



WOMEN IN NEPHROLOGY

REACHING FOR THE FUTURE

Newsletter v. 2023, Issue 1

March 2023

WIN President's Message:

Dear WIN Members and Supporters,

As I begin my two-year tenure as President of Women In Nephrology, I would like to express my sincere gratitude to our membership for their continued support of WIN. As we embark upon a very exciting year, let's take a moment to review the accomplishments, events and growth that WIN enjoyed under the presidency of **Dr. Lisa Curtis**. Please review the 2022 Annual Report, which accompanies this newsletter to recognize the enormous progress that WIN is making, as we advance the vision of prior fearless leaders! Over the past year, I had the pleasure of working closely with Lisa to put things in place for a successful 2023! Importantly, we can share with you the vision outlined in the 2022-2026 Strategic Plan created with the assistance of several past WIN leaders, who comprise the WIN Advisory Council, [page 2](#).

Thanks to our membership, we have added three new Councilors, **Dr. Jia Ng**, **Dr. Reem Mustafa** and **Dr. Niloofar Nobakht**, who in addition to returning past Councilors, **Dr. Scherly Leon** (Director of Finance) and **Dr. Manish Singh** (Director of Fundraising), will lead their teams in achieving the goals of the Strategic Plan through several **WIN Initiatives**, [page 3](#). Already, we have had a successful Virtual Professional Development seminar on "Fertility and Family Planning for Women In Nephrology", January 25, 2023, [page 4](#), with several more in the planning stages. We have established new collaborations with the NIH-sponsored Network of Minority Research Investigators, and the American Society of Transplantation Women's Health Community of Practice, [page 4](#). New in 2023: Fellows Corner, [page 5](#); the Fellows School for Leadership Education and the WIN Advocacy Award, [page 6](#). In addition, WIN will have a physical presence at all major national and international nephrology meetings, [pages 7-8](#). Let us know if you will attend WCN/ISN, NKF-SCM and ERA EDTA!

Please join us in Los Angeles for the **2023 WIN Leadership Conference**, September 8-9, 2023. This year's theme is "**Leading to Advance your Career is a WIN-WIN**". Confirmed keynote speakers are: Dr. Sue Quaggin (Past ASN President) and Dr. Karl Nath (Editor, Mayo Clinic Proceedings), [page 9](#).

WIN has been an official, registered 501C non-profit organization since 1983! WIN would like to extend an invitation to national and international WIN members to establish **WIN-Chapters**, which will bring with it recognition, validation and several perks!! In January, 2023 WIN endorsed WIN-Florida State as the first WIN-Chapter, [page 10](#). Let us know if you would like to establish a WIN-Chapter! As you will see from the following pages, WIN continues to expand and offers new opportunities to support its members. I ask you to join me in fulfilling our goals and to spread the word!

With kindest regards,
Susanne



**Susanne B. Nicholas, M.D.,
M.P.H., Ph.D., FASN**
WIN President, 2022-2024

Executive Council of WIN (2023)

Susanne B. Nicholas, MD, MPH, PhD
President
Lisa M. Curtis, PhD
Past-President
Michelle Rheault, MD
Secretary
Cybele Ghossein, MD
Treasurer
Scherly Leon, MD
Director of Finance
Manisha Singh, MD
Director of Fundraising
Nisha Bansal, MD
Councilor
Mala Sachdeva, MD
Councilor
Mira T. Keddis, MD
Councilor
Anuja Java, MD
Councilor
Niloofar Nobakht, MD
Councilor
Jia Hwei Ng, MD
Councilor
Reem Mustafa, MD, MPH, PhD
Councilor
Emily Zangla, DO
Senior Hsiao Fellow
Angelina Dixon, MD
Junior Hsiao Fellow

Advisory Council of WIN

Lois Katz, MD
Sandra Levison, MD
Judy Veis, MD
Amy Williams, MD
Nuria Pastor-Soler, MD PhD
Li-Li Hsiao, MD PhD
Eleanor Lederer, MD
Sylvia Rosas, MD
Benjamin Humphreys, MD PhD

Strategic Plan 2022-2026

Introduction

In the summer of 2021, WIN held a virtual retreat with the Executive Council members and prior leaders of WIN, which included two of the founding members of WIN. Over a series of sessions, ideas of importance for the longevity of WIN were discussed in depth. These discussions lead to a coalescing around four goals described below. These goals were intended to be SMART¹ goals so that WIN could readily identify its progress. They were also chosen to be clear next steps to advance the reach and sustainability of WIN. Within each goal, strategies, objectives, and tasks, as well as benchmarks of success were defined. These goals were also chosen as broad-based overarching themes to lend themselves to additional objectives and tasks that may be defined by future Executive Councils of WIN.

