I cannot believe this is my final President’s Message. It feels like just yesterday that I was sitting down to write my first message, intently thinking about my goals and objectives for my year as SWIU president. Over this past year, I have had the privilege to work with eleven amazingly talented women on the SWIU Board. Each of these ladies has brought a unique skill set to the leadership of this organization. I have learned a great deal from each of them about what it means to be a leader. As we began the year-long task of planning the 5th Annual Winter Meeting, I realized how important it was as the president of this organization to cultivate an environment which fostered collaboration. The Winter Meeting is the ultimate collaborative effort. In order to orchestrate didactic sessions, hands-on labs, interactive panels, partnerships with industry, and leadership forums, we drew from the strengths of both the board members as well as our membership at large. Assembling an all-star faculty and highlighting the talents of our membership is one of the core missions of the Annual Meeting. The result of this collaborative effort was the most attended Winter Meeting to date! Over 90 SWIU members gathered in Scottsdale, Arizona, at the beautiful JW Marriott Camelback Inn Resort & Spa to learn, teach, meet, laugh, reconnect and mentor the next generation of female urologists.

As some of you may recall from my first President’s Message, I spoke earnestly about my desire to focus on resident mentorship.
and to collaborate with my executive board to plan the best SWIU Winter Meeting yet. I feel as I am leaving this office that with the help of my board, I have accomplished both of these tasks. We are currently in the process of formalizing a mentorship program within the organization. A number of women came forth at the Winter Meeting with the desire to assume a mentorship role to residents, fellows and newly practicing urologists. The Board is working on pairing these potential mentors with those younger members who have sought guidance. I learned while listening to the Women Executives in Industry Panel that mentorship means different things to different people. Each of you can act as a mentor in your own individual way. If you are interested in mentoring the next generation of female urologists, please reach out to one of us on the board. As to having the best SWIU Winter Meeting yet, the faculty and attendees of the 5th Annual Winter Meeting far exceeded our expectations.

As I transition into my role as past president, I realize that this is not really a one-year commitment. SWIU past presidents are a robust, dedicated group of women with the knowledge and passion to help this organization continue to evolve. The SWIU past presidents continue to support the organization long after their terms as president. SWIU has grown and changed since its inception, while holding steadfast to its mission to support the professional advancement of women urologists. I am proud to join the ranks of these women, helping give SWIU roots to grow. Thank you so much for a wonderful year. 😊
The Recap: SWIU 5th Annual Winter Meeting

Hands-On Sessions at the SWIU Winter Meeting
By Kathleen Hwang, MD

After a morning of insightful lectures focusing on men’s health topics such as sexual dysfunction, hypogonadism, and male infertility, SWIU Winter Meeting attendees had the opportunity to put that information into practice during an afternoon hands-on session.

The hands-on session included four different stations where the participants could learn and hone their skills in Xiaflex injection for management of Peyronie’s disease, testosterone pellet insertion for management of hypogonadism, prosthetic surgery for management of both erectile dysfunction and male stress urinary incontinence, and lastly semen analysis techniques. Through the generous donation of equipment from our industry partners including Boston Scientific, Coloplast, Endo,, and American Association of Bioanalysts Proficiency Testing Service, Drs. Dolores Lamb, Cigdem Tanrikut, Akanksha Mehta and myself lent our expertise as faculty for this lab. The session provided a valuable opportunity for attendees to translate the information learned from the morning lectures into practical hands-on experience in a completely open and stress-free environment.

