and results presentation in implementation science with a mind to educational impact, scalability, feasibility, replicability
 - Identify individuals involved in education research to serve as reviewers – please reach out to Lindsay.Hampson@ucsf.edu if you are interested!
 - **Launching a short-format education research manuscript format: Gold Innovations in Urology Education**
 - Designed for smaller studies (single institution studies, pre/post intervention analysis, curriculum development, test a new educational hypothesis, etc)
 - Format: Unstructured 100 word abstract, 1200 words max text, 2 Figures/tables, 5 references, published online only, PubMed indexed, include a “replication toolkit” if relevant

NEW SAU Academic Fellowship



- One year, full-time fellowship beginning July 1, 2026
- Directed towards unmatched medical student
- Co-Directors Dr. Richstone/Dr. Thavaseelan
 - Exposure to SAU Leadership and Governance
 - Participate in Annual Meeting planning
 - Participation in Board/Committee initiatives
 - Scholarly and Academic Development
 - Match/Survey analysis and publication
 - Subcommittee derived academic projects
 - Mentorship, Networking, and Career Guidance

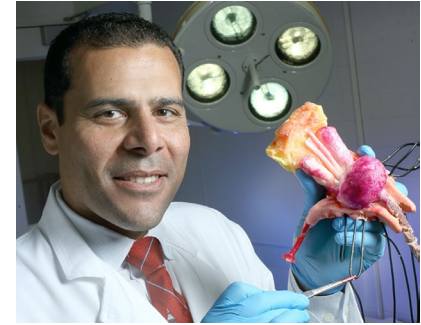
NEW: Dr. Raju & Ginny Thomas Distinguished Lectureship

- Dr. Raju Thomas served as Urology Residency Program Director at Tulane for over three decades and faced unprecedented challenges in the aftermath of Hurricane Katrina
- Through a generous gift, this annual lecture will focus on urologic education and support the financial well being of our organization
- Are you Interested in a similar Lectureship?



NEW INITIATIVE: S.I.M.U.L.A.T.E.

Standardized Instructional Models for Urology Learning
and Training Excellence



Develop BEST PRACTICE/STANDARDIZED simulation curriculum
Across the spectrum of urologic surgery

Step 1:
Needs
Assessment
Survey



Step 2:
Development &
Validation of
Simulation
Models



Step 3:
Pilot Testing with
selected sites



Step 4:
Widespread
Implementation

Phase 1: Simulation

Recruit Residents

Phase 8:
Resident
Selection

Financial

Residency Toolkits

Launch the Program

Phase 9:
Implement
Program

Design Program: A Comprehensive

Phase 10: Program Evaluation
Ensure Continuous Improvement

Phase 11:
Resident
Growth &
Success

Phase 12: Navigating Growth &
Complexity

Phase 13:
External
Partnerships

Community-Based & Private
Practice Training



Sarah F. Faris, MD
Member at Large



Christopher E. Keel, DO, FACS
Member at Large

1. Conduct a Needs Assessment

- **Evaluate Demand:** Begin by assessing the pool of potential applicants in your area.
- **Define the Purpose:** Identify why the program is being developed. Are you addressing a shortage of urologists, improve specialized training opportunities?
 - What is your mission statement?
- **Determine the Scope:** Decide on the program's scope. Will it be limited to a single institution; will it involve subspecialty?
 - What is your AHA statement?
- **Engage Stakeholders:** Collaborate with key stakeholders such as medical schools, hospitals, and community urologists. Ensure their interest and support but also consider opposition from other educational centers in the region, as conflicts can negatively impact accreditation and resident education.
- **Identify your Institutional Sponsor and DIO** (Designated Institutional Officer)
- **Perform a SWOT Analysis:** Use a SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats) to organize your findings, stimulate discussions, and document your needs assessment effectively.

Timeline Overview:

- **Initial Accreditation Process:** 2-5 years
- **Full Accreditation:** 5-7 years after program launch, depending on performance and ACGME (Accreditation Council for Graduate Medical Education) review cycles

Clear communication from program leadership is essential to prevent misunderstandings and setbacks.

