President's Message
Leslie M. Rickey, MD, MPH

I've been reflecting on the changes SWIU has been through in the last several years; the impact these changes have had on my role in the organization as well as the myriad of benefits I have gained. After attending the SWIU functions at the AUA for quite a few years, I was intrigued to learn about how the group worked and its vision for the future, so I jumped at the chance to join the board in 2010. Up until that point I had not had contact with many female leaders in urology or those more advanced in their careers, so I also looked forward to meeting the nationally known women on the board.

I was not yet an officer when the idea of having a stand-alone SWIU meeting was proposed. There were many questions and concerns, not the least of which was, would people come? There are so many meetings already, how could we make it relevant for members, and was it financially feasible? I still remember our Weiser team suggesting we hold the first meeting in January 2012…at our September 2011 board meeting! The time frame seemed a little tight (to put it mildly), but at some point you have to stop talking about what you are going to do and just do it. Still, how would we secure speakers and support in four months? Well, the response was impressive, and I am still not entirely sure how we pulled it off. We had a male reconstructive surgery session that included a cadaver lab with O. Lenaine Westney, MD, Melissa Kaufman, MD, PhD and Jennifer Anger, MD as faculty. How often would anyone have access to these three experts at one time, especially in a hands-on session? We also had Carol Salem, MD, a urologic oncologist at Scripps in San Diego, and Martha Terris, MD, FACS, chair of urology at Georgia Regents Medical Center, discuss robotic oncology surgery. Beth Mueller, MD, FPMRS, program director at Loyola, talked about female reconstruction in robotics, and Harriette Scarpero, MD, joined myself and Tammy Lewis, MD to discuss refractory OAB.

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And finally, Connie Mariano, MD, the first woman director of the White House Medical Unit, agreed to be our keynote speaker. Due in large part to the efforts of past-president, Nancy Huff, MD, and the dedicated staff at WJ Weiser, this all-star line-up was organized in less than four months. Since that time, the meeting has continued to evolve and grow, and we have new attendees each year who ask, “How can I get more involved with SWIU?”

It is so interesting what a new experience will teach you. You never know the skill set you will gain or who you will meet. You strengthen existing bonds working on a project and form new relationships. Those relationships lead to informing (both ways) and opportunity. Due to my involvement with the first meeting, I was able to take on the program chair position for the second meeting. I surely had no idea that I would sit next to Teresa Beam, MD at that first meeting, who I would later ask to be a panelist for the 2013 meeting and that she would now be one of our newest board members. I could not have foreseen that I would be reaching out to Suzette Sutherland, MD as a speaker for the first time in 2012 and that she would then be my roommate at the SUFU meeting in 2014. I now have insight into how a meeting is organized and how important it is to have a good team of people managing the logistics (thanks Weiser!). But it is the networking and connections I have made that have been the most rewarding and extremely relevant to my career path as well.

The meeting serves as an important vehicle to highlight the vast and wide ranging expertise of our members, whether that be urologic diseases, how to run a practice, achieving career goals or grant writing skills. The collegial environment fosters discussion in a way that makes it easy to explore partnerships and ideas or ask for advice, conversations that might otherwise be intimidating or difficult to initiate. The Annual Meeting has also allowed the board to focus our efforts on promoting women as urologists and making meaningful contributions to that goal whether by supporting resident travel, funding research awards or providing speaker positions on a national platform.

Rosalia Misseri, MD, a pediatric urologist at Riley Children’s Hospital in Indianapolis, Indiana, then provided a review of long term considerations of adults with myelomeningocele. Dr. Misseri’s experience at Indiana affords her the opportunity to care for both pediatric and adult patients with this condition. She discussed specific urologic issues that are encountered in adulthood, and how they differ from the conditions seen in pediatric life. In addition, Dr. Misseri provided a unique perspective about how adult patients differ from pediatric patients with respect to navigation of the healthcare environment, without the benefit of having parent advocates or one stop multi-specialty care in many cases. She also briefly reviewed other health issues that arise for these patients, including orthopedic, neurological and functional deterioration related to their primary neurological condition.

