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PRESIDENT'S MESSAGE

SUPPORT, PROMOTE, SUCCEED



Teresa D. Beam
MD, FACS

It is with great pleasure that I begin my first President's Message with a quote that I love to tell my kids: "A goal without a plan is just a wish!" As our organization continues to grow, my goals for this year as President of SWIU include encouraging more female members to become involved in the "politics of medicine," and to continue our efforts to involve more of our young women trainees. We have a very diverse and energetic Board that makes every attempt to keep a balance of private practice and academic urologists from across the country.

Our current Board Members represent geographic, ethnic and age diversity as well as sub-specialists and generalists. This gives us a broad range of insight and experience that best represents our membership. In addition, I would like to give special thanks and sincerest gratitude to Dr. Suzette Sutherland for her hard work finishing a great year as our President.

Our 7th Annual Clinical Mentoring Conference was held in Lake Las Vegas, Nevada in January. We strive each year with our freestanding meeting to bring a variety of topics that foster development of the whole female urologist—medical education, professional development, personal life goals and networking. We also look for ways to involve more of our female trainees. If you have not attended one of these meetings yet, you really don't know what you are missing! It is like no other meeting you will attend in terms of a true sense of community and comradery.

The 2018 meeting had many "firsts". We included a poster session, in addition to the podium session, to enable more trainees to attend the meeting to present their work (organized by Dr. Anne Pelletier-Cameron), we held our first "speed-dating" mentoring session (organized by Dr. Kathleen Kieran) and had a "mock oral Boards" session (organized by Dr. Melissa Kaufman) for those preparing for their certification exams. These new additions will be continued going forward. We review feedback received each year after our meeting to make adjustments to better serve all attendees as we plan for the next year's conference. Please plan to attend our 8th Annual Clinical Mentoring Conference as we return to Scottsdale, Arizona on January 18 – 20, 2019.

With efforts to get more members involved in areas of interest to them, we have developed task force committees (organized by Dr. Simone Thavaseelan) chaired by a Board member and including members in training. It will be good to see this effort gain momentum as it moves forward. Current committees include Best Practices in Salary Equity (chaired by Drs. Dolores Lamb and Suzette Sutherland); Achieving Equity: Implicit Bias Education (chaired by Dr. Akanksha Mehta); Mind the Gap: Transition from Training to Practice (chaired by Drs. Claire Yang and Jannah Thompson); and Amplifying the Mission of SWIU: Resident Engagement and Social Media (chaired by Dr. Annie Darvos-Bornoz). Each committee has a Resident co-chair as well.

Continued on following page

We are in the process of organizing a task force committee comprised of attending-level physicians to support and encourage applications for leadership roles “at the head of the table” in local, state, Section and National groups of urologists. This would also include support for leadership roles within large group practices and academic settings.

As we contribute to the future of urology through education, advocacy and mentorship, part of our task as an organization is to recognize members with awards. At the recent AUA breakfast meeting in San Francisco, we gave our first Lifetime Achievement Award, named for the founder of SWIU, Dr. Jean Fourcroy, to a very deserving recipient: Dr. Linda Shortliffe. There is much to admire and respect in her long, unique career. There were not many dry eyes in the room as she described her life’s journey through the world of urology at a time when there were very few females in our specialty. Kudos to Dr. Shortliffe’s leadership and mentorship to many young and aspiring female urologists!

One of the best ways to persuade individuals is with your ears—listen to them. I would like to extend my complete trust in our current Board to be ready and willing to listen to what we can do to offer our membership the support you are looking for over the coming years. Please feel free to contact us with questions, concerns or ideas to better our organization for your benefit!

I am looking forward to a great year as the current President of SWIU and hope to see you all at our Winter Meeting in Scottsdale, AZ in January and at the AUA in Chicago in 2019!!

