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PRESIDENT'S MESSAGE



Suzette E. Sutherland,
MD, MS, FPMRS

Well, it has been quite a year for women, starting last year at this time with the Women's March, which recognized the many disparities for women, as well as all underserved persons; and then the #Me Too and #TimesUp movements, striving to expose and eradicate gender-based harassment, inequality in professional opportunities, recognition and compensation. In many ways, it's an exciting, vibrant time for women whose voices are finally being heard on the national – and international – stage. History is happening right now, and it is exciting to be a part of it!

Here at SWIU, we try to do our part as we strive to be an organization that advocates for and supports our fellow women urologists. Today that makes up only 10% of working urologists in the nation; but more are coming down the pike as 25% of our trainees in urology residencies are now women, and 50% of medical students across the country are women. This indicates the further need for women who have worked hard to become successful in their chosen urological career to reach out a guiding hand and mentor those who are coming up behind them. Our mission at SWIU is to help provide women urologists – wherever they are on their career path -- with the tools and skills necessary to set themselves up for future success through mentorship, professional and leadership development training, and ever-so-important networking. SWIU provides an environment to cultivate and nurture professional relationships that prove enlightening and empowering, enabling women to THRIVE! On a personal note, I am very proud to be a part of this organization, and I want to thank all of you for being a part of it too. You have helped make SWIU what it is today.

We celebrated another very successful meeting in Las Vegas just last January -- our 7th Annual SWIU Professional Development and Clinical Mentoring Conference. This year's theme, "A Typical Day in the Life of a General Urologist", was developed by Program Chair and President-elect, Teresa Beam, MD, who called on national experts to provide practical tips on a wide variety of urological conditions: pain syndromes, stones, BPH, GU malignancies, voiding dysfunction, UTIs, geriatrics, common pediatric issues and more. Our professional development sessions, led by Elaine Rosenblum, founder of ProForm U, addressed the importance of cultivating a highly effective and consistent professional voice, as well as the art of collaborative negotiation, both with our colleagues and patients. We expanded opportunities for residents to practice their presentation skills via both podium and poster presentation sessions this year. It's so exciting for all to see the meaningful contributions residents are making that further our field of urology. Unique to our program this year was a highly successful "speed mentoring" opportunity and well-received "mock oral boards" session. An early morning yoga class (Lindsey Kerr); healthy policy update (AUA Public Policy Chair, Christopher Gonzalez); career options panel; "book club" by a SWIU member/author (The Big Free, by Martha Boone), and an interactive session relating the Tango to "Lessons for Life" (another SWIU member/author, Jeannette Potts) rounded out our invigorating 2.5-day event. It was another program to be proud of!

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And now we are off to the AUA in San Francisco! SWIU will again hold two annual AUA events. The first is the SWIU Networking Reception, which will be held on Saturday, May 19, 2018 from 5:30-7:30pm (San Francisco Marriott Marquis; Yerba Buena Salons 1-2). Here we will award this year's Christina Manthos Mentoring Award to someone who demonstrates extraordinary mentoring skills in supporting the career of female urologists.

Our second event is our Annual SWIU Breakfast Meeting on Sunday, May 20, 2018 (6:30-10:00am; San Francisco Marriott Marquis, Golden Gate B). We are honored to have Kathleen T. O'Loughlin, DMD, MPH, Executive Director of the American Dental Association, as our Keynote Speaker, who will speak from her experience about Achieving Success by Closing the Gender Gap. It should prove to be an enlightening, relevant and invigorating discussion!

Robert C. Flanigan, MD, FACS, AUA President-Elect, will provide us with a timely AUA Update. And we will recognize the well-deserved 2018 SWIU Research Award winners of the prestigious Elizabeth Pickett Research Award and SWIU/SBUR Award for Excellence in Urological Research.

As always, there will be ample time for more networking after the business meeting, for opportunities to get to know more fabulous women in our field! Please come and share in the fun!

For more information, please visit our website at www.swiu.org.

Suzette E. Sutherland, MD.

SWIU'S REDESIGNED WEBSITE AND NEW TAG LINE



Support. Promote. Succeed

You may have noticed a few changes to SWIU's logo on this newsletter's cover. During its January meeting, the SWIU Board voted on a new tag line to encapsulate the mission of SWIU – the updated logo accompanied with a redesign of the SWIU website – www.swiu.org. We encourage you to visit the site and let us know what you think. It's also a perfect opportunity to update your profile or pay your dues.

7TH ANNUAL CLINICAL MENTORING CONFERENCE: SWIU



Teresa Beam, MD, FACS

The recently-held 7th annual SWIU Winter Meeting was fun, interactive and very educational. Using the theme "A Typical Day in the Life of a General Urologist," the planning committee tried to come up with a variety of pertinent topics to be presented. These were delivered by many highly-qualified female colleagues in a concise, thoughtful manner with time for questions and shared input. Our topics included interstitial cystitis/pelvic pain, pain pathways, voiding dysfunction, adolescent

male urologic issues, surgical planning for geriatric patients, genomic markers in prostate cancer care, social media and our practices, BPH, various practice models, general urology practice in an academic setting, health policy, working as a pregnant surgeon, stones in children and pregnant patients and UTI's.

