President’s Message
Jennifer L. Dodson, MD, PhD

On behalf of the Society of Women in Urology, I invite you to join us for the SWIU events at the upcoming AUA meeting in Orlando, Florida. The Annual Breakfast Meeting will occur on Sunday, May 18th from 6:30 a.m. – 9:00 a.m., and will feature Dr. Wayne Sotile, clinical psychologist, researcher and national thought leader on physician resilience. Dr. Sotile plans to speak about “Resilient Women in Urology: Thriving Through Change.” The SWIU Women Leaders in Urology Forum will be held on Monday, May 19 from 5:00 p.m. – 6:00 p.m. Dr. Hadley Wood, assistant professor, Case-Lerner School of Medicine, Cleveland Clinic, has selected a distinguished panel to discuss “Transitional Urology and the Adult Myelomeningocele Patient.” Immediately following the Forum, the SWIU Networking Reception will be held from 6:00 p.m. – 8:00 p.m. During the reception, we will present our Christina Manthos Mentoring Award, which SWIU established to recognize those men or women who demonstrate outstanding mentoring skills in supporting the career of a female urologist. We look forward to presenting this award and attending the networking reception every year and hope to see you there. Please join us for these SWIU events in Orlando!

I would like personally to thank each of you who attended the Society of Women in Urology 3rd Annual Professional Development and Clinical Mentoring Meeting, which occurred from January 24 – 26, 2014, at the JW Marriott Camelback Inn in Scottsdale, Arizona. There were over 65 attendees from 24 states across the country. The meeting blended scientific talks, clinical hands-on sessions and professional development panel discussions with informal mentoring opportunities. The enthusiasm and willingness of participants to share their knowledge and experiences led to very meaningful interactions.

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Dr. Jodi Antonelli then spoke about the latest updates in medical and surgical management of benign prostate hyperplasia and resulting lower urinary tract symptoms in men, drawing on the scientific literature and her own significant clinical experience. The voiding dysfunction theme continued with a panel discussion on Recurrent Urinary Tract Infections, with Drs. Courtenay Moore, Sarah McAchran and Claire Yang discussing this clinically challenging topic. Finally, Dr. Elizabeth Williams spoke about the “Management of Refractory Overactive Bladder,” including sacral neuromodulation. This provided a solid introduction to the afternoon’s Sacral Neuromodulation Laboratory, taught by leaders in the field including Drs. Elizabeth Williams, Melissa Kaufman, Suzette Sutherland and Jannah Thompson. During the hands-on laboratory, small groups of 5 – 10 participants rotated through different sessions, which included training in patient selection, placement of the neuromodulation leads, programming the device and troubleshooting.

The second day of the meeting focused first on prostate cancer, and then more broadly on professional development and mentoring. Dr. Martha Terris provided an in-depth perspective of current challenges and future directions in prostate cancer management, focusing on screening for prostate cancer.

Dr. Alicia Morgans, a medical oncologist, reviewed the options for medical management of Hormone Refractory Prostate Cancer.

The meeting continued with three women leaders in the medical industry: Lee Sullivan with Boston Scientific, Terri Wade with ellura and Wendy Weiser, CEO and President of WJ Weiser & Associates. Each spoke about her own personal journey and leadership philosophy. These perspectives are valuable to the SWIU meeting participants because we may see similarities in our own experiences, and in addition, discover new insights that may inform our own personal missions. The Practice Panel Discussion this year included Drs. Tamara Bavendam, Elizabeth Bozeman, Joanna Chon, Una Lee and Suzette Sutherland. This session has been very well received as a forum for women urologists to share reflections on their career development. Specifically, they have discussed the hopes and motivations, experiences and serendipity that have shaped their career pathways over time. On Sunday afternoon, an interactive panel discussion including Drs. Elizabeth Williams, Teresa Beam and Jannah Thompson, delved into the issues surrounding the financial management of a urological practice.

We were delighted that eight past presidents of SWIU were able to join us at the meeting, including Drs. Tamara Bavendam, Lindsey Kerr, Susan Kalota, Catherine deVries, Janice Arnold, Martha Terris, Elizabeth Bozeman and Melissa Kaufman. The President’s Banquet this year featured keynote speaker Dr. Catherine deVries, who spoke about developments in global surgery and her experiences as founder of the International Volunteers in Urology, now known as IVUMed. Finally, the meeting concluded with a Sunday brunch where participants could discuss their own professional and clinical mentoring questions with faculty and presenters.

