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Jannah Thompson, MD, FPMRS
SWIU 2021-2022 President

President's Message

I am thrilled to introduce myself to the SWIU membership as the 2021-2022 SWIU president. I anticipate another fantastic year of growth. My name is Jannah Thompson and I am a FPMRS urologist in Grand Rapids, MI. I started my hybrid practice 11 years ago: full time private practice and associate faculty for MSU urology residency. I have two children and love spending time outside with my family hiking, skiing, and boating.

Despite a year of constant change, SWIU has adapted like everyone else. We not only hosted our first VIRTUAL Winter meeting, but continue to promote SWIU members by selecting topics relevant to personal and professional development. We have supported our membership with the addition of a NEW speaker database. We strongly encourage every member to join the database and submit their topics of expertise, both clinical and nonclinical.

SWIU continues to advance its mission. There is increased recognition of SWIU among the AUA, AUA sections, LUGPA and academic institutions as a key resource to various policy decisions and planning within these organizations. This year alone SWIU has been solicited for members to speak at various meetings and be part of panels (hence the need for a robust database of ALL SWIU members). SWIU was invited to participate in the AUA2022 Program Planning Committee Meeting.

Academic institutions continue to solicit SWIU's advice on how to recruit and retain more women urologists and residents. Many seek understanding of the general pulse of the membership regarding topics like gender pay equity, career advancement, and maternity/paternity leave policies. For the first time this year, the AUA convened a Task Force on Diversity and Inclusion. Many SWIU members were in attendance and participated in promoting the voices of minority (ethnic/gender/cultural).

SWIU has invited representation at the annual AUA Advocacy Summit. Currently Priya Padmanabhan serves as our SWIU Advocacy Chair. The Advocacy Chair represents SWIU at the Summit and has invited time to speak on the goals, ideas and concerns of SWIU membership. This year, Priya, will speak on the lack of female urologic researchers, barriers to doing research and obtaining funding, and the need and potentials for improving female presence and progress in research.

Our relationship with Intuitive Medical continues with a research scholarship. The Board is actively working on new components to the scholarship that include Leadership and Innovation Awards.

Our membership continues to climb with 1200 members strong! We are adding a medical student membership category at the request of our members. Incredible interest was shown in the number and diversity of members applying to the 2 open Board positions. The board took advantage of this interest among our members and started 4 Unique Task Forces.

Task Force	Chair	Mentor
Achieving Equity & Focusing on Personal Action: Salary Pay Disparities	Dr Diana Londoño	Dr Anne Cameron
Engagement of Women Urologists with Industry	Dr Jennifer Taylor	Dr Jannah Thompson
The Role of Women Urologists in Advancing DEI in Urology Residency Recruitment	Dr Melissa Kaufman	Dr Siobhan Hartigan
SWIU Census	Dr Lourdes Guerrios	Dr Akanksha Mehta

Each task force is charged with creating resources and initiatives for women urologists, each addressing one key issue area identified by the SWIU BOD. A timeline for submission of findings and proposed deliverables to the SWIU board is set for October 2021.

Lastly, during my term we will select the second recipient of the Jean Fourcroy Leadership Award. Please keep your mentors and colleagues in mind who may be best to recognize with this exclusive award.

I am awed at what has unfolded in my past 7 years on the board for women in Urology and for the SWIU organization. It is with great pride that I represent the women of our organization and anticipate another successful year.

SWIU 2021 Board of Directors

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Celebrating Black Women in Urology



Sunday

September 12, 2021 at 1 pm

**R. Frank Jones Urological Society
presents at AUA 21**

**Guest Speaker
Carol Bennett, MD**

Chief, West Los Angeles VA Healthcare Center and
Harry E. Singleton Chair in Urology at UCLA

We have will host an impressive panel of women
urology leaders to discuss important issues
regarding women in the urology workforce.

Join Us

Pre-Conference Social event

By Jannah Thompson, MD



The pre-meeting Virtual Meet and Mingle Event sponsored by Ellura was a hit. We had two sessions to help accommodate members in various time zones. Each session began with a welcome by our President, Dr. Elizabeth T. Brown followed by a presentation on the Billecart-Salmon champagne gift. Perrine Prieur, a certified sommelier, gave us insight into her path to becoming a sommelier, which is traditionally a male dominated field. She then gave an introduction to the Billecart-Salmon champagne house in France and highlighted the unique qualities of the Brut Rose champagne. Dr. Brown then led us in a toast to the 10th Anniversary of SWIU's Winter Meeting and all that the organization has accomplished to date. We also toasted Tophikos/Ellura on their 10th company Anniversary.