We enjoyed an early morning yoga session led by the very flexible Dr. Lindsey Kerr.

Among our attendees this year was fellow urologist and author, Dr. Martha Boone, who wrote a novel based on her experience as a urology resident in New Orleans in the early

1980's, "The Big Free." It is an easy-read novel which illustrates what it was like for our pioneering colleagues to pursue a career in urology when women in this field were few and far between.

We expanded our Resident sessions to include not only a podium session but also a poster session this year to allow more involvement of our women trainees. They were given a chance to present their work and receive constructive criticism to improve their endeavors in the future. Thanks to Dr. Anne P. Cameron for chairing this session and her committee for reviewing/judging these submissions!

We added two new interactive sessions as well: a "speed-dating" type mentoring session to allow engagement of mentees with several mentors as well as mock oral Boards.

Mentoring is a concept that SWIU champions for our women trainees and was one of the primary reasons that the stand-alone Winter Meeting was first conceived. This meeting has always allowed for interaction with other female urologists at various aspects of their careers. It is one of the primary goals of this organization, and thanks go to Dr. Kathleen Kieran and her committee for putting together this new dedicated mentoring session!

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The mock oral Boards allowed practice of a verbal examination using various clinical problems and demonstrating aspects that can be interrogated during such an exam. Those trainees who participated in this session found it to be very worthwhile in a non-threatening environment. On the spot feedback was provided by the examiners and many thanks to Dr. Melissa Kaufman for chairing this session!

Lastly, we enjoyed two very different speakers for communication/motivational topics. The first was on Friday afternoon with Dr. Jeannette Potts and her partner, Jorge Nidas teaching us the basics of Argentine Tango dancing. On Saturday, we had sessions in the afternoon and during

the President's dinner with Elaine Rosenblum, founder of ProForm U, whose father happened to be a urologist for many years in South Carolina. She had a unique perspective of communication skills that would be beneficial for women urologists! We were given insight on the choice of our words and how respecting those words we use influence our effects on others.

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RETIRING OF THE GREEN GOWN



Chief residents Drs. Karen Wheeler and Jessica Rueb had the honor of assisting Dr. Lippert in the final cystectomy of her career.

Dear Society of Women in Urology Members, Dr. Marguerite Lippert is known at the University of Virginia for always wearing a cloth green surgical gown whether for endoscopic or open major cases. In December of 2017, our beloved Dr. Lippert donned the gown for the final time.

Dr. Lippert trained in urology in the 1980's and was the first female urology resident at the University of Virginia. She pursued a career in oncology and did additional training at the National Institutes of Health in cystic renal diseases. Dr. Jay Gillenwater entreated her to join the faculty in 1985 making her a pioneer in both academic medicine and urologic oncology. (As a testament to his leadership, Dr. Gillenwater felt it was important

to compensate her with a salary equal to that of her male counterparts.) She was actively involved in the Mid Atlantic AUA and was its first and only female president in 2009.

She has mentored numerous women over her long and auspicious career. Linda Baker and I were the first to follow her footsteps into academic urology. We know her as a patient (sometimes 10 hours of patience!) teacher in the operating room and master of the cystectomy with Indiana pouch. She ingrained in her trainees how important it is to listen to the patient and understand how their social situation will affect patient outcomes.

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Many other mentees who have stayed in academics are now scattered throughout the country: Amy Burns (Penn State), Nicole Miller (Vanderbilt), Hilary Copp (UCSF), Caroline Ames (Vidant Medical Center), Sarah Flury (Northwestern), Sophie Fletcher (Baylor), Jessica Hammett (Emory), and Jennifer Davila Aponte (University of Massachusetts).

She has always been very supportive of women in urology. The UVA Basic Science course, currently known as the Fundamentals in Urology course, encouraged residents from around the country to convene in one place to ensure all were exposed to the basic foundations of urology. Dr. Lippert invited all the female residents into her home for an evening of discussion about challenges women face in a male dominated surgical subspecialty. For example, when Dr. Lippert started there was no female locker room! I attended these dinners in the 1990's, we would have fewer than ten women in the room, and it was wonderful to be supported. She provided us with an arena to air our concerns, vent our frustrations, and benefit from advice from experienced surgeons who had "been there." Over time, the attendance ballooned to over thirty women and organizations like SWIU provided the same support.

I am so thankful to have had a female role model who showed me that one can be a respected academician and a loving mother. We had a celebration of Dr. Lippert's career in the Rotunda, the center of the academic village at UVA. She embodied the idea of faculty learning from, as well as teaching, young minds. The faculty and residents felt she was more than deserving of our Lifetime Achievement Award for excellence in teaching and patient advocacy.

