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President's Message

I am thrilled to announce we had 148 women (109 in-person, 39 Virtual) attend the 11th Annual SWIU Clinical Mentoring Conference this February in New Orleans. We had incredible speakers and panels again this year. Thank you to Dr. Anne Cameron, Dr. Akanksha Mehta and Dr. Amy Luckenbaugh for planning.



Jannah Thompson, MD, FPMRS
SWIU 2021-2022 President

Update on SWIU 2021-2022 Task Forces (TF):

1. **Achieving Equity & Focusing on Personal Action: Salary Pay Disparities TF.** The group authored a review article summarizing available research identifying disparities and salary gaps among women urologists. The manuscript is being submitted for publication and the findings illustrate how much work needs to be done to remedy this large salary inequity. The group also created a SWIU-endorsed parental leave policy focusing on the best evidence to support the wellbeing of parents and their baby. This [policy is available](#) on our website for women to advocate at the local level. Ideally this policy will be adopted by urology departments nationally. Finally, an open survey to women urologists with the goal of obtaining current data in compensation equity will be summarized soon. This task force will be retired.
2. **SWIU Census TF** developed an inaugural census. The goal is to gain an accurate description of the population of Women in Urology to identify specific, relevant issues to our membership. This evidence will help to bridge knowledge gaps, address gender equity, under-representation in academia, work-life balance, barriers in family decision making and provide guidance for mentoring future female urologists. The Census has been distributed to members. Collection and collation to be completed early summer 2022. This TF will be retired with plans to repeat census in 3 years.
3. **The Role of Women Urologist in Advancing DEI in Urology Residency Recruitment TF** provided directed mentorship to women applicants through personal statement review. A resource for incorporating antiracist and antisexist practices into the recruitment process was developed for dissemination. This guide is to encourage bias reduction in the application review and interview process. A Modern Guide of Reviewing Urology Residency Applications is available at www.swiu.org under Resources tab. This task force will continue with existing initiatives and new future initiatives.

4. Engagement of Women Urologists with Industry TF. A “how to” manual is being constructed as a 101 curriculum/leadership development program for SWIU members interested in working with industry. The objective of the curriculum is to instruct members on how to create mutually valuable opportunities with industry. This task force will continue.

SWIU continues to prioritize mentorship. Speed mentorship at our Annual Winter Clinical Mentoring Conference continues to be successful and a highlight for many of our trainees. The board added targeted mentor/mentee dyads at this year’s 11th Annual Clinical Mentoring Conference. The dyads were paired based on interests with the hope of fostering longer series of interactions. SWIU has partnered with Intuitive to create the first of two Mentoring/Networking Webinars. The first was held on March 14, 2022: Courageous Leadership: from the Inside Out with Natalie Johnson MS. The SWIU board is working to create additional mentorship opportunities throughout the year. Please be on the lookout for these via your email, Twitter page @SWIUorg, and website <https://swiu.org>.

I am excited to announce SWIU’s partnership with the AUA. SWIU was asked to develop AUA courses with content relevant to our members and the global urologic community. Dr. Simone Thavaseelan and Dr. Akanksha Mehta had their course accepted! We look forward to welcoming AUA members to **“Advancing Gender Equity in Urology: Allyship for Men and Advocacy for Women” at the Annual AUA Meeting 2022.**

We look forward to the SWIU Annual Meeting at the AUA-Sunday, May 15, 2022, from 7:30am-10:00am. AUA President-Elect Dr Edward Messing will be giving an AUA update at the meeting. I am excited to announce SWIU/R Frank Jones Urologic Society (RFJUS) Co-Promotion. Dr Linda McIntire, 2021 RFJUS President will be speaking. Most importantly, there will be plenty of time to network! Please join us early Sunday am-mark your calendars now.

I enjoy being your president; SWIU is an amazing, formidable force for change! I cannot be prouder of what we continue to accomplish together.

Wishing all a vibrant Spring!