Our social time together transitioned into a fun, friendly competitive Zoom trivia activity on topics of Women, Wine and Misc. Each session ended with a time to join in fellowship and mentorship among the women urology attendees. I am grateful for the time of fellowship and connection with my fellow female colleagues in a year where an in-person meeting was not possible.

Thank you Trophikos/Ellura for sponsoring such an amazing event. Thank you to everyone who participated to make our first Virtual Meet and Mingle a SWIU 2021 highlight!

SWIU 2021 Went Virtual with a Live Tweet Research Symposium

By Shree Agrawal, MD



This year, we wanted to continue to feature the incredible research our resident and medical student members continue to produce. As with most conferences this year, the annual SWIU meeting became virtual over Zoom. We were so grateful to have so many members join our meeting and engage with our sessions virtually. For the resident and medical student research session we wanted to make this session a more interactive experience for other urologists and our own membership by featuring our presenters on social media. Each presenter recorded a brief 90 second presentation for the zoom conference and created a visual abstract to be tagged and posted on our @SWIUorg Twitter account. We also tweeted main take home messages for each presenter to allow other followers of the conference and our social media to respond and ask questions. This was a huge hit for each of our selected presenters and posts received thousands of impressions on Twitter.

The following presentations had the greatest social media impact:

- Hypoxia-Inducible Factor (HIF) Pathway Genes Predict Overall Survival for Metastatic Clera Cell Renal Cell Carcinoma, by Dr. Paige Kuhlmann at Cedars-Sinai Medical Center.
- Assessment of Gender Representation in Clinical Trials Leading to FDA Approval for Oncology Therapeutics Between 2014-2019, by Kyle Demanus, BS at Medical College of Georgia.
- Linguistic Differences in Personal Statements of Urology Residency Applicants by Self-Reported Race and Ethnicity, by Alysén Demzik, MD at University of North Carolina.

We are looking forward to continuing to integrate this platform for our future research sessions at our annual meeting. We hope you follow along on @SWIUorg.

Understanding and Establishing the Building Blocks for Personal Professional Development

By Siobhan M. Hartigan, MD



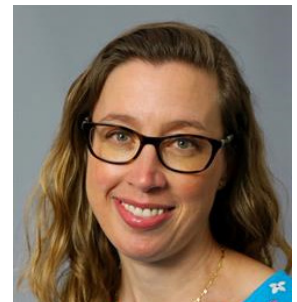
The 2021 Virtual Clinical Mentoring Conference included an excellent panel and breakout discussions on Personal Professional Development. The session began with Dr. Yahir Santiago-Lastra discussing using a strength-based inventory as a way to perform a “quality check on yourself.” A strength inventory and the personal characteristics that we identify as strong may change over time and in different situations. Helping ourselves and others to understand their strengths can help improve productivity and overall wellness. There are several different validated instruments that can be used: Myers-Briggs, Enneagram training, Multiple Intelligences Developmental Assessment Scales (MIDAS), and Values in Action (VIA) Character Strengths Self-Assessment Survey.



Dr. Marisa Clifton then discussed the meaning and utilization of “mission,” “vision,” and “values.” Mission is a statement of your motivation at the most meaningful level and is aspirational. Vision is a clear, specific, and compelling picture of what you will be in the future. This includes the key metrics that define success and defines key results achieved and yet to be accomplished. Values are the boundaries within which you will operate in pursuit of your vision. In defining these things for yourself, Dr. Clifton recommended starting with defining your values, then write your vision statement, and finally your mission statement.



Dr. Erica Traxel then went on to discuss the fixed vs. growth mindset. A fixed mindset is the belief that your basic qualities are fixed traits compared to a growth mindset in which you believe that basic qualities can be developed. A fixed mindset can be compounded by gender disparities and can also perpetuate structural inequity and entitlement. In a growth mindset, one believes that intelligence and talent are just the starting point and therefore this can foster a love of learning and resilience. Those with a growth mindset are more receptive to feedback, more engaged, build bridges, and leave a legacy.