Sincerely,



Teresa D. Beam, MD
Private-practice, General Urologist

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SWIU AT THE AUA KEYNOTE SPEAKER: DR. KATHY O'LOUGHLIN



By Simone Thavaseelan, MD

Dr. Kathy O'Loughlin, DMD, MPH provided the SWIU Annual Breakfast Meeting Keynote address, "Achieving Success by Closing the Gaps," on Sunday May 20, 2018 in San Francisco at the AUA. Dr. O'Loughlin is the executive director of the American Dental Association and the first

women to hold this leadership position in the upper echelon of her field's professional organization. Dr. O'Loughlin identified 4 gaps between male and female health care professionals:

1. Earning
2. Leadership
3. Family Behavior
4. Treatment

Career advancement obstacles are significant factors that influence the success of women in the medical workplace. Numerous survey reports on compensation have demonstrated a startling pay gap for women physicians, which have been increasing with time and is worse with subspecialists. While the reasons for this are complex, Dr. O'Loughlin encouraged us to recognize the importance of negotiation in salary equity and implores her female hires to ask for more! Obtaining market benchmark compensation data, professional review of employment contracts, arming yourself with financial education and finding mentors, sponsors and colleagues to support you along the way can all help to achieve equity.

Advancing women into leadership can be stymied by unconscious bias about leadership traits and affects each rung in the ladder of academic medicine and healthcare. Leadership development programs can cultivate the skills needed to be successful. Dr. O'Loughlin described great leaders as a "tough minded optimist, passionate about "why" they do what they do, eager and insatiable learners, and comfortable taking risks to inspire change for the better."



Kathy O' Loughlin,
DMD, MPH

Much has been said about work-life balance, but balancing the workload women carry after 5 p.m. can affect the success of women professionals in all aspects of life. Dr. O'Loughlin described her approach and suggested Jon Kabat-Zinn's audio books on Guided Mindfulness...and finding a spouse that will support your career!

Finally, Dr. O'Loughlin called our attention to disparities in healthcare outcomes for women patients, and told us of her own journey as a patient where gender bias might influence our clinical decision making and bringing awareness and intention to our efforts to mitigate the bias.

Her address was timely, well researched and sparked a number of engaging questions from the floor, including a well-received suggestion on strategies to support women in medicine such as "amplifying" a woman colleague's spoken ideas in the context of group meetings in order to credit and reiterate ideas that might otherwise not be listened to. SWIU would like to congratulate Dr. O'Loughlin on her tremendous accomplishments in leadership and dentistry and thank her for taking the time to address women urologists as they travel their own paths to success!

SWIU MENTORING PROGRAM: THE SEARCHABLE MENTOR DATABASE IS NOW OPERATIONAL

As part of SWIU's mentoring program, we have created an online mentor database. To identify a mentor, you can access the database here: <https://swiu.org/resources/mentoring-program/mentor-search.aspx>. This is a member only benefit and you will be asked for your username and password to gain access. If you are interested in being added as a mentor, please take a couple of minutes to fill out the application form.

SWIU will also be offering a speed mentoring session at the 8th Annual Clinical Mentoring Conference. The 2019 session will be revised based on participants' suggestions as part of a post-event survey.

If you are interested in becoming a part of the mentoring committee, or have mentoring resources that you would like to contribute, please contact Danielle Carrier at danielle@wjweiser.com.

OUTSTANDING RESIDENT AWARD



By Simone Thavaseelan, MD

The SWIU Board approved a proposal to create a new SWIU Outstanding Resident Award. **SWIU seeks to honor a resident who is fulfilling the mission of SWIU as a trainee and is actively working to advance the career development and professional success of colleagues and students.** Qualified candidates will be

PGY3 residents and above who have demonstrated work as a mentor, teacher, sponsor or coach, as residents can have a significant impact on their colleagues and medical students in their own clinical, academic, and professional development. Candidate members will be solicited for self-nomination; active members and Program Directors will be solicited for nominations as well. Required materials include a personal statement and CV. Nominees will be evaluated

according to a rating rubric based on the award criteria by the nomination committee. Selection will be approved at the fall Board of Directors meeting. The recipient will receive a travel award for attendance at the Winter Clinical Mentoring Conference in January, as well as acknowledgement at the annual AUA SWIU Breakfast meeting. Recognition and promotion of women urologists is an important sponsorship activity of SWIU. National recognition can help urology residents achieve further success and career promotion while fostering a culture of pre-practice development to address challenges facing women urologists.

