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### Message from the President

This has been a long year for all of us. With changes in both the healthcare and political environment, we are all getting used to a new rhetoric – doing more with less, the war on terrorism, bioterrorism, the bear market...the constants in our lives are the patients we care for, the investigative work we do, and the support we provide for each other.

Your officers and councilors have had another busy year, personally and professionally. There never seems to be enough time to get things done, yet an amazing amount is accomplished each year. We will again have a strong presence at the Annual Meeting of the American Society of Nephrology in Philadelphia. Here are some of the highlights:

For the 2<sup>nd</sup> year, Women in Nephrology will host a **WIN Hospitality Suite** at the Philadelphia Marriott. We received lots of positive feedback from users last year and hosted over 100 women and men the last day it was open. The suite will again have a private place for nursing Moms, and offer a place for all to relax and network. New this year, by popular request, will be internet access. The Hospitality Suite will be open Friday, November 1<sup>st</sup> and Saturday, November 2<sup>nd</sup> from Noon until 8 PM, and Sunday, November 3<sup>rd</sup> from Noon until 5 PM. (See page 3)

At the request of the ASN Council, the highly successful WIN/ASN Professional Development Seminar was expanded this year to include a mid-career track. Our very capable chairs are **Sharon Moe, Susan Wall, Chris Abrass** and **Tom DuBose** (See page 9).

Our Scientific Program Committee, co-chaired by **Florence Hutchinson** and **Christine Maric**, with the assistance of **Kathryn Tuttle**, has had another productive year. WIN sponsored a symposium at the **NKF Clinical Nephrology Meetings** in Chicago in April: **Is there Sex After Kidney Disease?** (See page 12) Topics included: Mind or Matter: The Psychology of Human Sexuality in CKD; When Nature Fails – Management of Erectile Dysfunction; Sex, Drugs and Hypertension and Nurturing Nature: A Holistic View of Women's Health Issues. At the **ASN** meeting this year, WIN is sponsoring a symposium on **New Insights into Renal Fibrosis**. (See page 3)

The Annual WIN Luncheon and Business Meeting will take place on Saturday, November 2<sup>nd</sup>. **Dr. Robert Alpern**, ASN Immediate Past-President and Dean of the University of Texas Southwestern Medical School in Dallas, will speak on "Achieving Salary Equity: Is It Possible?" (See page 10)

**Christine Abrass, Nancy Day Adams** and **Wendy Weinstock Brown**, members of the **ASN Government Relations Committee**, visited members of Congress and the Senate during an ASN Government Relations Committee Meeting in Washington, DC last Spring. **Wendy Weinstock Brown** and **Kathryn Sandberg** edited the January 2003 issue of *Advances in Renal Replacement Therapy* on "Gender and Kidney Disease." (See page 9)

WIN had a booth at the **NKF Clinical Meeting** in Chicago and will have **Booth #1242** at the **ASN Meeting** in Philadelphia, thanks to the efforts of **Judy Veis**, Public Relations Committee Chair. Please stop by to volunteer and visit. (See page 10)

**WIN Nephrology Interest Groups**, originally started through the efforts of **Susan Bagby**, continue to be active in a number of communities. Contact Susan if you would like to start one in your area. (See page 5)

**The WIN Executive Council** voted to add two new membership categories: **Allied Health Professional Members** and **Developing Country Members**. Nurses, social workers, dieticians, technicians and other allied health professionals have expressed an interest in WIN membership over the years; WIN is pleased to welcome them and will benefit from their considerable talent, energy, and commitment. The Council would like membership for our colleagues in developing countries to be free. These issues are currently being voted on by the current active membership. The results of the vote will be announced at our business meeting on November 2<sup>nd</sup>. Related, **Janis Orlowski** has agreed to Chair our **By-Laws Committee** to review all of our current Constitution and Bylaws.

Development of a **WIN logo** is in process. You may have seen an early version at the San Francisco meeting. We got a bit off track when the illustrator got caught in a University down-sizing – fortunately, we were able to recover much of his work from the server, and I am working with an independent illustrator. I hope to have it available for the ASN Meeting.

Many of you have volunteered to serve on committees and should be hearing shortly from the Committee Chairs. Thank you for your support and interest in WIN! And for those of you who did not volunteer last year, but would like to play an active role WIN complete and return the volunteer list enclosed (See page 14).

And finally, thanks to all of you for your continued interest and participation in WIN. As my presidency comes to an end, I know that I couldn't have done it alone, without your creative ideas, endless energy, and friendship. WIN has come a long way since the idea of a women's nephrology group was conceived. We should be proud of what we've accomplished, and strive to be an even more integral voice in the renal community. I am confident that our voice will continue to be heard with Kathryn Sandberg as our leader for the next two years. Good luck, Kathryn.

## Interview with President-Elect Kathryn Sandberg

Kathryn will assume the WIN Presidency at the end of the ASN meeting, November 4, 2002.

**Christine Maric:** What made you decide to run for President of WIN?

**Kathryn Sandberg:** In 1998, my dear friend, Susan Mulroney introduced me to the organization and to Susan Bagby, the president of WIN at that time. I was immediately captured by Dr. Bagby's enthusiasm and excited by the society's agenda. In meeting other members of the organization, I quickly came to the realization that this is an extremely professional and effective group of women that will serve as a great networking opportunity. The experience of working with WIN these past few years has been so rewarding that when asked by our current president, Wendy Brown, to consider running, I enthusiastically said "Yes."

**Christine Maric:** What will you do as President of WIN?

**Kathryn Sandberg:** I want to continue and expand upon the great work of my predecessors. This organization is primarily about promoting the professional development and career opportunities for women in nephrology and related fields and to advocate education and research relevant to women's health within the nephrology community. WIN accomplishes these goals in many ways including the WIN Database, the WIN newsletter, the WIN programming committee, and through a variety of activities and events such as the Professional Development Seminar and Meet-A-Mentor luncheon held at the ASN annual meeting. We also support the development of local Nephrology Interest Groups around the nation. As President, I would like to increase the use of our WIN Database effectively managed by Chris Abrass. This database is an excellent resource for identifying and recommending highly qualified women for committee positions, visiting professorships, speakers and symposia chairs at meetings, and also for special awards and honors. One way to add to augment the use of this valuable resource is to increase awareness of its existence amongst our membership and among key leaders in the nephrology community. For example, I will bring this Database to the attention of every Division Chief of Nephrology around the country. I want to increase the circulation of our WIN newsletter that is brilliantly edited by Patricia Preisig. This newsletter contains a great deal of valuable information about WIN events and is an excellent tool for increasing WIN membership, which is another one of my goals. I also want to expand the influence of the WIN programming committee to other national meetings of interest (e.g., Experimental Biology and the American Physiological Society). The programming committee has been highly successful at getting symposia of particular relevance to women's health on the NKF and ASN annual meeting programs. These topics are of great interest to the population in general as evidenced in recent years, by the fact that the majority of our sponsored symposia have been standing room only. Furthermore, by proposing excellent women speakers for these symposia, the WIN programming committee has also helped to promote the visibility and leadership opportunities for women.

