As a girl growing up in Canada in the 1970’s and 1980’s, I was completely convinced that I could be anything I wanted to be when I grew up, with enough hard work. In large part, this was due to the encouragement of my parents. The environment at the time also played a significant role. There were a number of powerful women figures in my life, both in the public sphere and closer to home. As a Commonwealth country, a photograph of the Queen Elizabeth II was prominent in all classrooms in my elementary school in Kingston, Ontario, in addition to her profile on all currency. She looked serious, timeless and very certain. I remember the excitement when the Queen came to Kingston to visit in the late 1970’s. We ran to the street a block from school where she passed by in an open car, waving. As a child, I was a bit disappointed that she was wearing a tweed suit and hat instead of her gown and crown!

My first physician role model was my pediatrician, Dr. Janice McConville. Dr. McConville was a very capable doctor, mother of three children and amateur violinist who was originally from New Zealand. She had such a reassuring, calming manner. When she placed the stethoscope on my chest, she would say, “Now Jennifer, this is going to be a little cold.” Her office was in the basement of her home and her mother was her secretary and assistant. How different it was compared to the large hospitals and clinics we work in today. Later on, my dentist would also be a woman from New Zealand.

As a teenager, I was a student at St. Clement’s School, a small, independent girls’ school in Toronto. The indomitable head mistress, Miss Hazel Perkin, was another influential woman role model who, in her closing address to my graduating class of 22, exhorted us, “Girls: above all, in your future lives, you must learn to be flexible.” I did not really understand this at the time, but with more life experience, I think I am starting to see the wisdom of this advice. St. Clement’s School had a number of wonderful women teachers who gave us the tools and confidence to aim high.
Jane Miller, MD, associate professor of Urology, also of the University of Washington, Seattle, WA, moderated the panel.

IC/PBS and other Urologic chronic pelvic pain syndromes remain the most enigmatic and frustrating conditions that urologists have to deal with in daily clinical practice. It accounts for somewhere between 5 and 10 percent of our outpatient load in North America. Currently, there is only one FDA-indicated clinical practice. It accounts for somewhere between 5 and 10 percent of our enigmatic and frustrating conditions that urologists have to deal with in daily practice. It accounts for somewhere between 5 and 10 percent of our outpatient load in North America. Currently, there is only one FDA-indicated clinical practice.

For the SWIU Breakfast Meeting in San Diego.

The panelists are all longtime investigators in the field of IC/PBS. Claire Yang, MD, Professor of Urology, University of Washington, Seattle, WA, moderated the panel.

I discussed the kinds of discrimination including: hiring and firing, compensation, resource allocation, advancement and opportunities, harassment and hostile work environment as well as gender stereotyping.

Legal action was proposed ONLY as a last resort, and filing a complaint with the Equal Employment Opportunity Commission is a pre-requisite to filing a discrimination in patients who will lead to significantly improved outcomes.

• Larissa Rodriguez, MD, professor of Urology, Geffen School of Medicine, UCLA, Los Angeles, CA, described neuremmodulation therapy—the electrical stimulation of a nerve, spinal cord or brain in order to change the nerve activity, and its role in the management of IC/PBS.

• Deborah Erickson, MD, professor of Urology, University of Kentucky, Louisville, KY, discussed intravesical therapy in IC/PBS. Dr. Erickson was also one of the authors of the 2011 AUA Treatment Guidelines for IC/PBS and reviewed these guidelines with the audience.

• Dr. Yang discussed multimodal therapy, since monotherapy is ineffective in a majority of patients. She used the UPOINT paradigm, popularized by Shoskes and Nickel for the management of chronic prostatitis/male chronic pelvic pain syndrome, as a model for multimodal therapy. IC/PBS patients are a heterogeneous population, who get to the clinical complex of chronic pelvic pain syndrome by many different mechanistic routes, and thus their treatment should address these different pathophysiology.

Following the presentations, the panel discussed two cases of IC/PBS, whereby each member discussed different aspects of symptom management. Afterwards, there was a question and answer period with the audience, including a lively discussion of novel diagnostic and therapeutic options.

Given the diagnostic and therapeutic dilemmas that IC/PBS poses to Urologists, more education and discussion is critical to the appropriate care for these patients. We were fortunate to have these women Urologists share their knowledge and expertise, providing practical and up-to-date information on this topic.

Please plan on attending next year's Women Leaders in Urology event at the AUA in Atlanta and we encourage you to share any ideas for topics of particular interest by contacting us at info@swiu.org with your comments and suggestions.