I found this meeting particularly inspiring because it highlighted women urologists who are true advocates for patients with challenging urological problems. This advocacy requires courage, compassion and a vision of how things could be better. These efforts have a profound effect on the individual patients whom we see every day in clinic and in the operating room, and also have the potential to have a wide-reaching, even global, effect on the urological well-being of the overall population.

Since this will be my last President’s message for the SWIU Newsletter, I would like to take this opportunity to express my gratitude for the mentorship, camaraderie and education that I have experienced through my association with SWIU. I believe in the continuing importance of this organization to women urologists at all stages of their careers.

Dr. Antonelli’s studies will focus on whether dietary calcium or dietary calcium supplements promote or protect against calcium kidney stones. She will test the hypothesis that calcium when consumed as food lowers the likelihood of kidney stone formation while the calcium supplement increases the risk of stone formation. Urinary markers of stone formation will be used to estimate the propensity to form stones. This is a common problem affecting a large cohort of patients and the work was deemed significant and of potentially high impact.

The recognition of the Elisabeth Pickett, MD Research Award winner is an annual event at the SWIU Breakfast at the AUA Annual meeting. The award commemorates the life and achievements of Elisabeth Pickett, MD, who was the first board certified female urologist in the United States. The award is supported by generous donations by Dr. Pickett’s family, SWIU members and friends.

Dr. Antonelli is an assistant professor of urology at UT Southwestern Medical Center in Dallas, Texas. She received her MD from Thomas Jefferson in 2006 and then moved to North Carolina for her residency training in urology at Duke University. From 2012 – 2013 she was an endourology fellow at UT Southwestern Medical Center where she has continued as a new faculty member. Dr. Antonelli received a number of honors and prizes for her basic research investigations including the 3rd Prize for Basic Science AUA Essay Contest, the AUA Annual Meeting Best Poster for the session on prostate cancer basic science, as well as awards for the North Carolina Urology resident competition (Debate winner and 2nd place Basic Science Research Presentation). During some of her training she was supported by a Ruth L. Kirschstein National Research Service Award (NRSA) Institutional Research Training Grant (T32) for her studies on the “Effects of Exercise on Prostate Cancer Growth in a Mouse Model.” She has been a productive researcher with 22 papers published or in press in strong journals.
I am sitting on the plane, just having departed the 3rd Annual SWIU Professional Development and Clinical Mentoring Conference. My brain is full of clinical pearls and my mind is reflecting on the open and honest conversations that transpired. I thoroughly enjoyed meeting so many amazing and down to earth women from industry, private practice and academics, from all over the country, and at different points in their careers. Everyone took time out of their busy lives to be present and the intimate size and environment lent itself to everyone being open to creating personal connections and sharing new ideas. I admire so many of the women who were there and learned a great deal from talking with them. To be honest, I gained more from the clinical sessions (pediatric nocturnal enuresis, transitional care for neurogenic bladder, recurrent UTI, refractory overactive bladder, prostate cancer) than I thought I would because each of the speakers were experts who were able to put a complex topic into perspective.

I took an early morning walk through the Arizona desert landscape with my Cleveland Clinic co-resident and we shared our career concerns and out of the box ideas with an open heart and with a shared perspective that you can only have with people you trained with. I had a lovely spa experience at the Camelback spa, and walked out relaxed and apparently with glowing skin. I shared a room with a close friend/fashionista/urologist and we chatted ourselves to sleep every night, making up for the lost time since last seeing each other. I had a reunion and birthday dinner with girlfriends and laughed so hard I almost had a urinary leakage episode. I participated on the practice panel and appreciated the opportunity to tell my story and spark conversation.