Goals of the strategic plan

Goal 1: Increase WIN's visibility across the pipeline

In years past, WIN has provided valuable programs and resources to the nephrology community, often without compensation or recognition. Given its small size, WIN, and its accomplishments and contributions, have been susceptible to being overlooked. This goal is designed to enhance WIN's visibility regarding its contributions as well as to provide a communication platform to engage the nephrology community with novel career development programming.

Goal 2: Engage and increase membership across the globe

Women and those less well represented in leadership roles in nephrology benefit from opportunities to engage in leadership activities. WIN can provide these opportunities beyond service on the Executive Council by greater outreach to the membership with targeted resources and programming to develop skills, reaching out to specific constituencies for input and targeted engagement. By increasing the presence of women and less well represented individuals in the inner workings of WIN, WIN can facilitate the development of necessary skills and experience to those who typically may not be offered those opportunities for advancement.

Goal 3: Create a robust support structure to recognize women in nephrology through awards or leadership nomination

If women aren't nominated, they don't win. To adequately address this idea, WIN will disseminate information regarding awards offered through relevant nephrology and kidney-related organizations, as well as develop additional awards offered through WIN. The Dr. Li-Li Hsiao Leadership Fellowship provides a template for the latter. In addition, offering leadership opportunities to membership will allow for them to garner the necessary credentials to be eligible for these national and international awards.

Goal 4: Establish a long-term, stable infrastructure plan

The mission of WIN is two-fold: to develop careers of women and individuals who historically have been underrepresented in elevated positions in nephrology and to advocate for research and clinical care excellence surrounding the care of women kidney patients. WIN's ability to continue to provide critical, novel career development and to sustain its advocacy on the importance of research and development of clinical care skills and knowledge of the female kidney, necessitates a robust infrastructure. Sustained activities of WIN require development of long-term financial plans and personnel support of WIN. As a volunteer organization, WIN relies heavily on its Executive Council members. To create a sustainable presence of WIN in the unique perspective provided by its involvement, WIN must create a progressing plan to engage an Executive Director position to allow for continuity and enhance institutional memory. Financial support for this position as well as for the continuation of WIN programming requires a long-term strategy that can be implemented in a stepwise manner.

¹SMART: specific, measurable, achievable, relevant, and time-bound

Meet the 2023 Executive Council of WIN



Susanne Nicholas, MD, MPH, PhD
President



Lisa M. Curtis, PhD
Past-President



Michelle Rheault, MD
Secretary



Cybele Ghossein, MD
Treasurer-Advisor



Scherly Leon, MD
Senior-Treasurer



Manisha Singh, MD
Junior-Treasurer



Nisha Bansal, MD,
MAS Councilor



Mala Sachdeva, MD
Councilor



Anuja Java, MD
Councilor



Mira Keddis, MD
Councilor



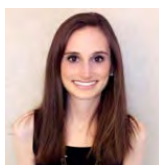
Niloofar Nobakht, MD
Councilor



Reem Mustafa, MD
Councilor



Jia Ng, MD
Councilor



Emily Zangla, DO
Senior Hsiao Fellow



Angelina Dixon, MD
Junior Hsiao Fellow

Welcome our new councilors

WIN initiatives and leads

WIN Initiative

Mentor Match
Awards
Speaker Bureau
Full Member Advocacy
Professional Development Seminar
Fellows Corner
Fundraising
Financials
Communications & Membership
International Relations
Fellows Advocacy
Fellows School of Leadership Education
Website updates

Lead

Mala Sachdeva
Mira Keddis
Niloofar Nobakht
Nisha Bansal
Jia Ng
Anuja Java
Manisha Singh
Scherly Leon
Michelle Rheault
Reem Mustafa
Angelina Dixon
Emily Zangla
Niloofar Nobakht



WIN had the first of several upcoming vPDS, moderated by Dr. Nisha Bansal, with a very distinguished speaker and panelists that was well received and generated much discussion.