Please share the announcement widely and we look forward to reviewing the applications of accomplished residents!

For more information or to apply/submit a nomination; visit the award webpage (link: <https://swiu.org/awards/outstanding-resident-award.aspx>). Due date is September 21, 2018.

2018 CHRISTINA MANTHOS AWARD



By Kathleen Kieran, MD, MS, MME

On Saturday evening, May 19, approximately 75 women gathered at the Marriott Marquis in San Francisco for networking, refreshments, and to honor the 2018 Christina Manthos Mentoring Award Winner. This award is given annually in honor of Dr. Manthos, a promising young urologist who died from breast cancer.

This year's award winner was Dr. Jennifer Anger, who is currently an Associate Professor of Urology and Associate Director of Urologic Research at Cedars Sinai Medical Center. Those of you who attended the 2017 SWIU Mentoring Conference will also remember that Dr. Anger is a certified Zumba instructor! Dr. Anger was nominated for the Manthos Award by Dr. Colby Souders, a resident at Cedars-Sinai. Dr. Anger is the author of 175 abstracts, 12 book chapters and 109 peer-reviewed publications. In addition to mentoring numerous residents, Dr. Anger consistently acts as an example and mentor to young urologists striving to balance the demands of work and family.

Although competition for the Manthos Award was especially strong this year, Dr. Anger stood out among the nominees for her proactive commitment to and tireless promotion of young urologists, despite the demands of her clinical and research work, family and extracurricular activities. Dr. Souders refers to her as "Superwoman," while Dr. A. Lenore Ackerman hopes "to keep working towards the amazing model (Dr. Anger) provides of the complete package: mother, wife, care provider, surgeon, scientist, advisor, friend, cheerleader, and of course, mentor."



Jennifer Anger, MD, MPH, FPMRS & Colby Souders, MD

Please join SWIU in congratulating Dr. Anger on this tremendous accomplishment, and for providing a strong example of advocacy and sponsorship for women in urology. Further information about the Christina Manthos Award, including links to the nomination forms, can be found at www.swiu.org/awards/christina-manthos-mentoring-award.aspx.

ELISABETH PICKETT RESEARCH AWARD: Catherine Chen, MD



By Amy Luckenbaugh, MD

The **Elizabeth Pickett Research Award recognizes research achievements of trainees working in urologic research.** It serves not only to commemorate the lifetime achievements of the first board certified female urologist in the United States, but also to highlight the contributions of these young trainees working in urologic

research. This year's annual Elisabeth Pickett Research Award was awarded to Dr. Catherine Chen, a current pediatric urology fellow at University of Texas Southwestern.



Catherine Chen, MD

Dr. Chen plans to study the novel idea of using buccal musosa tissue for bladder augmentation. Her goal is to increase bladder capacity while minimizing complications typically

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associated with enterocystoplasty, such as excess mucous production, metabolic disturbances and recurrent urinary tract infections. She will begin this work using animal models. We look forward to seeing Dr. Chen's future success and are excited to help support her future endeavors.

The award is supported by a generous contribution by Dr. Pickett's estate, as well as donations by friends and

colleagues. Dr. Pickett was the first female surgeon who completed a fellowship in urologic oncology at Memorial Sloan Kettering Hospital. She passed her general surgery boards in 1961 and became the first female board certified urologist in 1962. Despite the few women who followed her in those early years to become urologists, she pursued her career with vigor and enthusiasm.

