

The Society of Women in Urology



N E W S

WINTER 2008

President's Message

Elizabeth W. Bozeman, MD



I must say that writing these "President's Message" articles has not been the highlight of my year as your leader. I feel I have no great wisdom to impart and each time wait until the last minute to get inspired. For some reason the inspiration has not come and I once again am a day away from the deadline. Last night I was watching the news (in my bathtub no less) and got a bit melancholy about our world. It seems there is very little good news to report...the rising cost of living, toddlers exposed to meth, national disasters like flooding and drought, random murders of college students and even here in South Carolina, gang warfare. In my little Spartanburg!!! Additionally I do not know many who are enjoying the never-ending political coverage of the presidential race. It seems November will never be here.

Amongst all that negativity, I am pleased to report the state of our organization is strong! We held our annual Spring Board Meeting in Nashville two weeks ago. Every year the past presidents of SWIU are invited to participate as non-voting members and since my tenure, we have been lucky to have just one or two. This year a record six showed up. My immediate concern was there was going to be a coup — they were there to overthrow me! Instead, they were a wonderful asset and offered encouragement and past experiences that were invaluable. I think they were there to take the "pulse" of our group and to assure themselves we were moving in the right direction. Happily, they seemed pleased. In my opinion, there has never been a better time to be a woman urologist. Our numbers are growing by leaps and bounds and we are being aggressively

recruited for both academic and private practice opportunities. Most of the time I love my job and I believe most of you do too. If you have to work for a living, I cannot imagine a better way to do it.

Speaking of opportunities, our annual breakfast meeting Sunday, May 18th should be exceptional. John M. House, MD, who has successfully merged many smaller group practices into a mega-group in Dallas will discuss *Large Urology Group Practices and Why Urologists (Who Happen to be Women) Should Know About Them*. While primarily of interest to the residents and fellows still contemplating job opportunities, I think it will offer insight for all of us. He will specifically address negotiation skills for women, which is something I probably could stand to improve. I look forward to hearing what he has to say. I can not wait to see you in Orlando in May! ♦

Happy spring!!!

Elizabeth W. Bozeman

AUA 2008: *SWIU and the Seven Dreams*

By Melissa Kaufman, MD, PhD

"You can dream, create, design and build the most wonderful place in the world, but it requires people to make the dream a reality". – Walt Disney

For residents and young urologists in the midst of critical career development decisions, limited occasions to network with supportive, like-minded colleagues is a commonly encountered dilemma. Recognition of the reality that the preexisting "network" does not often result in a Cinderella story may actually provide women in urology more prospects by liberating us to appreciate alternative strategies for success. With these thoughts in mind, your Society of Women in Urology has designed multiple sessions at the upcoming AUA annual meeting in Orlando to offer a wonderland of opportunities for both education and high-yield networking. The SWIU annual breakfast meeting will address exceptionally timely topics with our keynote speaker, Dr. John House from Urology Associates of North Texas, tackling issues involving large urology group practice. Independent of your practice environment, every SWIU member can benefit from his expertise of individual, regional, and national issues impacting urologic practice. Our "Woman Leaders in Urology Forum" will focus on management

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of non-muscle invasive bladder cancer and is led by a prestigious panel of woman urologists representing both academic and community practices. Immediately following this forum will be our annual networking reception, which is a reliably animated event. If you are seeking a position, advice, contacts, avenues for involvement on a regional or national level, or even just some affable conversation accompanied by appetizers and drinks, be certain to attend this reception. Sometimes these seemingly small interactions, as demure as the footsteps of a mouse, may in retrospect be a watershed in your life or career. As a society, we have an obligation to provide resources to our membership for the enhancement of our individual agendas and shared goals, such as the lectures and forums planned for the AUA. However, our most prominent and genuine resource that defines the values of our organization is our membership; it is your contribution. Your wisdom and your willingness to share your experiences to facilitate the professional and personal goals of your colleagues will substantially broaden horizons in the relatively small world of urology. In the end, your role to the individual growth of SWIU members manifests as enhanced patient care. And when you look for the bare necessities, it is our patients that honestly motivate us and thus they in essence continue to foster SWIU. So until Orlando, hakuna matata. ♦

SWIU: Membership Has Its Privileges

By Nancy Huff

As a proud steward of the Society of Women in Urology, it is my great pleasure to write on the immense advantages of membership in such an organization. Founded in 1981 with a mission to support the professional advancement of women urologists, to encourage public education regarding urologic issues, and to promote urologic research, the Society fulfills these goals yearly with our many programs and scholarships.