The participants broke up into four individual smaller groups that rotated throughout the session to allow for a more intimate and truly hands-on experience. Both the Xiaflex and testosterone pellet stations allowed each participant to practice injections into several identifiable plaques in a Peyronie’s model with capability to gauge accuracy and the benefit of added feedback from the simulator system. The testosterone pellet station allowed participants to practice placebo pellet insertion into a pelvis model. The prosthetics station allowed for a detailed review of relevant pelvic anatomy and currently available products for both erectile dysfunction (penile prosthetics) as well as the products available for male stress urinary incontinence. At the semen analysis station, the participants learned about the basic procedures used for semen analysis and the interpretation of test results. By practicing specific elements of semen analysis the participants could see the challenges the technicians face to count, assess motility, agglutination, liquefaction and strict morphology. The use of training videos provided by the American Association of Bioanalysts Proficiency program allowed a realistic assessment of each step of the protocol.

At each of these stations participants were able to learn basic techniques, become more familiarized with the equipment and devices readily available and to work through diagnostic challenges with the expert on hand. Difficult cases were discussed and participants brought up challenging cases of their own to discuss as well.

This three-hour lab session provided a valuable opportunity for attendees to translate the technology that was discussed in the lecture series into a hands-on experience where participants were able to familiarize themselves with various treatment options for Peyronie’s disease, erectile dysfunction, male stress urinary incontinence, hypogonadism, and the utility of semen analysis in the evaluation of the infertile male in a stress-free, hands-on environment.

President’s Banquet Speaker: Lt. Larry Yatch
By Claire C. Yang, MD

The SWIU President’s Banquet was held on Saturday evening, following a full day of scientific presentations and leadership development. SWIU President Libby Williams started the program with an inspirational story of overcoming her fear and doubt to run her first marathon. She also did well enough to qualify for the Boston Marathon this spring! This story segued into another excellent presentation by Lt. Larry Yatch, a retired Navy officer and former SEAL. His talk on courage and fear, and how to manage fear and convert to productive action, was well received and sparked much discussion. One of the most riveting aspects of the evening was his detailed description and film clip of his Navy SEAL unit boarding and securing an Iraqi oil tanker in the Gulf of Oman during Operation Iraqi Freedom. Amazingly, he used this vignette to illustrate how to not define courage: as he was being dropped onto the tanker from a helicopter in the pitch dark, he was not experiencing fear. Thus, he felt he was not displaying courage, since having fear is a prerequisite to having courage. (Most all of us in the room disagreed that his actions were not courageous.) Later, as part of an exercise to demonstrate the process of overcoming fear, he (almost) convinced Margarett Shnorhavorian, pediatric urologist from Seattle Children’s, to go skydiving.

Mr. Yatch is the CEO of Sealed Mindset, a company he started with his wife Anne in 2008. Larry spent 10 years as a Navy SEAL after graduating with an engineering degree from the United States Naval Academy. Their company offers programs on business leadership, youth leadership, and personal safety.

After that presentation, Anna Zampini, third year resident from Cleveland Clinic, gave some reflections on the impact of the SWIU Winter Meeting for a urology resident. Dorrie Lamb, SWIU President-Elect and 2016 SWIU Winter Meeting Program Chair, gave closing remarks.

In addition to the inspiring program, the Banquet was a wonderful time to meet new women urologists, renew acquaintances from around the country, and reconnect with old friends. Combined with the educational and enrichment programs, the SWIU Professional Development & Clinical Mentoring Conference was a productive meeting and a wonderful winter getaway in the shadow of beautiful Camelback Mountain. We hope that you will join us next year at Hyatt Regency Pier Sixty-Six in Ft. Lauderdale, for a similarly engaging Winter Meeting.
Thank You to Our Resident Travel Award Contributors

SWIU thanks the generous donors whose contributions and support made it possible for three outstanding female urology residents to attend the 5th Annual Winter Meeting. Their generosity and commitment promotes the continuing success of women in urology.

The SWIU Resident Travel Award subsidizes the travel expenses for a female urology resident to attend the SWIU conference. Awardee(s) also receive complimentary registration.

What the Resident Travel Award Meant to Me

Esther Han
Dear Board Members,

First off, I’d like to thank you for selecting me to be one of the recipients of the Resident Travel Award. It would not have been possible to attend the meeting without the stipend; please pass along my gratitude to those who made it possible. I am very glad I was able to attend this meeting particularly because it was extremely nice being able to meet other female residents in urology from around the country. It will be nice to see familiar faces at future meetings!

