Another year, another “last message” from the SWIU President. For each newsletter, I wonder what I can say here that will resonate with members and try to think about themes that are important to me that might have meaning for other women in urology or professional women in general. I have also realized that although I procrastinate with any type of writing exercise, when I finally do start these articles it gives me a chance to reflect. According to Hadley Wood, one of our speakers at the 2015 Winter Meeting, this is a good thing to do, and we probably don’t dedicate enough time to self-reflection and mindfulness. Hopefully I can keep up the good habit!

We have just finished our 4th Annual SWIU Winter Meeting and had a phenomenal turnout in terms of attendees and presenters. We increased our attendance by 30%, and I was blown away by the quality and content of the talks and the feedback from members. We had an all-star lineup of speakers discussing stone topics ranging from metabolic considerations to stones in pregnancy to a panel presenting difficult stone cases and tips for a successful PCNL. Our “stone experts” then proctored a hands-on session in which attendees rotated through stations for ureteroscopy, lithotripsy, and percutaneous access, while others practiced PTNS and botulinum toxin injection for OAB. We also had small group sessions dedicated to troubleshooting and interpreting urodynamics.

The second day started with a session on bladder cancer and included talks on management of non-invasive bladder cancer, the role of chemotherapy, and cancer in the neurogenic population. Our esteemed leadership panel included all three female Urology chairs (Eila Skinner, Martha Terris and Kristene Whitmore) and Pamela Ellsworth, Professor of Urology. It was truly an honor to have these four women leaders all together at our meeting sharing their collective wisdom and experiences. Continuing in this theme of success in the workplace was a talk on maximizing efficiency and preventing burnout.
For the first time, we had a very well-received NIH-sponsored research session that provided an introduction to funded research as well as a workshop in which we analyzed various “Specific Aims” pages in small groups. Finally, our keynote speaker, Susan Brady from Linkage, Inc., gave a remarkable talk on “Coaching Your Inner Critic” that focused on the competing voices of “critical of others” and “critical of self” that judge our actions as well as those around us and can have a negative impact on professional and personal relationships if not kept in check. I think we all not only recognized (with some chagrin) the examples and inner voices that she described, but also walked away with tools to manage this often ingrained practice of being overly judgmental of ourselves and others.

As always, I had a great time connecting with colleagues and meeting new friends. I had the most amazing beachfront view from my room (that I couldn't help sharing with friends back in the snow covered Northeast). A big thanks to Libby Williams for organizing the meeting as Program Chair – as the meeting continues to grow in scope and size, this responsibility increases as well and she did a fantastic job. I hope to see even more of you at our 2016 meeting – mark your calendars now to join us in Scottsdale, AZ, the weekend of January 22 through 24, 2016 at the beautiful Camelback Resort.

I also hope to see you at our AUA events, including our breakfast meeting with keynote speaker Tonette Krousel-Woods, MD, Associate Dean at Tulane University School of Public Health and Tropical Medicine. We will also have a late-breaking presentation at the breakfast meeting on the AUA Census report on findings relevant to female urologists. Finally, we will be discussing Controversies in SUI Management at the Women Leaders Panel and presenting the prestigious Mentoring Award at our annual networking reception.

Finally, make sure to follow us on Twitter at @SWIU (twitter.com/_SWIU), and check #SWIU2015 for news, updates, and events at the AUA!

See you in New Orleans!

The Recap:
SWIU 4th Annual Winter Meeting

Hands-On Sessions at the SWIU Winter Meeting
By Libby Williams, MD

Attendees at this year’s SWIU Winter Meeting had the opportunity to participate in two separate hands-on labs. Friday morning’s didactic session focused on stone disease; continuing this theme, the afternoon session started with an endoscopic/stone lab where participants had the opportunity to hone their skills at various ureteroscopic and PCNL stations. Through the generous donation of equipment from our industry partners including Cook®, Boston Scientific®, and Storz®, attendees had access to the latest technology in endourology. Drs. Carley Davis, Alana Desai, Amy Krambeck, and Nicole Miller lent their expertise as faculty for this lab. This lab session provided a valuable opportunity for attendees to translate the technology that was discussed in the lecture series into a stress-free, hands-on experience.

