SWIU
Society of Women in Urology, Inc.
News

Winter 2015

President's Message

Elizabeth Williams, MD

Elizabeth Williams, MD

I recently read an article written by a medical student who is a member of the American Medical Women's Association (AMWA). The title of the article was "Women Medical Organizations are Still Relevant. Here's Why." I found some of the statistics presented to be quite sobering. Women now constitute 47 percent of all medical students. However, women physicians still make fifty thousand dollars less per year compared with their male counterparts per a recent JAMA Internal Medicine study. Additionally, the 2015 Report on US Physicians' Financial Preparedness reported that 71 percent of women physicians are the breadwinners in their household, earning 75 percent or more of the household income. Despite our equal numbers compared with men, we are far from equal in our compensation. The cause for this disparity in financial reimbursement is multifactorial, but clearly the paucity of women in leadership roles in both the private and academic arenas contributes to this inequality.

SWIU strives to support and empower its members to attain these leadership roles and challenge this inequality. In keeping with this mission, we are pleased to offer several new programs at the 5th Annual Society of Women in Urology Winter Meeting: Professional Development and Clinical Mentoring. Through

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the generous support of ellura, we have a half-day leadership workshop open to all attendees titled "SEALed Mindset." Former Navy SEAL Lieutenant Larry Yatch will be heading this workshop and focusing on development of effective communication and management skills. He will later act as our keynote speaker for the President's Banquet, sharing how he utilized these critical skills in his personal and professional development. The inaugural resident/fellow podium session provides another exciting opportunity to mentor the next generation of leaders in urology. The podium session will provide an intimate forum for residents and fellows to present their research to the attendees and receive constructive criticism. Additionally, the career planning session on Sunday is designed to teach trainees and new graduates how to ask for what they want and deserve so as to bridge the financial inequality gap for the next generation of urologists.

In addition to building female leaders in urology, the meeting will continue to focus on mentoring at all levels in one's career and highlighting the expertise of our society's membership. We have assembled an outstanding faculty to focus on men's health issues from testosterone replacement therapy to infertility, and erectile dysfunction to lower urinary tract dysfunction and prostate cancer. The faculty will then expound on these topics during the Friday afternoon hands-on lab, where attendees have the opportunity to work with a number of men's health products. Back by popular demand, the "Women Executives in Industry" panel will showcase a number of female leaders in industry and allow them to share their journey with the group. Set amongst the breathtaking scenery of Camelback Mountain, the 5th Annual SWIU Winter Meeting from January 22 to 24, 2016, is sure to have something for each of our members. I want to personally invite you to be part of this incredible experience and I hope to see you in Scottsdale!

2015 - 2016 Board of Directors

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PLAN TO ATTEND: SWIU 5th Annual Winter Meeting

SWIU 5th Annual Winter Meeting
Professional Development & Clinical Mentoring
January 22 – 24, 2016
JW Marriott Camelback Inn Resort & Spa
Scottsdale, Arizona

SWIU 5th Annual Meeting Program Schedule

*General Session will be held in the **Sunshine Room** unless otherwise indicated*
Speakers and times are subject to change

FRIDAY, JANUARY 22, 2016

OVERVIEW

7:00 a.m. - 4:30 p.m. **Registration/Information Desk Open**
Location: Sunshine Patio

7:00 a.m. - 6:30 p.m. **Exhibit Hall Open**
Location: Cholla

7:00 a.m. - 8:00 a.m. **Breakfast**
Location: Cholla

12:00 p.m. - 1:00 p.m. **Lunch**
Location: Peace Pipe

4:45 p.m. - 6:30 p.m. **Welcome Reception with Exhibitors**
Location: Cholla

GENERAL SESSION

8:00 a.m. - 8:05 a.m. **Welcome**
President: Elizabeth A. Williams, MD
Urology Consultants, LTD
St. Louis, MO

8:05 a.m. - 8:50 a.m. **Testosterone Replacement: Current Guidelines**
Speaker: Christina Wang, MD
Harbor-UCLA Medical Center
& LA Biomedical Res Ins
Torrance, CA

