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

When the Urology Practice journal asked SWIU to submit an article on “Women in Urology,” we had the opportunity to not only examine the trends of women entering the field, but also to look critically at the roles women are playing at the local and national levels of our society. According to ABU statistics, although only 10% of board certified urologists are female, 25% of current residents are female, which will result in a changing demographic and workplace environment over the next decade.

Females in leadership roles appear to be increasing, albeit slowly. Although there are no female members on the AUA Board of Directors or on the boards of most of the large urology societies, there is increasing female representation at the section and subspecialty society level. In addition, women have served as president of both the ABU and the Society of University Urologists, and there are now four female chairs of urology departments or divisions. When looking at academic medicine, even though almost 50% of medical school graduates are women, the proportion of female faculty members decreases with seniority. In 2012, while women represented 43% of assistant professors, only 20% of full professors were women. Similarly, in 2011, 14% of department chairs were women and 12% of medical school deans were women.

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Lack of women in leadership roles is not particular to urology or medicine in general. While women hold just over 50% of all professional level jobs and earn almost 60% of undergraduate and master’s degrees, they hold only 14% of executive office positions and 4.6% of Fortune 500 CEOs are female. The reasons behind this “lag” in representation at the leadership level are myriad, complex and not completely understood. Family planning decisions and subsequent time away from the workplace is one aspect that has been identified; however, there are likely institutional culture elements involved as well. At my home institution of Yale, a task force was appointed earlier this month to study issues facing women with the goal of identifying and eliminating barriers to the advancement of women faculty and ensure gender equity in the School of Medicine. Recruiting women to the upper management level of any organization requires this type of intentional effort in order to overcome whatever perceived or unperceived obstacles exist.

The advantages of a more diverse leadership are evidence based and well described, including increased productivity and greater financial profit. Identifying potential leaders and developing that skill set increases the available talent pool and access to a greater range of ideas and perspectives, thus providing strategic benefit to that group. Ideally the executive leadership would be representative of its workforce, thus ensuring that the group does not miss opportunities to remain relevant to all members of its society.

SWIU strives to support women in urology at all levels in order to achieve their goals, whether that be advancing one’s career, developing research skills, establishing mentoring relationships, improving workplace negotiation or increasing work-life satisfaction. At this year’s Annual Winter Meeting, we are delighted to welcome Susan Brady as our keynote speaker. Susan is an executive vice president of Linkage, a company dedicated to leadership development, and lead strategist of the Advancing Women & Inclusion division that seeks to increase diversity in the workplace by providing tools at both the corporate and individual level. Linkage sponsors Leadership Summits for Women, and I am looking forward to attending the program on “Leading the Future of Academic Medicine & Healthcare” in March. In addition, our practice panel this year will highlight women leaders in urology and will include Eila Skinner, Martha Terris and Pamela Ellsworth.

I hope to see you all in Clearwater Florida this January 23 – 25 for our 4th Annual Winter Meeting!
Speakers and times are subject to change.

THURSDAY, JANUARY 22, 2015

1:00 p.m. – 6:00 p.m. Board of Directors Meeting

FRIDAY, JANUARY 23, 2015

7:00 a.m. – 5:00 p.m. Registration/Information Desk Open
7:00 a.m. – 6:30 p.m. Exhibit Hall Open
7:00 a.m. – 8:00 a.m. Breakfast

8:00 a.m. – 8:05 a.m. Welcome Message
   Leslie M. Rickey, MD
   2014 – 2015 SWIU President
   Yale School of Medicine

8:05 a.m. – 8:50 a.m. Metabolic Stone Evaluation/Dietary Consideration
   Neera Dahl, MD
   Yale School of Medicine

8:50 a.m. – 9:30 a.m. Not Cast in Stone: Changes in Pediatric Nephrolithiasis
   Kristina D. Suson, MD
   Children’s Hospital of Michigan

9:30 a.m. – 10:15 a.m. Stones in the Pregnant Population
   Alana Desai, MD
   Washington University- St. Louis