President’s Banquet Speaker: Susan Brady
By Kathleen Kieran, MD

Susan Brady, Executive Vice President and Principal Consultant at linkage and Lead Strategist for the Advancing Women and Inclusion Practice, was the keynote speaker at the President's Banquet at the SWIU Fourth Annual Professional Development and Clinical Mentoring Winter Meeting. Although she was standing at a podium addressing a room full of women, most of whom she had not previously met, Ms. Brady’s talk was engaging and friendly.

Ms. Brady noted that much of what she works on in her daily job is helping women to effect behavior change; she noted that while, in any group, there needs to be cooperation and collaboration, there must be a fine balance between paternalism (“sit down and shut up”) and the yelling and adversarial behavior that drives others away. As women, she notes, we are all uniquely positioned and uniquely obligated to help other women, drawing on our own experiences and insights.

Ms. Brady points out that many women do not reach their full potential because of the influence of what she terms, “The Inner Critic.” The Inner Critic is the inner voice that produces self doubt, that enables women to accept what is given to them without asking for more (four times as many men than women negotiate their salaries). Ms. Brady contends that Inner Critic thrives in women who lack worthiness, regardless of their self-confidence levels, thus, she cautions, “Your next achievement will not repair your feeling of inadequacy,” and encourages women to learn how to “press pause” and tame the Inner Critic.

Ms. Brady presents the Inner Critic as damaging to relationships with both oneself (“I should have/was supposed to”) and others (“You are not doing it right”). These feelings and inner dialogue prevent us from enjoying interpersonal relationships and being in the moment, and instead prompt us to want to be better than others, or feel shame when we believe that we have not measured up. Ms. Brady contends that many women waste an enormous amount of energy by what she terms ‘over-rowing the boat’: trying to figure out where they fit in a group, but doing so in unhealthy ways that decrease self-esteem and unnecessarily damage relationships with others. These behaviors, she believes, announce to other and ourselves that we accept lower standards for our relationships. Lest we think we are alone, she shared her own vignettes illustrating the effect of the Inner Critic.

After working on percutaneous renal access, techniques in nephroscopy, digital ureteroscopy, and challenging ureteroscopic cases, the participants then transitioned to the Lower Urinary Tract Dysfunction lab. Dr. Elizabeth Mueller assembled an esteemed faculty including Drs. Melissa Kaufman, Suzette Sutherland, and Jannah Thompson to help participants work through diagnostic challenges in urodynamics. With support from Laborie®, attendees rotated through four stations focusing on troubleshooting urodynamics and controversies in urodynamic utilization and interpretation. After tackling urodynamic challenges, participants then had the opportunity to perfect their technique with percutaneous tibial nerve stimulation (Uroplasty®) and intravesical botox injections (Allergan®). This hands-on session concluded an eventful first day at the SWIU Winter Meeting.
The Recap: SWIU 4th Annual Winter Meeting

Ms. Brady offers suggestions on ways to take control of, or as she says, “coach” the Inner Critic. She first advocates a pause—waiting to do anything (speaking, requesting, asking, advocating) until one is “back to center” and able to consider feedback constructively and be receptive to solutions. She also reminds women that they must remind themselves that no one has the right to treat another disrespectfully, and that no one has to tolerate disrespectful behavior aimed at them. Since we can only control our own behavior, she defines four steps to taken when it feels like control of a situation has been lost: pause, gently consider what has brought us to that point, find a place where we can be receptive to input from others (“right size”), and practice genuine curiosity.

Susan Brady’s talk showed her humility, capacity to see the humor in many (sometimes personal) situations, and ability to identify emotions and reactions that hold many women back from their goals. Ms. Brady has also written a book, entitled, “The 30-Second Guide to Coaching Your Inner Critic,” which many participants, inspired by her engaging yet frank approach, look forward to ordering to benefit further from her advice.