Virtual Professional Development Seminars January 25, 2023

5-6 PM PT / 6-7 PM MT / 7-8 PM CT / 8-9 PM ET

“Fertility and Family Planning for Women in Nephrology”

Rachel Whycott MD

Associate Professor
Obstetrics & Gynecology
University of Washington



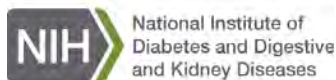
Followed by a panel discussion with:



Lisa Curtis PhD Scherly Leon MD Andrea Kattah MD

Stay tuned for more exciting vPDS topics in 2023!

WIN's new collaborators



Network of Minority Health Research Investigators (NMRI)

WIN is proud to support [travel awards](#) for fellows to attend the 2023 NMRI Annual Workshop.



WOMEN'S HEALTH COMMUNITY OF PRACTICE (WHCOP)

WIN will co-sponsor a series of webinars with WHCOP in 2023

Stay tuned!!

WIN Membership Value:



FELLOWS CORNER

NEW!

**FELLOWS! Now is the time to consider joining Women in Nephrology!
What's in it for you?**

"WIN is launching the 'Fellows Corner' under the leadership of WIN councilor Anuja Java and senior Hsiao fellow Emily Zangla. This initiative will be dedicated to addressing issues pertinent to fellows in training. A wide range of topics will be addressed and should interest a fellow inclined toward either private practice or academics. Topics will include issues related to job acquisition after training, such as what a fellow needs to know about interviewing, contract and salary negotiation, building their niche/area of expertise within nephrology, as well as issues associated with research success and further training. WIN will utilize professional development seminars, panel discussions and twitter chats to hear from experts and engage fellows in robust discussions around these topics.

If you are interested in getting involved as a panelist for any of the topics mentioned above or have suggestions/feedback about additional topics relevant to fellows, please email: ajava@wustl.edu".



MENTOR MATCH PROGRAM

WIN launched its' Mentorship Program in 2022! So far, it has been an enormous success! Any WIN member seeking to be a mentor or who needs mentorship can join the program.

The program is open to national or international WIN members, medical students, graduate students, nephrology fellows, postdocs and both junior or senior attendings. Benefits of this program include: the ability to gain a mentor outside of one's home institution, networking opportunities, academic advancement, personal development, learning skills on work-life balance, learning how to negotiate salaries and contracts, amongst others. Members connect with each other either virtually, on the phone, or in-person at events and meetings.

Potential mentors and mentees interested in joining the program will first fill out a survey. The surveys are analyzed by the Mentorship Committee. Mentor/Mentee pairings are made quarterly. Thus far, WIN has had two quarterly pairings for a total of 13 mentor/mentee pairings. In addition, an anonymous survey is sent out quarterly to assess individual mentor/mentee satisfaction with the program. So far, the November 2022 indicated 100% of the respondents would like to continue and would refer others to WIN's mentor-mentee program! A virtual professional development seminar was done in December 2022 addressing the 'Art and Science of Mentorship,' which provided guidance for both mentors and mentees. WIN is actively seeking potential mentors and mentees. **If you are interested in being a mentor or a mentee, please fill the following survey to ensure the best mentor-mentee pair.**

Mentee: https://surveys.mayoclinic.org/jfe/form/SV_9v5h1L6ya3naRcG

Mentor: https://surveys.mayoclinic.org/jfe/form/SV_03cimFHXWlyG778

On Behalf of the Mentorship Committee: Mala Sachdeva, Anuja Java, Mira Keddis, Emily Zangla

WIN Fellows School for Leadership Education (FSLE) Program

JUST
LAUNCHED!!



Vision: To equip nephrology fellows with the skills that they need to succeed, lead and troubleshoot problems in the workplace, generate and accomplish career goals, and to establish themselves as part of WIN in order to advance the field of nephrology for women.

The vision of the program will be fulfilled through five virtual 90 minute “hands-on” workshop sessions over the next eight months, facilitated by WIN leaders, covering the 4 pillars (mastery, management, mindfulness, morale) of the Fellows School for Leadership Education program.