Many thanks and best wishes for the future, Dr. Lippert!

Tracey L. Krupski, MD, MPH

Jay Y. Gillenwater Associate Professor of Urology
Vice-Chair, Department of Urology, University of Virginia

VOICING YOU



Elaine Rosenblum

We negotiate all the time. Sometimes we negotiate relationships, other times the issues, and sometimes we negotiate both simultaneously.

To be effective across these paradigms, we need a highly efficacious and consistent voice, comprised of strings of word choices with tonal and behavioral overlays. This voice matrix is a significant underlying variable of leadership.

We have many voices—your speaking voice, what you say; your written voice, what you write; and your behavioral voice, what you do. Ever hear: "Actions speak louder than words but not as often?" I like to put a twist on Mark Twain's words. I say actions speak as loud as words and just as often.

Voice can be many things. Each voice speaks to you, for you and affirming you. Your public voice is about awareness of your listener and implications of your message. Our inner voice guides our development of self and drives the direction of conversational and relationship dynamics.

I like to think about voice in 4D, positioned as verbal and written words intersecting with tone and behavior—your persona, your brand, who you want to be, how you want to be viewed by others and what you value.

In professional settings, words and actions work very much in tandem. Your leadership values and associated actions add a great deal of texture to your voices.

If you consistently conduct yourself based on certain values, you will have a thread running through and across your words, actions and affect, which will, in a very subtle way, be perceived as authentic. This authenticity builds real trust with colleagues and patients, one thoughtfully worded and presented sentence at a time. If you say one thing but do another, your listener may not be able to articulate it, but, on some level, they know it. The uneasiness and conflict they feel about you is the disconnect and inauthenticity between your words and behavior.

Collaborative negotiation is a unique angle on using your voices to avoid, mitigate and resolve conflict and change outcomes. It is a technique driven by changing your mindset and choosing your words carefully to create a respectful and neutral environment in which to resolve issues. You also need to be inspired to change your behavior and conversation toward owning your whole professional self. That voice must come from your gut, both literally and figuratively. If you can synchronize your values and words, your leadership voice will, in fact, evolve and flow naturally into a web of voices that are indeed authentic.

Surgeons must train hard to earn a space in the room and at the operating table. Eleanor Roosevelt, a favorite voice of mine, said, "No one can diminish you (or your VOICE), only you, the voice inside you." For example, the physical act of leaning in toward a conversation can be the difference between being taken seriously or not. This simple gesture empowers your voice, because you physically tell others that you belong and have a significant point of view.

I advocate taking this tactic a step further by warming up your delivery. Our tech-driven communication culture has created a face-to-face conversational vacuum, resulting in an undercurrent of loneliness or social isolation among all of us. The professional world not only runs at the speed of sound and demands immediate gratification, but it also leaves us clan animals searching for our community. In our current cultural environment, a little extra warmth can go a long way. Imagine how your patients would react to the difference between walking into an examining room and saying, "Hi, how are you?" and "Hi! How are YOU?"

I saw a piece of art in the waiting room of a big organization in a cut-throat industry that said, "Everybody's scared." Guess what? Everyone is scared. So, if everyone is scared, what is there to fear? Absolutely nothing. There you have it—your permission to own your voice, no matter at what table you are sitting or standing.

KEYNOTE SPEAKER: ELAINE ROSENBLUM



Simone
Thavaseelan, MD

Elaine Rosenblum Esq was introduced by Dr. Elizabeth Bozeman as an entrepreneur, attorney, marketing veteran, consultant and the daughter of an urologist. Ms. Rosenblum launched a communications brand, ProForm U® to teach collaborative communication and negotiation skills to professionals and students.

In her Keynote address Collaborative Negotiation: A Tool for Voicing Influence on Saturday afternoon, she described a collaborative negotiation technique that focuses on a respectful approach based on active listening that builds and maintains relationship. She framed the context that women tend to hesitate to negotiate and suggested a number of specific techniques and practiced phrases to get started. She described what collaborative negotiation is not, and suggested that approaches that are competitive, accommodating, compromising or based on avoidance are not as effective. Ms. Rosenblum asked the audience to participate in 2 rapid fire negotiations to encourage active learning. Using examples from her professional life she encouraged active listening when we are caught in challenging interpersonal situations and having the courage to accept.

- Orange exercise: negotiate getting the orange
- Collaborative negotiation and communication is key in a knowledge economy to collaborate, disrupt and innovate
- Women hesitate to negotiate
- Collaborative approach is not a competitive, accommodating, avoidance, compromising style of negotiation

- Imaginary line Game: persuade your partner to come to your side of the line
- Foundation of collaboration is respect, collaboration builds relationships
 - o Active listening "is there anything else you want to me to know?"
 - o Positional bargaining is inefficient, shift away from judgement
 - o Think of yourselves as partners to satisfy collective interests
- Mediators technique of collaboration

She suggested a few resources, Getting to Yes, (Risher/Ury), Women Don't Ask (Babcock/Laschever), Difficult Conversations (Stone), Quite (Cain) ProFromU.com. The attendees asked spirited questions on topics of communication and challenging conversations.