What the Resident Travel Award Meant to Me

Ami C. Chi, MD
I had the privilege to attend SWIU’s Annual Winter Conference, owing to the generosity of many members through the Resident Travel Award. The conference provided a laid-back environment for learning, through lectures by urologists who are leaders in the field, as well as hands-on sessions. The many sessions included an inspiring lecture by Dr. Hadley Wood and a leadership panel of the chairs of several urology departments. Their talks resonated with me in that they touched upon the challenges we face as women in urology, recognizing the issues women face in urology without letting gender become the focus. I particularly enjoyed the grant writing sessions and the research panel – I thought that they made starting a career in research far less daunting and mysterious. Lastly, the banquet speaker, Susan Bradley was on point and offered advice that can benefit not only women, but everyone. Through this conference, I met women urologists at all stages of their careers and was inspired to find that there are so many of us out there, happy with our careers.

Divya Ajay, MD
I am a PGY 3 (U2) resident at Duke University Medical Center and had the privilege of attending SWIU’s 4th Annual Winter Meeting on a Resident Travel Award. It was a unique opportunity to interact with some of the country’s best urologists. We were educated on state-of-the-art therapies for nephrolithiasis and non-invasive bladder cancer by multidisciplinary teams including nephrologists, adult and pediatric urologists and a medical oncologist. Each talk was deeply rooted in evidence and enhanced with expert opinion by these thought leaders.

The highlights of the conference were the leadership panel featuring three chiefs-of-urology, the guest speaker Susan Brady’s talk on “silencing your inner critic” and the grant writing workshop. In addition, I enjoyed speaking with recent graduates about their job hunting experiences and comparing notes with co-residents. The advice and mentorship offered by the senior urologists at the conference was invaluable and I intend to work on fortifying these relationships at future meetings.

Patricia W. Heller, MD
The 2015 SWIU Annual Winter Meeting was a tremendous experience. As the recipient of the SCS Resident Travel Award, I felt honored to attend such a unique conference. The members of SWIU who attended the meeting are nothing short of extraordinary physicians and mentors. As a first-time participant, I was not quite sure what to expect. I knew I would be able to practice surgical techniques at the many hands-on learning stations, but I did not expect to have an opportunity for one-on-one mentoring from such talented and inspiring faculty members. It is obvious that these women not only continue to advance their own careers and research projects to the next level, but also take a sincere interest in helping the next generation of Urologists navigate their own career paths. I left the meeting energized by the featured speakers, guests and other residents that shared in the experience. As I move forward in my career, I hope that one day I will be able to give back in a similar manner.

Christina Ho
Coming into the SWIU annual winter meeting, I had no idea that what I would encounter that weekend – the sense of collaboration, unity, and leadership among this congress of strong women mentors – would be so incredibly inspiring. The entire meeting was well planned and organized, and I found myself alternately inspired, awed, educated, and reflective throughout the meeting. The talks on stone disease and bladder cancer as well as the hands-on stone clinic were great and informative, and I found myself writing down notes and questions that I later discussed with attendings at my home institution. I even later gave a small talk in our weekly conference on bladder cancer among SCI patients, inspired in part by Dr. Pelletier-Cameron’s discussion on bladder cancer in the neurogenic population.

But reflecting on my experience at the meeting, I am particularly reminded of the panel on leadership led by the only four female Urology program chairs in the country and Dr. Wood’s talk on maximizing the meaningfulness of work. As the only female resident in a program with no female attendings on staff, I never realized the importance of female mentorship until I attended the meeting. Their stories of perseverance and encouraging advice left me with a sense of motivation and a reminder of what kind of doctor and urologist I wanted to be. Even hanging in my call room currently is a copy of the “Four tips for coaching your inner critic” by the speaker at the President’s Banquet.

Undoubtedly, this meeting has left an imprint on me, and I am incredibly grateful for the opportunity to have been able to attend the meeting through the travel award.

Amy Y. Li, MD
SWIU in Clearwater Beach was the best conference I have ever attended and I’ve been raving about it to my female co-residents ever since! You are 100% going to see a surge of residents from Michigan at future meetings. The scientific sessions were interesting and educational, as advertised, and the lectures from Hadley Wood, MD and Susan Brady were better than the best of TED talks!