There were many themes that wove through the sessions. Tenacity, perseverance and even stubbornness were character traits of many of the stories. The value of mentorship was another theme that was discussed and was also palpable and visible in the room. Times of transition are difficult but “jumping into the deep end of the swimming pool” is part of the learning curve on our journey as leaders and surgeons. It was reassuring to see that everyone struggles with work-life balance. Maybe work-life balance doesn’t exist and we should just focus on our ability to be emotionally present for our families and loved ones. I realized that what I appreciate so much about talking with other women in urology is a shared understanding that what fulfills us is our personal dedication to our patients, our careers and our families. There is an immediate connection and so much goes unspoken within our SWIU community because: we understand what it has taken to get to where we are, we understand that when a patient appreciates our care that it fills a space within us, we have common larger goals about advocacy, empowerment and creating positive changes in our world, and ultimately, we understand what matters most in life. As I reflect on the success of the conference, I cherish my personal connections with friends, family and colleagues because supporting each other is what makes every day meaningful and fun and what makes us better people.

I recommended a few books to people at SWIU, and thought I would make a list of these non-fiction books that I have read over the years to share more broadly. I hope you find one that you enjoy and then pass it on.

**Leadership**

*Lean In* by Sheryl Sandberg. An inspiring and thought provoking book on women and the importance of leadership. You may not agree with everything she writes, but she presents salient arguments on why women need to sit at the table and be leaders in their field. She has sparked a lot of conversation about these important issues, which is one of the goals of the book. If you enjoy this book, you will also enjoy Anne-Marie Slaughter’s article in *The Atlantic*, “Why women still can’t have it all” (July/August 2012). She eloquently writes about the struggles of working professional women with wisdom and a big dose of reality.

*How Will You Measure Your Life?* by Clayton Christensen. Written by a Harvard MBA professor who analyzed how high achievers either thrive or fail. This book uses business principles to teach you to think about how to find meaning and happiness in life. After reading this, I was inspired to write my family’s mission statement.

**Five Dysfunctions of a Team: A Leadership Fable** by Patrick Lencioni. An instructive quick-read that tells the story of a capable but dysfunctional team and how an unlikely leader turns it around to reach its true potential and make the work environment and team dynamic more fulfilling for everyone involved. The author uses a story to teach about absence of trust, fear of conflict, lack of commitment, avoidance of accountability and inattention to results as the five principles.

**Creativity**

*Creative Confidence: Unleashing the Creative Potential Within All of Us* by Tom Kelley and David Kelley. A person I’ve admired from afar, Stanford professor and IDEO founder, David Kelley, and his brother persuasively write about strategies to inspire innovation and creativity in our work lives. Reading this book is a glimpse into what a business school student who takes their product design classes feels—inigvorated with the creative possibilities in one’s life and work.

**Business**

*Good to Great and Built to Last* by Jim Collins. How good companies become great and successful habits of visionary companies. Two business classics. Lots of examples that explain concepts that are applicable to our work and lives.

*Tipping Point, Outliers and Blink* by Malcolm Gladwell. Well written and fascinating books about how ideas take hold and spread, how high achievers are successful and gut reactions. He has a new book out that I haven’t yet read, *David and Goliath.*

**Negotiating**

*Getting to Yes: Negotiating Agreement Without Giving In* by Roger Fisher and William Ury. Authors from the Harvard Negotiation Project offer valuable tools in how to be an effective negotiator by finding solutions that meet everyone’s needs. Everyone should read a book on negotiation before they negotiate their first job, or as they are transitioning to another.

**Networking**

*Never Eat Alone* by Keith Ferrazzi. This author is over the top when it comes to networking, but it is interesting to see how he teaches how to use the power of generosity and relationships to achieve success.

**Parenting**

*Parent Effectiveness Training (P.E.T.)* by Thomas Gordon. A classic, timeless book on how to effectively communicate with children and resolve conflict. These techniques also apply to communicating in general.

*How to Talk So Kids Will Listen and Listen So Kids Will Talk* by Adele Faber. Similar principles of P.E.T. in a user friendly format. Down to earth and useful.

**Grant Writing**

*The Grant Application Writer’s Handbook* by Stephen Russell and David Morrison. This book is a practical “mad-libs” style step-by-step guide on how to write an NIH style grant and sell your idea. If you are going to write a grant, it’s a must have resource. Only available on their website: [www.grantcentral.com](http://www.grantcentral.com)

**Service in the Developing World**

*Leaving Microsoft to Change the World and Creating Room to Read* by John Wood. The author was a successful Microsoft executive who was trekking through Nepal and was inspired to leave his job and address illiteracy by building libraries, schools and getting books to the developing world. He required the local community to “buy in” and invest in their project. The story of how a successful and innovative non-profit organization was conceived and continues to grow.