Finally, SWIU’s own Melissa Kaufman, MD, a neurourologist from Nashville, Tennessee, provided a very informative talk about specific conditions of adulthood that bear on adults with myelomeningocele. Among other topics, her talk provided specific guidance on how to advise and monitor young women who may be seeking to achieve pregnancy as well as how to safely manage these patients in the peripuerperal period. Importantly, she concluded her talk with a summary of “next steps” to further our understanding of this medically and socially complex group of patients. These include: development of an understanding of the current state, developing strategies for learning from the transition process and transmitting lessons learned back to pediatric urologists, development of strategies for providing integrated care for adult patients and development of clinical pathways that will decrease risk and increase patient QoL.

We were fortunate to have many people in attendance who brought their own knowledge and experience to the table, so instead of discussing the cases we had prepared, we instead opened the floor to discussion of specific practice questions and observations of audience members. Without a doubt, the energy and passion for this topic and enthusiasm surrounding building knowledge about how we can better serve this forgotten population was palpable.

If you have personal interest in knowing more about adult urologic care of the myelomeningocele patient, or urological congenitalism in general, please feel free to contact me so I can include you on efforts moving forward.

Please plan to attend next year’s Women Leaders in Urology Panel in New Orleans. If you have any ideas for topics of particular interest, please contact us at info@swiu.org with your comments and suggestions.
In our nearly 40 years of experience serving as life coaches, counselors and consultants to nearly 10,000 physicians, their families and their organizations, my colleagues and I have come to a resounding, seemingly contradictory conclusion: you physicians are generally among the most resilient of individuals; and you are suffering.

Research shows that, as a group, you work harder than any cohort studied, and you suffer the effects of eroding social and institutional support. Our recent national survey showed that approximately 42% of urologists and 46% of physicians, in general, evidence significant symptoms of burnout (Shanafelt et al, 2012). And prior research indicated that, compared to male colleagues, female surgeons suffer significantly elevated incidences of burnout, depression and alcohol abuse/dependence (Dyrbe LN et al., 2012).

What can be done to curb this growing epidemic of distress? A few tips for bolstering your resilience follow:

- **Honestly Assess Yourself.** Physicians learn to ignore their own symptoms of physical and emotional distress. Commit to regularly engaging in psychosocial “self-checks.” Focus particularly on signs of burnout. Simply put, burnout is the syndrome in which coping energies required for dealing with interpersonal demands become depleted. Burnout can manifest in three sub-syndromes:
  - Emotional Exhaustion is signaled by complaints about the routine demands that come with your roles; a general loss of passion for your roles.
  - Depersonalization manifests as failure to behave in harmony with your inner values of compassion and concern for others. Depersonalization typically results in appearing more calloused toward the needs of others, as time progresses.
  - Diminished Personal Accomplishment is signaled by the subjective sense of failing to attain “good enough” in any arena – work or life.

- **Respect the Topic.** This is not a frivolous matter. Physician distress has been shown to adversely affect quality of care across medical settings (Wallace et al, 2009). And, as goes physician wellbeing, so tends to go medical family quality of life. In fact, our research showed that burnout at work puts medical marriages at risk.

- **Focus on the Resilience Vital Variables.** Prevention or amelioration of psychosocial distress hinges on three factors:
  - Counter daily hassles with daily uplifts. Try for a 3:1 ratio of hassles-to-uplifts. Practice “harvesting” awareness of moments of gratitude, humor, pride, interest, serenity, inspiration, wonderment and love.
  - Accept that good work is good for resilience. Our research showed that more than hours worked, a physician’s mood upon returning home was the most powerful predictor of mate’s satisfaction with the physician’s work/life balance (Sargent, Sotile & Sotile, 2009). Embrace “good work,” defined as work that matches your values; that you can do approximately to the best of your abilities; is done with people you enjoy collaborating with; and begets support from your loved ones.
  - Deepen your personal relationships. Remember that the leading cause of marital distress is loss of friendship. Establish and maintain rituals that facilitate your ability to periodically focus fully on your family members. Work hard, but create “islands” of time (a night off, a weekend each month) to fully engage with your loved ones.

