President's Message
Deborah J. Lightner, MD

A beautiful day in Rochester, Minnesota. Perfect cumulus clouds. Not too many, mind you, a lovely azure sky behind them. Wonderful mid-70 degree temperature. Low humidity. There are so few perfect days like this in Minnesota.

So why am I looking at it from an air-conditioned 17th floor clinic?

The push to work hard, to do excellent work, to take the best care of your patients is tempered against the wish to be outside, to play with the kids, to do what would feel most carefree. How do we best balance our lives?

There are so many (occasionally) helpful hints sold to us that promise to make us more insightful about what our priorities should be. They included the Covey philosophy of quadrants, David Whyte's books on work and poetry, professionals who analyze our personality, philosophers who ask us to think about the price we have paid for each day lost. We could fill an Amazon.com cart with them all. And then, what value set do we bring to the discussion: is the goal of life to achieve happiness or to serve others? Or is the need more urgent and basic: how do I and my loved ones stay fed, clothed, safe, and sheltered?

How do we achieve a more balanced life? How do we decide between the immediate and personal versus the long-term and perhaps more altruistic? Part of the answer lies in how well we are mentored in these tasks. Where are the buddies we can call upon to get some perspective in the midst of crisis? Where is the generation ahead of us who demonstrate the way to a satisfied life in academic careers, in two-professional families, in the whirlwind of managed care contracts and in the life-wrenching events of birth, disease and death?

SWIU has one of the most personal, accessible-without-obligation answers for the out-of-balance life. And you didn't even know about it, did you? The professional men have had this service around for a long time, and they use it frequently. They are at an advantage: there are lots of them, but few of us. They use it in the locker rooms, board rooms, committee rooms. They use it when they are playing golf and I'm home making dinner. They use it when they're taking a sauna. While we could do that too, when was the last time you were in a sauna with a female physician, or better still, with a fellow urologist who knew what you were going through and could make some solid suggestions?

What am I talking about? The mentoring program! Informal or formal, by snail mail or in person. You can be a "provider" or you can be a "subscriber" to the Society of Women in Urology Mentor Program. In the back of your recently mailed Membership Directory, there is a mentor program list. We would like to revise and expand that list and will be polling members soon in order to add to it. In the meantime, come meet us at section meetings. We'll have representatives at the Western, South Central and North Central Section meetings with more participants at other sections. Pull another colleague aside at the Section meetings and set up your own private networking session or solicit a commercial representative to get a room for a group of you. Information regarding section meetings is available online at http://www.auanet.org/meetings/section-mtg/index-cfm?categoryid=3.

Gender Discrimination in 2002

We thought it was over. The laws are in place. The sensitivity to gender discrimination seems high. But WE WERE WRONG! It has come to our attention that there remain several areas where blatant gender discrimination continues apace. We would like to hear about your problems: remember our mission is to mentor women in urology. If that means the Society needs to help you with gender discrimination at your program, hospital or practice, we are here to catalogue that complaint and to offer support and resources that you may not be aware of. Please contact the officers or members of the Board with these issues.

A longer piece on gender discrimination is being written for the AUA newsletters and will appear herein as well.
**Website Issues**
It has recently come to our attention that the website directory has been abused by an unusual person seeking urologic services. The website directory (not the paper membership directory) is being changed to exclude all personal addresses, but we can only accomplish this with your help. Please check the online member directory and make sure that only your professional address is listed in the format you desire. Changes may be sent to swiu@wiweiser.com via email or via the website itself. Thank you for your help with this urgent matter.

**Female Friendly Training Programs**
Realizing that there are discrimination issues at several training programs, we would like to help the women coming along behind us make better choices. And we would like to congratulate those training programs where women and other minorities are valued colleagues. Residents and academicians: please let us know if your current program is female-friendly. We'd like to get this out to the membership prior to when the winter urology residency match lists are due. Please do not tell me about a program that you know of from long ago and far away. Things change. Our members need current, up-to-date information. Respond with your currently known-to-be female-friendly program to lightner.deborah@mayo.edu.

**Residency Membership in SWIU**
Most female urology residents do not know that they are already members of SWIU. Due to a generous grant by Boston Scientific Corporation/Microvasive, all women in residency training in the United States are automatically members of SWIU. That means the Newsletters, the website, the Mentoring Manual, the sectional and annual meeting breakfasts, mentoring sessions and the power of over three hundred other women in urology come to you without dues.

Why should you care about SWIU? Most of us are self-motivated and we are self-selected as a minority within a surgical subspecialty. But along the way, many of us have ignored or never learned the power of community. More things get done because you know us, because we know you. We've been places to which we'd rather not go back, and maybe we can help you avoid the same pitfalls. We've climbed up into academics, into successful practices and into happy (mostly), balanced (mostly) lives. Maybe we can help show you some of the shortcuts to thriving.