Jannah Thompson, Your SWIU President

Surgical and Office Ergonomics for Female Urologists

By Siobhan Hartigan, MD



Attendees of the 11th Annual Clinical Mentoring Conference were afforded an exceptional talk on surgical and office ergonomics for female urologists by Kristin Chrouser, MD, MPH of the University of Michigan. During this 30-minute session, Dr. Chrouser discussed ideal surgical positioning in the operating room for a variety of different commonly performed urologic surgeries including laparoscopic, robotic, open, and endoscopic procedures. The audience enjoyed several examples of incorrect positioning that we likely all have fallen victim to at some point. The RULA Employee Assessment Worksheet

was recommended to perform a self-assessment of your positioning, which takes the following into account: posture, upper and lower arm, wrist, neck, trunk, and leg positioning. Additionally, you should pay attention to your comfort level and make a note if you are having any pain or soreness and then adjust as needed.

Specific modifications as they relate to female urologists were also suggested such as raising the bed to meet the tallest surgeon during the case. This may mean that the table is adjusted to meet the height of your trainee and you, as a possibly shorter attending, stand on a stool. Dr. Chrouser stressed the importance of maintaining your trainee's comfort and ergonomics in addition to your own.

Equally as important as ergonomics in the operating room, are optimizing ergonomics in the office and during the hours of computer work and charting we all do. Dr. Chrouser highlighted the importance of appropriate screen and chair height, keyboard positioning, and posture. She offered several tangible tips for both desktop and laptop users such as keeping the top of the screen at eye level. This will likely mean positioning a laptop above the desk level. Your chair should have a backrest and armrests and your thighs and feet should be parallel to the floor.

It is important to do a self-assessment. Dr. Chrouser suggested having a friend take pictures of you from multiple angles in your office and in the OR. This allows you to take a step back and evaluate each of your joints for optimization. As an added bonus to Dr. Chrouser's presentation, she also offered personalized evaluation and feedback to dozens of attendees who signed up for a mini-feedback session and submitted photos from their work environments.

As urologists, we often put a lot of strain on our bodies throughout the workday. It is critical to evaluate our positioning and optimize all that we can in the office and operating room to ensure comfort and longevity in our careers.

SWIU 2022 Keynote: Susan M. Brady

By Angela B. Smith, MD, MS, FACS



The SWIU 2022 powerful keynote was delivered by Susan Mackenty Brady, Deloitte Ellen Gabriel Chair for Women & Leadership and CEO of the Simmons University Institute for Inclusive Leadership. In this engaging and interactive session, Ms. Brady focused on “your best self,” one of the 7 impactful practices for women

navigating leadership, outlined in her book *Arrive & Thrive* (McGraw-Hill, Spring 2022). In this session, attendees were asked to identify a time in which they felt they were in their “best self zone” and then reflected on 1) who they were at their best; 2) what enabled them to be their best self; and 3) what blocks them from being their best self. After reflecting on these items, Ms. Brady shared her four step “Best Self Centering Practice.” The first step is to notice your narrative — which includes the story you tell yourself and how your body feels. The next step is to take a breath to return to yourself (and if you can, smile!). Next, consider yourself and others. Think about what you appreciate about yourself — and how you can apply those traits to others. Remember that human resources are not the same as human beings — the latter of which always have intrinsic value regardless of the resources they bring to your organization. Finally, explore and get curious. Why are you triggered? How else could you look at the situation? After using these steps, think about a phrase that you could say to help you return to your best self. By using these steps and repeating the phrase, one can learn methods to return to one’s best self, creating the life and experience you want at work and at home.



Job Board

SWIU maintains a [Job Board](#) for open urological positions. You can send open positions that you would like posted to info@swiu.org

SWIU Mentor Program

SWIU offers a [Mentor Database](#) for SWIU Members seeking a mentor. Select the Mentor Search option on the Mentor program page. SWIU also welcomes urologists who would like to complete a short application and volunteer to be part of the Mentor Database.

Have News to Share?



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

Executive Presence Workshop with Susan Miller

By Jannah Thompson, MD



Susan Miller, PhD, CCC did a workshop on self-promotion, gaining visibility and executive presence. Susan asked us to think about how we want to be seen and heard. She asked us to consider our body language including how we sit in a board room, our posture and hand position when we are speaking. These visual cues are important

considerations in projecting confidence to your audience. Susan gave tips regarding executive presence, including how to project a resonate voice: a voice that commands a room and doesn't trail off or end on an upswing. We learned how to warm up our vocal cords prior to a speaking engagement as well as how to hold and speak into a microphone. Participants were asked to prepare a personal statement ahead of the workshop. In pairs, we were given opportunity to pitch our personal statements and give constructive criticism. A personal statement should be a short, focused statement of our expertise and interests. It should arouse the listener's curiosity and not just be a resuscitation of our CVs. The personal statement should be purposeful and yet conversational.