Firstly, as a medical society charged with the task of supporting the professional advancement of women urologists, SWIU performs as an official institution to represent women in the field. Of the approximate 9,000 urologists in practice in the U. S., there are just over 350 board certified women in the field. In addition, there are currently about 250 women who have completed residency and will likely sit for the boards in the near future. Another 275 are currently in residency. Therefore, our numbers are increasing yearly. Never before has it been more important to ensure that all women who enter the field may participate to the fullest measure possible in all aspects of our chosen specialty. Whether you aim for a competitive job in private practice or a respected position in academia, you benefit from SWIU and those who have come before you along your career path.

The Society maintains an open network of mentors for you to call upon should you need advice along the way. Many of us have found this network beneficial not only while in residency but also as our careers progress. Please refer to the back of the SWIU Member Directory for a list of volunteers who have agreed to give opinions and advice in certain categories of their expertise.

Speaking of the SWIU Member Directory, this annual publication of the Society is an invaluable resource which I personally use several times a month to enable me to locate colleagues. I happen to practice in a college and technology community with students, professors, and IT professionals who comprise a relatively transient patient population. Many times as my patients relocate, I am asked to help identify women urologists in the new locale. I might be giving my patients YOUR name if you are listed in the directory. Please be sure to keep your practice address current in the SWIU database.

Another valuable publication of SWIU is the Pocket Mentor. Currently undergoing a second revision to be released by July 2008, this manual contains practical information intended to assist residents in negotiating their residency programs more adeptly and successfully. A well-adjusted resident is likely to enjoy a more rich educational experience and thereby become more fulfilled and successful in the years beyond residency. This particular publication was not yet available to me during my own residency, but having served as the editor-in-chief for the second edition, I am pleased to say this compact booklet is replete with useful information applicable not just during the residency years. Subsidized by your dues and corporate sponsorship, this publication is provided free of charge to Urology residents.

The SWIU Annual Breakfast held on the Sunday morning during the yearly AUA meeting has always provided an important venue for members to learn as well as to network. Most commonly with CME credit, a guest speaker presents on a timely topic for women in medicine. Topics generally have alternated between scientific and research information and

practical information on the business of urology. Last year's speaker, Dr. Catherine deVries, gave a moving presentation on International Volunteers in Urology and their work in Africa with women affected by vesicovaginal fistula. The next speaker for May 2008 is John M. House, MD of Urology Associates of Texas. As head of one of the largest single-specialty urology practices in the nation, he will, no doubt, impart important information regarding the business aspects of practice. Information about contract negotiations will be valuable to the private practitioner and academician alike.

Traditionally held during the Tuesday evening during the annual AUA meeting, the Networking Reception provides additional opportunity for women to meet, socialize, and form essential contacts that have been helpful to us in our professional and private lives. This is yet another indispensable benefit of your dues.

In order to advance the professional standing of women in urology, the Society started the Women Leaders in Urology Forum held during the annual AUA meeting since 2006. Comprised of women leaders in the field, a panel discusses cases presented by the moderator with time allotted for Q&A and further discussion with members of the audience. Lively dialog on the treatment of patients with urinary incontinence and prostate cancer along with excellent attendance during the two previous forums have ensured the continued success of this CME program. This year's forum on bladder cancer, moderated by Dr. Cheryl Lee, promises to be as informative and provocative as in previous years. Please plan to attend if you will be in Orlando.

In order to recognize those who foster the professional growth of women urologists, SWIU awards the Christina Manthos Mentoring Award each year during the Networking Reception. Named for a gifted urologic surgeon, dedicated Army officer, and inspiring mentor whose life was sadly curtailed by breast cancer, this award serves not only to honor her memory but also to recognize someone who demonstrates extraordinary mentoring skills for women urologists. The SWIU believes that a mentor is an important element in the life of each professional woman and endeavors to encourage and to reward those who set a superlative example.

Through the years the Society has gained the attention of the AUA leadership. It is not uncommon for the Society to give advice and make recommendations regarding appointments within the administration of the AUA. Typically the Society plays a role in recommending the representative to the Women's Physician Congress and other committees of the AMA which the AUA needs superlative representation. Recently our president was asked to make a recommendation for qualified women urologists to sit on the Urology Core Curriculum Task Force. The Society, therefore, provides an important opportunity for leadership and active participation in organized medicine. Please let your voice be heard if you have a calling to serve in this fashion.