At Michigan I have been blessed with solid female and male faculty mentors, and this SWIU meeting opened my eyes to the amazing network of successful women in academics and private groups nationally. Everyone was so welcoming. The conversations I had with all levels of female urologist (intern all the way up to chairman!) were all unique and all very enlightening. It was reassuring to hear that even the most successful women in the room have experienced burnout or self-doubt at some point in their careers, but clearly succeeded despite that. Lastly, to have my specific-aims page reviewed by the four “coaches” was十分 valuable. It renewed my excitement for my research, and I am having a great time running with that momentum. This SWIU meeting was so perfect at this point in my training, and I hope I can be involved in SWIU and the Annual Meeting for the rest of my career!
Laura M. Martinez, MD

This year, I became the only female in my residency program. I applied for the SWIU Resident Travel Award after receiving constructive criticism of my leadership skills. I was pleasantly surprised to win the award and the opportunity to meet other women who were going through similar experiences in this male-dominated field. One of my favorite parts of the conference was hearing from the leadership panel, which consisted of the only three female chairs of urology departments around the country. Their empowering stories of how they climbed to their ultimate leadership positions while simultaneously balancing their family lives was truly inspiring. Additionally, Dr. Hadley Wood’s motivating lecture on “optimizing your starling curve” in the realm of work-life balance was another highlight of the conference. Overall, the conference was an incredibly unique experience, and I hope I am able to attend in the coming years!

Amanda L. Mure, MD

This was my first SWIU meeting, and I was overall very impressed. The wealth of knowledge and resources that came together for that one weekend is priceless for female residents in particular. The urologic programming was excellent, and I felt that it was extremely important to be able to hear from leading female perspectives in our field. The hands-on small group discussions allowed me to ask a lot of questions regarding urodynamics that I previously felt too embarrassed or uncomfortable to ask in other settings.

In terms of career development, I met many wonderful women in both private practice and academics and I was able to discuss the merits of both career paths. Everyone was very willing to share their stories, advice, and perspectives on their own personal journey. I left the meeting feeling very optimistic about my own future in urology and I am very grateful to know there are other women I can contact for guidance and mentoring in the future.

Unwanaobong Nseyo, MD

As a fourth year medical student, I worked with a female Infectious Disease attending who took the time during the rotation to advise me with respect to my career and my performance on the rotation. The time she invested in my development served as a model for female mentorship in medicine. The Society for Women in Urology Winter Meeting offered that same opportunity and was a fond reminder of the type of personal investment I felt from female mentors throughout medical school.

The Society of Women in Urology Winter Meeting provided a collegial environment for female trainees to interact with women who are leaders in their field. A strong sense of community permeated the meeting throughout, which allowed me as a trainee to interact with practicing physicians and fellows without some of the pretense that often accompanies some of the larger meetings in urology. The unique atmosphere that the event created fostered an opportunity for genuine connections to be formed as well as supporting the overall growth and progress of those in attendance.

Christina A. Ogle, MD

The substantive information presented at the SWIU Winter Meeting was excellent. All of the presenters in both the stone and bladder cancer sections were amazing, and I feel that I learned a great deal from their expertise. Beyond the substantive portion, the conference provided a valuable opportunity for me to interact with other women in this amazing field and discuss their experiences. It was encouraging to speak with other women in urology and hear about the different opportunities available beyond graduation.

The Recap:
SWIU 4th Annual Winter Meeting

We were extremely fortunate to have as faculty for these sessions Drs. Tamara Bavendam and Tracy Rankin, both Scientific Officers at the National Institutes of Health. Dr. Bavendam is a former President of SWIU, and is currently Program Director for Women’s Urologic Health at NIH. Dr. Rankin is director of Career Development and Training for Kidney and Urologic Diseases at NIH. Other SWIU faculty for the sessions included: Dolores Lamb, PhD, Professor of Urology at Baylor College of Medicine; Suzette Sutherland, MD, Associate Professor of Urology at University of Washington; Jennifer Dodson, MD, Assistant Professor of Urology at Johns Hopkins University, and Claire Yang, MD, Professor of Urology at University of Washington.