In addition to the personal statement, participants were asked to make a video of themselves persuading an audience. The persuasion could be about anything, but it gave us an opportunity to critique what we learned about body language, postural stance, hand placement, and vocal tone. Persuasion requires you make clear to your audience how they will benefit from your statement/position. It is also wise to address controversies or dissenting opinions when persuading someone. Susan also recommends engaging the audience by having a 'hook' in the presentation. A 'hook' is a way to draw your audience in. This can be done by asking a question, taking a survey, using a prop, telling a story, or describing an experience.

Our time with Susan Miller was brief but powerful. Many of us left with 'self-work/homework' and new ways of thinking. Executive presence is a skill we must practice so that our outward actions/body movements/vocal tone assist in the message we are communicating and garner the respect we deserve.

If you want to read more on this topic here is Susan Miller's reading list. You can also consider online coaching with her at prospeechcoach@outlook.com.

Executive presence for the modern leader by DA Benton 2021

Quiet: The power of introverts in a world that can't stop talking by Susan Cain 2012

Tough questions-good answers: Taking control of any interview by Thomas Calcagni. 2006

Kathryn Heath, Jill Flynn, Mary Davis. *Women, find your voice*. Harvard Business Review. June 2014.

Lammers, J., Dubois D., Rucker, D., Galinsky, A. *Power gets the job: Priming power improves interview outcomes*. Journal of Experimental Social Psychology, 49 (4), 776-9.

Latu, IM., Mast MS., Bombardi D., Lammers J., Hoyt CL. *Empowering Mimicry: Female leader role models empower women in leadership tasks through body posture mimicry*. Sex Roles 2019; 80(1), 11-24. Epub 2018 Apr. 7.

McMullen, Laura. *Words or phrases that undermine your authority*. US News & World Reports. March 31, 2015.

Be heard the first time: The women's guide to powerful speaking by Susan Miller 2006

3rd edition. *Presentation Zen: Simple ideas on presentation design and delivery* by Garr Reynolds 2020.

Shapira, Allison. *Breathing is the key to persuasive speaking*. Harvard Business Review. June 9, 2014.

Wezowski, Kasia. *The secret to negotiating is reading people's faces*. Harvard Business Review. June 16, 2016.

Social Media Corner

By Shree Agrawal, MD



As we continue to grow in membership, our social media presence has also been growing with your participation! We have 2,470 followers on Twitter (@SWIUorg) and 600 followers on Instagram (@swiuorg). If you have not already followed us on either platform please do so!

We exist to help promote and advance the careers of women in urology. We are happy to share and support accomplishments or initiatives of members of our organization. If you would like to have your content featured or make a request for promotion on our social media, please email swiuorg@gmail.com.

You may also direct message our social media accounts. Posting content is at the discretion of the SWIU Board Members to ensure any material is consistent with the values of our organization. We also reserve the ability to edit or rephrase any requests made for posting on our accounts.

Some examples of potential opportunities for our membership we aspire to highlight include:

- Research endeavors and publications
- Grant funding resources
- Promotion of diversity and inclusion within and beyond urology
- Urologic care and advances
- Individual and institutional achievements
- Professional opportunities for speaking and leadership
- Medical and surgical education
- Organizational meetings and/or panels

We also would like to feature you with our #SWIUStars Initiative. You may nominate any SWIU members to be featured for their contributions to the field of urology. If you have anyone you would like to feature or if you would like to be featured please email swiuorg@gmail.com with the nominee name, email, Twitter/Instagram handle, and affiliated practice/institution with the reason for nomination. Any nominees selected each week will be asked to provide their headshot/photo of choice and to share a reason they are proud to be a SWIU member. The nomination comments will also be shared on our social media.

SWIU Research Surveys

SWIU will consider requests for distribution of research surveys to its members on a quarterly basis. Only surveys that support the mission of SWIU will be considered.