Lastly, SWIU is proud to give a number of monetary awards each year, which promote urologic research. Named for the first woman to be boarded in urology, the Elisabeth Pickett Research Award of \$2,500 is given to one or sometimes two women each year for basic science or clinical urologic research. The SWIU/Society for Basic Urologic Research (SBUR) Award of \$1,000 is a joint venture by both societies to recognize the accomplishments of female scientists with a distinguished track record of basic science urological research accomplishments. The SWIU Travel Award of \$1,000 is designed to assist with the travel expenses of women residents presenting research at podium or poster sessions of the AUA annual meeting.

There are other benefits which I have not discussed here in depth for lack of copy space and time, including this newsletter and the SWIU Web site which is currently undergoing revision in order to make the site more interactive and informative. Dues for membership are waived for residents. A nominal \$100 fee for annual dues per non-resident member of SWIU is requested to help fund our many initiatives. We have also been the fortunate recipient of several corporate sponsorships that enable us to achieve the goals of our mission.

After 27 years the Society of Women in Urology has over 600 members, is stronger than ever, and is growing exponentially. Along with our development, we aim to add new and greater services for our members. I am proud to be a member of SWIU, and I hope you are, too. ♦

Announcement of Elisabeth Pickett Research Award Winners—

By Jennifer L. Dodson, MD

The board of the SWIU is delighted to announce the 2007 winners of the Elisabeth Pickett Research Award which provides a \$2,500 grant to support each recipient's research. Each winner has been invited to present a brief overview of her research project at the SWIU Women Leaders in Urology Forum at the AUA annual meeting in Orlando Florida on May 20, 2008. This event will take place in the Peabody Hotel, Plaza International Room FG from 5:00 p.m. – 6:00 p.m., and all are invited to attend. Please join us in congratulating these outstanding women on their accomplishment.

1. Katie N. Ballert, MD: The Role of Tamm-Horsfall Protein in Host Defense Against Urinary Tract Infections. Dr. Ballert graduated from the University of Louisville School of Medicine and completed her urology residency program at the University of Florida. Dr. Ballert is currently a fellow in Female Pelvic Medicine and Reconstructive Surgery at New York University, Department of Urology in New York, New York. Her research proposal is focused on understanding the pathogenesis of recurrent urinary tract infections in women. The goal of the research is to determine whether Tamm-Horsfall protein, the principal urinary protein, is an important anti-adherence factor for binding of type 1-fimbriated E.coli to the urothelial surface. This work is significant because understanding the role of host defenses could guide improvements in diagnosis, prevention and treatment of recurrent UTIs.

2. Nadya M. Cinman, MD: The Effect of Warm Ischemia on Post-Operative Renal Function Following Laparoscopic Versus Open Nephron Sparing Surgery. Dr. Cinman graduated from Boston University School of Medicine, and is currently a resident in Urology at North Shore/Long Island Jewish Medical Center in New Hyde Park, New York. Her research proposal is focused on understanding the post-operative renal physiologic effects of warm ischemia, pneumoperitoneum, and operative time associated with laparoscopic partial nephrectomy. Dr. Cinman and her colleagues plan to measure glomerular filtration rate pre-operatively and post-operatively in patients undergoing both open and laparoscopic partial nephrectomy. This work is significant because it could help to guide future surgical management of renal cell carcinoma, especially for small, incidentally found lesions.

3. Aimee L. Wiltz, MD: Determining the MicroRNA Expression Profile of Urothelium and High-Grade Urothelial Carcinomas. Dr. Wiltz graduated from Baylor College of Medicine, and is currently a resident in Urology at the University of Chicago in Chicago, Illinois. Her research proposal is focused on improving the diagnosis and prognosis of urothelial cancer. Dr. Wiltz and her colleagues plan to use surgical specimens obtained during cystectomy for bladder cancer to develop a MicroRNA expression profile for urothelial tissue, and to identify candidate genes differentially expressed in urothelial cancer. The significance of this research is that it could provide the background data needed for development of new diagnostic tools for bladder cancer, such as a urine assay based on microRNA detection, in addition to providing improved prognosis. ♦

Michael B. Chancellor Awarded Christina Manthos Mentoring Award

By Julia G. Garcia

At the annual American Urologic Association meeting, SWIU was again proud to announce this year's recipient of the Christina Manthos Mentoring Award. This year, our society honored Michael B. Chancellor, MD. Past recipients have included Robert C. Flanigan, MD and Jean Fourcroy, PhD. The award was created in memory of Dr. Christina Manthos, an extraordinary urologist who was gifted both in the art of urologic surgery but also in that of mentoring inspiring urologists and researchers. She unfortunately lost her battle to breast cancer in 1999. Luckily, her spirit has lived on and we honor her memory by recognizing individuals such as Dr. Michael Chancellor who also serve as invaluable mentors to both men and women.