Powerpoint presentations from the meeting can be found on the SWIU website at http://swiu.org/meetings/2015_ppts/default.aspx, under “Research Pathways for Urologists” and “Funding Mechanisms for Research.” Presentation titles include: Federal Research Funding, Paving the Way to Academic Independence, Pathways in Clinical Research and Institutional Sources of Funding.

Update on the SWIU Research Session
By Claire C. Yang, MD

This year marked the first time that Research Workshops were offered at the SWIU Winter Meeting, and it was a resounding success! Two sessions provided experienced, new and soon-to-be investigators information on urological research, as well as a forum for questions and answers. The first session, Research Basics, included presentations on research pathways for urologists, funding mechanisms, and what it means to do research. The second session was a Grant Writing Workshop, with discussions centered on developing a research question, and crafting a Specific Aims page. Participants submitted a Specific Aims page prior to the meeting, and these were the basis for small group discussions, affording the participants an opportunity to get valuable feedback from the Workshop faculty.

Thank You to Our Resident Travel Award Contributors

SWIU thanks the generous donors whose contributions and support made it possible for several outstanding female urology residents to attend the 4th Annual Winter Meeting. Their generosity and commitment promotes the continuing success of women in urology.

Martha B. Boone, MD
Lisa J. Finkelstein, DO
Claire C. Yang, MD

The South Central Section of the AUA (SCS)

The SWIU Resident Travel Award subsidizes the travel expenses for a female urology resident to attend the SWIU conference. Awardee(s) also receive complimentary registration.
The Recap:  
**SWIU 4th Annual Winter Meeting**

**Where Are You On Your Personal Starling Curve?**
By Leslie M. Rickey, MD

Hadley Wood, MD, utilized her experience as a peer mentor at the Cleveland Clinic to develop her ideas for how we can maximize our “personal Starling curves.” Just as in cardiac medicine, increasing effort results in increasing output – to a limit. At some point (and I know we all have days like this), our efforts seem inefficient, and the inability to get the results we expect or desire despite working hard leads to a toxic cycle of frustration and self-blame. This phenomenon of being on the wrong side of the curve in which increasing effort gets diminishing returns, or at least less meaningful returns, results in physician burnout. Burnout affects quality of work and relationships and disproportionately affects women. The reason for this is not completely clear, but may be due to competing roles if the physician is the primary caretaker at home as well. Dr. Wood provided suggestions for maximizing efficiency, including an intentional focus on: meaningfulness, self-care, resilience, and reflection. In particular, there is only so much time in the day, so be conscious of your activities and make sure to keep your “to-do list” relevant and meaningful. These activities can have a significant impact on personal and professional satisfaction. Be on the lookout for some simple strategies and ideas for enhancing your own Starling curve in future newsletters!

**Leadership Panel**
By Leslie M. Rickey, MD

We were honored to have four outstanding female leaders in Urology on our panel this year, including the only three female Urology department chairs in the country. Pamela Ellsworth, Professor in Pediatric Urology at UMass Medical Center; Eila Skinner, Professor of Urology and Chair at Stanford; Martha Terris, Professor of Urology and Chair at Georgia Regents University, and Kristene Whitmore, Professor of Urology and Chair of Drexel, joined me to discuss their career paths and lessons learned. Overall, the ability to promote oneself and to think “outside the box” emerged as common themes amongst the panelists. In terms of academic promotion, it is important to understand what is valued at your institution, choose committees and activities wisely, and recognize that mentors often must be sought outside of your department. Forge relationships with researchers and specialists in other departments, and look for opportunities to use these partnerships to generate innovative clinical models and research strategies. It is also critical to understand the various promotion tracks and ensure that you are making progress towards fulfilling your institution’s requirements for promotion, whether that be publishing, documenting teaching efforts, or local hospital service. Finally, realize that you are your own best advocate. It is no secret that women are often uncomfortable with self-promotion and negotiating for themselves, but it is an essential skill when there is a “raise” you feel you deserve, whether it’s a salary increase, additional resources, or rising through the academic ranks.

**Historical Committee**
Joanna K. Chon, MD

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 volunteer to be a part of this committee or with any historical information or pictures.