In her President's Banquet and Keynote Address: Voice and Words Matter on Saturday evening, Ms. Rosenblum laid out the case that words have meaning, that they are the basis of our lives, democracy and civil society.

- Actions speak just as loud as words.
- Challenged us to write out in full words and refrain from abbreviating
- Respect and leading with your words is a leadership style; have respect be contagious
- We have become less worried about our words; challenged us to higher level of articulation

TANGO LESSONS FOR LIFE: AN INTERACTIVE SESSION



Teresa Beam, MD,
FACS

One of the things I have loved about our Winter Meeting since the very first one held in Scottsdale, AZ (2012) is the variety of topics covered and in novel formats. Imagine my delight when Dr. Jeannette Potts indicated to me that she had a passion for Argentine Tango dance and used it as means of motivational speaking to discuss and demonstrate ways to enhance communication and deepen the appreciation of our roles when leading, following or collaborating with others in our professional and personal lives. Along with her partner/dancer, Jorge Nieras, founder of Tango21 in Chicago, we spent 90 minutes of interactive, fun learning; to not anticipate, leading with our hearts and following what we lead. If you were present at this year's meeting, I hope you enjoyed this as much as I did. If you had to miss it, make sure to take advantage of any future opportunities to participate if you come across this wonderful workshop! Many thanks to Dr. Potts for her presentation with this most enjoyable session! It got everyone up out of their seats and moving!

THE BIG FREE



Martha Boone

The Big Free describes the medical humor and drama in the life of one of the first women surgeons in the busiest trauma surgery program in New Orleans in 1982. The excitement and dark humor of the inner city emergency room is the background for this coming of age story. Only a great story teller with inside knowledge can capture the intimacy of the lives of doctors, nurses and their patients. Readers will laugh and cry and long to know more of the spirited, young, female-doctor protagonist.

Martha B. Boone is a private practice Urologist in an Atlanta suburb. She obtained her surgical training at Charity Hospital in New Orleans, which provides the setting for her novel. She was one of the first one hundred women urologists in the world. The Big Free is her first published work of fiction and combines medical humor and historical fiction in an urban hospital.

At the back of the book is part of the story of Dr. Boone's mentor, Dr. Norman McSwain, and his BIG part in pushing her to finally turn some of her stories into a book.

To obtain your own copy of The Big Free [click here](#).



SWIU 7TH ANNUAL CLINICAL MENTORING CONFERENCE: MOCK ORAL BOARDS



Melissa R. Kaufman

A prominent aspect of our mission in the Society of Women in Urology, as elegantly stated in our very bylaws is "... to support the professional development and career advancement of women urologists and urologic researchers through education, advocacy, and mentorship." Although I have had the privilege of participating in many sessions during our now 7 years of clinical mentoring conferences, none so encapsulated the goals of SWIU as that of the Mock Oral Boards conducted at our recent meeting.

Even though it was a Sunday morning session following a Saturday night in Las Vegas, the participation from eager examinees was truly outstanding. For those poised to endure the initiation of the Part II exam within several weeks and to residents open to engaging in case-based learning, the participants were deeply committed. Proctors guided examinees through 5 cases representing multiple disciplines, including nephrolithiasis, oncology, female urology, male reconstruction, and pediatric urology. Participants were

ushered through scenarios which included both clinical decision making and analysis of cystoscopic imaging, laparoscopic photos, and urodynamic studies. Although designed to mimic some of the features of the actual oral boards, proctors were encouraged to provide counseling and feedback to help identify knowledge gaps and enhance the experience. Our goals were directed at imparting a mentoring experience that would allow our members to approach the genuine exam with greater composure and confidence.

We are deeply appreciative of everyone's exceptional effort on both sides of the table during this successful inaugural endeavor. We envision incorporating this session as an ongoing option for future meetings to continue to serve members preparing for the approaching exams and provide educational opportunities for our resident participants. Please insure if you are interested in participation at next year's session to sign up during registration. SWIU's focus on advocacy and mentorship is one of our most precious commodities, and we should be proud as an organization that we continually strive to expand our efforts to support our upcoming colleagues...and likely future caregivers!

SPEED MENTORING



Kathleen Kieran, MD, MS, MME

The first Society for Women in Urology Speed Mentoring event was held on Saturday afternoon of the 7th Annual Clinical Mentoring Conference. Eighteen mentors and eighteen mentees gathered to make connections, get advice and network. Mentoring is a central goal of SWIU, and as the organization has grown in recent years, the breadth and depth of interests and experiences of SWIU members has

become more apparent. The Speed Mentoring Session was implemented as a way to formalize the networking process; although informal settings can facilitate networking, meeting the "right" person can be challenging. Having many SWIU members together in one room at the same time allowed mentees access to mentors with an extensive variety of personal and professional experiences, all willing to listen and advise.