Objectives:

Morale-building- To create a support network of WIN fellows around the world who are motivated to building their career development skills and to establishing themselves as active members of WIN

Management of conflict- To equip fellows with the skills that they need to navigate difficult scenarios that may arise in the workplace (i.e., microaggressions, disrespect, hazing)

Mastery of your future- To teach fellows how to carve out a niche and to successfully secure their desired first job at the culmination of their training

Mindfulness- To provide fellows with strategies on how to avoid burn-out and to juggle their career with their families, personal health, and outside commitments

A **certificate of completion** of the WIN FSLE program will be awarded to participants at the time of the Leadership Conference in September 2023.

Committee Co-Chairs: Emily Zangla, DO and Anuja Java, MD



Advocacy

WIN Advocacy Award

NEW!

Advocate for WIN and win an Advocacy Award!!

Want to learn more about the history and activities of WIN?
Want to inform your Division and other colleagues about WIN?
We can send you a slide deck to share your passion about WIN!

Let us know how you advocate for WIN, and how WIN has been of benefit to your career advancement!

Join us at the World Congress of Nephrology!!



WIN Booth at WCN 23!



Don't miss the WIN booth in the Global Village in Bangkok! Stop by to say hello and to learn about our latest initiatives.



WIN Table Talk at WCN 23!



March 31st
16:45-17:15

Breaking Down Barriers - Using Networking to Understand Your Barriers to Career Progression
with Drs Susanne Nicholas & Liz Lightstone,

Join us at the NKF-Spring Clinical Meetings!!



AUSTIN
APRIL 11-15, 2023

Come visit us at Booth #116



Susanne Nicholas, MD,
MPH, PhD
President



Cybele Ghossein, MD
Treasurer-Advisor

Let us know if you will join us!
win@womeninnephrology.org

WIN is planning to attend the ERA-EDTA meeting!!

60th European Renal Association & European Dialysis and Transplant Association Congress (ERA EDTA)
June 15-18, 2023, Milan, Italy



Let us know if you plan to attend!
win@womeninnephrology.org



WIN SPEAKERS BUREAU

- Get yourself listed!
- Increase your visibility
- Feel confident in launching your career



Save the Date!

2023 WIN Leadership Conference

Leading to Advance Your Career is a -WIN



Keynote Speakers:

Sue Quaggin, MD

*Past ASN President
Professor of Medicine
University of Chicago*

“Building Your Academic Career Portfolio”

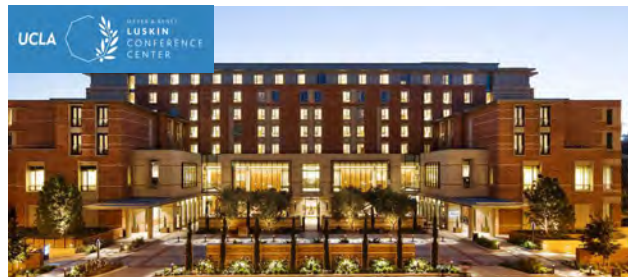
Karl Nath, MD

*Professor of Medicine
Editor-in-Chief Medical Journal Mayo Clinic Proceedings
Mayo Clinic, Rochester, Minnesota*



“My Career Path Towards Leadership in Nephrology”

When: September 8-9, 2023!



Where: UCLA’s Luskin Conference Center, Los Angeles, CA
Conference Registration *coming soon*

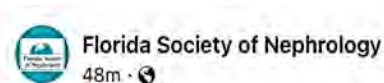
Next year, we celebrate 40th Anniversary of WIN!!

Los Angeles, CA

Stay tuned!

Want to become a WIN-Chapter?

Join us in congratulating WIN-Florida as the first WIN-Chapter!



The Florida Society of Nephrology is excited to announce Women in Nephrology has endorsed WIN Florida their the 1st State chapter!

FSN hosted a Women in Nephrology Florida Reception at our annual meeting. We were pleased to have Dr. Sharon Moe join us and share her experience as a leading female in nephrology.