SBUR/SWIU AWARD FOR EXCELLENCE IN UROLOGIC RESEARCH: Cathy L. Mendelsohn, PhD



By Amy Luckenbaugh, MD

The annual SWIU/SBUR Award for Excellence in Urologic Research was awarded to Cathy Mendelsohn, PhD. Dr. Mendelsohn was unable to attend, and her colleague, Dr. Rosalyn Adam the incoming SBUR vice president, accepted the award on her behalf. Dr. Mendelsohn is a Professor of Urologic Sciences and

Pathology & Cell Biology, as well as Genetics & Development at Columbia University. She has a number of grants and her primary research focus is aimed to identify cell lines important

for the formation and regeneration of the urothelium. In addition, she has research interests in the genetic origins of urinary tract abnormalities. She has numerous grants and publications that have been instrumental in Urology. In recognition of these achievements and for her contributions to urologic research, the Society for Basic Urologic Research and the Society for Women in Urology are honored to award her with the Award for Excellence in Urologic Research.



Cathy L. Mendelsohn, PHD

AUA ACCEPTING APPLICATIONS FOR THE 2019 RESEARCH SCHOLARS PROGRAM

The Application Deadline is September 6, 2018

The AUA Research Scholar Program is accepting applications for at least 16 funding opportunities which provide \$40,000 per year for one- and two- year mentored training. These awards are the leading funding opportunity available through the Urology Care Foundation and AUA. Funding is available for clinical and postdoctoral fellows who are no more than five years beyond completing a doctorate or residency and early career investigators who are in the first five years after beginning a faculty position.

For more information and to apply, visit <https://auanet.org/research/research-funding/aua-funding/research-scholar-awards>.

SAVE THE DATES



SWIU 8th Annual Clinical Mentoring Conference
January 18 – 20, 2019
Embassy Suites by Hilton Scottsdale Resort
Scottsdale, Arizona



SWIU 2019 Annual Meeting at the AUA
May 3 – 6, 2019
McCormic Center
Chicago, Illinois

INAUGURAL JEAN FOURCROY LEADERSHIP AWARD



By Clair C. Yang, MD

Jean Fourcroy was a pioneering female physician in the field of urology who helped to establish the Society of Women in Urology in 1980. She passed away in 2016. As a means of perpetuating the flame of her inspiration and honoring

her memory, SWIU established an award in her name to recognize exceptional leadership of women in urology. The first such award was presented at the SWIU Breakfast Meeting at the 2018 AUA Annual Meeting.

Fittingly, SWIU's inaugural recipient of this award is not only a recognized leader in urology, but also someone who broke barriers while leading. Dr. Linda Dairiki is the Stanley McCormick Memorial Professor (Emerita) at Stanford University. She joined the faculty there after a residency at Stanford, followed by fellowship training at Children's Hospital of Philadelphia. In her 35 years on faculty, she has held many leadership positions, including Residency Program Director, founding Chief of Pediatric Urology and Fellowship Director, Chief of Urology at the Palo Alto VA, and was Department Chair from 1995-2011. She was one of the first women to hold a chair position in Urology. In 2017, she retired from clinical practice.

Dr. Shortliffe's leadership was not confined to the Bay Region. Dr. Shortliffe was the first woman Trustee of the American Board of Urology, and served as its president. Among many other leadership positions, she was president of the Society of University Urologists, chair of the Society of Urology Chairs and Program Directors, and Chair of the Urology Section of the American Academy of Pediatrics. She was active in the AUA and the ACGME, and has served on the boards of a number of non-profit organizations. She was a very active investigator in both clinical and basic science research and had many advisory and leadership roles in NIH committees.