All attendees were then assigned to breakout rooms to discuss and reflect upon “fixed vs growth mindset,” “strength inventory,” and “mission, vision, and values” for 20 minutes each. The breakout sessions provided a unique opportunity for participants to converse with colleagues at different stages of their careers from medical students to world-renowned and distinguished female urologists. Participants were afforded the opportunity to discuss their own personal struggles and accomplishments and reflect upon their own beliefs, strengths, and goals. This incredibly valuable session left participants with much to think about long after the session had concluded and gave a tangible way for participants to self-examine and continue their own professional and personal development.

Conference Keynote Speaker: Dr. Arhhavan Salles

By. Jannah Thompson, MD



Dr. Arghavan Salles was the 10th Annual Clinical Mentoring Conference Keynote speaker. She is a national leader in diversity, inclusion, and equity. She earned a PhD studying these topics at Stanford University. Her research focuses broadly on gender equity, implicit bias, diversity, inclusion, and physician well-being. She is a sought-after speaker and has given over 60 national and international invited talks related to gender equity and sexual harassment in medicine.



During her morning session, Dr. Salles spoke about Well-Being as it relates to the impact of the COVID-19 pandemic specifically on women. Women have been profoundly affected in terms of their health. Given that the majority of all health care workers are women, job loss disproportionately impacted women as unemployment and domestic responsibilities that often take women out of workforce rose. The economic impact to women, increase in mental health issues and IP violence were all highlighted as disproportionate impacts to women. Dr. Salles recommended that we, on an individual level or as part of our larger institutions and committees, look to provide proper fitting PPE, provide mental health services, housing, modify productivity targets and make other accommodations that allow women to continue working and contributing to the workforce and larger institutional and individual goals.

Her afternoon Keynote talk was on Gender Inequities in Medicine. She provided broad, comprehensive evidence on why diversity, not only gender but racial, are important to the health of our patients. For example, patients are more likely to adhere to the treatment plan and feel engendered to their medical care when they see a medical provider who looks like them. An individual's work often suffers if they do not feel valued. Fortune 500 companies have noted an improvement in profit and revenue when there are more women or people of color employed.

While the number of women in medicine has risen over the past several decades the number of women at all levels of academic medicine remains low and disproportionate. There is lack of recognition of women for the majority of medical awards and a low representation of women on speaker panels. Women are undervalued when we look at letters of recommendation and grant distribution among equally qualified candidates. She encouraged us to seek out sponsors who can amplify the voice of women and people of color. Sponsors that will give credit where credit is due and look for opportunities in the institution or work arena for women and people of color. We should look for opportunities to impact the hiring and interview process at our institutions by creating blinded reviews and standardized interviews and equal pay.

Dr. Salles was an engaging speaker who educated us on her and others' research and encouraged SWIU and our members to take action with tangible next steps.

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.

Job Board

SWIU maintains a job board 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.

Research Update: Now Accepting Applications for Research Surveys!

SWIU will consider requests for distribution of research surveys to its members on a quarterly basis. All interested investigators are encouraged to complete a short application (<https://swiu.org/docs/resources/swiu-research-survey-application.aspx>) via the SWIU website in order to request distribution of their research survey to the SWIU membership. A nominal fee of \$100 will be applied to all applications to cover administrative costs associated with application review and survey distribution. These fees are non-refundable.

The SWIU membership committee will only consider requests from SWIU members in good standing, which support the mission of SWIU. The committee will select up to four (4) surveys for distribution every quarter, via the SWIU website, SWIU email notification, SWIU social media accounts, and the SWIU quarterly newsletter. If a survey is not selected for distribution, the investigator will be given the option of re-submitting the survey for consideration for the following quarter, without additional fees.

Please see the SWIU website for additional details and requirements (<https://swiu.org/resources/research-surveys.aspx>).

MEMBER'S CORNER

Have News to Share?



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

SWIU-Intuitive Partnership

By Amy Luckenbaugh, MD



SWIU is excited to partner with Intuitive to bring to our membership two exciting awards. We will continue to award a **Robotic Research Award** as we have done the last two years. Our two previous winners were Geolani Dy, MD, and Alexandria Hertz, MD. This award is designed to support the development of outstanding women research scientists in the area of robotics research. Applicants must submit a research plan and formal budget.