**Christine Maric:** What special mark would you like to leave from your presidency?

**Kathryn Sandberg:** In addition to the goals I've just outlined, I would especially like to increase WIN membership by the underrepresented group of PhDs, like myself, who are interested in the physiology and pathophysiology of the kidney. WIN is an incredible networking opportunity and the value of networking in one's career cannot be over emphasized. One of my major goals in these next two years is to get the word out how invaluable a resource WIN is for young and experienced physicians and PhDs who are in academia, government, clinical care and also industry. I also want to develop an auxiliary membership category for renal dietitians, social workers and nurses who support the cause of WIN.

**Christine Maric:** Good luck and I look forward to working with you these next couple of years.

**Kathryn Sandberg:** Me too and by the way, I've signed you up for a few task forces already (smile).

## **Nephkids**

### **Continues To Be An Active Listserve**

Nephkids is a listserv (interactive email group) for parents of children with chronic kidney disease. Started in January of 1998, most parent members are from the United States and Canada, but there is a large international contingency, including parents from New Zealand, Korea, Scotland, England, Germany, and India. The similarities of issues and problems these parents deal with are striking. Melissa Gregory, MD (University of Michigan) and I are the medical moderators of the listsev. Erin Shirley ([eshirley@peoplepc.com](mailto:eshirley@peoplepc.com)) (New Orleans), the parent of a teen with a transplant, provides general support and technical help. The listserv is part of the NKF Cybernephrology Initiative led by Kim Solez, MD (University of Alberta). Also associated with Nephkids are 3 listservs for patients, one for children, one for teens, and one for young adults. In addition, the Cybernephrology Initiative includes 21 different listservs for renal professionals, with the largest and most active being Nephrology. Overall, Nephkids has been the most active of all of Cybernephrology's listserv groups.

What do we discuss in Nephkids posts? The hottest topic recently has been the impact on our immunosuppressed children if small pox became the 'weapon' of a bioterrorist act. Other recent discussions have focused on coping with the child with steroid-resistant or -dependant nephrotic syndrome. The level of sophistication of some of these discussions is quite high and the questions asked by the parents very thought-provoking. These parents are quite insightful about raising children who are dealing with chronic illness.

Please let me know if you would like to learn more about Nephkids. All nephrology professionals are welcome to sign on to see what we discuss and to join in. We also have a fairly extensive informational web page:

<http://cnserver0.nkf.med.ualberta.ca/nephkids>

Sue Conley, M.D.  
St. Christopher's Hospital for Children, Philadelphia  
[susanbconley@earthlink.net](mailto:susanbconley@earthlink.net)

## **Do Not Miss!!!**

### **WIN-ASN Symposia During The 35<sup>th</sup> Annual Meeting**

### **New Insights into Renal Fibrosis**

**Moderated by  
Chris Abrass & Eric Neilson**

***Saturday, November 2<sup>nd</sup>  
1:30 - 3:30 pm  
Room 108  
Philadelphia Convention Center***

## **Need Some Privacy or a Quiet Place?**

**At the 2002 ASN Annual Meeting, WIN will again sponsor a hospitality suite. It will be a suite available to nursing mothers, anyone else needing a little privacy or quiet time, or anyone wanting to network, chat, or relax during non-programming hours. Internet access will be available.**

### **WIN Hospitality Suite Sponsored by Monarch**

**Where: Philadelphia Marriott  
(Ask for the room number at the front desk)**

**Open: Friday, Nov 1<sup>st</sup> & Saturday, Nov 2<sup>nd</sup>,  
12 noon - 8 pm**

**Sunday, Nov 3<sup>rd</sup>, 12 noon - 5 pm**

## **Books of Potential Interest**

(Chris Abrass)

### ***The Shadow Negotiation:***

#### ***How Women can Master the Hidden Agendas that Determine Bargaining Success***

Deborah M Kolb, PhD & Judith Williams, PhD  
Simon & Schuster, ISBN 0-684-83840-0

The authors begin by discussing the "Power of Advocacy" and its importance in laying the ground work for successful negotiations. As women are excluded from inner circles, it is easy for us to forget how important it is to develop advocates and how to use them. Part two moves to the next step, which is to engage advocates to build collaborative relationships. Although women's natural tendency is to function collaboratively, enlistment of others into this approach is necessary in order to realize successful collaboration. Part three puts it all together to bring conclusion to negotiations and conflict resolution. This is a delightfully written and insightful book that looks at negotiation and conflict resolution from a practical point of view. It's full of emotional intelligence. It shows considerable sensitivity to diverse approaches with very practical suggestions. The numerous anecdotes served as examples for the underlying principles. The anecdotes rang true to my experience; thus, they were easy to learn from. This was by far the best book I've read on negotiation!

### ***Disappearing Acts: Gender, Power, and Relational practice at Work***

Joyce K. Fletcher  
The MIT Press, FLEGP 0-262-56140-9

Joyce Fletcher is a Professor of management at the Center for Gender in Organizations, Simmons Graduate School of Management. This book describes her research treatise. She examines the role of women in society and the reasons why those roles become devalued in the workplace. She contends that women's work is so crucial to the security of society that it cannot be quantified and recognized the way most routine work is. Developing women to do and be recognized for "routine" work (that performed by men in the workplace) might take her away from those forms of work (child rearing, nurturing others, being a moral compass, etc) that are essential for society to survive. She proposes that for these reasons women's contributions "disappeared", therefore "disappearing" the women themselves. Most women have experienced having their contributions ignored or attributed to male colleagues. She provides practical solutions to prevent being "disappeared". A worthwhile read!