I was also very inspired by both the academic and private practice urologists out there who attended the meeting. They were very full of sage personal and career advice! I did have one suggestion. Would it be possible for the roster list to include what type of urology everyone is practicing? It was a little difficult to figure out whom I should go to for specific career advice on female urology.

On another note, I found the resident’s workshop on Sunday extremely helpful. I felt like we received some great advice from the speakers. Would it be possible to expand on that in the following years? Perhaps someone could talk about the different pay structures (RVUs, etc.) or perhaps an MBA or someone could talk to us about how to set up a successful practice vs. things to improve in an existing practice?

I also thoroughly enjoyed the female leaders in industry panel. It was very refreshing to hear testimonials from those three women. I am certainly guilty of underestimating the discrimination women face in industry. It was a good reminder to me of how far women’s equality has come, yet concurrently, an important reminder of how much further we have to go.

All in all, thank you again for your generosity! I have certainly recommended this conference to the other women in my program. I hope to participate in SWIU conferences to come!

Sincerely,
Esther Han

PS - I thoroughly enjoyed Stacy Loeb’s lecture on PSA markers; she spelled out so simply what five different rep dinners had made clear as mud.

Dunia Khaled, MD
Through the gracious support of SWIU, this year I had the privilege of receiving the Travel Resident Scholar Award and attending the Winter Meeting for the first time! Words can’t express how truly unique and rewarding the experience has been. Not only was the beautiful, peaceful Camelback Mountain landscape restorative physically and mentally, I was revived with energy and inspiration both from the content of the meeting and the caliber of its attendants. Every single woman I encountered, whether it was a fellow resident in the same process of discovery, a newly graduated physician in practice navigating her way, a seasoned business savvy private practitioner, or an accomplished scientist and scholar, permeated a strongly developed identity with clear direction. Their success (and struggle) inspired in me the confidence to express my own goals, and the personal advice I’ve stored away from my trip have already begun to serve me towards these ends. SWIU clearly has a strong sense of community, and I am proud to be a part of such an introspective and productive group. I certainly will be returning for many years to come and will encourage my future female urology mentees to do the same.

Michelle Kim
This was my first time at Society of Women in Urology Annual Meeting and I could not have asked for a better experience. The opportunities to cross paths with female urologists are few and far between given a resident’s demanding work schedule. At the conference, I had the opportunity to meet many bright, impressive and supportive women and form great friendships. Many of these women will continue to be examples and friends as I pursue a career in this field. I also loved meeting and interacting with female urologists who have embarked on different trajectories and were willing to serve as mentors through residency, fellowship and beyond. Seeing successful women at the conference will propagate a new generation of successful female urologists, which will continue to improve the gender disparity in urology for generations to come. I am grateful for the opportunity to attend this conference through the generosity of the SWIU donations and hope that I can continue to participate in years to come.

Rachel Rubin
SWIU was a great opportunity for residents to see the thriving role women play in our field. It is inspiring to see successful
doctors representing almost every urologic sub specialty. The weekend getaway was a great way to meet other residents with a fantastic program focused on andrology, OAB, BPH and leadership skills development. The society is growing, and will only become more important as women increase in numbers in our field.

Katy Trandem
Dear SWIU Members of the Southcentral Section of the AUA,

I will never forget my experience at the 2016 SWIU Annual Winter Meeting. I thoroughly enjoyed every minute. Never in my life have I been around such amazing and strong women role models. Being a woman in a male dominated field has always made me feel like an outsider and a minority. For once I felt like I completely belonged to a group of urologists. I felt so proud and strong to be included at such an amazing meeting.