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Mentors and mentees engaged in rapid-fire 5 minute conversations with one another, before moving on to meet another new person. Conversations ranged from "How can I be a successful surgeon scientist?" to "When should I have kids?" to "How do I pick a subspecialty?" Perhaps the most difficult part of the session was to bring each conversation, and especially the session, to a close with so many rich and productive discussions ongoing. Mentees reported high satisfaction with the session, with comments like, "I never

thought someone so famous would be so helpful!" Mentors similarly enjoyed the energy, drive, and thoughtfulness of the mentees. Overall, many relationships were built and nurtured in a short time.

Look for Speed Mentoring to be an integral part of SWIU at future Clinical Mentoring Meetings!

SPEED MENTORING AT THE AUA

By Adriene Williams, MD

Last year at the 2017 AUA Annual Meeting in Boston, MA, the Young Urologist Committee (YUC) initiated a speed mentoring program that was met with great success. The idea for the program was developed by our immediate past-chair, Dr. John Lam. In short, the program paired mentors with mentees based on a list of self-selected topics ranging from academic urology, leadership, and work-life balance.

Success for the program was measured by a post-event survey and was found to be overwhelming. There were 68 survey respondents out of 109 program participants. A total of 98% stated that they would recommend the program to others. The information/advice received during the mentoring sessions was felt to be useful by 94% of respondents. Only 1% would choose not to participate in the future. Overall, the feedback received was very encouraging.

Demographics of participants included 19% women, 6% African-American, 18% Asian, less than 5% Hispanic, and 9% with military experience. The YUC strongly believes that a diverse group of mentors is necessary to meet the needs of our mentees. Given the success of the speed mentoring session and with plans to continue this at future AUA annual meetings, the YUC wanted to specifically reach out to the urologic societies that represent these minority groups.

Our committee would greatly appreciate it if you could bring the speed mentoring program to the attention of SWIU members and encourage participation. We're looking for a diverse panel of mentors for the 2018 AUA Annual Meeting on May 19 from 10am-11am. Interested participants are asked to complete an online registration form. For more information or additional questions please feel free to contact Adriene Williams at awilliams@AUAnet.org.

SOCIETY OF WOMEN IN UROLOGY (SWIU): AUA APPLAUDS SWIU COLLABORATION ON ADVOCACY



AUA Public Policy Chair Dr. Chris Gonzalez addresses attendees of the 2018 SWIU Annual Meeting. (Photo credit: Dr. Annie Darves-Bornoz)

On January 20, Public Policy Chair Chris Gonzalez, MD, MBA, attended the 7th annual Society of Women in Urology (SWIU) meeting in Henderson, Nevada. Dr. Gonzalez discussed the successful collaboration between the two groups and thanked SWIU for organizing their upcoming AUA Advocacy Summit session entitled "Advancing the Careers of Women in Urology." He also thanked Dr. Lindsey Kerr for her role as the SWIU representative to the Public Policy Council, and her involvement on the Bladder Health Alliance.

Dr. Gonzalez discussed the history and success of the AUA Holtgrewe Fellowship and Gallagher Scholar programs; he strongly encouraged the membership to apply for these opportunities. He also provided background on the Specialty Society Relative Value Scale Update Committee (RUC) process and its impact on reimbursement for the services all urologists provide. He discussed the importance of the RUC surveys, and asked SWIU members to please complete these surveys if asked. Finally, Dr. Gonzalez discussed the importance of the AUA Census and the need for more participation from all AUA members to complete the annual survey. Data was shown to the SWIU membership on recent workforce trends that included the growing number of female urologists, especially in the < 45 year old age group.

Source: AUA Advocacy Snapshot: Week of January 22, 2018 (Public Policy Council Update)

AACU EXPERIENCE

By Elizabeth Bozeman, MD

Dr. Suzette Sutherland asked me if I could attend the 2017 10th annual AACU state society network advocacy conference in her stead. She had originally been invited as a representative for SWIU but could not attend because of prior commitments. She felt that I, as a long term private practice urologist (since 1995), would be a good surrogate. In retrospect, I fear that she was incorrect in her thinking.

I thought that I was actually keeping up with the changing environment in healthcare and had reasonably good knowledge of CMS and most of the proposed new regulations until I actually attended the meeting. So much more is going on in medicine and urology than I believe most of us are aware of. MACRA, MIPS, telemedicine, "virtual consults"----it was all a bit overwhelming. There was so much information absolutely packed into a very short 1 1/2 day meeting.

One particularly interesting panel was addressing the changing landscape of urology practices. Five different urologists described their individual career pathways and they could not have been more different. Two of our members, Dr. Lindsey Kerr and Dr. Lori Lerner were part of that program and made thoughtful contributions. I was very proud of their insight and advice.