### ***Type Talk at Work:***

#### ***How the 16 Personality Types Determine Your Success on the Job***

Otto Kroeger with Janet M. Thuesen  
Tilden Press, ISBN 0-440-50699-9

During ELAM we all had our Myers-Briggs type determined and learned our four-letter code. For many of us who were not familiar with Yung's theories or their interpretation and adaptation by Myers & Briggs, it was not clear how knowing our preferences would influence our leadership potential. Nor did many of us appreciate the role that our preferences play in setting up conflicts in the work place. This book defines the Myers-Briggs types in detail and describes how our preferences can work both to our advantage and, at times, to our disadvantage. The authors explain how our preferences influence the way we manage time, manage stress, build teams, and solve problems. It is focused on the role of Type in the workplace. There are many practical suggestions for how to understand and use your type to your advantage and how to approach and resolve conflict with others that differ from you. This is a very readable book with lots of practical advice!

## The Goals of Women In Nephrology

To promote professional development and career opportunities  
for women in nephrology and related fields

To advocate within the nephrology community for education and research  
relevant to women's health

### Nephrology Interest Groups Initiative

The Nephrology Interest Group Program is a joint venture of WIN, ASN, and the Renal Physician's Association. Based on the growing numbers of renal patients and the projected deficit of renal physicians in the next decades, the primary goal is to increase the number of internists specializing in Nephrology. WIN's impetus to spearhead this effort was to ensure that talented women trainees feel welcome and see firsthand - via role models - that Nephrology is a place where women can thrive professionally. A second goal is to foster mentorship within Nephrology. Interest Groups are currently active in Atlanta, GA (Arlene Chapman MD and Steve Pastan, MD, and Stephanie Jernigan, MD/Peds Nephrology); Chicago, IL (Orly Kohn, MD; Kelly Guglielmi, MD; Tammy Ho, MD); Mayo Clinic/Rochester MN (Suzanne Norby, MD), Durham, NC (Lynda Szczech, MD); Portland, OR (Susan Bagby, MD and Hem Deodhar MD); and Washington DC (Susie Lew, MD).

UPDATES: The **Atlanta** Group provided funding to send residents to the Georgia NKF Affiliate meetings as a joint project with the Georgia NKF Chapter. This group also arranged a WIN Visiting Professorship that included visits with residents and talks at their conferences. In addition, Arlene Chapman, Emory University Division of Nephrology, initiated a monthly noon Nephrology conference for medical residents, and subsequently, working with Dr. Jernigan, also for Pediatric residents. So hats off to Arlene Chapman, Stephanie Jernigan, and Steve Pastan in Atlanta for great work and a well-earned bolus of fellowship applicants this past year. The **Portland** Group remains active and is strengthened by the continued enthusiastic participation of Nephrology groups around the city. Dr. Micah Thorp, Nephrologist, Kaiser Hospital, Portland, recently talked to 15 residents and students about the Epidemiology and Management of Chronic Renal Insufficiency, the highlight of a recent Nephrology Interest Group Dinner meeting. Fall plans for the Portland Group include complimentary invitations to attend the OHSU Nephrology Division's day-long CME Course. A Winter dinner meeting will focus on Nephrology electives with local Nephrologists that are available to students and residents. Thanks go to Drs. Hem Deodhar, Julie Tank, Micah Thorp, William Bennett, and David Ellison for their active support of the program.

If you have an interest in starting a Nephrology Interest Group in your city, please contact Susan Bagby ([bagbys@ohsu.edu](mailto:bagbys@ohsu.edu)) for information on how other groups have functioned and tips on minimizing the work and maximizing the fun. WIN provides some start-up funds for new programs and can provide guidelines for seeking educational grants to support Interest Group events.

## National Kidney Disease Education Program

The impetus for a National Kidney Disease Education Program derives from three observations. First, the number of people with end stage renal disease is increasing, such that it now represents a significant public health burden. Second, clinically valid approaches for detecting, preventing and slowing the progression to end stage renal disease are widely available. Third, these approaches are sparsely used in practice.

Recognizing the magnitude of the problem, the availability of therapy, and deficiency of its use, the Council of American Kidney Societies, commissioned a feasibility study for a kidney disease education program in 1999, which suggested that the current situation would profit by such a federally supported program. Following meetings of experts in public health, kidney disease, and products and services for kidney patients, the National Kidney Disease Education Program was established.

The strategic plan calls for activation of people at high risk to seek testing and treatment. Those at risk include people with diabetes, hypertension, or close relatives with ESRD. The risks in these categories are markedly amplified in African-American, Native American, and Hispanic groups. Thus, the strategic plan emphasizes targeting these medical conditions within those communities. Secondly, the strategic plan calls for developing messages for primary care providers. The number of people with substantial kidney impairment and/or persistent proteinuria approaches 20 million individuals. The magnitude of this population requires that primary care providers be engaged in addressing this problem. Thus, development of straightforward targets for therapy and screening are a goal of the National Kidney Disease Education Program.

Presently, three working groups have been organized to address components of the strategic plan. First, a group of experts in nephrology, primary care, and laboratory medicine will develop simple goals for blood pressure therapy and laboratory screening for kidney disease. It is anticipated that these targets will distill guidelines and evidence-based efforts of multiple other organizations, including the National Kidney Foundation, the Joint National Commission on Hypertension, and the American Diabetes Association. The second working group, comprising people in organizations engaged in health education, particularly for African-Americans, have begun to lay out a pilot program for public awareness. These pilot programs will target African-Americans at risk for kidney disease in four areas of the country - Baltimore, Atlanta, Cleveland, and Jackson. The third working group is charged with evaluating the efficacy of these pilot programs.

As the messages for the public and providers develop, and are brought forward and evaluated, ever broader national application will follow. A key element in the success of the program will be collaboration with groups already interested in the progression of kidney disease, including non-profit professional organizations as well as a number of industry partners whose businesses focus on this patient population. Furthermore, continuing collaboration with other education programs, such as those at the NIH, will be essential in gaining maximal advantage from the National Kidney Disease Education Program.

The problem of progressive kidney disease is a large and increasing one. Chronic kidney disease progresses to ESRD over many years, and millions are now moving along this path. Hence, the most important effect of this program - to reduce the incidence of end stage renal disease - will not come quickly. However, the success over the last 25 years in reducing mortality from cardiovascular disease gives hope that another silent killer can be subdued.