[Applications](#) and all follow-up communication can be sent to info@swiu.org. The SWIU executive office will follow-up with the designated contact about application and presentation/publication status.

Application cycle due dates: Jan 31, Apr 30, July 31, and Oct 31

Applicants will be informed of committee decisions within 4 weeks of the respective due date.

SWIU Speaker Database

To support SWIU's mission of professional advancement of women urologists by encouraging diversity and discouraging "manels", SWIU has created a new member benefit — the SWIU Speaker Database. The database is available upon request for anyone searching for a speaker. All requests are reviewed by a SWIU committee before speaker information is shared. SWIU also provides the AUA with a copy of the database to assist with its speaker searches. SWIU is happy to report that the database already has over 40 speakers listed, and several organizations have already requested the database to assist with speaker selection. Consider [submitting](#) a speaker application. Please note, individuals must be SWIU members to be included. We also welcome requests for speakers to assist in your program development and event planning. Contact info@swiu.org if you have questions or need more information.

Society of Women in Urology 2022 Award Recipients

The SWIU Board of Directors would like to recognize and congratulate this year's award recipients. Please plan to attend the awards program as part of the SWIU at the AUA Annual Meeting on May 15 starting at 7:30 am. More information about SWIU's awards can be found on [the website](#).



Jean Fourcroy
Leadership Award:
Catherine Rhu DeVries,
MD, FACS, FAAP



Christina Manthos
Mentoring Award:
E. Ann Gormley, MD



Elizabeth Pickett
Research Award:
Laura Bukavina, MD, MPH



Outstanding
Resident Award:
Ruchika Talwar, MD



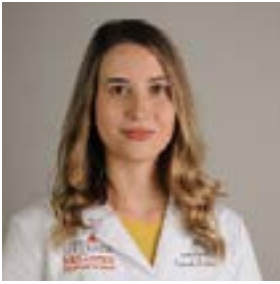
SWIU/SBUR Award for Excellence
in Urological Research:
Margot Damaser, PhD

The Value of the SWIU Resident Travel Award

**Thank you to all the organizations that
sponsored 1 or more full awards:**

Mid-Atlantic Section of the AUA
New England Section of the AUA
New York Section of the AUA
Northeastern Section of the AUA
North Central Section of the AUA

Southeastern Section of the AUA
South Central Section of the AUA
SolvWellness
Elizabeth Brent Jones



**Leyla Akhverdiyeva, MD, South Central Section Award
University of Texas Health Science Center at Houston**

The SWUI Resident Travel award enabled me to attend the Annual Clinical Mentoring Conference. Heading to the conference I knew the importance of having a mentor. Over my medical training I have relied on my mentor's expertise and personal experience to guide my career. Unfortunately, most of my mentors were outside of the urologic field. Thus, one of my goals during the conference was to identify a mentor to help me navigate through the decision of how to proceed with my urologic career.

As a PGY3, I had a lot on my mind as I had already identified and analyzed my strengths, interests, and goals. However, I didn't know how to incorporate my wants into a specific career path within Urology. I was very lucky to have been assigned a mentor that had a unique approach to my situation. She walked me through an exercise that had prioritized my goals/interests while also listing the areas that I had no interest in. Interestingly, this also involved the incorporation of my strengths/weaknesses in the assessment of each goal. Subsequently, I was asked to objectively evaluate how each career option I was considering fit into this list. Though, this does not seem to be a difficult exercise it really did point out exactly what I prioritized in my career.

I can honestly say that a lot of uncertainty regarding my career path had resolved with this exercise. I created a game plan on how to proceed to achieve my priorities. I was so astonished with the effectiveness of this technique that I even came back to my program and shared this strategy with my fellow co-residents. I am very appreciative of being one of the awardees for the Travel Resident Award to Annual Clinical Mentoring Conference. I had identified a mentor that took the time to walk me through the challenges that need to be overcome to become a successful female urologist and healthcare leader.



**Camille Azar
University of Mississippi School of Medicine**

Imagine this: finding out on a Tuesday that you matched into the specialty you've always wanted in the city you hoped for and 3 days later getting to commune with an assembly full of the most esteemed women in your same specialty! This was my first SWIU experience. To add to my joy, I was able to participate in the conference alongside my mother, who is also a urologist.