The whole conference was enjoyable so it is difficult to decide what the highlight was. I did especially enjoy the small panel discussion about testosterone replacement therapy, the many new markers and tests for prostate cancer (many of which I admit I didn’t know existed), and the perspectives of women executives in medical industry panel. In addition, the hands-on Friday afternoon session was refreshing and covered many areas not typically addressed in urology residency programs.

I formed many friendships that I expect to have the rest of my life. In addition, I met many spectacular potential mentors that I am sure I will call upon at some point in my career. I have already made plans to return next year and to bring my fellow female residents with me! This meeting has made me a SWIU member for life. Thank you so much for the opportunity to attend the SWIU Annual Meeting.

Sincerely,
Katy Trandem

Lindsey Yuh
My experience at the SWIU 2016 Winter Meeting met and exceeded my expectations. The lectures and hands-on-
sessions were applicable, interesting and well-delivered. The diversity of topics about male health peaked and sustained my interest; I was excited and reassured I had made the right decision to pursue general urology after graduating residency. Certain lectures were especially memorable and unique, including “Perspectives of Women Executives in Medical Industry,” “Leadership Training” session with Lieutenant Larry Yatch, “Career Planning,” and “Kick Ass Presentations.” Hearing the stories of a Navy SEAL was fascinating and his leadership session was greatly appreciated. I realized good leadership takes work, motivation, and practice. His workshop gave me the language and perspective to work on my leadership skills. The last lectures on Sunday for residents were extremely informative and applicable to any resident. Perhaps they can be published on the SWIU website or handbook?

The content and structure of the conference was a success on its own. However, the heart and soul of SWIU lay in conversations woven between and after formal lectures. The wine at social events, the breathtaking landscape, and the warm weather set the perfect background for honest discussions, camaraderie, and fun in a nonjudgmental atmosphere. I was privy to meet and break bread with many successful urologists in various stages of their career. I was inspired, motivated, and completely humbled by the women I met. I learned that there are many paths to success, decisions are not set in stone and career paths are constantly changing, and that a supportive husband cannot be overemphasized enough. Learning about the shared experiences of how to manage children and full-time career was priceless. I also had an instant connection with all the residents I met. Conversation and sharing of experiences was natural: it was like we already knew each other from before. I had such a great impression of my experience, I remember talking to my dad on the way home from the airport saying, “I’m so proud to be a female urologist, I feel like I finally belong, like I’m part of a community.” Through shared experiences, common interests and personalities, I know the friendships and connections I made at this conference will last a lifetime. Thank you for the opportunity to travel to my first SWIU conference, for setting my compass upward and providing life-affirming perspective.

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Incorporating the OAB Clinical Pathway and Patient Navigator into Your Practice
By Jannah Thompson, MD

Dr. Elizabeth Williams and I led a panel discussion on a current hot topic. As medicine moves towards prioritizing quality and patient satisfaction, care of the OAB patient is an area of urology that exemplifies a need for improvement. Our industry partners, Jen Bengston from Allergan and Casey Kanel from Medtronic, contributed to the discussion. They provided background data supporting the need to help these frustrated patients and streamline the treatment process.

Currently, there is a movement towards improving the patient experience. The OAB patient typically sees multiple providers before receiving a solution to their disease. The frustration these patients feel cannot be overemphasized. Their quality of life is greatly impacted by the consuming thoughts about their bladders. The AUA guidelines for OAB were published in 2012 and amended in 2014. Many urologists have adopted the treatment algorithm as a way to help guide patients to a solution for their OAB symptoms. The algorithm is an extremely helpful for clinicians, but what has...
been impactful to many practices is the response of patients to receiving a personalized copy of the algorithm. Patients can see that the physician is engaged in their care and that they have choices.

I presented my data after incorporating the pathway. Utilization of all third line therapies doubled in number only six months after incorporation. This is consistent with what other urologists have seen across the country. A copy of the pathway by itself may not be enough. Patient navigators are currently being used in many large urology practices to aid OAB as well as advanced CaP patients. The purpose of a navigator is to touch base with the patient at points along their care and let them know the physician remains engaged in finding a solution. Many practices have looked at the number of patients that do not return after their first appointment for OAB. The numbers are astonishing: 40-70%.