Linda M. Dairiki Shortliffe, MD

Accepting her award, Dr. Shortliffe gave a brief talk about the people who supported her career, including her pediatric urology mentor, Dr. John Duckett of Children's Hospital of Philadelphia, and her parents who were instrumental to her success. She was presented with a framed print of The New Yorker cover, "The Operating Theatre," and greeted by the audience with a standing ovation.

Congratulations and thanks to Dr. Shortliffe for all that she has done for urology, and in particular, for the example and inspiration for women in urology.

SWIU PARTICIPATION AT THE ANNUAL UROLOGY ADVOCACY SUMMIT



By Dolores J. Lamb, PhD

SWIU members participated in the first Annual Urology Advocacy Summit 2018 in Washington, DC. The goal of the AUA-led event was to bring together a group of stakeholders, namely AUA members, researchers, and patient advocacy groups to work on strengthening participants to provide a unified voice on policy matters that impact the clinical

practice of urology, urology research and our patients. The conference, attended by urologists, researchers, nurses, nurse practitioners, physician assistants, residents, fellows, and patient advocates began with a series of training courses for both experienced and new attendees in areas of importance for urology, namely legislation, regulation, research and patient access. SWIU board members who were present included Brooke Brown, MD, Dolores Lamb, PhD, and SWIU representative to the Health Policy Committee and Past-President, Lindsey Kerr, MD.

The agenda included a number of speakers on topics such as challenges of treatment option costs for prostate cancer patients, health risks and sexual dysfunction challenges for cancer survivors, data on testicular self-examination, pediatric

urology advocacy issues, and the United States Preventative Services Task Force guidelines given existing data. Workforce issues such as integrating Advanced Practice Providers into urologic practices, their positive impact on patient care and access, the needs of the specialty and the challenges of shortages were discussed. SWIU Past-President, Dolores J. Lamb, PhD spoke on "Advancing the Careers of Women in Urology". This talk highlighted the trends in the urology workforce age-sex pyramid. Issues of persistent pay inequity, the need to promote and train females in urology, and to develop women leaders in the workforce and AUA were discussed. The slides can be found on the SWIU website.

The participants had the opportunity to travel to Capitol Hill to meet with lawmakers, their staff, and some attendees met with officials from the Centers for Medicare & Medicaid Services and the National Institute of Health. SWIU representatives visited their state senators and congressional offices to discuss workforce challenges in Urology. The next Annual Urology Advocacy Summit will be held March 16-18, 2019 in Washington, DC and SWIU will again participate in the program.

APPLY FOR THE RESIDENT TRAVEL AWARD

SWIU is proud to offer Resident Travel Awards to enable residents to attend the SWIU 8th Annual Clinical Mentoring Conference. This Award serves to subsidize the travel expenses for a female resident to attend the conference.

Awardees must attend the entire meeting January 18 – 20, 2019. The monetary value of the SWIU Resident Travel Award is \$650. Recipients also receive complimentary registration worth \$100.

For more information and to apply, visit <https://swiu.org/awards/resident-travel-award.aspx>. Due date is September 21, 2018.

CALL FOR ABSTRACT SUBMISSIONS

Submission Deadline: September 21, 2018

SWIU is pleased to announce the return of the scientific podium and poster sessions during the 8th Annual Clinical Mentoring Conference exclusively for urology residents, fellows, and interested medical students.

Abstracts submitted to other meetings in the previous 12 months are acceptable, but previously published works are not eligible. Duplicate abstracts from the same date set/patient cohort will be rejected. The podium and poster sessions will serve not only as a forum for dissemination of

original research, but also provide a learning opportunity as the presenters receive feedback on presentation style and quality of slides in a separate session.

Topics include: benign prostatic hyperplasia, epidemiology/socioeconomic, infertility, sexual dysfunction, oncology, pediatrics, trauma, reconstruction, stone disease, lower urinary tract disorders, pelvic floor disorders, practice management, quality improvement/safety, and education.

The applications and complete submission rules can be found at <https://abstracts.swiu.org/>.