On that note, the meeting was heavily weighted with male urologists, mostly older. I only noted 4 female urologists in attendance, including myself. I do believe that it is time that we, as a society and as concerned professionals, become more involved in policy making and advocacy for our specialty. I am determined to be more aware and more involved, and I challenge each of you to add this to your already busy schedules as well.

It is no surprise that burnout is at an all-time high for urologists. Perhaps this is partially because we feel we have no control. There are many other factors contributing to burnout as well. Who better to address and solve this problem than us? I'm going to try to make attending the AACU state society network advocacy conference an annual event much like SWIU and the AUA.

BLADDER HEALTH ALLIANCE ROUNDTABLE



Leslie Rickey, MD

I was honored to represent SWIU along with Lindsey Kerr at the AUA Urology Care Foundation's 2017 Bladder Health Alliance Roundtable. The attendees represented a diverse group of stakeholders including patient advocacy groups, research organizations and urologic providers. The National Association for Continence, Multiple Sclerosis Foundation, National Association of Nurse Practitioners in Women's Health, Urologic Association of Physician Assistants, Underactive Bladder Foundation, and The Blue Thong Society were just a handful of attendees at the one-day meeting. Presenters shared strategies for implementation of successful research advocacy campaigns. Key themes included demonstration of improvement in day-to-day lives of constituents and regular engagement with congressional representatives. Daniel Trucil of the American Geriatrics Society (AGS) also described his organization's experience with creation of brand identity by engaging members directly in the process utilizing a text campaign. Finally, community outreach efforts were highlighted by the Astellas "Stall Stories" campaign to educate women about OAB along with NAFC's

use of online surveys to demonstrate the significant numbers of people bothered by lower urinary tract symptoms and inform their education materials. The topics and attendees were unified by a shared passion to help the millions of people living with bladder issues through patient advocacy, community education, and initiatives to promote awareness and funding for benign bladder condition research. I think we all walked away with a greater appreciation for research advocacy efforts within the AUA as well as a better understanding of how individuals and societies can lobby at the state and federal government level on behalf of our patients and communities.

ANGELA SMITH, MD ACCEPTED AS A PRESENTER AT THE AUA RESEARCH FORUM "EARLY CAREER INVESTIGATOR SHOWCASE"



Angela Smith, MD

The 2018 AUA Research Forum: Early Career Investigators Showcase is the only venue at the AUA Annual Meeting dedicated to highlighting the work of early-career investigators. The Showcase will be held on Saturday, May 19, 2017 from 3:00 to 5:00 pm in the Moscone Convention Center, Room 207-208. SWIU is proud to have member Dr. Angela Smith participate in this year's Showcase. Dr. Smith will present a poster in the Showcase poster exhibit area as well as give a podium talk on her research topic

"Assessment of Blue Light Flexible Cystoscopy with Cysview on Patient Reported Outcomes: A prospective, multicenter, within-patient controlled study in detection of bladder cancer during surveillance." Congratulations Dr. Smith!

Hadley M. Wood, MD, FACS Wins YFA Advocacy and Issues Workgroup Essay Contest



Hadley M. Wood,
MD, FACS

The Young Fellows Association of the American College of Surgeons (ACS) offers an annual essay contest, which helps encourage and support a young Fellow's attendance at the annual ACS Leadership & Advocacy Summit in Washington, DC. The theme of this year's competition was Patient Advocacy, and the winning essay, by Hadley M. Wood, MD, FACS, beautifully captions the vision of patient-centered surgical care set forth by 2016 – 2017 ACS President, Courtney M. Townsend, Jr., MD, FACS.
—Introduction by Daniel D. Klaristenfeld, MD, FACS

MEMBER'S CORNER

Have News to Share?

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

RESIDENT/FELLOW POSTER/PODIUM PRESENTER WINNERS CONGRATULATIONS!

Resident/Fellow Poster Presenter Winner:

Elisabeth Sebesta, MD

"The National Resident Matching Program Code of Conduct: What is the Degree of Compliance During the Urology Match Process?"

Resident/Fellow Podium Presentation Winner:

Bethany R. Desroches, MD, MS

"The Role of IL-10 Unilateral Obstruction: Regulation of Extracellular Matrix and Fibrosis."

RESIDENT TRAVEL AWARD CONTRIBUTORS

Corlis L. Archer-Goode, MD
Tamara Bavendam, MD, MS
Martha Boone, MD*
Tracy Cannon-Smith, MD
Ellura*
Lamia L. Gabal, MD*
Melissa R. Kaufman, MD, PhD*
Tamara E. Lewis, MD, FACS
Gloria S. Massey, MD*
Theresa J. McCallum, MD*
Elspeth M. McDougall, MD, FRCSC*
Mid-Atlantic Section of the AUA*

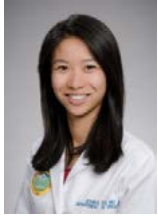
Elizabeth R. Mueller, MD, MSME*
Northeastern Section of the AUA*
Susan E. Pursell, MD
Julie M. Riley, MD
South Central Section of the AUA*
Southeastern Section of the AUA*
Kristina D. Suson, MD
Kirin K. Syed, DO
Jannah Thompson, MD
O. Lenaine Westney, MD
Elizabeth A. Williams, MD
Hadley M. Wood, MD