When I received the award in the fall I was so honored. In my application essay I discussed the topics I was most interested in learning about which were the Panel on Racism- BLM, Asian hate, Latinx and the keynote address on becoming your best self. Both talks exceeded my expectations, especially the Panel on Racism. The format of the panel which featured experiences and stories from the panelists, actionable strategies posed by the panelists, and finally an open floor for discussion and questions was enriching and enlightening. I hope this is a discussion that remains on the schedule for many years and grows in scope with time.

I would like to thank the SWIU group for affording me the opportunity to attend this conference and for being so welcoming along the way! I look forward to attending many SWIU conferences in the future!



**Leah Beland, MD, New York Section Award
Northwell Health — Smith Institute of Urology**

As a recipient of the SWIU Resident Travel Award for the 2022 SWIU Clinical Mentoring Conference, I was fortunate to attend the conference in person and meet dozens of inspiring women in urology. It was a unique opportunity, particularly given the COVID-19 pandemic, to network and collaborate with like-minded women across the country. I met several women who practice in my specialty of choice whom I look forward to learning from as my career continues to develop. I also met several residents from other programs near mine, who as new friends continue to provide valued support through our shared experience as trainees. Lastly, I had the opportunity to present my research regarding gender contributions to authorship in urology and learn from the lively discussion that unfolded. Without the award, I would not have had the opportunity to travel to New Orleans and attend this meeting. As such, I would not have had the opportunity to develop meaningful relationships with women in urology both as mentors and as new friends nor the opportunity to participate in conversations regarding my research in such a welcomed environment. I am honored to have received the travel award this year and I hope to attend again, however next time I hope to share the experience with other female residents from my program.



Jonathan (JJ) Diah, MD
SUNY Downstate

Experiencing the conference last month was an absolute highlight of my second year. As a resident coming from a program with one female attending, it was inspiring walking into a room of women who have been leaders in the field for decades. Often at these types of conferences there is a level of separation between attendings and residents, however SWIU leadership ensured that mentorship combined with meaningful interactions were prioritized. My favorite event was speed mentoring. I met countless urologists who had so much wisdom to share and went out of their way to connect you with their colleagues/friends who fit your career goals. The sense of community was apparent as soon as you walked through the doors.

Additionally, there were so many talks that impacted the way I think as a young surgeon. I now find myself incorporating ergonomics into my daily life, aligning monitors with the top of our heads and never being afraid to ask the team to lift the bed. Tips like waking up a few minutes earlier to have my coffee and write down a daily to do list, are helping me to ensure that I am meeting the goals I set for myself.

I want to thank the SWIU board, its members, donors, and anyone who made the travel award possible for so many of us. It was an experience I will never forget, and that I hope not to miss out on in the upcoming years.



Karen Doersch, MD, Northeastern Section Award
University of Rochester Medical Center

As a young female urologist, winning a travel award from the Society of Women in Urology was extraordinarily meaningful to me. Many of us have few female mentors in their home department. Meeting other women, especially in such a relaxed, cohesive environment has allowed me to seek advice regarding career development and my personal life. Additionally, speaking with other women about their current positions and training paths has helped clarify my interests and prepared me for my next steps, such as applying for fellowship and my future job search. Additionally, I truly enjoyed presenting my research to such talented and inquisitive colleagues, which will make me a better presenter in the future. Thus, I thoroughly enjoyed my attendance at the Society of Women in Urology Meeting, finding the experience both fruitful and meaningful.



Danielle Gordon, MD
SUNY Downstate

The SWIU Travel Award gave me an invaluable experience. Being surrounded by female urologists trained in a variety of different subspecialties ranging from oncology to female reconstruction and working in a variety of different environments from academic institutions to private practice to laboratory benchwork, I was truly able to envision my future as a board-certified female urologist after completing residency. My residency program only has one female attending who is truly a trailblazer as she is my program's first ever female attending. Being able to attend this conference along with her and getting the opportunity to meet other female residents and attendings from across the country was an amazing experience.