8:50 a.m. - 9:30 a.m. **Testosterone Panel Discussion: Controversies in Testosterone Replacement and Current Practices**
Moderator: Kathleen Hwang, MD
The Warren Alpert Medical
School of Brown University
Providence, RI
Panelists: Akanksha Mehta, MD
Atlanta, GA
Cigdem Tanrikut, MD
Massachusetts General Hospital
Boston, MA

9:30 a.m. - 10:10 a.m. **Male Infertility**
Speaker Akanksha Mehta, MD
Atlanta, GA

10:10 a.m. - 10:40 a.m. **Break in the Exhibit Hall**

10:40 a.m. - 11:20 a.m. **Nutraceuticals and Male Rejuvenation**
Speaker: Kathleen Hwang, MD
The Warren Alpert Medical
School of Brown University
Providence, RI

11:20 a.m. - 12:00 p.m. **Erectile Dysfunction: Current Advances and Treatment**
Speaker: Cigdem Tanrikut, MD
Massachusetts General Hospital
Boston, MA

12:00 p.m. - 1:00 p.m. **Lunch**
Location: Peace Pipe

CONCURRENT SESSIONS BEGIN

1:00 p.m. - 2:35 p.m. **GROUP A: Panel: Incorporating the OAB Clinical Pathway and Physician Navigator Into Your Practice**
Location: Town Hall
Moderator: Elizabeth Williams, MD
Urology Consultants, LTD
St. Louis, MO
Panelists: Julie Cole
Medtronic, Inc.
Minneapolis, MD
Jannah Thompson, MD
Urologic Consultants, P.C.
Continence and Pelvic Health Center
Wyoming, MI

1:00 p.m. - 2:35 p.m. **GROUP B: Hands-On Session: Treatment of Peyronie's Disease, Testosterone Replacement, IPP, Proficiency Testing with Video Semen Analysis Stations**
Location: Cottonwood
Speaker: Kathleen Hwang, MD
The Warren Alpert Medical
School of Brown University
Providence, RI
Melissa R. Kaufman, MD, PhD
Vanderbilt University
Nashville, TNI
Dolores J. Lamb, PhD, HCLD
Baylor College of Medicine
Houston, TX

2:35 p.m. - 3:00 p.m. **Break in the Exhibit Hall**

3:00 p.m. - 4:35 p.m. **GROUP B: Panel: Incorporating the OAB Clinical Pathway and Physician Navigator Into Your Practice**
Location: Town Hall
Moderator: Elizabeth Williams, MD
Urology Consultants, LTD
St. Louis, MO
Panelists: Julie Cole
Medtronic, Inc.
Minneapolis, MD
Jannah Thompson, MD
Urologic Consultants, P.C.
Continence and Pelvic Health Center
Wyoming, MI

3:00 p.m. - 4:35 p.m. **GROUP A: Hands-On Session: Treatment of Peyronie's Disease, Testosterone Replacement, IPP, Proficiency Testing with Video Semen Analysis Stations**
Location: Cottonwood
Speaker: Kathleen Hwang, MD
The Warren Alpert Medical
School of Brown University
Providence, RI
Melissa R. Kaufman, MD, PhD
Vanderbilt University
Nashville, TNI
Dolores J. Lamb, PhD, HCLD
Baylor College of Medicine
Houston, TX

CONCURRENT SESSIONS END

4:45 p.m. - 6:30 p.m. **Welcome Reception with Exhibitors**
Location: Cholla

SWIU 5th Annual Meeting Program Schedule

SATURDAY, JANUARY 23, 2016

OVERVIEW

7:00 a.m. - 5:45 p.m. **Registration/Information Desk Open**
Location: Sunshine Patio

7:00 a.m. - 3:00 p.m. **Exhibit Hall Open**
Location: Cholla

7:00 a.m. - 8:00 a.m. **Breakfast**
Location: Cholla

12:10 p.m. - 1:10 p.m. **Lunch**
Location: Peace Pipe

7:00 p.m. - 10:00 p.m. **President's Banquet and Keynote Speaker**
Location: Peace Pipe