Breakfast Session
Keynote Speaker:
Roberta E. Gebhard, DO

I serve as the national secretary of the American Medical Women's Association and founder and co-chair of AMWA's Gender Equity Task Force, and it was my honor to give the keynote speech for the SWIU Breakfast Meeting in San Diego. Linda Brodsky, MD is the co-chair of AMWA's GETF. The AMWA GETF is a task force within AWMA which strives for gender equity for women physicians.

A survey in 2008 by the American Medical Association's Women Physicians' Congress reported that 80% of women physicians have experienced gender discrimination. I proposed that gender equity for women physicians is an ideal that can be reached and encouraged all to be proactive, and to find supportive networks wherever you go, to keep good records and to create a paper trail. I advised that we think carefully before taking any action, legal or otherwise, and that we follow the procedures meticulously of our institutions or groups, and be prepared for retaliation.

Legal action was proposed ONLY as a last resort, and filing a complaint with the Equal Employment Opportunity Commission is a pre-requisite to filing a
lawsuit against your employer or group. (You need permission from EEOC to go to court over gender equity issues.)

SWIU was advised to make every effort to get all women Urologists to join SWIU and AMWA and to identify a SWIU representative to AMWA's Strategic Networking Alliance.

Contact information for Dr. Gebhard:
docgebhard@gmail.com, (716) 479-3860

Recommended resources:
An organization devoted to transforming the healthcare environment for women physicians.

2) National Employment Lawyer Association, www.nela.org to find an attorney.

EEOC is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.

4) Books: Linda Babcock and Sara Laschever uncovered a startling fact that even women who negotiate brilliantly on behalf of others often falter when it comes to asking for themselves. They wrote two books: Women Don't Ask: Negotiation and the Gender Divide, and Ask For It: How Women Can Use the Power of Negotiation to Get What They Really Want. http://www.womendon-task.com/.

5) JOIN AMWA NOW: http://www.amwa-doc.org/join-renew

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2013 SWIU Networking Reception and Christina Manthos Mentoring Award
By Melissa R. Kaufman, MD, PhD

We extend gratitude to the many SWIU members present for the exceptional Networking Reception and presentation of the Christina Manthos Mentoring Award at the 2013 AUA. As always, additional commitments precluded some from attending this notable event in San Diego, thus we hope in this brief overview to share some of the experience.

Rarely have we been privileged to witness the level of heartfelt admiration and respect as that expressed by those impacted by the 2013 Christina Manthos Award recipient, Dr. Lynn Banowsky. (Continued on page 4)
Christina Manthos, MD, was an extraordinary young Urologist whose life and career were sadly curtailed by Breast Cancer. As a means of perpetuating the flame of her inspiration and honoring her memory, thirteen years ago, SWIU established an annual award to recognize those men and women who demonstrate extraordinary mentoring skills in supporting the career of a female Urologist.

Dr. Manthos earned her medical degree from USUHS in 1990, receiving the Army Surgeon General’s Award and the Janet M. Glasgow distinction from the American Medical Women’s Association. After surgical internship at Fitzsimmons AMC, where she was bestowed Outstanding Intern of the Year, she was deployed to Korea to serve as a clinic commander. Subsequently, she returned to Fitzsimmons AMC, where she completed her Urology residency in 1996. Dr. Manthos then served with distinction as the assistant chief of Urology at the USAF Academy and Fort Carson until she lost her battle with Breast Cancer in 1999. Christina will be fondly remembered as a gifted Urologic surgeon, dedicated officer and inspiring mentor.

SWIU was delighted to honor Dr. Deborah Erickson in 2012 with the Manthos award. In a remarkable cycle of events, she attributes much of her marvelous success as a Urologist and mentor to the influence of Dr. Banowsky. In Dr. Erickson’s nomination letter and her remarks shared at the award ceremony, she detailed with amazing recall the seemingly small measures taken by Dr. Banowsky that resulted in dramatic impact on her outlook, confidence and character.

Dr. Banowsky, or Dr. B, as his students and residents often referred to him, began life in Ft. Worth, Texas, but soon found his way to the Crescent City where he embarked on a legendary internship and Urology residency at Charity Hospital of Louisiana. Following a several year appointment at the University of New Mexico, where he quickly ascended to chairman of the Renal Transplantation Service, Dr. Banowsky served at the Cleveland Clinic in a similar capacity until he finally returned home to Texas. In addition to Dr. Erickson, Drs. Marianne Rochester, Kamy Jacoby and Elizabeth Houser were fortunate to interact with Dr. Banowsky during their training at the University of Texas in San Antonio, and all contributed to his nomination for the Manthos award.