2. Secure Funding and Develop a Financial Plan

Funding is the cornerstone of a successful implementation of a residency program:

- **Understand CMS Funding:** Familiarize yourself with CMS (Centers for Medicare & Medicaid Services) funding structures, which support graduate medical education (GME). Over the past two decades, CMS has placed limitations on training spot expansions, with a particular focus on rural and underserved specialties.
- **Anticipate Gaps:** Identify potential funding shortfalls and create a plan to address them. This may involve securing institutional support or alternative funding sources.
- **Develop an understood timeline:** Create an implementation timeline to set realistic goals and expectations for faculty and administration. Managing expectations can destablize faculty morale and jeopardize funding.

3. Develop a Program Proposal

A comprehensive proposal is essential for success:

- **Define Objectives:** Clearly articulate the mission, vision, and educational goals of the residency program.
- **Consider an AHA Statement** to organize objectives.
- **Outline Curriculum:** Develop a robust curriculum covering all aspects of urology, including clinical training, surgical techniques, and research opportunities.
- **Design Rotations:** Plan rotations to offer residents a diverse range of experiences, including subspecialty training and clinical exposure. Outline objectives for learning during each rotation.

4. Secure Institutional Support

- **Engage the DIO:** The DIO likely has already been involved at this point, but you must obtain approval from your institution's Designated Institutional Official (DIO), as well as hospital leadership and medical school administration.
- **Budget Planning:** Develop a detailed budget covering salaries, equipment, educational materials, and administrative costs.



Conduct orientation for new residents



Communicate



Begin curriculum

- Regular reviews and evaluations
- Curriculum updates based on
- Maintain compliance and

7. Seek Accreditation

- **Prepare Documentation:** Collect all ne
- **Submit the Application:** Provide detail
- **Prepare for the Site Visit:** Accreditation

8. Recruit Residents

- **Establish Selection Criteria:** Develop clear criteria for selecting residents, focusing on academic qualifications, relevant exp
- **Advertise the Program:** Promote the residency through social media, medical school websites, professional organizations, or
- **Conduct Interviews:** Assess candidates for their suitability and alignment with your program's goals.

9. Launch the Program

10. Ensure Continuous Improvement

- **Orientation for Residents:** Welcome the first cohort with a structured orientation program. Familiarize them with the curriculum, institutional policies, and expectations.
- **Monitor and Evaluate:** Continuously track the program's progress, gathering feedback from both residents and faculty. Use this input to make improvements.
- **Regular Reviews:** Conduct periodic reviews to evaluate whether the program is meeting its objectives and maintaining compliance with accreditation standards.
- **Adapt the Curriculum:** Update the curriculum to reflect advancements in urology, feedback from participants, and changes in accreditation requirements.
- **Maintain Accreditation:** Stay proactive about maintaining compliance with accrediting bodies and preparing for routine reviews.

11. Promote Resident Professional Development

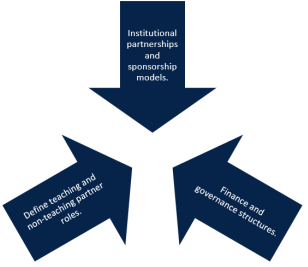
- **Encourage Research:** Offer research opportunities and support scholarly activities to foster residents' professional growth.
- **Provide Career Support:** Guide residents in planning their careers, including fellowship opportunities or entry into independent practice.

12. Address Challenges for Established Programs

Challenge: Be prepared to adjust resources and support systems as the program grows. Expanding a program is often the first challenge a new program face. Generally, this is not allowed until the program graduates a resident and has Continued Accreditation. Expanding this decision involve faculty to resident ratio and surgical case volume. A consistent and increased surgical case volume is essential in establishing the missed educational component and reasoning for expansion. The program should demonstrate a solid educational rationale for doing so.