10:15 a.m. – 10:45 a.m. Break in the Exhibit Hall

10:45 a.m. – 11:30 a.m. Current Controversies in Stone Management
   Moderator: Nicole L. Miller, MD
   Vanderbilt University Medical Center
   Panel: Sara L. Best, MD
          University of Wisconsin Hospital
          Amy E. Krambeck, MD
          Mayo Clinic
          Michelle Jo Semins, MD
          University of Pittsburgh

11:30 a.m. – 12:15 p.m. Tackling the PCNL
   Amy E. Krambeck, MD
   Mayo Clinic

12:15 p.m. – 1:30 p.m. Lunch

1:30 p.m. – 5:00 p.m. CONCURRENT SESSIONS
   Participants will have an opportunity to participate in both the Hands-On Endoscopic/Stone Stations and the Troubleshooting Urodynamics in 90-minute sessions.

   Troubleshooting Urodynamics
   Chair: Elizabeth R. Mueller, MD
   Loyola University Medical Center

   Hands-On Endoscopic/Stone Stations (Not CME Accredited)

1:30 p.m. – 3:00 p.m. Group A – Hands-On Endoscopic/Stone Stations (Not CME Accredited)
1:30 p.m. – 3:00 p.m. Group B – Troubleshooting Urodynamics

3:00 p.m. – 3:30 p.m. Break

3:30 p.m. – 5:00 p.m. Group A – Troubleshooting Urodynamics
3:30 p.m. – 5:00 p.m. Group B – Hands-On Endoscopic/Stone Stations (Not CME Accredited)

5:00 p.m. – 6:30 p.m. Welcome Reception with Exhibitors

SATURDAY, JANUARY 24, 2015

7:00 a.m. – 3:00 p.m. Registration/Information Desk
9:30 a.m. – 11:30 a.m. Exhibit Hall
7:00 a.m. – 8:00 a.m. Breakfast

8:00 a.m. – 8:05 a.m. Announcements
   Elizabeth A. Williams, MD
   2014 Program Chair
   Urology Consultants, LTD

8:05 a.m. – 8:50 a.m. Management of Noninvasive Bladder Cancer
   Eila C. Skinner, MD
   Stanford University Medical Center

8:50 a.m. – 9:30 a.m. Role of Neoadjuvant and Adjuvant Chemotherapy for Muscle-Invasive (T2) Bladder Cancer
   Alicia K. Morgans, MD
   Vanderbilt University

8:50 a.m. – 9:30 a.m. Role of Neoadjuvant and Adjuvant Chemotherapy for Muscle-Invasive (T2) Bladder Cancer
   Alicia K. Morgans, MD
   Vanderbilt University

10:15 a.m. – 10:30 a.m. Break in the Exhibit Hall

10:30 a.m. – 12:00 p.m. Bladder Cancer in the Neurogenic Population
   Anne L. Pelletier-Cameron, MD
   University of Michigan

12:15 p.m. – 1:30 p.m. Lunch
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.

The award program provides support for a trained urologist (MD/DO), a urology resident/fellow or a post-doctoral basic scientist with a research interest in urologic related diseases and dysfunction for small research grants to pursue basic/translational/clinical research projects. The awards may be used to continue or supplement a current project or to initiate new study. Candidates must be a current member of SWIU. Applications and additional information regarding this program may be found at http://www.swiu.org/awards/research.aspx.

Winners are expected to attend the Annual Breakfast Meeting of SWIU at the AUA on Sunday, May 17, 2015, to present a brief summary of their work. They are also invited to the Women Leaders in Urology Forum and the Networking Reception on Monday, May 18, 2015. Applications for the Elisabeth Pickett Research Award are now available and the completed forms must be submitted by December 12, 2014. The winner(s) of this award is determined by the SWIU Research Committee and will be notified in April.

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.

Christina Manthos Mentoring Award
SWIU members are encouraged to nominate candidates for this annual award. The award is designed to highlight the contributions of superb mentors who have played vital roles in the mentoring and career development of women working in urology. The SWIU website highlights the list of distinguished mentors in the urologic community who have been honored with this award to date. Among this group are mentors who have been influential as champions of women urologists and residents, who have provided academic, emotional and career support to fledging urologists throughout their careers to ensure their success. SWIU established this annual award to recognize these men or women who demonstrate extraordinary mentoring skills in supporting the career of a female urologist. SWIU believes that a mentor is an important element in the life of each professional woman and wants to encourage and reward those who set a good example.