We were delighted with tales of Dr. Banowsky’s compassionate mentoring during an era when women were often discounted as surgeons and endured significant demoralizing attitudes from their colleagues. As described by Dr. Jacoby, “He stood out like a rock of support and inspiration in a sea of harassment and abuse.”

When recounting an episode from an operative experience regarding holding needle drivers that many would perceive as an undistinguished moment, Dr. Banowsky actually provided an encouraging and lasting legacy. As Dr. Erickson eloquently recalled: “So I took my fingers out of the holes, made the needle passage, and went on to make all sorts of other needle passages that I had never made before. It was like taking my hands out of chains. More importantly, it took my mind out of chains. To this day, I remember those words, ‘if something doesn’t make sense to you, then it doesn’t make sense.’ From that foundation I have the courage to address any issue that doesn’t make sense to me, at work or in other areas of life. I also make it a point to pass that sage advice on to my residents. Following Dr. Banowsky’s example, I encourage them to trust their own minds, think issues through, and not accept dogma or malarkey from anyone.”

As promised in his nomination letters, during our opportunity to meet Dr. Banowsky at the SWIU Networking Reception, he shined as an engaging and dynamic character. Members were honored he chose to share this moment with his wife, Tonya, and equally successful daughters! It was obvious he deserves congratulations on many aspects of his life outside of his career in Urology. This perception was reinforced by comments from Dr. Rochester where she recalls, “He helped me become a Urologist teaching me the basic science, surgical skills, the importance of critical thinking. He taught me how to integrate the medical knowledge and skills with the interpersonal skills which are important for working with all kinds of people. He taught me how to enjoy my profession, my home and family and my life. Every day.”

It was with great pride SWIU bestowed the Christina Manthos award to Dr. Banowsky, and trust his example serves to motivate every member to recall their own landmark moments and pass those lessons to the next generation of women in Urology.

Please plan on attending next year’s SWIU Networking Reception at the AUA in Orlando and we encourage you to nominate candidates for the 2014 Christina Manthos Award by contacting us at info@swiu.org.

Pickett Awards Research Award Winners
By Dolores J. Lamb, PhD

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 these 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.

Two Urology Fellows received this year’s Elizabeth Pickett Research Award. Dr. Una Lee, whose work focuses on cytoprotection urethral tissues to prevent ischemia/reperfusion injury during simulated vaginal delivery. Her hypothesis is that ischemia-reperfusion injury that occurs during vaginal delivery causes damage to the urethra, leading to stress urinary incontinence and further, that administration of cytoprotective agents at childbirth may mitigate the development of incontinence. Her aim is to identify a marker of the ischemia-reperfusion injury. She will determine whether vaginal delivery-associated ischemia-reperfusion injury can be mitigated by cytoprotection. It is expected that the findings from this study will not only define the injury process during vaginal delivery, but also address stress urinary incontinence in the postpartum period and prevent its occurrence in older parous women. Dr. Lee’s mentors are Drs. Kathleen Kobashi, James Dennis and Thomas Wright at Virginia Mason Medical Center and the Benaroya Research Institute.

The second recipient of the 2013 Elizabeth Pickett Research Award is Dr. Yasmin Iqbal Bootwala, whose project addresses important problems related to sexual function and menopausal symptoms which seriously affects the quality of life for aging women, as well as younger women after surgically induced menopause. By focusing on women after surgically induced menopause, she can develop precise timelines of symptom development. The objectives of this study are to identify the development of urinary symptoms and health related quality of life in women from the date of urinary distress. She will also assess the sexual dysfunction and menopausal symptoms using a variety of instruments, questionnaires and other patient factors. The long-term goal of this project is to define the gradual genitourinary atrophy that occurs after surgical menopause and to develop interventions that are hoped to spare these women lifelong clinical symptoms while also influencing practice patterns at the primary care level. Dr. Bootwala is a fellow at MD Anderson Cancer Center Urological Tract and Pelvic Floor Reconstruction in the Urology department where her mentor is Dr. O. Lenaïne Westney.
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 Urologist.