**Keys to the Queen's Palace**
If you are on your way up and need a powerful hand to guide you, you should know that the power of the AUA emanates from its Sections. If you think you can make a difference in how a procedure is reimbursed or how a disease is treated, present your thoughts at the Sectional meetings. If you dream of speaking at a Plenary Session at the National AUA, speak at a Sectional meeting. If you dream of Committee appointments for the AUA, start at the Sectional level. It's the direct road to the first female president of the AUA, and to everything in between.

**SWIU Biz: Highlights of AUA 2002**
A full agenda of action items and an enlightening speaker marked this year's SWIU Business Meeting held in conjunction with the AUA Annual Meeting in Orlando, FL. Highlights of the meeting included:

- The slate of officers and Board members presented to the membership by the Nominating Committee was elected by acclamation. The newly minted Board of Directors is listed on page 3 of this newsletter.

- A number of bylaws changes were proposed and accepted. Most importantly, Ph.D.s actively involved in urologic research can now become active members. Similarly, postdoctoral fellows involved in urologic research may become candidate members. All officers except the Secretary will now serve one-year terms. The Secretary may be elected to one consecutive term of office. All officers and Board members must attend 2 out of the 3 meetings held each year to transact SWIU business otherwise they may be subject to replacement.

- The SWIU Mentoring Manual is finally completed! Hundreds of “woman hours” went into it and we are proud of the result. It is more comprehensive than most similar guides. Unfortunately, copies were not available at the AUA, but they will be mailed soon to all SWIU members.

- Guest Speaker Lynne Levesque, Ed.D. presented "Breakthrough Creativity: Beyond Creative Juggling", a Jungian approach toward understanding the ways each of us processes and reacts to the challenges of our environment. We each have particular “talents” or behavior preferences that modulate our responses, and these responses, in turn, define an approach toward problem-solving - or creativity. Through self-assessment, we can better understand how each of us as individuals use our “talents”. We can then use that self-knowledge in conjunction with an awareness of other "talents" (approaches/attitudes) to define more effective ways of
interacting with others and being productive in our daily lives. A more in-depth exploration of the topic is presented in Dr. Levesque's book *Breakthrough Creativity: Achieving Top Performance Using the Eight Creative Talents.*

**Literary Diversions**
[Editor's Note, This is the inaugural column containing brief reviews of publications and books of interest outside of medicine. All members are welcome to contribute.]

- Have you ever felt you would love to read one of those self-help books on balancing family and career, but if you took the time to read, you would be neglecting both your family AND your career? There's an easy solution: you can read in small doses without totally disrupting your fine-tuned schedule with The Wall Street Journal's award-winning column "Work and Family". This column provides tips and stories of real women's triumphs in the never-ending balancing act. If you subscribe online, the column can be found at [http://www.online.wsj.com/articles/work_and_family](http://www.online.wsj.com/articles/work_and_family) or you can pick up the paper at your local newsstand.

  - Martha Terris

- In the Company of Women. Pat Heim and Susan Murphy. Tarcher Putnam: 2001, 332 pages. Pat Heim, Ph.D., known to SWIU for her excellent presentation on gender differences in communication at our annual meeting in Atlanta, has co-authored a new book on how to convert workplace conflicts into powerful alliances. Building on her core concepts of men exhibiting hierarchical relationships while women are more comfortable with "power dead even" interactions, Dr. Heim addresses the development of management and conflict resolution skills to help women function more effectively and ascend further in their careers.

  - Jean Fourcroy

**Suzanne Frye's Afghanistan Adventure**
Recently returned from a 12-day sojourn in Kabul, Afghanistan, Suzanne Frye writes, "It's a great place to be right now. All is very peaceful. It's a photographer's heaven: most women are still wearing burkas and the Afghans, in general, do not mind being photographed. In fact, they love it."

Suzanne visited 3 urologists in Kabul. They all practice at the main hospital at Kabul University. They were all friendly, and the Chief of Urology spoke excellent English. In their conversations with Suzanne, they made a plea for U.S. urologists with an interest in urethral stricture surgery or repair of vesicovaginal fistulas to visit Kabul and train the surgeons to more effectively manage these prevalent problems. They explained to Suzanne that the GYNS in Afghanistan do the incontinence surgery, and the urologists repair the fistulas, but they're not very good at it. Suzanne is reassuring, "If anyone is interested in going, (s)he would definitely have a great time. There is plenty of food, hot water and electricity."