WIN Florida State Chapter Update

Florida Society of Nephrology has been a staple organization in the state of Florida for nephrologist for over 50 years. As we embarked on updating our mission statement this year, FSN represents and serves the interests of Florida nephrologists in their pursuit and delivery of quality care for patients with kidney disease, as the only female nephrologist at the table, I was compelled to grow the voice of my female colleagues around the state. With the collaboration of Women in Nephrology executive board members, we are excited to announce that Florida Society of Nephrology is the first WIN chapter. At our 56th annual FSN conference in Bonita Springs, FL, we held our first Women in Nephrology – FSN Chapter banquet with guest speaker Dr. Sharon Moe highlighting the strengths and benefits available through the national Women in Nephrology organization. This event has provided the framework for networking around the state at many different levels including residents/fellows, physician extenders, and pharmaceutical companies taking a keen interest in support of women in nephrology and drawing attention to renal disease patterns that primary effect women. With about 30 people in attendance the outpouring of interest and support has been palpable. For the future we are planning regional women in nephrology events to provide social and career support to one another in surrounding areas. In addition, we hope to continue discussions around awareness and education for female dominant renal disease patterns. FSN leadership would like to thank WIN leadership for this opportunity to collaborate on how we can support more women in nephrology around our state and we are hopeful this model will be the backbone in creating similar chapters around the country to inspire more local collaboration and support of each other as women in nephrology.

Jaime Baynes-Fields, DO MPH, Central Florida Kidney Specialist

Opportunities for Career Advancement

CJASN Editor-in-Chief

CJASN is looking for its next Editor-in-Chief. Applications are due by Wednesday, May 31, 2023, at 4:00 p.m. EDT. More information can be found at asnjournals.org.

The Gerontological Society of America (GSA) Journals Editor-in-Chief

The Gerontological Society of America is accepting applications for Editor-in-Chief. Applications are due by April 30, 2023. More information can be found at <https://academic.oup.com/gsa/pages/editor-nominations>.



AKI MANAGEMENT IN CRITICALLY ILL
Thursday, April 20, 2023 / 7:30 AM – 4:15 PM CST
UAMS Education II Building, Room # 8-131, 4301 W. Markham St., Little Rock, AR 72209

7:30-8:00 AM	Registration and Continental Breakfast	
8:00-8:30 AM	Rationale and Fundamentals of CRRT	Nithin Karakala, MD (UAMS)
8:30-9:00 AM	Timing and Patient Selection	Arnaldo Lopez-Ruiz, MD (AdventHealth Orlando)
9:00-9:30 AM	CRRT Outcome Studies: Modalities and Dose	Javier Neyra, MD (UAB)
9:30-10:00 AM	Complications of CRRT	Luis Juncos, MD (CAVHS & UAMS)
10:00-10:15 AM	Break	
10:15-10:45 AM	Vascular Access, Circuit, and Membrane	Luis Juncos, MD (CAVHS & UAMS)
10:45-11:15 AM	Anticoagulation	Nithin Karakala, MD (UAMS)
11:15-11:45 AM	Program Organization and Quality Metrics	Javier Neyra, MD (UAB)
11:45-12:15 PM	Acid Base Considerations During CRRT	Lenar ("Leo") Yessayan, MD (U of Michigan)
12:15-1:00 PM	Lunch	
1:00-1:30 PM	Management of Dysnatremias with CRRT	Lenar ("Leo") Yessayan, MD (U of Michigan)
1:30-2:00 PM	Liver Assist Devices	Luis Juncos, MD (CAVHS & UAMS)
2:00-2:30 PM	ECCOR2 for the Nephrologist	Arnaldo Lopez-Ruiz, MD (AdventHealth Orlando)
2:30-2:45 PM	Break	
2:45-3:15 PM	Extracorporeal Therapies in Sepsis	Lenar ("Leo") Yessayan, MD (U of Michigan)
3:15-3:45 PM	Hepatorenal Syndrome	Luis Juncos, MD (CAVHS & UAMS)
3:45-4:15 PM	MCS, AKI, and CRRT	Arnaldo Lopez-Ruiz, MD (AdventHealth Orlando)

WORKSHOPS
Friday and Saturday, April 21-22, 2023 / 7:30 AM – 5:00 PM CST
UAMS Education II Building, Room # 8-131, 4301 W. Markham St., Little Rock, AR 72209

7:30 AM Registration and Continental Breakfast

Workshops will be held Friday and Saturday at 8:00 AM - 12:00 PM and 1:00 PM - 5:00 PM. Each day, attendees may choose one workshop to attend in the morning and one in the afternoon. Lunch will be provided at 12:00 PM - 1:00 PM.