**God**

*Proof of Heaven* by Eben Alexander. An academic neurosurgeon suddenly develops bacterial meningitis. He survives to tell the transformative nature of his near death experience. Since he’s a physician, he reconciles his knowledge of science in a powerfully written and personal book. Although I believe in God, my husband does not, so I am always looking for books that a layperson can read to gain insight into why people believe in God.

**On Writing**

*Bird by Bird* by Anne Lamott. A book/memoir on how to write fiction by a talented writer and teacher of writing. Reading this book is like being transported to a creative writing class and taking a journey through writing with the author.
Highlights From the SWIU Practice Panel Discussion
By Leslie M. Rickey, MD, MPH

Due to overwhelming positive feedback after last year’s practice panel, we decided that this should be a permanent part of the Annual Meeting. For those of you who couldn’t make it to the meeting, the panel is made up of women in different types of practices and at different stages of their career, with the goal of sharing experiences and advice. I have heard from several of the speakers over the last three years that deciding what to share on the panel has necessitated personal reflection on the impact of career decisions that is quite powerful. We don’t often have the time or motivation to think over what we might say to our “younger selves” about the really important insights we have gained over the decades in our personal and professional lives, and this hard-earned knowledge often goes unspoken. Some insights are “working-female specific” and some are not, but there are not many venues in which we get to communicate what we have learned.

Sometimes we have to re-examine our goals and how we define success for ourselves, and to that end I chose the panelists based on career changes. Una Lee, MD, is a recent fellowship graduate who joined the urology department at Virginia Mason in 2011 and spoke of defining your personal vision for your first job as well as long term career goals. Joanna Chon, MD, moved from a private practice in Pennsylvania to a new practice in Florida and discussed the difficult decision to leave a practice in which you have invested time and energy, but yet are unsatisfied with the current state. Suzette Sutherland, MD, just joined University of Washington in the fall of 2013 after being in a productive private practice with Metro Urology for nine years and shared how some of her goals had shifted in a way that fit with an academic career when the opportunity presented itself. Elizabeth Bozeman, MD, and her husband just left a South Carolina practice in which they have been partners for almost 20 years for the balmy shores of Lake Ontario in upstate New York. Elizabeth was, as always, energetic and candid when it came to speaking about the evolution of her practice and relationship with her partners and what factors led to the move. Finally, Tamara Bavendam, MD, discussed the winding route from an academic faculty to industry medical director to the NIH and the skill sets and experiences she gained along the way that have defined her philosophy towards research and clinical care as well as balancing work and family. A few themes emerged for me as I listened from the audience. One is to know when to cut bait. Everyone makes compromises in a group practice, whether it’s private or academic practice, but from time to time you have to examine where you are professionally and make sure you can live with the compromises. The other theme I heard was the importance of defining your goals. You are not going to recognize a fantastic opportunity if you can’t articulate what it is you are striving toward.

I would like to thank all of our outstanding panelists for their honesty and willingness to share what are sometimes very difficult experiences and challenging decisions.

Dr. Catherine deVries Celebrated During Banquet
By Allison Polland, MD

Dr. deVries has had an exciting career. She completed her undergraduate degree in Boston and then went on to Durham, North Carolina, where she completed a Masters in pathology before going to medical school at Stanford University. She trained in urology at Stanford University and completed her fellowship in pediatric urology at University of California, San Diego. While pediatric urology is her clinical focus within the US, internationally she has been active in the development of sustainable global surgery since 1992. In 1994, she founded International Volunteers in Urology (now IVUmed) and continues as president of the board. Her work with IVUmed has taken her all over the world.

Through IVUmed, Dr. deVries has developed urological training programs in Asia, Africa and Latin America. She offers this advice to young women, “Pick a place to start...you can't take on the whole world at once.” She started in San Pedro Sula, Honduras. It was there, that in addition to performing life-changing surgeries, she learned about the great need that exists. She continued on her journey interacting with local doctors, who were predominantly male, and other international volunteers. She explains that although they came from different backgrounds with different ways of understanding, they came to recognize a set of problems and they worked together to solve them.