This award honors Christina L. Manthos, an extraordinary young urologist whose life and career were sadly curtailed by breast cancer. Christina Manthos attended USUHS and received her medical doctoral degree in 1990. She was honored during her career with many awards. She received the Army Surgeon General’s Award and the Janet M. Glasgow Award from the American Medical Women’s Association. After undertaking her surgical internship at Fitzsimmons AMC, she was recognized as the Outstanding Intern of the Year. Christina then traveled to Korea where she served as a clinic commander. After completing her service in Korea, she returned to Fitzsimmons AMC where she completed her urology residency in 1996. From 1996, she served with distinction as the assistant chief of the urology service at the USAF Academy and Fort Carson. Sadly, she lost her battle with breast cancer in 1999. Christina is fondly remembered as a gifted urologic surgeon, dedicated officer and inspiring mentor.

The SWIU Board of Directors will present the Christina Manthos Award to the person who best exemplifies the mentoring traits that the award intends to encourage. Appropriate candidates for this award are men or women who have demonstrated extraordinary mentoring skills to female urologists. The applications are reviewed at the spring board meeting.
The Christina Manthos Award is presented at the SWIU Networking Reception to be held on Monday, May 18, 2015. SWIU also invites the nominators, and any guests of the winner to the reception. The winner is invited to the Annual Breakfast Meeting on Sunday, May 17, 2015, and the Women Leaders in Urology Forum on Monday, May 18, 2015, as well. Applications for the Christina Manthos Mentoring Award are now available on the SWIU website at www.swui.org and applications must be submitted by December 12, 2014. The winner will be notified in April.

Past Elisabeth Pickett Research Awardee Highlight
Kathleen Kieran, MD, MS

In 2005 – 2006, I was a fourth year urology resident at the University of Michigan, working in Dr. Will Roberts' lab. I had chosen his lab, which focused on histotripsy, because it was innovative—a technology that could selectively ablate tissue noninvasively. In late 2005, I saw the call for applications for the SWIU Elisabeth Pickett Research Award. I almost didn’t send in my application because I doubted that such a novel technique would appeal to the judges. Happily, I was wrong, and the funding I received as the winner of the Pickett Award went on to fund basic research in histotripsy, including defining the parameter space and initial work in canine and rabbit models. Although I was proud of our research and excited for the lab, winning this award provided an enormous jolt of confidence, and I was beyond thrilled that people outside the lab were interested in and recognized our work. Just knowing that someone else finds your research interesting, and worthy of ongoing support, is enormously validating. As anyone who has done research knows, frustrations and setbacks abound, so every bit of support (financial and otherwise) is crucial.

After completing my research year, I went on to complete the final two years of residency at Michigan, followed by a fellowship in pediatric urology at the University of Tennessee/LeBonheur Children’s Hospital and St. Jude Children's Research Hospital. I am currently an assistant professor of urology and pediatrics at the University of Iowa and associate program director for the urology residency. My current research centers on the urologic sequelae of pediatric cancers, communication skill development in urologic trainees and the impact of public health initiatives on urologic health in early childhood. Throughout the remainder of my postgraduate education, as well as in my early years of independent practice, I have continued to mentor medical students and residents in clinical research. When considering applicants for residency positions, I look at previous research experience to help me assess whether medical students possess the curiosity and work ethic that I consider desirable in a house officer. Designing and executing a research proposal requires a different type of creativity and more flexible thought than clinical knowledge. While not every research idea will result in a publication or a presentation, almost all advancements in medical care originate with shared ideas and innovative thought.