**Have News to Share?**
Email info@swiu.org to include your news in the next edition of the newsletter.

**Annual Breakfast Meeting**

*Sunday, May 17, 2015*

6:30 a.m. – 9:00 a.m.

Morial Convention Center, Suites 255 - 257

**Keynote Speaker:**

Marie A. Krousel-Wood, MD, MSPH

**6:30 a.m.**

**Breakfast Buffet**

**6:45 a.m.**

**President’s Welcome**

Leslie M. Rickey, MD, MPH

*Yale School of Medicine*

*2014 - 2015 SWIU President*

**6:50 a.m.**

**AUA Update**

William F. Gee, MD

*AUA President-Elect*

**7:00 a.m.**

**Achieving Leadership Roles**

Marie A. Krousel-Wood, MD, MSPH

*Professor of Medicine and Epidemiology*

*Tulane University, New Orleans, LA*

**8:00 a.m.**

**SWIU Award Presentations**

**8:20 a.m.**

**Annual Business Meeting**

**8:35 a.m.**

**AUA Census Data Update**

Deborah J. Lightner, MD

*Mayo Clinic*

*Rochester, MN*

**8:50 a.m.**

**Networking**

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**SWIU Women Leaders in Urology Forum**

*Monday, May 18, 2015*

5:00 p.m. – 6:00 p.m.

Hilton New Orleans Riverside, Grand Salon C: 13 - 17

**Controversies in SUI Evaluation and Treatment**

**Moderator:**

Leslie M. Rickey, MD, MPH

*Yale School of Medicine*

*2014-2015 SWIU President*

**Panelists:**

Donna Y. Deng, MD, MS

*University of California San Francisco*

*San Francisco, CA*

Melissa Kaufman, MD

*Vanderbilt University*

*Nashville, TN*

Una J. Lee, MD

*Virginia Mason Medical Center*

*Seattle, WA*

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**SWIU Networking Reception**

*Monday, May 18, 2015*

6:00 p.m. – 8:00 p.m.

Hilton New Orleans Riverside, Rosedown Room

**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. Christina Manthos 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, SWIU established an annual award to recognize those men or women who demonstrate extraordinary mentoring skills in supporting the career of a female urologist.

We look forward to this great networking opportunity every year and hope to see you there!

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**SAVE THE DATE!**

**Society of Women in Urology**

*5th Annual Winter Meeting*

January 21 – 24, 2016

JW Marriott Camelback Inn Resort & Spa

Scottsdale, Arizona
Please join us on Sunday, May 17th from 3:00 p.m. – 5:30 p.m. at NOMCC: 243-245, when Dr. Anne P. Cameron will present her research at the AUA Research Forum, “Showcasing Early Career Investigators.” Dr. Cameron’s research focuses on bowel and bladder dysfunction in patients with neurologic conditions as neurogenic bowel disorder is often under-recognized and poorly managed. Her project tracks medical outcomes, complications, quality of life, and bladder and bowel function in neurogenic patients with the goal of creating clinical guidelines and improving the care of all individuals with these devastating conditions. Dr. Cameron is an Assistant Professor of Urology at the University of Michigan and Director of the Clinical Urology Research Endeavor (CURE).

Thank You to Our 2015 SWIU Annual Meeting Promotional Partners

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- Uroplasty

Mark Your Calendars: SWIU at the AUA 2015

**Sunday, May 17, 2015**
Annual Breakfast Meeting
Featuring Keynote Speaker:
Marie A. Krousel-Wood, MD, MSPH
Morial Convention Center, 255 – 257
6:30 a.m. – 9:00 a.m.

**Monday, May 18, 2015**
SWIU Women Leaders in Urology Forum
Hilton New Orleans Riverside,
Grand Salon C: 13 – 17
Monday, May 18, 2015
5:00 p.m. – 6:00 p.m.
SWIU Networking Reception
Hilton New Orleans Riverside, Rosedown Room
6:00 p.m. – 8:00 p.m.

Members Corner

If you have any SWIU member updates, an article or item of interest you would like considered for publication in the 2015 SWIU Summer Newsletter, please send submissions to Rachel Halpern (rhalpern@wjweiser.com).