Thomas H. Hostetter, MD  
Director, National Kidney Disease Education Program  
National Institutes of Health

## ASN - WIN Activities

The WIN-ASN Partnership becomes stronger each year. WIN continues to work with the ASN leadership and provide the ASN Council with updates of our activities. In October 2001, Wendy Brown, WIN President, and Susan Bagby, WIN Past-President, met with the ASN Council at the World Congress of Nephrology in San Francisco. Council members were provided with a packet of materials describing our activities and projects.

The ASN Council was particularly interested in the Professional Development Seminar and asked us to add a component for mid-level nephrologists, which has been done for the Professional Development Seminar to be held during Renal Week, 2002. The Council asked us to assist them in understanding the needs of women fellows and faculty, discussing such issues as clock stopping and flexibility of program rules that might encourage academic productivity.

The childcare option that ASN provided at the World Congress was underutilized, so that will not be offered this year. The Council was, however, very interested in our Hospitality Suite. We will offer a Hospitality Suite again this year, and again, with ASN's support will be open during meeting hours to accommodate members with special needs, such as a private and comfortable place to nurse an infant.

Tom Berl was designated as ASN-WIN Liaison, and we have been in close contact during the year. He asked WIN to provide the ASN Council with a list of potential nominees for ASN Councilor and Treasurer. We did that, and although a woman was not selected this year to run for Councilor or Treasurer, we know that the names we forwarded received very careful consideration. We plan to continue to work with the ASN Council to strengthen the role of women in the organization, particularly as committee members and chairs.

## ***Annual WIN Meet-A-Mentor Luncheon and Program***

**The annual WIN Meet-A-Mentor lunch and program is taking a break this year.**

**Look for us in 2003, with a new and improved program.**

**In the meantime, if someone would like a list of potential mentors,  
contact Michelle Josephson, MD at**

### **2001 WIN**

#### **Luncheon and Business Meeting**

Approximately 150 women and men attended the 2001 Annual Luncheon and Business meeting. During a brief business meeting WIN President Wendy Brown, MD congratulated the new incoming officers: Kathryn Sandberg PhD (President-elect), Judith Veis, MD (secretary), and Jane Reckelhoff, PhD and Jill Lindberg, MD (councilors).

Dr. Brown then introduced Janet McGill, MD, Associate Professor in the Division of Endocrinology at Washington University School of Medicine in St. Louis. Dr. McGill, who has been Principal Investigator of numerous clinical trials, spoke on *Ethics in Clinical Trials: Role of the Investigator*. She defined the principles of medical ethics, detailed the history of ethics in medicine and clinical research, and shared personal anecdotes and examples of difficult ethical issues that face the clinical investigator. Her talk was followed by a stimulating discussion by members of the audience. It obviously hit the mark with those present!

### **Sponsors of Women in Nephrology Educational Projects in 2001**

WIN is especially pleased to acknowledge and thank the following sponsors who have to date provided support to 2001 WIN Educational Projects.

#### **WIN/ASN Professional Development Seminar Thursday, October 31<sup>st</sup>, 2002**

Abbott  
Amgen  
Genzyme

#### **WIN Luncheon Lecture: Saturday, November 2<sup>nd</sup>, 2002**

Astra-Zeneca

#### **Nephrology Interest Groups Initiative Coordinated by WIN, ASN, and RPA**

Pfizer  
Merck

#### **WIN/NKF Symposium**

Abbott

#### **WIN Hospitality Suite at the ASN Meeting**

Monarch

## The 2000-2001 WIN Council

The WIN Council would like to hear from you, the membership. Please feel free to contact any council member to discuss issues of importance or concern, to make suggestions for projects that WIN could participate in, or to volunteer your services to the Association.

Wendy W. Brown, MD	President	<a href="mailto:Wendy.Brown@med.va.gov">Wendy.Brown@med.va.gov</a>
Kathryn Sandberg, MD	President-elect	<a href="mailto:sandberg@gusun.georgetown.edu">sandberg@gusun.georgetown.edu</a>
Judith Veis, MD	Secretary	<a href="mailto:jhv1@mhg.edu">jhv1@mhg.edu</a>
Michelle A. Josephson, MD	Treasurer	<a href="mailto:mjosephs@medicine.bsd.uchicago.edu">mjosephs@medicine.bsd.uchicago.edu</a>
Jane Reckelhoff, PhD	Councilor	<a href="mailto:jfr@fiona.umsmed.edu">jfr@fiona.umsmed.edu</a>
Pat Preisig, PhD	Councilor	<a href="mailto:Patricia.Preisig@UTSouthwestern.edu">Patricia.Preisig@UTSouthwestern.edu</a>
Jill Lindberg, MD	Councilor	<a href="mailto:jlindberg@ochsner.org">jlindberg@ochsner.org</a>
Catherine Stehman-Breen, MD	Councilor	<a href="mailto:cos@u.washington.edu">cos@u.washington.edu</a>
Priscilla Kincaid-Smith	Councilor at Large	

## WIN Committee Chairs

The WIN committee chairs welcome input from all of you. Please feel free to contact any of them.

ASN WIN Luncheon	Wendy W. Brown, MD
MAM Luncheon	Michelle A. Josephson, MD & Jean L. Holley, MD
WIN Database	Christine K. Abrass, MD
Fund Raising	Susan P. Bagby, MD & Michelle A. Josephson, MD
Membership Recruitment	TBD
Mentoring	Michelle A. Josephson, MD & Jean L. Holley, MD
Newsletter	Patricia A. Preisig, PhD
Nephrology Interest Groups	Susan P. Bagby, MD
Professional Development	Sharon Moe, MD
Program	Kathryn Sandberg, PhD & Florence Hutchinson, MD
By-Laws Committee	Janis Orlowski, MD
Public Relations	Judith Veis, MD
Women's Health Task Force	Christine K. Abrass, MD & Sandra P. Levison, MD

## New Members Still Needed

Our efforts are still needed to recruit women working in Nephrology with either a PhD or MD degree to join WIN. To be more effective we need our membership to include a distribution of women Nephrologists and basic scientists from academic, private practice, and industrial settings.