Dr. Williams relayed how her practice has used a patient navigator. The navigator calls the patient at various points usually after one month to see if their current treatment is acceptable or if they need to return to move along the algorithm to the next treatment option. The hope is that this will improve patient satisfaction.

For the first time the SWUI Winter Meeting hosted a scientific podium session exclusively for urology residents and fellows in training. The purpose of the podium session was to not only serve as a forum for dissemination of original research, but also to provide a learning opportunity for the residents and fellows to get feedback on their presentation style and quality of slides.

We had a great turnout with several high quality abstracts submitted and six were ultimately selected for presentation covering a wide variety of topics in urology. There were abstracts of interest to all subspecialties of urology with presentations on resident sleep during on-call, testosterone abuse and its effect on sexual function, reducing surgical site infections, how surgeon scorecards affect the public’s perception of quality, how bilateral renal stones are managed, and the risk of blood transfusion in extrophy surgery.

The six member abstract selection committee graded and selected abstracts based on a blinded grading scheme. A big thank you goes out to my fellow reviewers: Cheryl Lee (University of Michigan), Michelle (Jo) Semins (University of Pittsburgh), Jennifer Dodson (Johns Hopkins) and Kristina Suson (Children’s Hospital of Michigan).

Overall this was a very successful program that was educational for everyone who attended and given its great turnout will definitely be a tradition to continue next year. Keep your eyes peeled for next year’s call for abstracts and please share this opportunity with any interested residents or fellows. Many residency programs only allow meeting attendance if the student is presenting scientific work so this is a great opportunity to get more young members at the meeting and involved with SWIU.

The first day of presentations at our 5th Annual Winter Meeting was dedicated to men’s health issues and was very well-received by all attendees.

Dr. Christina Wang, an endocrinologist from UCLA, gave us useful information on the evaluation and treatment of hypogonadism, reviewing current guidelines for hormone replacement. Patients who warrant replacement therapy are those with persistent clinical symptoms and lower than normal total serum testosterone levels. If total testosterone levels are persistently low, check LH and FSH levels. If all three are low, then check prolactin levels. Chronic medical conditions associated with low testosterone include: obesity, chronic opiate use, metabolic syndrome, renal disease, DM Type 2 and aging.

Testosterone replacement therapy is contraindicated in men with prostate or breast cancer, Hct > 50%, CHF Grades 3-4, AUA-SS >19 and men desiring fertility. Meta-analysis looking at risks/benefits of testosterone therapy with CVD mortality showed neutral results. All physicians are encouraged to screen male patients for CVD/stroke risk prior to initiating HRT. FDA has new limitations on therapy encouraging treatment of continued on following page
A panel comprised of Drs. Christina Wang, Akanksha Mehta and Cigdem Tanrikut discussed “new things to come” in HRT including longer-acting depo-testosterone, topical intranasal gel and new topical dermal gel as well as controversial topics in HRT. Men receiving testosterone replacement should expect to see a rise in PSA level that should plateau within the first year of HRT.

Dr. Akanksha Mehta, (reproductive urologist at Emory University Medical Center after fellowship training in male infertility and microsurgery at Weill Cornell Medical Center in New York, NY) then gave a presentation on male infertility, reviewing genetic abnormalities and anatomic abnormalities that are contributing factors.

Dr. Kathleen Hwang (special interest in clinical and basic science aspects of men’s health after fellowship training at Baylor College of Medicine working with Drs. Dolores Lamb and Larry Lipshultz) gave an interesting presentation reviewing nutraceuticals and male-rejuvenation/anti-aging medicine as a “specialty” that was established in 1991. The supplement combinations used and promoted by some “anti-aging” enthusiasts were extensive and not scientifically-based. She was not promoting this approach to men’s health, but wanted to provide information on what some of our patients may be taking.