Michael B. Chancellor, MD

Dr. Chancellor is currently professor within the Department of Urology, Obstetrics and Gynecology, faculty member of the McGowan Institute for Regenerative Medicine, and professor within the Molecular Medicine Institute at the University of Pittsburgh School of Medicine. He serves as director of the neurourology and female urology programs. Dr. Chancellor earned his medical degree at the Medical College of Wisconsin in 1983. He then completed his

Society of Women in Urology



2007 - 2008

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FOUNDED IN 1980

urology residency training at the University of Michigan, as well as a fellowship in neurourology and female urology at Columbia University.

Dr Chancellor is well-known for his research in drug delivery, tissue engineering, and gene therapy for the treatment of bladder pain and incontinence. He has written over 400 peer-reviewed articles and chapters. In addition, his clinical interests include reconstructive and restorative surgeries of the urinary tract. This award joins a list of many previous accolades including the Paul Zimkin Award from The Urodynamics Society as well as the grand prize of the International Jack Lapidus Essay Contest.

Although it is quite apparent that Dr Chancellor has had much success in his clinical and research careers, he is also known as an extraordinary and dedicated mentor to many. "Mike Chancellor is an unassuming person who works behind the scenes supporting the careers of women in urology," stated Tracy Cannon-Smith, MD, SWIU board member and researcher under the guidance of Dr. Chancellor. "Even after I finished my fellowship he continues the mentoring relationship of my career," added Cannon-Smith. "He has never allowed me to get frustrated with negative results...he takes time to help you think of a solution or alternative approach...his door is always open," stated Rachelle Prantil-Baun, PhD, from the Vascular Bioengineering Lab at the University of Pittsburgh. "This quality has not only made his research so successful but has also provided motivation and inspiration for my success," concluded Prantil Baun.

SWIU congratulates Dr Chancellor for his many successes in his research and clinical careers, but most importantly, we recognize his mentoring spirit which has helped shape the careers of many men and women in the field of urology. ♦

Mark Your Calendars: SWIU at the AUA

Sunday, May 18, 2008

- 6:30 a.m. – 9:00 a.m. **Annual Breakfast Meeting**
Plaza International Ballroom at the Peabody
Orlando Hotel
- 6:45 a.m. **Welcoming Remarks**
Elizabeth W. Bozeman, MD, President, SWIU
- 6:50 a.m. **AUA Update**
TBD
- 7:00 a.m. **Large Urology Group Practices and Why
Urologists (Who Happen to be Women)
Should Know about Them**
Presenter: John M. House, MD
Urology Associates of North Texas
- 8:00 a.m. **SBUR/SWIU Award**
Presenter: Margot Damaser, PhD
- 8:15 a.m. **Annual Business Meeting**
- 8:45 a.m. **Networking**

Tuesday, May 20, 2008

- 5:00 p.m. – 6:00 p.m. **SWIU – Women Leaders in Urology Forum BCG:
Success and Failures**
Plaza International Ballroom F&G at the Peabody
Orlando Hotel
- Moderator:**
Cheryl T. Lee, MD
Associate Professor of Urology
Director, Bladder Cancer Research Program
University of Michigan

Panelists:

Theresa Koppie, MD
Assistant Professor of Urology
University of California, Davis

Carol Salem, MD
Hillcrest Urological Medical Group
Medical Director, Minimally Invasive Robotic
Surgery Program
Scripps Mercy Hospital
San Diego, California

Eila Skinner, MD
Associate Professor of Urology
University of Southern California, Los Angeles

6:00 p.m. – 8:00 p.m.

**Networking Reception
(immediately following the SWIU Forum)**
Plaza International Ballroom H at the Peabody
Orlando Hotel

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 and you will also here from the 2007 Elisabeth Pickett Award winners.