GENERAL SESSION

8:00 a.m. - 8:05 a.m. **Welcome**
President: Elizabeth A. Williams, MD
Urology Consultants, LTD
St. Louis, MO

8:05 a.m. - 8:50 a.m. **Serum, Urine and Tissue Markers for Prostate Cancer**
Speaker: Stacy Loeb, MD
New York University
New York, NY

8:50 a.m. - 9:30 a.m. **Urge Incontinence and LUT Dysfunction in the Male Patient**
Speaker: Claire C. Yang, MD
University of Washington
Seattle, WA

9:30 a.m. - 9:55 a.m. **Break in the Exhibit Hall**

9:55 a.m. - 10:55 a.m. ***Perspectives of Women Executives in Medical Industry Panel Disucssion**
Speakers: Lori Lyons
Allergan, Inc.
Irvine, CA
Karen Prange
Boston Scientific Corporation
Marlborough, MA
Kristy Roberts
Medtronic Gastro-Uro Therapies
Arden, NC
**Not CME Accredited*

10:55 a.m. - 12:10 p.m. **Resident Podium Session**
Moderators: Anne K. Pelletier Cameron, MD
University of Michigan
Ann Arbor, MI
Leslie M. Rickey, MD, MPH
Yale School of Medicine
New Haven, CT

12:10 p.m. - 1:10 p.m. **Lunch**
Location: Peace Pipe

1:10 p.m. - 2:30 p.m. ***Leadership Training: Sealed Mindset**
Location: Peace Pipe
Speaker: Larry Yatch
Lieutenant, USN, Retired
New Hope, MN
**Not CME Accredited*

2:30 p.m. - 3:00 p.m. **Break in the Exhibit Hall**

3:00 p.m. - 4:30 p.m. ***Leadership Training: Sealed Mindset**
Location: Peace Pipe
Speaker: Larry Yatch
Lieutenant, USN, Retired
New Hope, MN
**Not CME Accredited*

7:00 p.m. - 10:00 p.m. **President's Banquet and Keynote Speaker**
Location: Peace Pipe
Speaker: Larry Yatch
Lieutenant, USN, Retired
New Hope, MN

SUNDAY, JANUARY 24, 2016

OVERVIEW

7:00 a.m. - 10:00 a.m. **Registration/Information Desk Open**
Location: Sunshine Patio

7:00 a.m. - 8:00 a.m. **Breakfast**
Location: Sunshine Patio

CONCURRENT SESSIONS BEGIN

8:00 a.m. - 10:00 a.m. **GROUP A: Practice Topics: ICD-10 and Its Impact, Incorporating Physician Extenders into Your Practice**
Location: Cottonwood
Speakers: Teresa D. Beam, MD
Urology of Indiana
Noblesville, IN
Elizabeth W. Bozeman, MD
EWB
Fulton, NY
Jannah Thompson, MD
Urologic Consultants, P.C.
Continence and Pelvic Health Center
Wyoming, MI
Elizabeth Williams, MD
Urology Consultans, LTD
St. Louis, MO

8:00 a.m. - 10:00 a.m. ***GROUP B: Fellows/Residents: Career Planning**
Location: Town Hall
Speakers: Elizabeth Timbrook Brown, MD, MPH
Vanderbilt University Medical Center
Nashville, TN
Anne K. Pelletier-Cameron, MD
University of Michigan
Ann Arbor, MI
Leslie M. Rickey, MD, MPH
Yale School of Medicine
New Haven, CT
Jannah Thompson, MD
Urologic Consultants, P.C.
Continence and Pelvic Health Center
Wyoming, MI
**Not CME Accredited*

CONCURRENT SESSIONS END

10:00 a.m. - **Adjourn**

SEALed Mindset Session at the Annual Winter Meeting

Leslie M. Rickey, MD, MPH

This year we are extremely fortunate to offer our members a leadership training seminar at the SWIU Winter Meeting, presented by Former Navy SEAL Lieutenant Larry Yatch. At all levels of our career, effective communication and interpersonal skills are important leadership elements and also essential in maintaining a productive work environment. Although not every SWIU member may have a "leader" title in the formal sense, I would argue that we all lead and manage many teams, in the office, clinic, department and operating room, and therefore this program is relevant to us all.