This will be the inaugural year for the second award – the SWIU-Intuitive Leadership and Innovation Award. We will award six awardees in their early- to mid-career who specialize in robotics with \$4000 to support travel for professional development activities related to robotic surgery, and a \$1000 credit for high quality video editing for a robotic surgical technique of their choosing. The goal of this award will be for the awardee to present her robotic procedure and participate in an on-going educational opportunity at a national meeting.

The deadline for application for these awards is July 1, 2021. We will announce the awards on August 1, 2021. Find out more about these exciting opportunities at: <https://swiu.org/awards.aspx>.

SWIU/SBUR Award for Excellence in Urologic Research

By Jerilyn Latini, MD



The annual SWIU/SBUR (Society of Women in Urology and Society for Basic Urologic Research) Award for Excellence in Urologic Research was awarded to Vinata B. Lokeshwar, PhD, Professor and Chair of the Department of Biochemistry and Molecular Biology at the Medical College of Georgia, Augusta University, with a joint appointment in the Department of Surgery, Division of Urology. Dr. Lokeshwar has had a distinguished 30+ year career of urological research with her main focus on mechanisms that drive

cancer growth and progression and how these discoveries can be developed into diagnostic and prognostic tests, including determining the molecular subtypes in bladder cancer and developing biomarker-driven chemopreventive and therapeutic approaches for bladder, kidney and prostate cancers. Dr. Lokeshwar has been an influential and effective leader in her field as well as an advisor and mentor to trainees, colleagues and scientists. She has been awarded many scientific grants leading to numerous publications that have been influential in the fields of urologic oncology. In recognition of these many achievements and for her significant contributions to contemporary urologic research, the Society of Women in Urology and Society for Basic Urologic Research are honored to award Vinata B. Lokeshwar, PhD, with the 2021 Award for Excellence in Urologic Research.



Christina Manthos Mentorship Award Winner – Dr. Sam Chang

By Amy Luckenbaugh, MD



The Christina Manthos mentoring award is given annually to an individual who has been an extraordinary mentor to female urologists. Christina Manthos was an extraordinary young urologist whose life and career were sadly curtailed by breast cancer. As a means of perpetuating the flame of her inspiration and honoring her memory, SWIU established an annual award to recognize those men and women who demonstrate extraordinary mentoring skills in supporting the careers of female urologists.

This year the SWIU board is honored to present this to Dr. Sam Chang. Dr. Chang, a current Professor of Urology at Vanderbilt University Medical Center, is a high-volume urologic oncologist, the Chief Surgical Officer at the Vanderbilt-Ingram Cancer Center, in numerous leadership roles at the AUA, and yet still finds time to mentor and promote female urologists across the country.



Dr. Kristen Scarpato, the residency program director at Vanderbilt, states *"... as I looked around, I saw him providing similar support to other female trainees both inside and outside our institution. While lifting each of us up, he was also providing opportunities on a local and national level furthering our careers. Because of Dr. Chang's mentorship, I, and others, have excelled in our training and obtained post-graduate opportunities of our choosing."* Echoing these sentiments, Dr. Angela Smith, Director of Urologic Oncology at the University of North Carolina, says, *"Although I did not work directly with Dr. Chang at Vanderbilt as a trainee, he continued to take interest in my career from afar. This alone makes him stand out."*

On a personal note, throughout my fellowship, and now as an early career faculty member at Vanderbilt, I continue to be struck by Dr. Chang's support of *everyone* around him. He continuously places others in the spotlight. He places women, who remain vastly outnumbered in urologic oncology, in the forefront on a regular basis. He is a phenomenal person, a wonderful mentor, and I am fortunate to have him as a friend.

As reflected by Drs. Scarpato, Smith, and myself, Dr. Chang is always pushing the careers of women forward and consistently cheering us on. SWIU is honored to recognize Dr. Sam Chang as the winner of this year's Christina Mathos mentoring award.