**Contributions covered at least one full travel award*

Urology Departments & Individuals who Supported and Helped with Residents' Travel to the SWIU 7th Annual Clinical Mentoring Conference

Dr. Stephanie Kielb
Dr. Martin Sanda
Detroit Medical Center
Northwestern University
Stanford University
University of Florida
University of North Carolina
University of Oklahoma Health Sciences Center
University of Texas Southwestern Medical Center
University of Washington

THE VALUE OF THE SWIU RESIDENT TRAVEL AWARD



Jessica Dai, MD
University of Washington

A sincere thank you to the SWIU board of directors for the opportunity to attend the 2018 SWIU winter meeting – this was the first SWIU meeting I attended, and it was a truly memorable conference. I am fortunate to train

at a program with a strong complement of women faculty and residents, and in learning about the experiences of other female trainees and urologists in practice, I have come to appreciate even more how lucky this makes me. It was inspiring to hear the attendees present about their passions in urology, discuss their paths to gratifying jobs in the academic or private settings, and candidly share the challenges that they faced along the way. It was particularly refreshing to hear such accomplished women also acknowledge the difficulty of balancing motherhood and work, chuckle in recognition of the time that they, too, were addressed as “Nurse,” or advocate for themselves in the job selection process. Such issues are not always the ones we feel comfortable talking about in any other forums, but are no less important to our development as women urologists. I also appreciated the focus on career selection in this year’s program; from the speaker presentations to the “speed mentoring” session, the conference expanded my understanding of the many different ways a career in this field can take shape. The relationships forged through this meeting were invaluable, and it left me far more humbled and inspired than when I arrived. I look forward to attending future meetings and spreading the word to other female residents!



Allison Glass, MD
University of California Davis

The 2018 SWIU conference was an awesome experience! The resident travel award allowed me to participate in such an important conference which exceeded my expectations. Carefully selected, relevant

topics were discussed including unique patient populations (urolithiasis in pregnancy), technology/social media, and career advice panels. I loved the opportunity to connect with women urology residents and fellows throughout U.S. Thank you SWIU resident travel award contributors!



Jessica Marinaro, MD
MedStar Georgetown University Hospital

As a junior PGY-2 urology resident, I have not yet had the chance to network and collaborate with many other urologists in the field: particularly female urologists. Like any other career, building these connections early is invaluable for growing academically, professionally, and personally. The SWIU annual meeting was an excellent platform for establishing these connections. I was able to meet with other urologists from across the country that I likely would not have encountered otherwise. Learning from their experiences (both personal and professional) will certainly be beneficial for me as I progress through residency and develop

my own practice. Additionally, as a junior resident who is only just beginning to consider different career options, I found the mentorship aspect of the meeting and career panel sessions to be especially helpful.

I am very grateful to have had this incredible learning opportunity, and extremely appreciative of the contributors that made my attendance possible.



Shenelle Wilson, MD
Medical College of Georgia-
Augusta University

TheSWIUWinterMeetinginHenderson,Nevada this year was a wonderful experience and one of the most personally significant meetings I’ve attended since I’ve been in residency.

I appreciated the presentations that addressed the gender specific issues that I face daily, not only by defining these issues but also by offering helpful strategies and solutions for them. I also enjoyed the variety of scientific and clinical presentations that will influence how I practice medicine going forward. Finally, the most meaningful part of this meeting for me was the mentoring and camaraderie offered by the amazing women I met. The Mentoring Session, the Networking Breakfast, and just being able to walk around and start up conversations with women from all over the country with such varied paths within the field of urology, all were invaluable experiences for me. I am inspired by all of the members and leaders in SWIU who support and educate the upcoming generation of female urologists and plan to remain active within this society in the future.



Erin Salter, MD
Albany Medical Center

As a recent recipient of a resident travel award to attend the 7th Annual Clinical Mentoring Conference presented by the Society of Women in Urology (SWIU), I feel compelled to share my overwhelmingly

positive experience to both encourage attendance by other new-comers such as myself, as well as to show gratitude to those whose countless hours and endless passion went into organizing the conference. I was initially encouraged to apply for the resident travel award by Dr. Chang Kit of my home institution Albany Medical Center, who vouched personally for the positive impact her interactions with SWIU has had on her career. That small nudge has thankfully resulted in one of the most valuable experiences of my year and residency to date.

With the commencement of the first day of the conference, I realized that this experience would allow me to grow not only my clinical knowledge, but also my professional aspirations, and networking abilities. From personal insights on cutting edge management of stone disease in the pregnant patient to the holistic care and management of voiding dysfunction in geriatric patients to the social barriers counseling delivered to pediatric patients, I am able to approach patients back in Albany, New York with a deeper understanding. At the

Continued on following page

same time, the advice and experiences shared by attendees concerning various employment models, negotiating strategies, and job satisfaction were invaluable and greatly enhanced by the diversity of the participants at the conference. Finally, the opportunities to make connections with both residents, faculty, and private practice urologists across the country has created an opportunity to maintain the conversation and growth potential moving forward despite the conclusion of the conference.