SWIU/SBUR Award Winner

Nancy L. Weigel, PhD, received the 2013 SBUR/SWIU Award for Excellence in Urological Research. She received her BA in chemistry and anthropology from Cornell University, followed by a MA and a PhD in biochemistry from The Johns Hopkins University for her work on The Structure of Salmonella Typhimurium HPR. She then undertook a post-doctoral fellowship at Baylor College of Medicine. Here, she was awarded an NIH Postdoctoral fellowship in 1979 – 1981. Shortly thereafter (1983 – 1986), she was a Searle Scholar, a highly prestigious award. She was recognized for her research contributions in 2008 with the Roy O. Greep award from the Endocrine Society and is currently a Prostate Cancer Foundation A. David Mazzone-PCF Challenge Award Investigator. She has also been recognized by Baylor College of Medicine for her teaching. She received the Marc Dresden Teaching Award in 2006 and in 2009, received the Fulbright and Jaworski Faculty Excellence in teaching award.

In these recent times when funding for basic research is so difficult to obtain, Dr. Weigel is extremely well-funded for her work in Prostate Cancer. She has grant awards from the Prostate Cancer Foundation, the Alkek Foundation, a VA Seed grant and CPRIT—The Cancer Prevention Research Institute of Texas—for her work on approaches to treat advanced androgen resistant Prostate Cancer through disruption of androgen receptor signaling using a variety of experimental approaches. She is a prolific writer, with high impact papers published throughout her career. She is also funded to support Summer Medical and Research Training for Under-graduate students from Prairie View A&M at Baylor College of Medicine in prostate cancer research. This program allows under-privileged students to experience research investigation in Prostate Cancer research laboratories at Baylor College of Medicine. She also directs a long-standing T32 NIH Training grant in reproductive biology together with Bert O'Malley, MD.

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. Weigel with this year’s Award for Excellence in Urological Research. Congratulations Dr. Weigel!

AUA Now Accepting Applications for the 2014 – 2015 Leadership Program

The American Urological Association (AUA) Leadership Program is an opportunity to get involved with the AUA, develop your leadership skills, network with past and present AUA leadership and gain a deeper understanding of how the AUA conducts its business to serve the Urological community. The AUA is currently seeking applicants from each AUA section who are driven to tackle future roles of responsibility within the AUA. To qualify you must be an AUA member and one to 15 years out of training (including fellowship immediately following residency). For details and information on how to apply, visit www.auanet.org/about/aua-leadership-program.cfm.

Jean L. Fourcroy MD Research Fund

The Jean L. Fourcroy, MD Research Fund is being established to honor Dr. Fourcroy’s efforts in changing the face of medicine. Dr. Jean L. Fourcroy was the first female to be admitted into and to complete the George Washington University (GW) School of Medicine Department of Urology Residency program. Dr. Fourcroy’s unwavering perseverance and courage paved the way women in Urology, and the George Washington University School of Medicine is eager to pay tribute to her exceptional work by perpetuating her legacy in the GW department of Urology.

Jean Fourcroy, MD not only realized her dream of becoming a physician, but with unwavering perseverance, also completed her PhD dissertation during her surgical internship in 1977. Three years later she became board-certified in urology, the fifth such female physician in the United States and the first at George Washington University. She rounded out her academic training with a master’s degree in public health from the Medical College of Wisconsin in 1999. A captain in the US Navy, Fourcroy became an academic urologist at Bethesda Navy Hospital from 1980 until her retirement.

In 1992, Dr. Fourcroy helped to establish the Society of Women in Urology. In 1999, she received the Camille Mermod Award from the American Medical Women’s Association for which she served as president in 1995. Dr. Fourcroy is also the past president of the Federation of Professional Women and the National Council on Women in Medicine. In 1996 she was named Woman of the Year by the Women’s Medical Association of New York City. She has worked as a medical officer with the Food and Drug Administration, with the Drug Enforcement Agency, and was on the board of the US Anti-Doping Agency. Dr. Fourcroy also received the Presidential Citation Award in 1998 and an Outstanding Service Award in 2000 from the American Urologic Association.

Dr. Fourcroy has always been passionate about patient care and the importance of research. The Jean L. Fourcroy MD Research Fund will annually support the research, presentation, and publishing expenses of GW female urology resident who exemplifies the exceptional devotion to patient care and commitment to research that Dr. Fourcroy demonstrated in her career.

Initial seed funding has been committed to begin the fund. A total fund balance of $100,000 or more will enable the fund to be endowed in perpetuity.

Have News to Share?

Email info@swiu.org to include your news in the next edition of the newsletter.
SAVE THE DATE!

SWIU 3rd Annual Winter Meeting
January 24 – 26, 2014
JW Marriott Camelback
Scottsdale, Arizona

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