Workshop Title	Workshop Description	Instructors
Kidney Pathology	Taught at Arkana Labs, this course discusses cases to teach pathology and advances in glomerular disease.	Shree Sharma, MD, FASN, Alejandro Best, MD, Tiffany Caza, MD, (all with Arkana Labs)
Home Dialysis	Explores the types of home dialysis, patient eligibility, and benefits to home treatment.	Osama El Shamy, MD (Vanderbilt), Manisha Singh, MD (UAMS), Ankur Shah, MD (Brown U)

Professional Development	Discusses strategies for career advancement and leadership as well as the business of nephrology.	Samira Farouk, MD, FASN (Mount Sinai), Diana Mahbod, MD, CPE, FASN, FNKF (Dallas Renal Group)
Urine Microscopy	Teaches optimal performance and interpretation of microscopic examination of the urinary sediment.	Juan Carlos Velez, MD, Swetha Kanduri, MD (both from Ochsner Clinic), Mark Perazella, MD, FASN (Yale), Jay Seltzer, MD (Missouri Baptist Medical Center)
Point of Care Ultrasound	Provides an introduction to ultrasound techniques related to nephrology.	Nithin Karakala, MD (UAMS), Nathaniel Reisinger, MD, FASN (U of PA), Abhilash Koratala, MD (UT@ San Antonio)
CRRT/ Critical Care	Teaches recent developments in critical care nephrology and novel renal replacement therapy techniques and devices.	Luis Juncos, MD (UAMS), Javier Neyra, MD (UAB), Arnaldo Lopez-Ruiz, MD (AdventHealth Orlando), Lenar ("Leo") Yessayan, MD (U of Michigan)
Evidence-Based Nephrology	Focuses on how to understand and apply literature to improve practice.	John Arthur, MD, PhD, FASN (UAMS), Matt Sparks, MD, FASN (Duke)

RECEPTION / DINNER / JEOPARDY!
Friday, April 21, 2023 / 6:00 PM – 9:30 PM CST
The Little Rock Marriott Ballroom, 3 Statehouse Plaza, Little Rock, AR 72201 | (501) 906-4000
Keynote Address: "New in Nephrology" Mark Perazella, MD, FASN (Yale)

M³ KIDNEYcon PARTY
Saturday, April 22, 2023 / 6:30 PM – 9:30 PM
Hosted by John and Cathy Arthur. The theme is Martinis, Meatsballs, and Mentoring.

RESEARCH DISCUSSION
Sunday, April 23, 2023 / 9:00 AM – 12:00 PM CST
The Little Rock Marriott Marion Conference Room, 3 Statehouse Plaza, Little Rock, AR 72201 | (501) 906-4000
A chance to discuss collaborative research projects with other attendees. The goal of this session is to identify research projects that individuals may not be able to do alone, but together we can pool resources and technologies to answer important questions in nephrology.

WIN is a sponsor of the 8th annual KIDNEYcon

April 20-22, 2023 at the University of Arkansas for Medical Sciences
For more information:

<http://kidneycon.org/ibili>

Don't miss out!
Renew your membership now for 2023!

Not a member? Join NOW!

Trainees and Emerita/Emeritus members are free.
Full memberships are only \$75/year.

Renew or join [online](#) (scroll down and click the button)
Email (win@womeninnephrology.org) for more information.

Have an accolade that you would like to share? Have news that our community would benefit from knowing?
Please email us at win@womeninnephrology.org with your information.

Please pass the word!
Stay in touch. We want to hear from you!!



>500 followers



>5700 followers



~1000 connections

If you are a member of these platforms, please consider following WIN!

*Know someone who would like to know more about WIN?
Please forward this newsletter!*

WIN is a 501c3 organization.

Continuing our initiatives requires support from our donors. We are always grateful to them for their generous contributions. If you are considering charitable donations, we encourage you to consider WIN as a worthy recipient.

Donations accepted via

- Wire transfer
- Zelle
- Venmo

**Please email win@womeninnephrology.org
for more information.**