Dr. deVries has found inspiration and perspective comes in various forms. She spoke very movingly about the recent passing of the woman she refers to as her “fairy godmother.” Adele Parkinson was in her late 80s when she heard about Dr. deVries and her work and decided to make an appointment. When she called to make an appointment, she was told that Dr. deVries did not see adult patients. But Adele was tenacious and understood how academic medicine worked, so she called the development office, who reached out directly to Dr. deVries. Not long after, Adele was sitting next to the two-year-olds in Dr. deVries’ waiting room. She was seen as the last patient of the day. Although Adele was much older than Dr. deVries, she was so full of energy and vivacity that she inspired Dr. deVries to recognize that her own journey was far from over. Dr. deVries explained that Adele was “engaged up until the very last moment. If I can learn anything from Adele, it’s that we’ve got a long life and we’re just getting started.”

When Dr. deVries is not engaged in medical activities, she and her husband raise cattle on their ranch in Wyoming. Since a recent accident on her ranch, she has come to recognize that we as doctors, and more broadly people, understand so little about the interactions between animals, humans and the environment. This has led her to delve into the concept of One Health, an initiative to expand interdisciplinary collaboration and communication across all aspects of healthcare for humans, animals and the environment. Dr. de Vries has contributed so much not only to the Society of Women in Urology but urology as a whole, and more importantly, global surgery. We look forward to following her next adventure.

Have News to Share?
Email info@swiu.org to include your news in the next edition of the newsletter.
After a morning of insightful lectures about voiding dysfunction, SWIU Winter Meeting attendees had the opportunity to put that information into practice during an afternoon hands-on session. The first half of the session was sponsored by Medtronic®, and each participant spent 90 minutes learning more about sacral neuromodulation. This session was spearheaded by four high-volume implanters who ran stations covering all aspects of sacral neuromodulation. After learning a little about patient selection, each participant had the opportunity to practice the peripheral nerve evaluation and full implant techniques. Once they had a basic (and in some case, advanced) understanding of the technique, attendees practiced programming the device from both the patient and the clinician perspective. This portion of the lab concluded with a Q&A with session leaders in order to gain insight into troubleshooting and building a sacral neuromodulation practice.

After a comprehensive overview of sacral neuromodulation, it was time to explore other procedures used for voiding dysfunction, including GreenLight laser™ (American Medical Systems®), Botox® (Allergan), InTone® (InControl Medical) and Urgent®PC (Uroplasty). Each participant spent time learning the technique of laser vaporization of the prostate, utilizing the GreenLight XPS™ system. After honing their laser skills, participants then practiced intravesical injections of Botox® for refractory overactive bladder. Each participant had the opportunity to practice on both male and female models and was given tips on how to incorporate Botox® into their in-office procedures. Participants then had an opportunity to learn about a relatively new technology, the InTone® device, for mixed incontinence. After having an opportunity to handle the device, attendees were provided with recent data regarding efficacy for both urge and stress incontinence. The hands-on session concluded with an overview of Urgent®PC for refractory overactive bladder. Participants had the opportunity to perform a PTNS treatment on one another, gaining experience from both the patient and the clinician perspective. This three-hour lab session provided a valuable opportunity for attendees to translate the technology that was discussed in the lecture series into a hands-on experience where participants were able to familiarize themselves with various treatment options for voiding dysfunction in a stress-free, hands-on environment.

Present and Former SWIU Presidents at the 3rd Annual Winter Meeting
(Left to Right): Tamara G. Bavendam, MD, Elizabeth W. Bozeman, MD, Lindsey A. Kerr, MD, Melissa R. Kaufman, MD, PhD, Catherine R. deVries, MD, FACS, FAAP, Jennifer L. Dodson, MD, PhD, Janice L. Arnold, MD and Susan J. Kalota, MD
Sunday, May 18, 2014
SWIU Annual Breakfast Meeting
Hyatt Regency Orlando, Ballroom M
6:30 a.m. – 9:00 a.m.
Featuring Keynote Speaker: Wayne M. Sotile, PhD

6:30 a.m.  Breakfast Buffet

6:45 a.m.   President’s Welcome
Jennifer L. Dodson, MD, PhD
2013 – 2014 SWIU President

6:50 a.m.  AUA Update
William W. Bohnert, MD
AUA President-Elect

7:00 a.m.  Resilient Women in Urology: Thriving Through Change
Wayne M. Sotile, PhD
Center for Physician Resilience

8:00 a.m.  SWIU Award Presentations

8:20 a.m.  Annual Business Meeting

8:45 a.m.  Networking

Monday, May 19, 2014
SWIU Networking Reception
Hyatt Regency Orlando, Celebration 1
6:00 p.m. – 8:00 p.m.