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

Interested in Large Urology Group Practices? Come to the SWIU Annual Breakfast Meeting

John M. House, MD, a board certified urologic surgeon, is co-founder and managing partner of Urology Associates of North Texas, the largest Urologic Surgery group in North America. He is also president of US Urology, a consortium of large urology group practices. Here are some of the topics he will cover in his upcoming presentation:

- 1) When does a urology group become a "Large Urology Group Practice?"
- 2) Where are the large urology group practices?
- 3) Why are there large urology group practices?
- 4) What are the primary factors that determine the success or failure of a large urology group practice?
- 5) What future opportunities are there for large urology group practices?
- 6) Review the Stark laws and how they could effect large urology group practices.
- 7) What opportunities are there for large urology groups to generate ancillary income?
- 8) Why should a urologist (who happens to be a female) consider a large urology group?

Please join us for this exciting presentation on **Sunday, May 18, 2008 at the SWIU Annual Breakfast Meeting**. The presentation will take place in the **Plaza International Ballroom at the Peabody Orlando Hotel from 6:30 a.m. – 9:00 a.m.** ♦

Message from the Editor

By Dr. Jennifer Gruenfelder

SWIU is seeking articles for this newsletter. We would particularly be interested in articles from someone in private practice on aspects of practice management and from an academic urologist on issues relating to work in the university setting. If you would consider a regular column twice a year, it would be welcome. If you are a resident, consider writing occasionally on issues related to your training. And if your research involves any aspects women's roles as urologists, this would be a great forum for dissemination of your studies. Please e-mail me at jjgruenfelder@hotmail.com with your thoughts. ♦

Residents' Corner

By Elizabeth Williams, MD
Washington University School of Medicine

As another academic year draws to a close, I realize that I am on the verge of starting my chief resident year. In addition to the responsibility which accompanies the position, I have a much larger issue to address...the job search. In 15 months, I will no longer have the shelter of residency to protect me from "the real world." Like many others, I have spent considerable time pondering the path I want my career to take. This may be a bit premature in my case since I have accepted a fellowship for the 2009 – 2010 academic year to buffer the anxiety of entering the real world. However, this still remains an important question to start addressing.

As a board member of SWIU, I am surrounded by strong female leaders in the field of urology. These women have paved successful and diverse courses for their careers. I have had the opportunity to learn about the benefits of both academic and private practice careers. Though there are many differences between these worlds, there is an emphasis on the business of medicine in both arenas. One of the first points of business is contract negotiation. I presume many of the residents have minimal business experience like myself. As such, the idea of negotiating a contract is an overwhelming proposition. It is imperative to avoid signing a contract prematurely, one which does not entitle you to what you are worth and is not competitive with the offers made to your male counterparts, particularly in the era of the non-compete clause. It is difficult for a novice to know where to look for guidance.

At the most recent SWIU meeting, the board finalized the details for the SWIU annual breakfast meeting at the AUA in Orlando this May. Dr. John House, a member of Urology Associates of North Texas, will be the keynote speaker. The title of his presentation is "Large Urology Group Practices and Why Urologists (Who Happen to be Women) Should Know about Them." Though the talk is primarily geared toward those entering private practice, he will touch upon the inner workings of a urology practice, the pitfalls of contract negotiation, and how to negotiate for your net worth to a practice/university. This will provide an excellent platform from which to start researching job opportunities. I invite all fellow female residents who will be in attendance at the AUA to join me in learning more about the business aspects of the field. Perhaps the job search will then become one less stressor in our lives... ♦

Book Review Everything Conceivable How Assisted Reproduction is Changing Men, Women and the World

By Liza Mundy, 406 pages, Random House Inc. 2007

Chances are good that as a female urologist you have either been through infertility treatments or know someone who has. This is not simply because infertility is part of our profession. Infertility is on the rise in America, and part of this trend is because men and women are choosing to bear children at an older age. This book addresses the reasons for the rise in infertility and the ethical and social implications of its treatment.

Ms. Mundy is a science writer, and she devotes a portion of the book to the technical aspects and history of the treatment for infertility. She presents a nice review of Assisted Reproduction Technologies, including IUI, IVF and surrogacy. She interviews the urologist Paul Turek, who publicizes the male components of the problem. She discusses the costs of these technologies and their success rates, and she makes the point that because of the federal ban on embryo research, all of the research has been privately funded. And with that comes a lack of uniformity in published results and perhaps a bias from the researchers in such basic questions as how many embryos to implant. The ASRM has been able to keep a registry and has recently made some recommendations, but her book shows how difficult this process has been compared to other kinds of research.