Dr. Cigdem Tanrikut (reproductive urologist at Mass General Hospital after completing fellowship in male infertility and microsurgery at Weill Cornell Medical Center New York, NY) then provided an update on advances coming in the area of erectile dysfunction including stem cell therapy, low intensity SWT and platelet-rich plasma.

On Saturday morning, Dr. Stacey Loeb (trained at John Hopkins and NYU, and considered an international expert in prostate cancer) gave a wonderful summary presentation on the various serum, urine and tissue markers that are available for helping manage our patients with known or suspected prostate cancer. She divided these markers into those available for patients without known prostate cancer (being considered for initial biopsy), markers for patients with previous negative biopsies and tissue markers available to help with decisions to repeat biopsies, risk stratification in those with positive biopsies and, finally, to predict prognosis after primary treatment. This was a nice topic to cover as the final presentation regarding our coverage of men’s health and an important topic for those of us who treat prostate cancer patients.

We were delighted and honored to have three amazing women leaders on our Industry Panel at the Winter Meeting who shared their career paths along with lessons learned. Common themes emerged such as identifying/prioritizing what is important to you, building your personal brand, take risks, take credit for key accomplishments, find opportunities to problem solve, and surround yourself with successful people you can learn from. Tara Capalbo, Senior Director of Marketing in Urology at Allergan, spoke about taking advantage of opportunities to learn new skills and expand your role, though this may mean leaving your comfort zone. Inherent in this message is not being held back by fear of failure and being willing to take risks in order to learn and grow as a leader. Tara’s recommendations for 2016 were: learn to delegate, be OK with self-promotion, focus on quality vs quantity, and engage in mentorship. Karen Prange is a Senior Vice President at Boston Scientific and President of Urology and Pelvic Health and recommended a “good look in the mirror” to follow your passion and also be better able to make choices that align with your values and priorities. Particularly helpful was her philosophy around work/life choices: make a top 5 list, stop multi-tasking, and make deliberate choices in line with your Top 5 (for those of you that missed the presentation, Karen’s top 5 are: time with family, work success, health, parents, best friends). Kristy Roberts, Southeastern Regional Director of Medtronic Gastro-Uro Therapies, echoed the two other panelists in attributing her success to her commitment and passion towards what she does every day. Kristy is also clearly energized by development and innovation – she had a great slide on the difference between a “boss” and “leader,” with the leader qualities strengthened by a creating a culture of inspiration, coaching, and teamwork.

All of the panelists addressed mentorship and the different forms this support can take. Tara Capalbo described a mentor as someone who has different or more developed skills, but whom you can completely trust. She and Kristy Roberts also advocated for the importance of mentoring others in order to develop new leaders and strengthen the profession. Finally, Karen Prange proposed that we look for both mentors and sponsors in that sponsors may offer more direct guidance and critical feedback for career progression. However, in addition to effective mentor/sponsorship, we have to take responsibility for promoting our individual strengths, accomplishments and goals. In our panelists’ words: “feel entitled,” “raise your hand,” and “sit at the table.”
I stood eye to eye with a beautifully painted statue of a queen and pharaoh from the First Kingdom (~2500 BC), in awe of the detail that had been preserved and the craftsmanship of its ancient maker. My guide, Maiissa, stood next to me. She told me the story of that particular pharaoh and how he integrated into the fabric of ancient Egypt with a passion that flowed from her like the Nile itself. As we moved through from sculpture to engraving, she would say things like, “Isn’t she beautiful, my great grandmother?” Or to a teen passing by: “That is your ancient uncle. Be proud and remember you are Egyptian!” Her tour-guide practice had been described to me by my colleague, who hired her on my behalf, as her “hobby.” The wife of a retired diplomat, she hardly needed to work to live. It was apparent from our first meeting that Maiissa lived her passion. I was in Cairo for a meeting, sponsored by the faculty of Cairo University Department of Urology, which provided an unprecedented opportunity for personal growth and a little time to explore a country with a remarkable ancient history and culture.