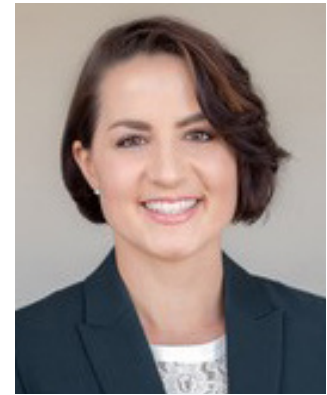
Elizabeth Pickett Research Award: Dr. Nora Haney, MD, MBA

By Katherine Fero, MD, MAS



The Elisabeth Pickett Research Award recognizes research achievements of trainees working in urologic research. It serves to highlight the contributions of these young trainees in their academic pursuit to advance the field of urology, while commemorating the lifetime achievements of Dr. Pickett. Dr. Pickett was the first female surgeon who completed a fellowship in urologic oncology at Memorial Sloan Kettering Hospital in 1955; she subsequently became

the first female board-certified urologist in 1962. Her long and enthusiastic career is honored by this award, which is supported by a generous contribution by Dr. Pickett's estate, as well as donations by friends and colleagues. We are excited to announce that this year's annual Elisabeth Pickett Research Awardee is Nora Haney, MD, MBA, a urology resident from Johns Hopkins University.



Dr. Haney will be investigating the effect of congenital urinary obstruction on the microbiome. Obstructive uropathy remains one of the most common pathologies in the pediatric urologic population and can result in significant long term sequelae. It presents a clinical challenge to predict whether each individual child would benefit from early surgical intervention on various incompletely obstructive abnormalities and a non-invasive prognosticator would be hugely impactful. Building off foundational work in related disease processes, Dr. Haney will use a murine model for mechanistic study of the relationship between lower and / or upper urinary tract obstruction and the urinary microbiome. Dr. Haney is well-positioned to perform the study for which she was funded; she has an impressive background in bioengineering, and previously performed grant-funded research in rodents investigating the mechanism of nerve injury as it relates to post-prostatectomy erectile dysfunction. SWIU is proud to support Dr. Haney's research endeavors and looks forward to her future successes.

Congratulations to SWIU 2021 Outstanding Resident Award Recipient Dr. Efe Chantal Ghanney Simons

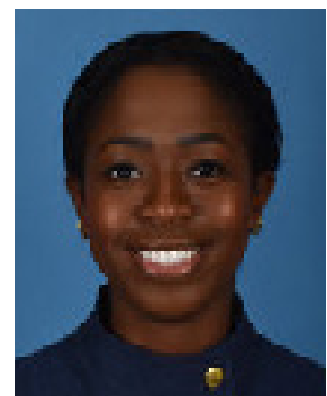
By Simone Thavaseelan, MD



Dr. Efe Chantal Ghanney Simons was selected as the 2021 Outstanding Resident Award recipient. The Society of Women in Urology established the Outstanding Resident Award to honor women residents who fulfill the mission of SWIU – to advance the career development and professional success of women urologists – and who have been mentors, teachers, sponsors or coaches for other residents and students of all genders. Residents can have

a significant impact on their colleagues and medical students in their clinical, academic, and professional development. SWIU seeks to promote, support and recognize these achievements in resident physicians and it is with great pride that SWIU bestowed this honor upon Dr. Ghanney Simons.

As a senior resident at UCLA, she has developed a significant area of expertise in diversity, inclusion and equity particularly within urology GME and has presented and published at the national level. At the local level Dr. Channey Simons is a mentor of many Latina and Black women as they pursue a career in urology and she serves as a shining example of the power of mentorship, particularly in being and seeing what younger trainees might aspire to be. In her words, "there is an ubuntu proverb, "I am because We are" [and] it feels very true right now." Congratulations Dr. Ghanney Simons!



SWIU 2021 Annual Meeting at the AUA

September 12, 2021

7:30 AM – 10:00 AM (Pacific Time)

The Venetian Resort Las Vegas
Toscana 3701-10 (Level 3 Foyer East)
Las Vegas, Nevada
<https://www.aua2021.org/>

PROGRAM SCHEDULE

- 7:30 a.m. Breakfast Buffet and Networking**
- 8:00 a.m. President's Welcome**
Jannah Thompson, MD, FPMRS
Urologic Consultants, P.C.
2021-2022 SWIU President
- 8:15 a.m. R Frank Jones Urological Society Update**
Linda McIntire, MD
Saginaw VAMC
2021 RFJUS President
- 8:25 a.m. SWIU Award Presentations**
- *Christina Manthos Mentor Award Presentation*
 - *Elisabeth Pickett Research Award Presentation*
 - *SWIU/SBUR Award for Excellence in Urological Research Presentation*
 - *SWIU / Intuitive Robotic Research*
 - *Scholar Award Presentation*
 - *Outstanding Resident Award Presentation*
- 9:00 a.m. Networking with Colleague**

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