Everyone is welcome! This is a great opportunity to meet with other urologists to discuss the issues in the field of urology, as well as other medical issues. In addition, SWIU will announce the Christina Manthos Mentor Award winner. We look forward to the Networking Reception every year and hope to see you there!

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Monday, May 19, 2014
Women Leaders in Urology Forum
Hyatt Regency Orlando, Celebration 5
5:00 p.m. – 6:00 p.m.

Transitional Urology and the Adult Myelomeningocele Patient

Moderator:  Hadley M. Wood, MD
Cleveland Clinic

Panelists:  Jyoti Upadhyay, MD
Children’s Hospital of the King’s Daughters

Melissa Kaufman, MD, PhD
Vanderbilt University

Rosalia Misseri, MD
Riley Hospital for Children
In our Board meeting, we have discussed the need to document and collect the history of our society and of women in urology. A new historical committee was recently commissioned by the SWIU Board. If you have an interest in participating as we embark on this project, your help would be greatly appreciated. Any pictures, letters or information that you may have that would help the history bank is requested.

Please contact: Joanna Chon, MD (joannachon@yahoo.com) to be a part of this committee or with any historical information or pictures.

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Please join us for the AUA 2014 SWIU Breakfast Meeting on Sunday, May 18, 6:30 a.m. – 9:00 a.m., Hyatt Regency Orlando, Ballroom M

After more than 30 years of practicing in Winston-Salem, my wife Mary and one of our daughters, Julia, founded and currently direct the Center for Physician Resilience, in Davidson, NC. Our mission is to promote resilience for physicians, their families and their organizations. We provide intensive individual, family, marital and medical team coaching and consulting services, and travel throughout the country, speaking to medical organizations concerned about resilience.

In addition to my nearly 35 years of experience serving as a consultant to medical organizations and a counselor to physicians and their families, my current work is informed largely by results of several national surveys of physicians and their life mates that have documented alarming rates of burnout and career distress. This is most unfortunate, given that evidence-based strategies for preventing or ameliorating burnout are available. I will discuss how burnout/career satisfaction for women physicians and medical families today is multi-factorial: Many variables apply; some contradict but do not cancel each other.

For example, while it is true that surgeon burnout rates are at an all-time high, it is also true that the majority of surgeons and their life mates report quite high levels of satisfaction with life in medicine. It is also true that, while toxic work can contribute to burnout, “good work” (to be defined in our session) is a key to personal and family resilience for physicians. In fact the statistical relationship between number of hours worked and burnout is quite weak, as is the relationship between work hours by physicians and medical family satisfaction with physicians' work/life balance. More important in determining both physician and medical family resilience is whether or not the physician is highly engaged in work that she enjoys, with people she enjoys and returns home at the end of the day in a reasonable mood.

My presentation and discussion at SWIU will address practical strategies and tactics for promoting resilience, and will incorporate brief self-assessments of stress and burnout patterns.

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Please join us on Sunday, May 18th from 3:00 p.m. – 5:30 p.m. at the Orange Country Convention Center in room W 230 A, when Dr. Una Lee will present her research at the AUA Research Forum, “Showcasing Early Career Investigators.”

Dr. Lee’s research focuses on the effects of ischemia-reperfusion injury during vaginal childbirth and subsequent stress urinary incontinence in women. Her project aims to determine whether cytoprotective agents can mitigate the injury associated with vaginal childbirth. This is an extremely important area of urology for both basic and clinical research, and has the potential to impact millions of women worldwide. Dr. Lee is an assistant clinical professor of urology at the University of Washington, and was a recipient of the SWIU Elisabeth Pickett Research Award in 2013.

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Mark Your Calendars: SWIU at the AUA 2014

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