Whether you call it “meaning” or “Ka” (soul, in Egyptian), it is the fuel of a successful life and career. It is no coincidence that the primary questions on Gallup polls that drive engagement at work are ones revolving around meaning and purpose of work. It is also no coincidence that there has been a proliferation of work in organizational behavior, focusing on meaningfulness and purpose in the workplace. People function better when they see their work as meaningful. For us as women physicians, our problem is not that we lack meaningfulness, but rather, that we can be overcome by it. Our work in our practices, in our homes, and in our communities is filled with meaningful activities and interactions with others. So much so that it is easy to lose sight of how very critical those interactions are to others. I think perhaps this may be why women as a group may be more prone to stress-related burnout. We are so frequently called upon to access and manage our emotions and others’ emotions that we may become exhausted to it as a manner of self-preservation. Some people refer to this as “compassion fatigue.” The neuroscience behind the study of compassion fatigue very closely approximates the science behind the study of post-traumatic stress disorder, a condition characterized by avoidance, altered perception of self and others, and hyperarousal resulting from actual “rewiring” of the brain’s stress response. I do not presume to be an expert in this area, but I do believe that protecting oneself from compassion fatigue or loss of meaningful perception requires that one develop tools and routines to identify and remediate these stresses as they arise. And this is not just at work when we are caring for patients but in our homes, with our children and our aging parents and our spouses and our friends.

My visit to Cairo also provided me my first opportunity to operate live, no less in front of a crowd of all-male expert Egyptian surgeons on a hypospadias cripple. That brings me to my second thought: courage. While we as women urologists are blessed with an abundance of meaning in our lives, I have observed that our many deeply meaningful personal commitments often hinder our ability to make courageous choices. As a peer mentor, I often hear, “I believe I deserve (insert: new opportunity, better compensation, altered job duties), but I fear asking for it will damage my relationship with (insert: chairman, spouse, coworker).” These considerations are natural and often considered by both men and women alike, but women tend to default to status quo instead of taking the risk that the opportunity entails. Duty to family, community, and our personal relationships often limits us from making decisions that will put those most dear at risk. I believe this factor may indeed at least be partially responsible for the fact that women ask for (and thus receive) less than men. I’ve contemplated this quite a bit and do not see a “fix” because those things we have an abundance of (family, community, friends) are such strong drivers of personal fulfillment. However, I fear that as we pass over opportunities to make change, we may be driven further into a complacent mindset. For me personally, I’ve found that not taking the courageous choice often leads to personal resentment of the status quo and in the long run, an erosion of my happiness.

I challenge you to be considerate of those “crossroads” where you are contemplating a bold move versus the status quo. Seek feedback and consider the potential risks for sure, but also ensure that you give due consideration to the potential gains and ask for offsets that would compensate for the costs you may subject others to. Would that job change provide better opportunities for you to obtain an NIH grant? If so, perhaps that potential gain would be worth the re-building you would need to do in your clinical practice. Would it provide an opportunity for you to work four days instead of five? Perhaps being available to your children for an extra day each week, in the long run, would overcome the stress they would endure in moving. And don’t talk yourself out of taking the risk, because it may paralyze you.

“It takes a lot of courage to release the familiar and seemingly secure, to embrace the new. But there is no real security in what is no longer meaningful. There is more security in the adventurous and exciting, for in movement there is life, and in change there is power.”