More compelling are her chapters on the consequences and the ethical implications of these technologies. The rates of twin and triplet births in this country have soared. This results not only from infertility treatments, but also because women over thirty-five are more likely to conceive multiple children. Although most infertility patients, who are spending large sums of money on treatment, often think that they would like twins or triplets, they may not truly understand the consequences. She writes about the costs of prematurity, including the very high death and disability rates. Multiple births are the dark side of infertility treatment, and this book offers a well written perspective on its implications that I would strongly recommend to anyone considering treatment.

The writing is at it finest considering unintended consequences. For example, there are laws giving adopted children the right to know who their parents are because they are entitled to know their genetic history. Do those laws apply for sperm donors? If so, will we see the number of donors decrease? Who has custody when a surrogate mother delivers and changes her mind? If you implant numerous embryos and they all survive, what are the risks of prematurity versus selective reduction? If a baby is genetically related to one spouse but not another, does the biologically unrelated spouse have different feelings about the child? There are a quarter million embryos currently in frozen storage in the United States, many of whom have biological parents that can no longer be traced. What is the correct ethical treatment of these embryos? These are important — and interesting — questions long after you have passed your Boards. ♦

Gender Bias among Patients

By Pamela Ellsworth, MD

While urology historically has been a male-dominated field, more female physicians are entering urology training programs and the workforce. Anecdotally, female urologists may find that male patients often prefer male providers, while female patients often request a female urologist. These preferences have the potential to significantly influence the urologist's practice, as patient gender often correlate with the presenting medical problem. For the female urologist who may enjoy a general urology practice, she may find her practice



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weighted more heavily towards female urology and incontinence. For female residents, these anecdotal observations may lead her to choose post-graduate training to shape the practice she desires.

We sought to determine whether patients really do prefer a urologist of their own gender. A prospective questionnaire was distributed to patients presenting to a private practice, academic practice, and hospital-based clinic. Questions pertaining to age, gender, marital status, education level, income, and preference for urologist based on gender were included in the questionnaire. A total of 305 males and 94 females completed the anonymous questionnaire. We found that a statistically significant number of males preferred a male provider (76.5%) compared to female patients who preferred a female provider (46.3%). During this study there was a time period where there was no female provider available within the group. However, patients were asked "If given the choice would you prefer a female or male urologist?" Patients could respond to the question as if there was a choice of provider gender. We also gathered data on demographic factors such as educational level, socioeconomic status, and marital status; these descriptive variables are listed in Table I. Males tended to have slightly higher incomes and levels of education, though the differences were not dramatic.

A potential bias of this study is the availability of only a single incontinence specialist, who is male. Thus, established female incontinence patients who had a favorable opinion of

their current (male) provider may have responded that they prefer a male based on their positive interactions. Similarly, in the absence of female providers, male patients have had no exposure to female urologists and thus their satisfaction with their male provider may be reflected in a potentially biased response.

Based on this study, there appears to be gender-related differences regarding selection of urology provider. Males appear to prefer male urology providers, and female patients do not have a significant gender-based preference. The trend for female providers to care for a large percentage of female patients may actually be strongly influenced by male patient preference to see male providers, rather than female patient preference for a female provider. Further research is underway to better characterize these preferences. The results will prove interesting and may be useful to female urology residents as they develop their career expectations.

	Marital status				Education		Income		
	Single	Married	Divorced	Widowed	</High school	> High school	<\$25,000	\$26,000-\$100,000	>\$100,000
Female	19.1%	55.1%	18%	7.9%	45.7%	54.3%	44.1%	48.8%	7.1%
Male	17.4%	70.1%	10%	2.3%	34.8%	65.2%	26%	56.9%	17.1%

Table I: Demographic variables of female and male study participants. ♦

Address Corrections Requested

Please notify the SWIU of any changes in your contact information, including change of address, phone or fax numbers, and email address. This information is only disseminated to the membership and is used for networking, one of our primary missions. Thank you.

Society of Women in Urology

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As we approach the end of the year and you plan your yearly donations to the charities of your choice, remember SWIU. Your donations will be used to support our research awards, mentoring program and other member benefits.



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