Address
Challenges for
Established
Program

- Prepare a
- Structure,
- Plan for si



Toolkits in Pipeline

The Struggling Resident

-Best Practices For Faculty & Program Director as Educators-

Residency Compliment Expansion

-Why, When, and How-



NEW: SAU Community Forum

- Launched this spring
- Professional Development Committee
- Collaboration and discussion
- Document sharing

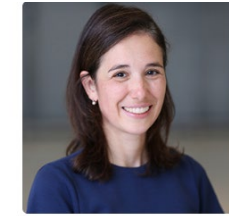


Jennifer Yates, MD

Member at Large

The screenshot shows the SAU Community Forum website. The browser address bar displays 'community.sauweb.org/g/main/messages'. The top navigation bar includes links for PPA, VAM Stuff, SAU, Product Bundles, ISS, Women in Endosco..., and SABM. Below this is a blue header with 'SAU' and 'Your Groups'. A left sidebar contains a menu with icons and labels: Home, Subscription, Messages (highlighted), New Topic, Drafts, New Poll, Hashtags, Chats, Subgroups, Members, Directory, Calendar, Photos, Files, Databases, and Wiki. At the bottom of the sidebar are shortcuts for 'ctrl + shift + ? for shortcuts', 'About · Features · Pricing', 'Home · Changelog · Terms', 'Help', and '© 2026 Groups.io'. The main content area displays a list of messages. The first message is 'Re: Professional Development Committee-welcome!' with the text 'Interface easy to use on phone - I like it! mZ' by 'ziegelmann.matthew@...' on May 21 at 8:39am. The second message is another 'Re: Professional Development Committee-welcome!' about beta testing with the Professional Development committee, by 'jennifer.yates@...' on May 20. The third message is 'WELCOME SAU MEMBERS!' from 'Richstone, Lee' on May 19, welcoming colleagues to the forum. The fourth message is another 'Re: Professional Development Committee-welcome!' expressing love for the launch, also by 'Richstone, Lee' on May 18. The fifth message is 'Professional Development Committee-welcome!' from 'jennifer.yates@...' on May 17, asking the team to respond. The sixth message is 'Beta testing the forum' from 'jennifer.yates@...' on March 13, inviting feedback. The seventh message is 'Thoughts from programs who have implemented a night float call schedule' by 'mgrover@...' on Jan 30. The eighth message is 'How are you managing interviews for your either home or away sub-Is?' by 'mgrover@...' on Jan 30. The ninth message is 'Match Questions' by 'mgrover@...' on Jan 22, intended for questions related to the match process.

New Bi-Annual SAU Newsletter



Gina M Badalato, MD

Secretary



NEWSLETTER SOCIETY OF ACADEMIC UROLOGISTS

Advancing Excellence in Urologic
Education, Training, and Leadership

President's Welcome

Dear Colleagues,

It is both a privilege and an honor to serve as President of the Society of Academic Urologists. As an organization, the Society of Academic Urologists has a rich history of advancing academic urology through the advancement of urologic education, development of faculty and program leaders, and to improve patient care and collaboration.

The initiatives outlined in this newsletter highlight the broad impact of the upcoming Winter Meeting – focused on competency-based education, abstract submission component – to the expansion of professional programming, an SAU Fellowship for unmatched students, student and resident recruitment. Each of these endeavors is focused on the next generation of urologists and ensuring the continuity of our specialty.

I am deeply grateful to our members, volunteers, and leadership. I look forward to engaging with many of you in the remarkable progress of our community at the 2026 Winter Meeting. We are more involved in our society!

With sincere appreciation,

Lee Richstone, MD, FACS, FRCS
President, Society of Academic Urologists

@SAUrology sauweb.org

SOCIETY OF ACADEMIC UROLOGISTS

COMMITTEE NEWS

Medical Student Interest and Resident Recruitment

Costas D. Lallas, MD, FACS, SAU Member at Large



Recruiting outstanding medical students into urology remains one of the Society's most important priorities, and the Medical Student Interest & Resident Recruitment

Committee (MSIRRC) continues to lead the way. The most recent match results underscore the success of these efforts: in 2025, all 403 PGY1 slots were filled, with an impressive 89.8% match rate among U.S. seniors and 57.8% of applicants matching to their first or second choice.