For young investigators, one of the greatest challenges is to find support; not only funding, but mentorship and sponsorship. Successful researchers are often portrayed as those who are able to “do it all”: get large grants, clean their own houses, take care of their families and run marathons on the weekends. Understandably, many young researchers are overwhelmed. In actuality, successful research is accomplished via a series of smaller steps: developing ideas and finding mentors, advocates and sponsors to help bring the research to the next level. SWIU has been integral to this process for many female urologists by facilitating mentorship and camaraderie and, of course, providing financial support. I am proud to be a Pickett Award winner, not only because of the advancement it has provided in my own career, but because this award reflects the ideals of SWIU: pushing boundaries and embracing novelty, rather than settling for the status quo.
I was extremely fortunate to have the opportunity to attend the 7th Annual AACU State Society Network Advocacy Conference in September and learn about political activity going on at the state and national level to influence legislation related to medical practice. There were updates on political and policy developments impacting physicians and an example of a successful lobbying effort in California that united multiple medical specialties in a common cause. Another topic was best practices to sustain organizational growth of the individual state societies, and the challenges that leaders have faced in terms of member recruitment and financial solvency. However, it was the individual experiences with advocacy efforts that provided the most insight into this process. The importance of setting up that first meeting to establish contact with your local member of congress, having a well thought out request to pitch and then maintaining that relationship was emphasized. In addition, I talked to a few people about the AUA/AACU Joint Advocacy Conference that is held every March in Washington, DC. They spoke of their initial apprehension due to discomfort and lack of knowledge surrounding the process of lobbying members of congress, which I suspect is a deterrent to many of us. However, they all said that the conference planners did an outstanding job of preparing them for these interactions with grassroots “lobbying training,” and they found it to be a dynamic and productive experience. The final take home message as stated by President Mark D. Stovsky, MD, MBA is that we all have a responsibility to advocate for our profession as there are ever present legislative initiatives that could adversely affect our daily practice and patients. I encourage you to check out the AACU website and consider attending the next JAC in March 2015.
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Mark Your Calendars:
SWIU at the AUA 2015

SUNDAY, MAY 17, 2015

6:30 a.m. – 9:00 a.m.
SWIU Annual Breakfast Meeting
Room 255-257, Morial Convention Center

Monday, May 18, 2015

5:00 p.m. – 6:00 p.m.
Women Leaders in Urology Forum
Grand Salon Suite C at the Hilton New Orleans Riverside

6:00 p.m. – 8:00 p.m.
SWIU Networking Reception
Rosedown at the Hilton New Orleans Riverside

Everyone is welcome! This is a great opportunity to meet with other urologists to discuss the issues in the field of urology. SWIU will announce the Christina Manthos Mentoring Award winner and you will also hear from the winners of the Elisabeth Pickett Research Award and the SWIU/SBUR Award for Excellence in Urological Research.

We look forward to these great events every year and hope to see you there. Please note that the Women Leaders in Urology Forum and the Networking Reception will again be held on Monday this year. We hope you can make it!

Past President Spotlight Interview –
Dr. Kalota
By Siobhán Hartigan, MD

Susan Kalota, MD has been an active member of SWIU since our foundation in 1992 and served as president from 1999 – 2000. Prior to SWIU’s official conception, Dr. Kalota recalls gathering with several female urologists in the San Diego area while she was still in residency. This served as an informal support group, which she found extremely encouraging throughout her time in San Diego. She believes one of the greatest impacts of SWIU has been to help “solidify [these] friendships and the support network” of women in urology. In fact, when Dr. Kalota was establishing her practice in Tucson, Arizona, she credits a fellow SWIU member as an advisor and mentor in helping her choose which urodynamics equipment to purchase. Dr. Kalota also holds the impressive title of being the first female urologist in the state of Arizona.

Dr. Kalota recalls some of the challenges women in urology faced prior to SWIU’s foundation.

“Back then, we needed support to just be females in urology and have our voices heard. The AUA used to send notices addressed to ‘Dr. Urologist and his wife.’ Once SWIU was founded, major changes came right away. People started to recognize us more in the field. Now a woman can do anything!”

She does note, however, that equality still has not been achieved especially when it comes to academics and leadership positions. We are not taught how to navigate the politics of medicine and academic urology, which is one of the ways SWIU can be most helpful.

After her year as president of SWIU, Dr. Kalota remembers it as enlightening. She reports many doors opened after this leadership position and acknowledges that this was time very well spent volunteering and meeting other women and men in the field.

“We have a gold mine if people are willing to participate and network with each other.”

Dr. Kalota believes networking remains of utmost importance and we need to promote each other by teaching women in urology how to be leaders in this field.

Dr. Kalota encourages all residents to do what you enjoy.

“If you love female urology that is great! But you do not have to choose to subspecialize in female or pediatric urology just because of your gender. The sky is the limit!”

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