If you are interested in visiting Kabul, please contact the Chief of Urology:

Dr. S.H. Manawi  
Ali-Abad Hospital  
Kabul, Afghanistan  
Home phone 71763 (from Kabul only. The hospital phone is unreliable.)

The Afghani urologists would also appreciate having videotapes on urethral stricture surgery and fistula repair.

Please consider extending a skilled, humanitarian hand to our colleagues in Afghanistan.

**Elizabeth Pickett Research Award Program**
The Elisabeth Pickett Research Award Program makes funds available for small research grants for basic science or clinical urologic research. The awards may be used to continue or to supplement a current project or to initiate new study. Each candidate for the award must be a trained urologist (MD/DO), a urology resident/fellow, or a post-doctoral basic scientist with a research interest in urology-related diseases and dysfunction. Each candidate must also be a current member in good standing of SWIU. [Click here for application materials.]

**Martha Terris: 2002 Christine Manthos Award Recipient**
At the Tuesday evening SWIU Networking Reception held in conjunction with the AUA Annual Meeting in Orlando, FL, Martha Terris received the Christine Manthos Mentoring Award in recognition of her exemplary leadership and the inspirational guidance she provides as Stanford Urology faculty member and Chief of the Section of Urology at the Palo Alto VA Hospital. Her nomination letter expresses it best, "Martha Terris...is a superb example of the fact that women in urology need not think there are limits on what they can accomplish with their career and personal goals."

**Manthos Award Recipient (left) and** Congratulations to Martha on her well-deserved recognition.  
**Deborah Lightner, MD, SWIU President (right).

**Newly Certified/Re-certified Women Urologists**
Heartfelt congratulations to all of the following individuals who recently passed the ABU Certifying or Recertifying examinations

**Newly Certified**  
Janet Laura Colli, M.D.  
Kathleen Marie Delnay, M.D.  
Natalie Ann Esparza, M.D.  
Julian Fagerli, M.D.  
Keow Mei Goh, M.D.  
Nicolette Monique Jones, M.D.  
Elizabeth Kavaler, M.D.  
Cheryl T. Lee, M.D.  
Sharon Mei-Mei Li, M.D.  
Elizabeth J. Paszkiewicz, M.D.  
Elizabeth Zumwalt Perez, M.D.  
Kandis Kumasi Rivers, M.D.  
Kyoko Sakamoto, M.D.  
Carol Elizabeth Salem-Hand, M.D.  
Carolyn Voncile Smith, M.D.  
Susan D. Sweat, M.D.  
Lisa Tran, M.D.  
Elizabeth Perazza Valentín, M.D.  
Edith Diane Wilson, M.D.

**Recertified**
Deborah R. Erickson, M.D.  
Susan J. Kalota, M.D.  
Jane E. Lacey, M.D.  
Sharron Lynn Mee, M.D.  
Elizabeth Ann Newsom, M.D.  
Linda Dairiki Shortlife, M.D.

**On the Move**
Our best wishes to Martha Terris who will join the faculty of the Medical College of Georgia in August. Congratulations as well on the appointment of her husband as chairman of ENT, also at MCG. Martha’s email address will be mtarris@mail.mcg.edu.

Kudos to Meredith Lightfoot, a fourth year urology resident at The University of Arkansas for Medical Sciences in Little Rock, for being chosen the Women’s Committee Scholar of the Children’s Hospital of Philadelphia (CHOP) this past fall. This award enabled her to spend 2 months at CHOP doing Pediatric Urology. In further recognition of her exemplary performance during residency, she has just begun her tenure as the designated Chief Resident in Urology at UAMS...

**The Seabird Doctor**
She doesn't have an M.D. degree, but Lee Fox, Executive Director of Save Our Seabirds, Inc. in Florida treats 350-400 "patients" a
year using her garage as an ICU and her yard as a rehab center. These "patients" are various injured seabirds, their wounds usually due to people's carelessness during forays into the birds' habitat. One of the most common injuries is catching a fishhook in the leg.

Currently, Lee's "practice" is supported by grants and donations, but she has greater aspirations: establishing a free-standing wildlife hospital and education center. She has already taken the first step, purchasing land with an appropriate building to serve as her hospital. She now needs supplies to furnish the facility including monitors, a sterilizer, outdated antibiotics, suture material or any other items appropriate for a surgical suite.

Since Save Our Seabirds is a nonprofit organization, donations are tax-deductible. If you wish to contribute to this cause, please contact Lee at (727) 251-9640, visit her website at www.seabirdrehab.org or email her at sosinc@tampabay.rr.com.

Check out these Websites...