- **Remember the Meaning.** Meaning is the talisman that heals much distress; and it is crucial to resilience. Remember the sacredness of your work and your family’s journey. And appreciate the heroes along the way.

**References**


**About the Author**

Wayne M. Sotile, PhD, is Founder of CENTER FOR PHYSICIAN RESILIENCE, in Davidson, North Carolina, where he and his team provide intensive, individualized coaching for physicians and medical families. Dr. Sotile consults with medical organizations and speaks internationally on keys to resilience for physicians, medical families and medical organizations. For more information, please visit his web site www.TheResilientPhysician.com, or contact them at Sotile@SotileMail.com

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**2014 SWIU Networking Reception & Christina Manthos Mentoring Award**

By Jennifer L. Dodson, MD, PhD

Thank you to all of the SWIU members, guests and other attendees who joined us for the SWIU Networking Reception at the AUA in Orlando for the presentation of the Christina Manthos Mentoring Award to Dr. Elizabeth Mueller.

The Christina Manthos Mentoring Award honors the memory of Dr. Christina Manthos, an extraordinary young urologist who earned her medical degree in the military from the Uniformed Services University of the Health Sciences. Dr. Manthos served in Korea and completed her urology residency at Fitzsimmons Army Medical Center in Colorado. She served as the assistant chief of the urology service at the United States Air Force Academy and was a dedicated officer and inspiring mentor. When her life and career were cut short by illness, the Society of Women in Urology perpetuated her memory by founding the Christina Manthos Mentoring Award. This award recognizes an individual who has been an exceptional mentor to women urologists.

It was our great honor to present the 2014 Christina Manthos Mentoring Award to Dr. Elizabeth Mueller this year at the AUA. Dr. Mueller received her RN degree from the Barnes Hospital School of Nursing in St. Louis, Missouri, and then went on to earn a Master’s Degree in Mechanical Engineering. Dr. Mueller worked in industry for six years, culminating in managing a 110-person organization with an annual operating budget of $10 million. However, she felt a call back to a career in medicine and continued her education at St. Louis Medical School where she earned her Medical Degree in 1998. Dr. Mueller’s urology residency and female pelvic medicine and reconstructive surgery fellowship were completed at Loyola University, where she continued as a faculty member. Dr. Mueller is currently associate professor and director of the Division of Female Pelvic Medicine and Reconstructive Surgery at Loyola University. Dr. Mueller is also a past president of the Society of Women in Urology in 2009.
We were delighted that many of Dr. Mueller's prior residents, trainees and colleagues were present at the SWIU Networking reception to celebrate her achievements and speak about her significant influence on their lives. They spoke of her outstanding mentoring of medical students, residents and fellows. They also described her gifted and passionate teaching in the operating room and clinic alike. Dr. Mueller has been an inspiration to many of us to ask challenging questions, have high expectations of ourselves and act with kindness and compassion towards others. Thank you, Dr. Mueller, for your outstanding mentorship.

The Elisabeth 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. This year's award winner is Dr. Jodi Antonelli.

Dr. Jodi Antonelli's work focuses on comparing the effects of calcium when delivered as food versus supplement on propensity to form kidney stones. Epidemiologic studies suggest that dietary calcium may protect against kidney stone formation, while calcium supplementation may increase the risk, and the reason for these contradictory findings is unknown because this has never been independently studied. Dr. Antonelli's project is a short-term metabolic study to test the hypothesis that dietary calcium lowers the likelihood of renal stone formation compared to supplemental calcium. Her specific aim is to determine whether the propensity to form renal stones differs when stone-forming men and women consume dietary calcium as milk versus supplemental calcium from calcium carbonate. The results of this work could not only further our understanding of the causes of calcium-based kidney stones, but also have implications for bone health, particularly for those patients with concomitant osteoporosis and stone disease. Dr. Antonelli is an assistant professor of urology at UT Southwestern Medical Center where she also completed an endourology fellowship in 2012 under the mentorship of Dr. Margaret Pearle. Dr. Naim Maalouf, associate professor of internal medicine, Charles and Jane Pak Center for Mineral Metabolism and Clinical Research at UT Southwestern, also provided mentorship for this project.