SWIU MEMBER SURVEY RESULTS PROVIDE USEFUL INFORMATION

This spring, SWIU conducted two member surveys: a survey of current members and a survey for members whose membership lapsed. The Board of Directors thanks everyone who took the time to complete the surveys. The information will be used to inform SWIU leadership on how to enhance the value of SWIU to its members. Below are some key findings.

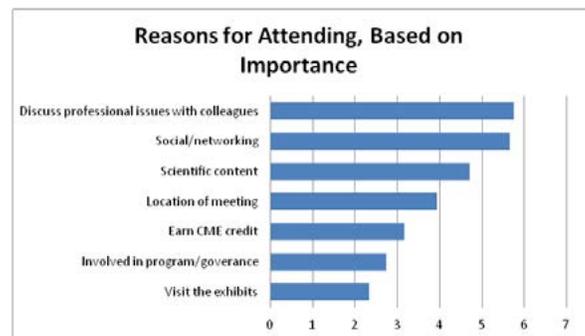
SWIU Membership Survey

This membership survey was sent to all SWIU members with 198 responses (21% response rate). The survey focused on SWIU's two Annual Meetings: SWIU at the AUA and the Clinical Mentoring Conference. Respondents struggle to attend SWIU meetings: 63% occasionally or never attend SWIU at the AUA and 86% occasionally or never attend the Clinical Mentoring Conference.

For those who have attended the Winter Meeting, 84% of the respondents felt the scientific quality of the meeting was excellent or very good and 76% thought the information shared was applicable/useful. 97% of these respondents would recommend this meeting to others.

Respondents were asked to rate the reasons for attending and not attending the Winter Meeting (see charts on the right). Top reasons for attending the meeting focused on interactions with colleagues: discuss professional issues with colleagues and social/networking aspects. Reasons for not attending were tied to time constraints: competing and overall professional demands/time constraints and attend other meetings.

Almost half of respondents (45%) indicated the site of the meeting significantly affects their decision to attend. Top factors that affect location preference were shortest travel time (30%), reasonable costs (24%), and favorable leisure activities (22%). Slightly over half of respondents (56%) prefer resort style locations.



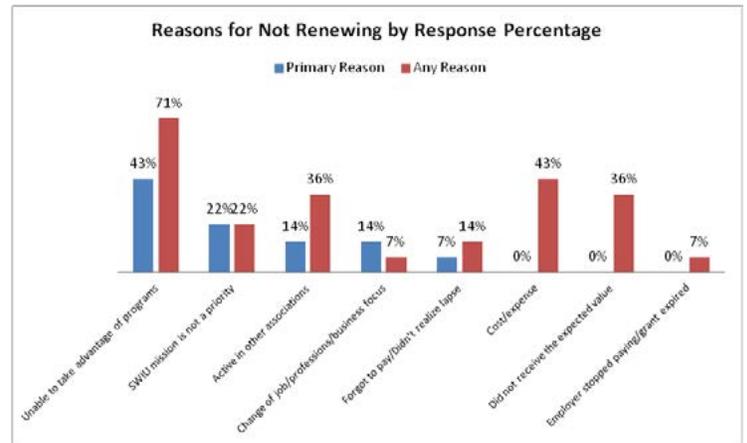
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SWIU Member Exit Survey

The exit survey had a 12% response rate with 41 responses. The good news was half of respondents (51%) reported they were interested in rejoining and received follow-up to reinstate their membership.

For those who were not interested on rejoining, the top reason for not renewing was due to the inability to take advantage of programs/meetings—43% ranked as top reason and 71% listed as a reason (see chart on the right). 86% of respondents had never attended a SWIU meeting and 14% had attended intermittently. SWIU's educational offerings affected the decision to drop membership for 31% of respondents.

62% of respondents would reconsider rejoining in the future. Respondents' comments to encourage renewing included making connections, expanding offerings beyond meetings and newsletters, and more information on mentoring.



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