**We, WIN members, are the best advocates for ourselves.**

So.....please share this newsletter with women who are involved in the clinical practice of Nephrology, teaching, and/or research related to renal physiology/pathology. Encourage them to contact Michelle Josephson (treasurer) by phone (773-702-1703), or email ([mjosephs@medicine.bds.uchicago.edu](mailto:mjosephs@medicine.bds.uchicago.edu)), or any WIN officer.

**Your efforts will go a long way toward improving your society.**

***Pass on the Membership Form on page 15 of this newsletter***



## The Professional Development Seminar

Co-Sponsored by WIN and ASN

This year WIN will co-sponsor the 4<sup>th</sup> annual **Professional Development Symposium** at the ASN meeting in Philadelphia. Different this year is that there will be two tracks. We will continue the **traditional program** for senior fellows and junior faculty, which builds on the success of previous programs and will be co-chaired by Sharon Moe and Susan Wall. This track will provide information regarding career choices and tools that promote a successful career in nephrology. Recognized authorities in the academic renal community will share their experience in career development, grant writing, manuscript publication, successful presentations, and time management. This year the traditional program is being expanded to include topics related to moving into administrative positions. New this year is the **mid-career program**, organized by Chris Abrass and Tom DuBose. Topics will include a review of a variety of administrative roles, faculty development, managing fellowship programs, understand and managing finances and change. This track promises to be a great opportunity to expand one's insight into administrative roles while attending the ASN. The symposium also provides a venue for networking with senior nephrologists and peers.

Last year's symposium was very successful and we are looking forward to the expanded curriculum this year. Plan to come yourself or encourage a colleague with leadership potential to take advantage of the Mid-Career program. Once again we will be offering travel grants for participants. For more information about the symposium, contact Sharon Moe (some@iupui.edu)

## Advances in Renal Replacement Therapy (January, 2003)

Editors: Wendy W. Brown and Kathryn Sandberg

We are constantly hearing about gender disparity in our culture. The United Nations Development Programme addressed worldwide disparities in income, education, literacy, nutrition, economic opportunities and health for women.<sup>1</sup> In our own academic environment we speak of the glass (or lexan) ceiling, and barriers to professional advancement for women. Women are the weaker sex, are paid less for the same work, pay more for cars, are more likely to be victims of domestic violence and less likely to be CEO's...but are gender disparities for women always negative? Here are some gender facts from the United States Renal Data System (USRDS) 2001 Annual Report:<sup>2</sup>

1. More than 340,000 persons in the United States were receiving renal replacement therapy
2. 45.4% were female, including 47.3% of those receiving dialysis and 40.7% of those with a functioning transplant
3. Dialysis incidence rates are increasing more rapidly in men and were 43% higher than for women in 1999
4. Women are less likely than men to receive a transplant as 1<sup>st</sup> modality
5. Women are more likely to be living related kidney donors
6. Women account for 39.4% of cadaver recipients and 42.0% of living related donor recipients
7. Women tend to have higher erythropoietin use prior to RRT, but lower hematocrits at initiation
8. Women are more likely to have End-Stage Renal Disease (ESRD) from diabetes and, although diabetes is still the #1 cause for ESRD for men, they are more likely to have hypertension/large vessel disease as a cause than women
9. Women at initiation are less likely than men to have ischemic heart disease or a myocardial infarct whether or not they are diabetic, regardless of age or ethnicity

These USRDS "Gender Facts" raise interesting questions, some of which are addressed in the January 2003 of *Advances in Renal Replacement Therapy*, edited by Wendy Brown and Kathryn Sandberg.

Women comprise 50.9 % of the U.S. population<sup>3</sup> but only 45.4 % of the RRT population – why? Is estrogen protective or testosterone toxic to the kidney? One article in the issue explores the role of gender in the progression of renal disease. Another discusses the gender effect of renin on the progression of kidney disease and a third discusses the clinical characteristics and medical management of cystic disease in women. Other papers consider the effect of pregnancy on kidney disease, pregnancy in renal transplant recipients, sexual dysfunction in men and women with kidney disease, and gender differences in the psychosocial issues associated with kidney disease.

Many of the articles are written by WIN members.

<sup>1</sup> Adapted from the Introduction to Gender and Kidney Disease, *Advances in Renal Replacement Therapy*, January 2003; 10(1).

<sup>2</sup> Generating Opportunities: Case Studies on Energy and Women- Editor: Gail V. Karlsson, 2001

<sup>3</sup> U.S. Renal Data System: USRDS 2001 Annual Data Report: Atlas of End-Stage Kidney Disease in the United States. National Institutes of Health, National Institute of Diabetes and Digestive and Kidney Diseases, Bethesda, MD, 2001

## WIN Program Committee Report

One of WIN's goals is to promote educational programs that highlight issues in women's health and to serve as an advocate to encourage research in directions that will have an impact on women's health. Over the past year, the Program Committee, co-chaired by Florence Hutchison and Kathryn Sandburg, with staunch support from members Christine Maric and Kathryn Tuttle, has worked hard and used that left-brain creativity to identify topics of interest to the clinical and research communities.

The 2001 ASN meeting was a first for WIN in that TWO symposia were selected by the ASN Program Committee. The symposia, Pre-eclampsia and Osteopenia and Renal Disease, delved into areas of women's health that are poorly understood, such as the role of hormone replacement therapy in women with ESRD and its effect on ESRD-related bone disease. Both symposia were well attended and sparked dynamic discussion sessions between the audience and speakers.

WIN sponsored two symposia for the 2002 NKF Clinical Meeting in Chicago that explored problems in clinical care that are rarely addressed in nephrology venues. The session entitled "Is there sex after kidney disease?" had standing room only! Topics included psycho-sexual issues in ESRD, a dynamic presentation by WIN member, Jean Holley - Sex, drugs, and hypertension - exploring the sexual problems associated with hypertension and its management, and a very 'down to earth' discussion of how to manage impotence. The symposia received very high ratings from participants with requests for more sessions on this topic. The second symposium explored obesity and kidney disease. Did you know that over 30% of patients with ESRD have sleep apnea and that, unlike the general population, obesity is a positive factor for survival in the ESRD population?

The WIN symposium for the ASN meeting next month in Philadelphia is entitled "New insights into renal fibrosis". The symposium will be chaired by WIN member, Chris Abrass, and Eric Neilson and features presentations by Paul Grimm, Doris Herzlinger, Sharon Elliot, and Erwin Bottinger. WIN members will be particularly interested in Dr. Elliot's work on the effect of estrogen on renal fibrosis.