* Visit the Society for Women's Health Research website at www.womens-health.org/about/sexxmatters.htm for a PDF of the Society's spring 2002 newsletter, Sexx Matters. Among other items of interest, the issue contains information on women's health funding for FY 2003 and a question and answer page on therapeutic cloning. The goals of the SWHR are to increase funding for research in women's health, to encourage gender-based research, and to promote the inclusion of women in medical research studies.

* Hats off to Wyndham Hotels for establishing the "Women on Their Way" (WOTW) program to cater to the needs of women business travelers. The WOTW program, which was established in 1995, solicits and responds to feedback from women regarding amenities and services, using the information obtained to improve the hotel experience for other women business travelers as well as for all of its customers. Recently, the WOTW program has expanded to research and promote, within the entire hospitality/meeting industry, techniques to cater to women's particular travel needs and to assist in event planning in such a way as to ensure success, thereby bolstering the careers of professional women. The WOTW program offers a free electronic newsletter and a website (http://www.wyndham.com/WOTW/womenprefer/default.shtml) offering tips by/for women professionals on work/life balance; networking; looking professional, yet remaining comfortable; packing; staying safe; attitude improvement, etc. Access can also be obtained via http://www.wyndham.com/WOTW/traveltips/default.cfm. Last, but not least, Wyndham also offers a book club for professional women with book reviews updated monthly and links to prior reviews. It can be accessed at http://www.wyndham.com/WOTW/bookclub/default.shtml.

Special thanks to the following corporate sponsors for their continued generosity and commitment to SWIU
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Address Corrections Requested
Please notify the SWIU of any changes in your contact information including change of address, phone and fax numbers, and email address. This information is only disseminated to the membership and is used for networking, one of our primary missions. You can contact SWIU at 847-517-7225 or at swiu@wiweiser.com.

AUA Highlights
Thanks to Dr. Jean Fourcroy for the following photographs from the 2002 SWIU meeting at the AUA in Orlando.
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April 26, 2002

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Annual Breakfast Meeting Featured Speaker: Lynne Levesque

Breakthrough Creativity: Beyond Creative Juggling

Lynne Levesque, Ed.D. will be our featured speaker at this year’s SWIU Annual Breakfast Meeting, bringing fresh perspectives on how to maintain creativity while balancing work and the usual peripheral chaos we all struggle with. For the past several years, Lynne has been studying, writing and consulting about creativity in business. Her work has focused on the role that cognitive processes play in defining an individual’s creativity. She has extensively researched and written about creativity and innovation. Since receiving a doctorate for her studies of creativity in top business leaders, she has authored Factors Influencing Creativity in Top Executives and Unleashing Creativity Begins with Leadership, edited The Idea Edge for GOAL/QPC, and co-authored The Personal Creativity Assessment for HRD Press.

Now, combining her business experience with academic research in creativity and new business creation, Lynne works with a variety of for-profit and not-for-profit clients to support their efforts to solve problems, build more competitive organizations and keep good employees. Her services include facilitation, consulting and training workshops in the areas of team building, project management, and strategy formulation; and implementation.
Reception Highlights
We will present the Christina Manthos Mentoring Award and the NAFC (National Association for Continence) Award during the Tuesday evening gathering. Our recipient of the Elizabeth Pickett Award, Dr. Anne Marie Houle, will also report on her research.

CHANGES TO BYLAWS
At the Spring Board meeting, we finalized proposals for changes in the bylaws. These include opening full membership to women Ph.D. scientists working in urology and will change the rules regarding election and succession of officers.

EMPLOYMENT DISCRIMINATION
While we wish that the new millennium had ushered in an era in which employment discrimination in the field of urology no longer exists, it is clear that this has not yet been achieved. In residency, faculty and community settings, barriers to our success may arise where we least expect them, especially when we have come to enjoy full participation in many other areas of life and work. As we explore how to deal most effectively with these barriers, we need to know the true extent of the problem. We will be distributing a brief, anonymous questionnaire by mail in the near future. Please take a few moments to fill it out. The information you provide will help us at SWIU to be more responsive to your needs.

2002 DUES ARE DUE
You may or may not agree with the sentiment in Cabaret that "money makes the world go 'round", but it certainly keeps SWIU afloat. As with many small organizations, every person’s dues make a difference, allowing the Board to carry out SWIU’s mission. Please remember that your dues are used solely for the support of SWIU administration, publications and activities. Board members pay their own way to interim meetings and are not compensated in any way for their services to the organization. If you have not yet paid your 2002 dues, please consider doing so as soon as possible. Many thanks.

THANKS TO SPONSORS
The SWIU would like to thank the following corporate sponsors for their continued generosity and commitment to the SWIU:

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