Looking ahead, the Committee is preparing new strategies to expand outreach to students who may not traditionally pursue urology. This includes previously unmatched applicants, international medical graduates, and students from institutions without home urology programs. The committee is developing durable and accessible content that

Professional Development Committee

Jennifer Yates, MD, SAU Member at Large

The newly formed Professional Development Committee has set an ambitious agenda to foster mentorship, collaboration, and shared learning across the SAU. A centerpiece of this work is the creation of a **Member Forum**, a virtual space where members can connect outside of annual meetings to crowdsource solutions, share resources, and support one another.

Another initiative is the **Visiting Professor Program**, which will provide annual funding for one program to host the recipient of the SAU

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WEBINAR SERIES

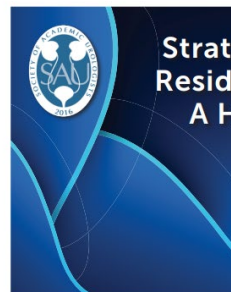
SAU Webinar Series – Fall/Winter

Courtney Yong, MD & Alex Small, MD
SAU Communications Committee Members

The SAU Webinar Series, launched by the Communications Committee, is a timely and practical programming to members. The series is committed to addressing real-world challenges.

In September, Dr. Christopher Keel (University of Michigan) continues to lead the way. The award-winning **Residency Program: Soup to Nuts**, a detailed expert guide, is building a program from the ground up. In November, Dr. Christopher Keel will lead **Strategies for Urology Resident Remediation**, practical approaches to remediation and trainee

Future sessions will continue to support education and covering topics across both residency and fellowship.



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SAU UPDATES

Society of Academic Urologists

Gina M. Badalato



The SAU is proud to announce the establishment of the **inaugural SAU Awards Program**, a new initiative created to recognize excellence and leadership in academic urology. The awards highlight the achievements of faculty, residency program coordinators, and residents who have made exceptional contributions to urologic education and training.

The awards include the **Faculty Teaching Award**, honoring faculty who demonstrate sustained excellence in teaching and mentoring; the

FACULTY TEACHING AWARD • PROGRAM COORDINATOR AWARD

CALL FOR A SAU Section of Education Editor

The Society of Academic Urology is pleased to announce the role of SAU Editor – Section of Education in the qualified members to submit a Statement of Interest.

The SAU Section of Education Editor will serve the Society of Academic Urology, is responsible for curating, soliciting, and reviewing content that aligns with the mission and strategy closely with the editorial team of the Gold Journal within the journal. They will liaise closely with in person and virtually throughout the year.

Interested candidates should submit a Statement of Interest to the SAU Editor.

DETAILS

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SPOTLIGHT

Association of Coordinators in Urology

Denise Mussehl, MS, C-TAGMI



The Association of Coordinators in Urologic Residency Education (ACURE) continues its vital role as a volunteer-led organization dedicated to supporting coordinators, programs, and trainees. With a membership that now exceeds 130 individuals, ACURE offers a vibrant and collegial community that welcomes newcomers and benefits from the wisdom of veteran coordinators with decades of experience.

ACURE functions as more than just a support group. It has developed subcommittees focusing on membership, mentorship, professional development, and communication, ensuring that coordinators at every stage of their careers have



ACURE
Association of Coordinators in
Urologic Residency Education



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OPPORTUNITIES TO GET INVOLVED

THE STRENGTH OF THE SAU LIES IN THE COMMITMENT AND ENGAGEMENT OF ITS MEMBERS.

There are numerous opportunities to become more involved in the life of the Society:

Join a Committee or Volunteer to be a Program Chair

SAU committees welcome faculty, coordinators, and residents who are eager to contribute ideas and expertise.



Participate in Research and Surveys

Help shape the future of academic urology by responding to surveys and contributing data to collaborative projects such as the SIMULATE initiative.

Share Your Innovations

Submit abstracts, contribute to webinars, and present at meetings to disseminate best practices.