Each year the WIN Program Committee submits suggestions for symposia to the ASN Program Committee. Efforts are made to highlight research topics pertinent to women's health and to provide the opportunity to showcase the efforts of women in the nephrology research community. WIN members interested in participating in the planning of these programs are encouraged to contact any member of the program committee or any WIN officer. For senior members, this is an excellent opportunity for junior faculty to receive national exposure and network with other WIN members. For clinical WIN members, please consider this an opportunity to identify clinically pertinent issues for inclusion on the NKF program.

### **Don't Miss the *WIN Booth* in the Exhibit Hall at the 2002 ASN Annual Meeting and Scientific Exposition**

1. Pick up a WIN membership packet
2. Complete a database questionnaire
3. Sign up to be part of a WIN committee
4. Pick up a WIN newsletter
5. Catch up with old friends
6. Meet new friends, mentors, and scientific collaborators
7. Help at the booth - volunteers are needed!!! Contact Judy Veis by phone: 202-877-6033 or email: [judith.h.veis@medstar.net](mailto:judith.h.veis@medstar.net)

Bring a friend, a potential new WIN member, or anyone else you happen to be with.

**We Look Forward To Seeing You at Booth # 1242**

### **Mark Your Calendars For The Annual WIN Luncheon Meeting**

**Saturday, November 2<sup>nd</sup>  
12 noon - 1:00 pm  
Room 102  
Philadelphia Convention Center**

#### **Speaker:**

**Dr. Robert Alpern  
Professor, Internal Medicine  
Dean, Southwestern Medical School  
Dallas, Texas**

#### **Topic:**

**Achieving Salary Equity:  
Is It Possible?**

**Round-up your colleagues  
(men and women) and come!!!!**

**All ASN/ISN attendees are welcome**

## Kidney Disease Outcomes Quality Initiative

### K/DOQI

The 2002 Lasker Clinical Medical Research Award honored Willem Kolff and Belding Scribner, whose seminal work changed kidney failure from a fatal to a treatable disease. What began as exploratory efforts to sustain life and relieve features of uremia of selected patients in the 1960s, now provides lifesaving replacement therapy to millions of individuals with kidney failure. Actually, there is a rising incidence and prevalence of kidney failure patients, whose morbidity and mortality remains high. Improving the care and outcomes of these patients has been the principal focus of attention heretofore, with little emphasis on the prevention and treatment of those with chronic kidney disease (CKD), who will ultimately progress to kidney failure. Treatment of CKD early is important as there is increasing evidence to indicate that early intervention: 1) can prevent or delay adverse outcomes of CKD (kidney failure, cardiovascular disease, premature deaths); 2) is effective in slowing progression to kidney failure and the onset of its complications; and 3) aimed at the cardiovascular risk factors can be effective in reducing cardiovascular disease events. Yet, the application of these advances remains inconsistent, resulting in variations in clinical practice and, sadly, avoidable differences in poor outcomes.

Importantly, epidemiological studies have documented that CKD is a common but under-diagnosed and under-treated disorder, resulting in lost opportunities for prevention. The adoption of a public health model for the progressive course of CKD is the appropriate solution to the problem. This is what prompted the National Kidney Foundation to expand the scope of its Dialysis Outcomes Quality Initiative (DOQI) to the entire spectrum of CKD. To reflect this expansion, reference to 'dialysis' was changed to 'disease', and the new initiative termed Kidney Disease Outcomes Quality Initiative (K/DOQI).

The centerpiece of K/DOQI is the set of clinical practice guidelines for Chronic Kidney Disease: Evaluation, Classification, and Stratification, published as a supplement of the February issue of the American Journal of Kidney Diseases. These guidelines, developed over two years using the rigorous procedure outlined by the Agency for Healthcare Research and Quality, 1) define CKD and classify its stages, irrespective of underlying cause, 2) evaluate laboratory measurements for the clinical assessment of kidney disease, 3) associate the level of kidney function with complications of CKD, and 4) stratify the risk for loss of kidney function and development of cardiovascular disease.

The classification of CKD is based on the level of glomerular filtration rate (GFR). CKD is defined as either kidney damage for more than 3 months, as evidenced by structural or functional abnormalities of the kidney with or without decreased GFR, or a GFR of less than 60 ml/min/1.73 m<sup>2</sup>. The guidelines specify that the level of GFR should be estimated from prediction equations and that the serum creatinine concentration alone should not be used to assess the level of kidney function. For the assessment of proteinuria, a principal marker of kidney damage, the guidelines recommend the use of spot urine samples to detect and monitor proteinuria.

The classification provided by the CKD guidelines serves as the basis of interventional K/DOQI guidelines (Management of Dyslipidemias in CKD, Bone Disease and Mineral Metabolism in CKD, Blood Pressure Management in CKD) now under various stages of development. The CKD guidelines as well as information on the progress of forthcoming guidelines can be obtained by connecting to: [www.kdoqi.org](http://www.kdoqi.org) or [www.kidney.org](http://www.kidney.org)

Gary Eknoyan

## WIN Symposia at the 2001 ASN/ISN Congress of Nephrology in San Francisco

WIN co-sponsored with the ASN two symposia at the 2001 ASN/ISN World Congress of Nephrology: Pre-eclampsia and Osteopenia and Renal Disease. The Pre-Eclampsia symposium was a stunning success. Dr. Eileen D. Gallery, who co-chaired the session, lead the discussions by providing crucial basic science and clinical expertise on placental pathophysiology. The session began with an outstanding overview of the field of pre-eclampsia that was perfectly pitched for nephrologists. This was followed by 3 world renowned experts who presented their work on the role neurokinin in the pre-eclamptic placenta (Dr. Philip Lowery), the cellular and molecular basis for impaired placentation (Dr. Susan Fisher), and the pre-eclampsia-susceptibility genes that are providing genetic insights into the cause of pre-eclampsia.