SEALed Mindset Leaders is a Navy SEAL-inspired program that leverages Lt. Yatch's operational and strategic leadership experiences acquired at the Naval Academy and during his decade with the Navy SEALs. Lieutenant Yatch has applied the lessons learned from these experiences to develop workshops designed to improve personal and team performance.

This half-day session is designed for anyone who would like to enhance their leadership skills and will benefit women at all career levels. Participants will develop the tools to build leadership in themselves and their organizations: a solid foundational knowledge of the eight components of true leadership, and how to recognize and foster those tenets in themselves and others. Participants will learn the formula for leadership: the four critical action steps that a good leader engages in, as well as the formula for good management and why it is different from leadership but just as critical to a well-functioning team.

Through the generous support of ellura, SWIU members can attend this course for a nominal fee of $50, and the fee is waived for resident and fellow trainees attending the meeting.

Register for the 2016 SWIU Winter meeting and SEALed Mindset seminar today at swiu.org!

Call for Applications: Annual Picket Award & Mentoring Award

By Dolores J. Lamb, PhD

The **Elizabeth Pickett Research Award** recognizes research achievements of trainees working in urologic research. It serves not only to commemorate the lifetime achievements of the first board certified female urologist in the United States, but also to highlight the contributions of these young trainees working in urologic research. The award is supported by a generous contribution by Dr. Pickett's estate, as well as donations by friends and colleagues.

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 8, 2016, 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 9, 2016. Applications for the Elisabeth Pickett Research Award are now available and the completed forms must be submitted by December 11, 2015. 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.

SWIU members are encouraged to nominate candidates for the annual **Christina Manthos Mentoring 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

continued on following page

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 9, 2016. 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 8, 2016, and the Women Leaders in Urology Forum on Monday, May 9, 2016, as well. Applications for the Christina Manthos Mentoring Award are now available on the SWIU website at www.swiu.org and applications must be submitted by December 11, 2015. The winner will be notified in April.

Past Elisabeth Pickett Research Awardee Highlight – Dr. Mehta

Akanksha Mehta, MD

Dr. Akanksha Mehta completed her urology residency in 2006 at Brown University Rhode Island Hospital, in Providence, then went on to pursue a fellowship in male infertility and microsurgery at Weill Cornell Medical Center in New York, NY. During her fellowship, she developed an interest in Klinefelter syndrome and was the 2012 recipient of the Elisabeth Pickett Research Award for "The Role of Intratesticular Estradiol Signaling in Klinefelter Syndrome Related Hypogonadism." After completing her fellowship, she joined the department of urology at Emory University School of Medicine as a health services scholar where, in addition to clinical responsibilities, she pursued a Master of Science in Clinical Research.

Currently, Dr. Mehta is assistant professor of urology at Emory University School of Medicine. Her clinical interests are focused in the area of male reproductive and sexual medicine and microsurgery. She currently serves as the director of male reproductive health at Emory Urology, and is a guest researcher in the division of reproductive health at the Centers for Disease Control and Prevention. Dr. Mehta's research interests lie in studying the impact of male factor infertility on clinical outcomes following the use of assisted reproductive technologies, as well as the recovery of sexual function among prostate cancer survivors. She is the recent recipient of a Urology Care Foundation Research Scholar award to study "The Impact of Male Factor Infertility on Utilization and Outcomes of Assisted Reproductive Technology."

Dr. Mehta maintains a keen interest in teaching and mentoring. She serves as the director of urology undergraduate medical education, and is closely involved in training urology residents, and reproductive endocrinology fellows.

Past President Spotlight Interview – Dr. Deborah J. Lightner

Siobhan M. Hartigan, MD

Deborah J. Lightner MD

Dr. Deborah J. Lightner holds many impressive roles within the field of urology. She is a full professor at Mayo Clinic, chair of the AUA Practice Guidelines Committee, vice-chair of the AUA Science and Quality Council, and previous president of the Society of Women in Urology. Dr. Lightner explains that there were very few females practicing urology when she began her career. She first joined the SWIU Board because she was always intrigued to learn about the way in which other women were practicing urology and how they could support each other. Dr. Lightner progressed up the SWIU Board and eventually held the position of President. She has been an author or reviewer of numerous women in urology issues and continues to be passionate for the careers of women in urology. She continues to contribute actively to SWIU and most recently presented results of the AUA census data at the SWIU Annual Breakfast Meeting at AUA 2015.