If you are interested in becoming more involved, please reach out to SAU leadership or committee chairs. Your participation is vital to ensuring the Society's ongoing success.

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SOCIETY OF ACADEMIC UROLOGISTS • FALL/WINTER 2025 8

NEW: Implementation of Online SLOE !



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SAU Webinar

STANDARDIZED LETTER OF EVALUATION (SLOE)

Thursday, June 18 • 6:30pm EST

Featuring



Dr. Benjamin Breyer
University of California,
San Francisco



Dr. Richard Lee
Cornell
University



Richard Peng
Association of American
Medical Colleges

The 2026 Urology Residency Match



Moben Mirza, MD, FACS
Past-President

- 582 applicants registered
 - 417 of 419 vacancies filled (99.5%)
 - 417/550 applicants matched (76%)
 - 133/550 applicants did not match (24%)
 - 79% of female applicants matched
 - 75% of male applicants matched
-
- Progress through successful innovations
 - Preference signaling
 - Synchronized offers, flush day, etc



The Urology Secondary Match!



Mathew Don Sorensen,
MD, MS, FACS

Treasurer

- Second successful cycle
 - 7 total positions filled
 - 2 unfilled vacancies
 - 5 newly approved positions from January ACGME meeting
-
- Small numbers, but big impact
 - MAJOR lift by Dr. Sorensen

Gratias Tibi Ago, Veritas!



Sue O'Sullivan
Co-Founder & President



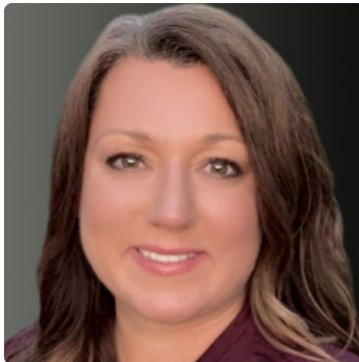
Donna Kelly
Co-Founder & Executive Vice President



Becca Albertini
Executive Director



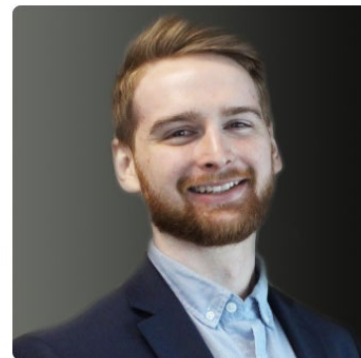
Marie Grover
Associate Director



Kristin Dube
Program & Speaker Manager



Christina Winkle
Chief Financial Officer



Ryan O'Sullivan
Vice President, Industry Relations

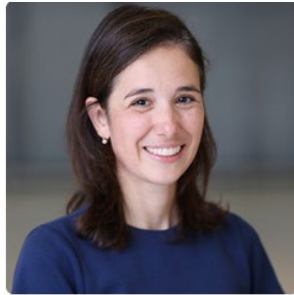


Tyler Gillespie
Account Manager Lead

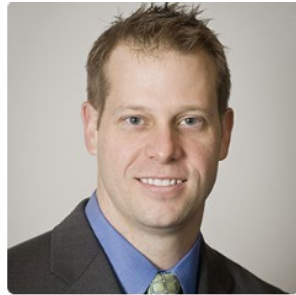
THANK YOU !



Simone Thavaseelan, MD
President-Elect



Gina M Badalato, MD
Secretary



**Mathew Don Sorensen,
MD, MS, FACS**
Treasurer



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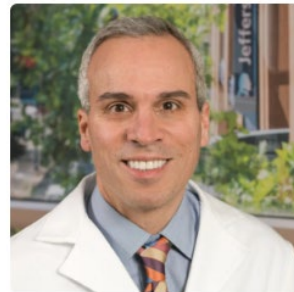
**Kirsten Lynn Greene, MD,
MS**
Executive Secretary



Sarah F. Faris, MD
Member at Large



**Christopher E. Keel, DO,
FACS**
Member at Large



**Costas D. Lallas, MD,
FACS**
Member at Large



Jennifer Yates, MD
Member at Large