Alan Cohen
**SWIU at the AUA Program Schedule**

**SWIU 2016 Annual Meeting at the AUA**  
May 7 - 8, 2016  
Marriott Marquis San Diego Marina  
San Diego CA

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**SATURDAY, MAY 07, 2016**

**GENERAL SESSION**

4:30 p.m. - 5:30 p.m.  
**Women Leaders in Urology Forum: Contemporary Cases in Endourology**  
*Location: Rancho Santa Fe 3*  
**Moderator:** Nicole L. Miller, MD  
Vanderbilt University Medical Center  
Nashville, TN  
**Panelists:**  
Jodi Antonelli, MD  
UT Southwestern Medical Center  
Dallas, TX  
Sara L. Best, MD  
University of Wisconsin Hospital  
Madison, WI  
Amy E. Krambeck, MD  
Mayo Clinic  
Rochester, MN

5:30 p.m. - 7:30 p.m.  
**Annual Networking Reception**  
*Location: Rancho Santa Fe 2*

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**SUNDAY, MAY 08, 2016**

**GENERAL SESSION**

6:30 a.m. - 10:30 a.m.  
**Annual Breakfast Meeting**  
*Location: Marina Ballroom E*  
**Featuring Keynote Speaker:** Judy Rosenbloom, Founder and President of JR Associates

6:30 a.m.  
**Breakfast Buffet**

6:45 a.m. - 6:50 a.m.  
**President's Welcome**

6:50 a.m. - 7:00 a.m.  
**AUA Update**  
**Speaker:** To Be Determined

7:00 a.m. - 8:00 a.m.  
**Shifting Reimbursement: One Size Does Not Fit All**  
**Speaker:** Judy Rosenbloom  
JR Associates, Inc.  
Reseda, CA

8:00 a.m. - 8:20 a.m.  
**SWIU Award Presentations**  
Elisabeth Pickett Research Award and SWIU/SBUR Award for Excellence in Urological Research

8:20 a.m. - 8:45 a.m.  
**Annual Business Meeting**

8:45 a.m. - 10:30 a.m.  
**Networking**

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**Everyone is Welcome!**

This is a great opportunity to meet with other urologists to discuss the issues in the field of urology, as well as other medical issues.

In addition, SWIU will announce the Christina Manthos Mentor Award winner. 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 or women who demonstrate extraordinary mentoring skills in supporting the career of a female urologist.

We look forward to this great networking opportunity every year and hope to see you there!

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**SWIU Members at the AUA**

Sunday, May 8, 2016, 3:00 p.m. - 5:00 p.m.  
San Diego Convention Center, Room 6 D/E  
Kathleen Hwang  
“Ghrelin inhibits post-operative adhesions via blockage of the TGF-β signaling pathway”

Dunia Khaled, MD  
Monday, May 9  
10:30 AM - 12:30 PM  
Abstract Video #16-2545  
“Robotic Prevesical Retropubic Excision of Pelvic Mesh”

Kymora Scotland, MD  
“Women in Urology: A Fascinating History”

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**Attention SWIU Members!**

Will you be presenting at AUA2016 this May? Let us know! Please send your presentation information to info@swiu.org.
Thank You to Our 2016 SWIU Annual Meeting Promotional Partners

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**CONTRIBUTORS**
ellura
Endo Pharmaceuticals

**MEMBERS’ CORNER**
If you have any SWIU member updates, an article or item of interest you would like considered for publication in the 2016 SWIU Summer Newsletter, please send submissions to info@swiu.org.

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**Mark Your Calendars:**
**SWIU at the AUA 2016**

**SATURDAY, MAY 7, 2016**
Women Leaders in Urology Forum:
Contemporary Cases in Endourology
4:30 p.m. – 5:30 p.m.
Marriott Marquis San Diego Marina
Rancho Santa Fe 3

SWIU Annual Networking Reception
5:30 p.m. – 7:30 p.m.
Marriott Marquis San Diego Marina
Rancho Santa Fe 2

**SUNDAY, MAY 8, 2016**
Annual Breakfast Meeting
6:30 a.m. – 10:00 a.m.
Marriott Marquis San Diego Marina
Marina Ballroom E
Featuring Keynote Speaker, Judy Rosenbloom
AUA Update from AUA President-Elect,
Richard K. Babayan, MD