The Osteopenia and Renal Disease symposium was also a stunning success. The session began with an overview of osteoporosis in renal disease (Dr. Jorge Cannata-Andia). This was followed by 3 excellent presentations on low bone turnover (Stuart Sprague), management of metabolic bone disease in renal transplantation (Dr. John Cunningham), and acid-base effects of diet on bone and other tissues: an evolutionary perspective (Dr. Tony Sebastian). A lively and interactive discussion was lead by the session moderators, Dr. Jose Weisinger and Dr. Catherine Stehman-Breen.

## Would You Like A Professional Mentor?

Through the Meet-A-Mentor luncheons and other efforts, WIN has a list of members who would like to serve as professional mentors to other Nephrology professionals. If you would like to work with a mentor, contact Michelle Josephson at (773-702-1703), or by email ([mjosephs@medicine.bds.uchicago.edu](mailto:mjosephs@medicine.bds.uchicago.edu)), or any WIN officer.

## **WIN Continues to Sponsor Symposia at the Spring NKF Meetings**

### **Sex and obesity a hit at NKF!**

It is probably not surprising that sex is a hit, but obesity? In fact, that was the case at the NKF Annual Clinical Meeting held in Chicago last April. For the first time, WIN sponsored two symposia at the NKF meeting, one entitled "Is there sex after kidney failure?" and the other "Obesity and the Kidney".

The WIN Program Committee composed of Florence Hutchison, Kathryn Sandberg, Christine Maric, and Kathryn Tuttle, developed these topics as an effort to bring to an important clinical venue issues that are pertinent to women's health (who hasn't dispaired those few extra pounds) and that are rarely addressed in medical proceedings. Both symposia were well attended and, not surprisingly, the "sex session" was SRO!

The session on "Obesity and the Kidney" addressed a number of clinically relevant issues. Dr. Gerry Appel provided an insightful review of the literature related to the role of obesity in the development of renal disease. Dr. Suzanne Nicholas reviewed the clinical data relevant to cardiovascular risk and obesity in patients with and without kidney disease. We all know that obesity is a risk factor for premature cardiovascular disease in patients without kidney disease, but is that true for our patients? Dr. Abdullah Salahudeen presented data that suggest that obesity is a positive factor for survival in the ESRD population. Is the snoring in your dialysis unit deafening? If so, you needed to hear Dr. Boyd Gillespie's discussion of sleep apnea in the ESRD population.

Be honest. Who can pass up an opportunity to talk about sex? Few attendees passed up the opportunity to hear the WIN symposium on "Is there sex after kidney disease". Frederic Finkelstein began the session discussing psychosocial aspects of sexual dysfunction in the ESRD population. WIN member, Jean Holley, presented a comprehensive review of the effects of hypertension on sexual function, as well as the effect of antihypertensive treatment on sexual function. Jobe Metz provided a candid and practical approach to the diagnosis and management of impotence in the ESRD patient.

As a regular feature, each year the WIN Newsletter will highlight our members who are members of standing committees in one of the renal societies. This year, we list

### **WIN Members Who Are Members of NKF Standing Committees**

The NKF is a voluntary health organization whose committee members are lay volunteers, health professionals and patients. Most of the committees have few physicians. Thirty-seven per cent of committee members are women. Thirty percent of Committee Chairs are women.

Emeritus Committee	Wendy Brown
Enuresis Committee	Jennifer Lessin
KEEP 3.0 Steering Committee	Wendy Brown
Medical & Scientific Advisory Board	Sharon Anderson and Sharon Andreoli
Pediatric Nephrology/Urology Committee	Sharon Andreoli
Public Policy Committee	Patricia Adams
Scientific Program Committee	Sharon Adler, Florence Hutchinson, Jill Lindberg, Susan Mendley, and Beth Piraino
NKF Family Focus	Wendy Brown (Medical Editor)
NKF Representative to the NKDEP Steering Committee	Wendy Brown

### **Need Qualified Women???????**

The WIN DataBase is alive and well! It contains detailed information on most of our members. You can help expand the Database by submitting your data form, if you have not done so, and by recruiting members to WIN. Also remember that the database can be revised, so please let WIN know if any of your information has changed.

### ***Think of the WIN Database***

when you need to:

- Recommend someone for a committee position**
- Invite a visiting professor**
- Recommend a speaker at a conference or meeting**
- Mentor someone entering Nephrology (either a PhD or MD)**
- Generate mailing lists for conferences and events.**

Let the WIN leadership know if you need to find qualified women. Send your queries and updated information to: Chris Abrass, MD at [cabrass@u.washington.edu](mailto:cabrass@u.washington.edu).

## The 2001 MAM Lunch Was A Success

The third Women in Nephrology Meet-A-Mentor Luncheon Program was held on Tuesday October 16<sup>th</sup> 2001 in the Moscone Convention Center. The lunch program, entitled "Career Decisions: Are They Really Final?" featured three highly successful nephrologists. These women shared the stories of the circuitous routes and unexpected turns their career paths took. Dianne McKay, Assistant Professor, The Scripps Institute, was unable to attend, but sent an uplifting and practical account of her transition from clinician to basic scientist in immunology. She also provided resource information for others who might be considering a similar career change. Wendy Brown, Professor, Saint Louis University and current WIN President, shared anecdotes and thoughts about her evolution from basic scientist to academic clinician and scholar. Susan Fellner, Professor, University of North Carolina described her recent switch from established academic clinician and scholar to bench researcher. The talks were followed by a lively audience discussion that provided an important perspective for those making career decisions, as well as those considering career changes. The bottom line: **Do what you enjoy and it is never too late to go for your dreams!**

### Proposed Changes in the WIN Bylaws

The WIN Executive Council voted to add two new membership categories:

**Allied Health Professional Members.** This category will be open to non-MD, non-PhD renal professionals, such as nurses, social workers, nutritionists, technicians, and other allied health professionals with an active interest in nephrology, and WIN and our goals. These groups have expressed an interest in WIN membership over the years; WIN is pleased to welcome them and will benefit from their considerable talent, energy, and commitment.

**Developing Country Members.** This category would be open to women from economically disadvantaged countries at both the **Regular** (MD or PhD or equivalent degree with an interest in nephrology, can vote and hold office) and **Associate** (MD or PhD enrolled in a research or clinical post-doctoral fellowship, can vote but not hold office) levels. The WIN Council is proposing that Developing Country Membership be free.

Ballots have been sent to all active members. Voting results will be announced at the WIN luncheon during the ASN meeting on November 2<sup>nd</sup>.