Dr Lightner notes that the goals of women at the "outset of our careers seem very similar to our male colleagues, but seem to morph more over time, as unfortunately, our ability to realize our personal and professional roles are still very much defined

Have News to Share?

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

by our gender, and not our skill set." Women and men must both prioritize personal and professional responsibilities in order to lead a balanced life but even when female urologists are putting in the same long hours and hard work, they are not being handed the large salaries and leadership positions. There are proportionally fewer female professors, few chairs, and few women in major leadership roles. However it is important to note that female urologists are not leaving their practices to take care of their children, as many had anticipated we would.

Dr. Lightner is a prime example of a female leader in urology making visible changes within the AUA, adding questions on gender differences to the AUA census, and publishing on issues surrounding women in urology. As she continues to chip away at gender inequality on a systems level, she notes that "much of what we do is one-on-one. Where we make the most impact is as coaches and mentors for those around us. That is my greatest pleasure."

When asked what advice Dr. Lightner had for female residents beginning their career in urology, she replied, "Get a mentor, get a coach. Don't let yourself be pigeon-holed by what others expect. Find courage to achieve the three legs of most lives: grow a strong family, be a great urologist and a loving partner." Wow. These are definitely encouraging and inspiring words for any budding urologist. SWIU is very fortunate to have a past president who continues to push the agenda for gender equality, be a leader within the field of urology, and mentor younger urologists in such a positive way.

AACU Experience - Teresa D. Beam, MD

Teresa D. Beam MD

I had the opportunity to attend the 8th Annual AACU State Advocacy Conference in Chicago in September, representing SWIU. The conference is held to allow state and association representatives a chance to learn about political activity and advocacy for urologic interests going on at the State and national levels. More than 80 registrants, one-third there for the very first time, heard a robust and varied agenda.

The Friday evening speaker was Congressman Ted Lieu (CA-33) who let us know, from a legislator's standpoint how important advocacy really is. For 80% of bills presented before Congress, legislators receive no calls or letters or any advocacy input whatsoever. For this reason, even a few calls or letters are taken very seriously by legislators and their staffs.

The President's forum included views on State advocacy from a national perspective: Dr. William Gee, MD, President of the AUA, Dr. Gary Kirsch, MD, President of LUGPA and Dr. Mark Stovksy, MD, President of the AACU, all spoke on the importance of "local politics" and monitoring of issues going on at the State medical societies, the importance of coalition-building with other societies and mobilization of resources. The JAC (Joint Advocacy Conference) which is an AUA-AACU joint event held in Washington, DC each March was mentioned as a great way to get involved on a Federal level. With effective follow-through with the various members of Congress after meeting them in Washington, "JAC 365" is encouraged to continue your relationship with your Congressional representative back home.

The economic impact of the ACA was reviewed. Premiums are expected to increase by 4-20% for most participants by the end of the year. The new enrollees to date are a much sicker population than anticipated. Very few young, healthy individuals actually signed up for the health initiative. The enrollment has actually dropped by 300,000 from its maximum due to non-payment of premiums by many participants who signed up.

Telehealth is a new and upcoming trend, especially out West, where populations can be spaced apart by many miles. Standards are being developed for payment/coverage for these services. Some form of telehealth is being performed in 24 states to date.

One of the final talks of the day was on "Health Care in 2020: Where Uncertain Reform, Bad Habits, Too Few Doctors and Skyrocketing Costs" are taking us. At the end of the day, we all have a responsibility to advocate for our profession, our practices and our patients!

4th Annual Winter Meeting Photo Collage

MARK YOUR CALENDARS
SWIU AT THE AUA 2016!

Sunday, May 8, 2016
SWIU Annual Breakfast Meeting

Monday, May 9, 2016
Women Leaders in Urology Forum
SWIU Networking Reception

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!