The benefits of winning this travel award were multifold. The networking and mentorship experiences throughout this conference were outstanding. Having the opportunity to speak to female urologists about struggles in the workplace (given that we are in a heavily male dominated field) as well as work life balance gave me a lot more confidence in my ability to obtain my future career and personal life goals.

Furthermore, it was so comforting to be surrounded by female residents and attendings who all understand the struggle of working in a hugely male dominated field. Sometimes it feels as though your voice isn't heard or valued. These other female urologists taught me how to make sure my voice is heard and how to advocate for myself more in the workplace. Being a resident is hard. Being a female resident in a male dominated specialty is even harder. Being a 5ft 95lb female resident with a high-pitched voice in a male dominated surgical subspecialty can sometimes feel impossible. Having this weekend being surrounded by colleagues, who I am now proud to call friends and mentors gave me the tools I need to more successfully handle the challenges of urology residency as a female.

I am truly grateful for this experience. I cannot wait to attend the SWIU conference in years to come to continue gaining more and more tools and guidance from my mentors and colleagues.



**Nora Haney, MD, Mid-Atlantic Section Award
Johns Hopkins Hospital**

SWIU 2022 in New Orleans was the first in person conference I was able to attend since the pandemic. I was finally able to build on friendships that began over two years prior — a very heartfelt and much needed reunion! The speed networking as well as the one-on-one networking were some of my favorite events which allowed introductions to many influential female surgeons, but also left me with excellent advice as I start transitioning from a resident into an independent surgeon. Thank you, SWIU, for the residency travel award and opportunity to enjoy and learn from the SWIU 2022 Clinical Mentoring Conference!



**Charla Holdren, MD, North Central Section Award
Metro Health — University of Michigan Health West**

Being chosen as a recipient of the SWIU Resident Travel Award gave me an experience that I never knew I needed. I am in my first year of urology training, and this was my first conference attended in person since Covid-19 had all but eliminated in-person gatherings for the past two years. I am immensely grateful to SWIU and the North Central Section of the AUA for making my weekend of development and connection possible. I didn't entirely know what to expect from the conference, and I was quite nervous about not knowing any other attendees that I would feel out of place. However, from the very first morning at breakfast I was welcomed into a supportive and dynamic community of women who seemed to care just as much about lifting others around them as they did about advancing their own education and careers. The presentations were captivating and covered many necessary topics that aren't ever formally taught in residency. I enjoyed hearing about strategies for energy and time management, avoiding pain and injury by optimizing OR ergonomics, as well as advice on how to make the transition into the first year of practice as an attending. My favorite session was titled, "What would you tell your younger self." It featured four very impressive and well-established urologists who shared the struggles and successes from their careers. The most powerful part was how these women shared stories of their development as a whole person and not just as physicians, including their personal relationships and health. So many pieces of advice I'd read or heard before just seemed to be isolated career advancement tips, but the session at SWIU recognized that personal and professional growth are inseparably connected in the real world. I am so appreciative of my experience at the SWIU 2022 Annual Meeting, the lessons learned and the connections made, and it would not have been possible without the generosity of sponsors.



**Suprita Krishna, MD, New England Section Award
Beth Israel Deaconess Medical Center**

Firstly, I would like to thank the New England Section of the AUA for giving me the opportunity to attend the SWIU Annual Conference in New Orleans. This was easily one of the highlights of my residency!

The sessions at the conference were exceptionally thoughtful — panels on diversity and equity, building an inclusive practice, time management and many more, helped highlight the fact that urologists are capable of so much more than just practicing urology. Seeing how the members of SWIU motivated and supported each other and advocated for themselves and their patients made me feel proud to be a woman in urology.

I loved how there was good representation from both private practice and academic urologists and I am grateful for them taking the time to provide us professional (and personal) advice during the speed mentorship session, AND throughout the conference.

I am in awe of the strong and successful female trainees and urologists who attended this meeting and look forward to coming back with my coresidents next year!



Hiro Miyagi, MD
University of Florida

Receiving the SWIU travel grant allowed me the opportunity to attend this year's SWIU Clinical Mentoring Conference as well as participate in the research poster session. The topics and discussions presented at this conference were impactful and beneficial and will be lessons that stay with me as I continue to navigate a career in urology. Of particular interest was Susan Miller's talk on self-promotion and learning to present yourself in the best ways. Attending this conference in-person meant so much to me as I had the opportunity to meet many female leaders who inspire me to continue to strive to make a difference within the field of urology.