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 honor this outstanding urologist.

SWIU and SBUR have a common interest in recognizing female scientists with an accomplished background of basic science urological research. This award represents the collaborative efforts of these two societies toward their common goals.

Dr. Diane Robins is the winner of this year's SWIU/SBUR Award for Excellence in Urological Research. Her research team studies gene regulation by steroid hormones, focusing on transcriptional mechanisms, hormone-dependent cancers and sex-dependent gene modulation. A basic question is how specific gene control is attained by the androgen receptor (AR) when several receptors recognize a similar DNA element. They have studied this molecularly in cells and physiologically in mice.

To study the central role of AR in prostate cancer and to better model human disease, they converted the mouse gene to the human sequence (humanized AR mice). Variant hAR alleles in mice confer differences in cancer initiation, progression and response to therapy and allow us to study mechanisms of treatment resistance. In both mouse and human tumors, AR somatic mutants use diverse mechanisms to evade therapy and prove that some mutations are selected by treatment. They are using genomic methods to profile differential gene expression and alternative regulatory networks conferred by mutant ARs, in order to improve prognosis and anti-AR treatments.

In a second research area, they study sex differences in gene expression that occur widely, impacting physiology and incidence of many diseases. They identified via mutant mice a KRAB zinc finger repressor (regulator-of-sex-limitation) that influences sex-biased expression in liver of genes acting in lipid and steroid metabolism. RSL deficiency leads to early puberty, altered response to dietary stress and susceptibility to obesity and diabetes. RSL provides insight into KRAB-ZFP epigenetic mechanisms and evolution of this recently expanded huge gene family.

Have News to Share?
Email info@swiu.org to include your news in the next edition of the newsletter.
After attending the Annual Winter Meeting, I came home energized and inspired. The location was beautiful and relaxing. The spa was wonderful. The organizing committee certainly knows how to choose a location!

It was a safe environment where I felt I could ask any questions and no one would judge. Hearing women from across the country review various topics on urology, from basic to complex, was encouraging. The hands on sessions for Botox and InterStim were especially useful.

It was great to meet other women in urology, and I was surprised how many women genuinely want to get to know each other and help each other in any way they could. The panel discussion was certainly eye-opening and reinforced that there are still issues that we face as women urologists. The women on the panel were very honest while maintaining their professionalism. It was refreshing to discuss these issues out in the open and learn how others have overcome roadblocks.

The discussion by Drs. Hadley Wood and Catherine deVries really hit home with me, an aspiring pediatric urologist. Both women brought to light some aspects of urology that I hadn't given much in-depth thought. I hadn't given much thought specifically about who my patients would see once they became adults, and I now realize that complicated pediatric patients present a unique and complex population for adult urologists to treat.

After the meeting, I was simply inspired. I am humbled to be grouped with these amazing women urologists. I hope that our unique group can continue to be celebrated and further cultivated.

There will be at least 10 funding opportunities available, including four awards (three 2-year awards and one 1-year award) that are available for research in neurotoxins and other areas related to neuromuscular conditions of the bladder. These awards are made possible through the generous support of The Allergan Foundation.

The Society for Urologic Oncology (SUO) will sponsor the First SUO Research Scholar Award in Urologic Oncology.

The AUA Mid-Atlantic Section, AUA South Central Section and AUA Southeastern Section will sponsor 2015 Research Scholars.

The Joseph Segura Scholarship in Endourology and Stone Management is available in 2015 to domestic and international investigators performing basic, translational or clinical research in urolithiasis, endourology and stone management.

The Urology Care Foundation will offer an unrestricted one- or two-year award in urology research.

The application deadline is September 4, 2014. For details and information on how to apply, visit http://www.auanet.org/research/research-scholar-awards-83.cfm.
SAVE THE DATE

SWIU 4th Annual Winter Meeting
January 22 – 25, 2015
Hyatt Regency Clearwater Beach Resort & Spa
Clearwater, Florida