As a final comment, I would encourage any resident or practicing urologist to strongly consider attending one of the many events supported by the Society of Women in Urology as its value cannot be limited to any single aspect of urology, emblematic of the experience of being a woman in Urology.



Judy A. Farias, MD
University of Arkansas Medical Sciences

I would like to say thank you to all the members of the South-Central Section who contributed towards my resident travel award so that I could attend the SWIU Winter meeting 2018. It was such a pleasant and beneficial experience to have a room full of female physicians discussing a wide range of topics in urology. I particularly enjoyed the lectures: the general urologist, role of social media in urology, and the pregnant surgeon, which gave such relevant information that cannot be found in any textbook. Although my program does not have a female urology attending, I was able to interact and gain a few mentors after attending the conference. The mock oral board session was of a great benefit as I am graduating residency this year and will be preparing for the oral boards in the next year. I plan to encourage my fellow female urology residents to attend this conference. Again, thank you for the opportunity to apply and receive the resident travel award that made all the above possible.



Danica May, MD
LSU Health New Orleans

I was recently fortunate enough to be selected for the Resident Travel Award and attended my first SWIU meeting. This was a great experience academically, professionally, and personally. This meeting fostered great networking and collaboration due to the tone of the meeting, the excellent leadership, and great research presentations. It was a great space for practicing female urologists and urologists in training to discuss a wide range of topics from interstitial cystitis to prostate cancer, contract negotiations, work life balance, and how to effectively integrate research into a busy clinic schedule. Due to my attendance at this meeting, I will be applying for the board of directors resident representative position and hope that this leads into fulfilling mentee, mentorship, and leadership positions. The opportunity to partake in the SWIU 2018 meeting has truly had a meaningful impact on me as a female urology resident and I sincerely hope that this opportunity remains available to up and coming female urology residents.



Denise Asafu-Adjei MD, MPH
Columbia University Medical Center

The 2018 SWIU Winter Meeting exceeded my expectations! I had the pleasure of networking with many women from around the country practicing Urology across the gamete, from various subspecialties, practice settings, and levels (i.e. residents and Attendings). The camaraderie was palpable, which I deeply appreciated. It was extremely enlightening and delightful to learn about the different paths undertaken to achieve success in Urology as well as the challenges faced along the way. I learned a lot from the academic presentations, which also encouraged me to think about different angles for my own research. One of the highlights of the conference was the Speed Mentoring session, which allowed me to pose questions and conversation from various Attendings. I was provided with helpful advice and a genuine willingness to be of help in the future. I truly look forward to continued attendance and active participation in SWIU moving forward and will encourage all of my female colleagues to do the same. It was an invaluable experience, which I hope to continue building upon in my upcoming years as a developing Urologist. Thank you so much for allowing me to have this wonderful and impactful opportunity!



Rena Xu
Massachusetts General Hospital

I attended the SWIU conference this year for the first time, and it was an inspiring experience on many levels. Many of the presentations pertained to the experience of being a female surgeon. Day to day, in most urologic training and practice, gender differences are not explicitly acknowledged -- and yet, as all female residents and attendings can attest, there are unique challenges that women face in this field. Hearing these issues discussed openly, with candor and good humor, was refreshing and emboldening. Even more than the presentations themselves, I appreciated the opportunity to meet so many incredible female urologists. Through both formal events, such as the mentoring session, as well as informal conversations, I got to connect with peers and mentors alike and came away richer in friendships as well as career advice. I could not recommend SWIU more highly and feel tremendously grateful to have received this opportunity.



Kristen McAlpine
The Ottawa Hospital

Thank you for the opportunity to attend the annual winter meeting with the support of a Resident Travel Award. I thoroughly enjoyed the academic content of the conference and the opportunity to meet a number of trainees and urologists from various centers across the continent. It was a great weekend to explore opportunities available for future training and clinical practice. I am grateful for the support to attend the meeting and for the guidance received by the SWIU members. Thank you again for this opportunity.

THANK YOU TO OUR
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PLATINUM LEVEL PARTNER



SILVER LEVEL PARTNERS



2018 EXHIBITORS

Allergan, Inc.
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Coloplast
Cook Medical
Ellura
Endo Pharmaceuticals
GTx, Inc
KARL STORZ
Medtronic, Inc.
Retrophin
TS Medical USA
Wellspect Healthcare

SAVE THE DATES

SWIU 8th Annual Clinical Mentoring Conference January 18 – 20, 2019

Embassy Suites by Hilton | Scottsdale, Arizona



SWIU at the AUA May 18 – 22, 2018

Marriot Marquis | San Francisco, California