Amanda Myers, MD, Southeastern Section Award
Mayo Clinic, Jacksonville, FL

I am tremendously grateful to have received the Southeastern Section support for the travel award to attend the SWIU annual meeting. Attending the SWIU conference was my first opportunity to connect with female mentors in urology. Their guidance has been invaluable in shaping my future career goals. In addition, the conference was my first time learning about challenges unique to women in urology. Finally, I found the forum valuable in learning about challenges faced in transitioning to practice.

As a first-time attendant of SWIU, I can say that the meeting exceeded all my expectations. Implementing the skills I have learned in creating impactful powerpoints and presentations has been exceptionally well received in my endeavors since the meeting. I look forward to attending SWIU meetings in the future. Once again, I thank the Southeastern Section for this unparalleled opportunity.



Jennifer Nauheim, MD, New York Section Award
Montefiore Medical Center, Bronx, NY

My experience at the SWIU mentorship conference was incredibly beneficial. Being able to meet so many accomplished urologists from around the country was eye opening. At this stage in my residency, I feel that I am at a crossroads where I will soon have to make some very important decisions for my career. Having the opportunity to go to New Orleans allowed me to meet women from different practices and in different specialties. Everyone was so kind telling me about their careers and how they got there and willing to answer all my questions. In addition to the mentorship that this conference provided, I was also able to meet other residents and bond over the mutual experience of being a woman in the midst of surgical training. I also enjoyed the program of lectures and have begun applying what I learned into my training from how I stand in the operating room to how I speak during grand rounds. This conference afforded me practical skills as well as mentorship during an important point in my residency. I would recommend this conference to every female urology resident, and I cannot wait to attend next year.



**Hannah Thomas, MBChB MS, Northeastern Section Award
University of Toronto**

I am so grateful to have attended SWIU's Annual Clinical Mentoring Conference as a recipient of the Northeastern Section's Resident Travel Award. As a junior resident and the only woman in my residency class, I sought out this unique opportunity with the aim of forging connections with likeminded women urologists and engaging in sessions relevant to my everyday experience. The SWIU conference exceeded my expectations. I was able to network with urologists and academics from institutions across North America, spanning every subspecialty discipline. In particular, through the "Speed Mentoring" event, I was able to find those who share my passion for global surgery, and enthusiastically brainstorm potential collaborations. During speaker events, I was attentive to issues that impact trainees such as gender-variable operative autonomy and organization outside of the OR. I recall having unique discussions with colleagues regarding strategies to overcome the barriers women urologists face in academia- a focus of my evolving career. Ultimately, I am committed to sharing the lessons I acquired from the SWIU conference to inspire and encourage more women to apply to urology. Our specialty is only made richer by the diversity and experience women bring, and I am dedicated to advancing this both locally and globally. Thank you to the Northeastern Section and SWIU for sponsoring and providing me with this invaluable opportunity.



**Alex Wang, MD
Oregon Health Sciences University**

Thank you for an inspiring and energizing weekend learning from such accomplished female urologists. The meeting exceeded my expectations in all aspects. I remember attending as an intern in 2019 and being slightly intimidated by the esteemed audience as I was so early in my training. Over the years, I have slowly begun to question many of the topics of discussion such as how to optimize time and fight burnout, what real mentorship looks like, and how to overcome gender disparities. The speakers and panelists addressed these subjects in such a thoughtful way with identifiable steps for improvement. Dr. Smith highlighted effective ways to use a planner and organize tasks while suggesting some amazing books I have since read. The speakers also shed light on concepts I had not considered. For instance, Dr. Suskind's mentorship talk made me realize that mentorship should be mutually beneficial to be sustainable and require the mentee to set expectations and drive the relationship. This has made me think differently about the relationships I have made thus far in residency. The mentorship opportunity was one of the most rewarding aspects of the conference, as well as meeting other residents. I want to thank the board again for such a wonderful event and look forward to attending future meetings. I know OHSU urology will make a strong push for all female residents to attend in the future.

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