## Are You Thinking About Moving Into A Leadership Position?

### Do you know about ELAM?

#### Executive Leadership in Academic Medicine A Program for Women

ELAM seeks candidates at the Associate Professor or Associate Dean level or higher who demonstrate some leadership ability, potential for further advancement, and the support of their institution.

Participants attend two sessions of intensive study and the AAMC annual meeting, and complete both independent assignments and an institutional project. ELAM's curriculum incorporates 3 major themes: traditional MBA, emerging issues in academic health, and personal professional development.

### So, ask your Chairman or Dean

### To Support Your Participation in ELAM

Contact:

Deidra Lyngard  
Assistant Director, ELAM  
[dlyngard@drexel.edu](mailto:dlyngard@drexel.edu)

or

Victoria Odhner  
Program Coordinator, ELAM  
[tori@drexel.edu](mailto:tori@drexel.edu)

Drexel University College of Medicine  
The Gatehouse, 3300 Henry Avenue  
Philadelphia, PA 19129-1191

Phone: 215-842-6041; Fax: 215-842-1041

[www.drexel.edu/elam/home.htm](http://www.drexel.edu/elam/home.htm)



## Opportunities to Participate in the Women In Nephrology Organization

As Women in Nephrology (WIN) has grown, it needs to expand the membership of existing committees and add new committees to meet the Organization's needs.

Below is a list of current and proposed\* committees. Please identify those that are of interest to you, indicating whether you would like to participate as a chairperson or committee member.

<u>Chair</u>	<u>Member</u>	<u>Committee</u>
_____	_____	WIN luncheon held during the ASN meeting
_____	_____	Awards and Honors
_____	_____	By-laws
_____	_____	Finance
_____	_____	Fund Raising
_____	_____	Meet-A-Mentor luncheon and program held during the ASN meeting
_____	_____	Membership
_____	_____	Nephrology Interest Groups
_____	_____	Newsletter
_____	_____	Nominations and Executive Committee development*
_____	_____	Professional Development
_____	_____	Public Relations
_____	_____	Scientific Programming
_____	_____	WIN database

**Be a candidate for WIN Council:** \_\_\_\_\_ Yes, I would like to be nominated for WIN Council.

**Please indicate any other way that you would like to participate:**

\_\_\_\_\_

Thank you for taking the time to fill out this questionnaire.

Fax it to Kathryn Sandberg, 2003-2005 WIN President, at 202-687-7278 or email your interests to Kathryn at [sandberg@georgetown.edu](mailto:sandberg@georgetown.edu).

Name and Degrees: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Phone Number: \_\_\_\_\_

Fax Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

# WOMEN IN NEPHROLOGY

## Membership Form

Name \_\_\_\_\_ Degree \_\_\_\_\_

Category:	_____ Regular Member (\$75)	\$ _____
	_____ Associate Member (\$30)	\$ _____
	_____ Allied Health Member (\$30)	\$ _____
	_____ Regular member (Developing country) No fee	
	_____ Associate member (Developing country) No fee	
	_____ Donation (Tax ID # 91-1917790)	\$ _____
	<b>TOTAL</b>	<b>\$ _____</b>

### MEMBERSHIP CATEGORIES

Full Member	An individual holding the a MD, PhD, or equivalent degree with an interest in nephrology
Associate Member	An individual with a MD, PhD, or equivalent degree (or who is a candidate for such a degree) who is currently enrolled in a nephrology research or clinical post-doctoral fellowship
Allied Health Professional	An individual who is a non-MD, non-PhD renal professional with an active interest in WIN and its goals
Developing Country Member	A regular or associate member from an ISN-designated economically disadvantaged country

**Please complete the following section to give us some preliminary data for your file. When we receive your membership application, you will receive a DataBase Information Form, asking for additional information to complete your file.**

#### Work Setting:

#### Major Interest(s):

<input type="checkbox"/> Academic Institution	<input type="checkbox"/> Adult Nephrology	<input type="checkbox"/> Social Work
<input type="checkbox"/> Clinical Practice	<input type="checkbox"/> Pediatric Nephrology	<input type="checkbox"/> Nursing
<input type="checkbox"/> Industry	<input type="checkbox"/> Pathology	<input type="checkbox"/> Nutrition
<input type="checkbox"/> Other: _____	<input type="checkbox"/> Physiology	<input type="checkbox"/> Dialysis technician
		<input type="checkbox"/> Other: _____

#### Affiliation and Contact Information:

Clinical Titles/Roles: \_\_\_\_\_

Academic Rank: \_\_\_\_\_ ☐ NA

University Affiliation: \_\_\_\_\_ ☐ NA

Mailing Address: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Business Phone: (\_\_\_\_) \_\_\_\_\_ FAX: (\_\_\_\_) \_\_\_\_\_

E-mail address: \_\_\_\_\_

**Please mail or email this membership form and your dues (if applicable) to:**

Michelle A. Josephson, MD., WIN Treasurer  
University of Chicago  
5841 South Maryland Ave, MC 5100  
Chicago, IL 60637  
[mjosephs@medicine.bsd.uchicago.edu](mailto:mjosephs@medicine.bsd.uchicago.edu)

**Women In Nephrology**  
**c/o Susan Bagby, M.D.**  
**Division of Nephrology**  
**3314 Southwest U.S. Veterans Hospital Road, Suite 262**  
**Portland, Oregon 97201-2940**

## **WIN Events During the 2002 ASN Annual Meeting and Scientific Exposition**

*Professional Development Seminar - Junior and Mid-Career Programs*

Thursday, October 31<sup>st</sup>, 8:00 am - 4:15 pm, Room 105

*Profession Development Seminar Panel Discussion and Reception*

4:15 pm- 5:30 pm, Room 110

Philadelphia Convention Center (On Site Registration Available)

*Annual WIN Luncheon Symposium*

**Achieving Salary Equity: Is It Possible?**

**Robert Alpern, M.D.**

**Professor, Internal Medicine and Dean, University of Texas Southwestern Medical School**

**Saturday, November 2<sup>nd</sup>, 12 noon - 1:00 pm**

**Room 102, Philadelphia Convention Center**

*WIN - ASN Symposium "New Insights into Renal Fibrosis"*

**Saturday, November 2<sup>nd</sup>, 1:30 - 3:30 pm**

**Room 108, Philadelphia Convention Center**

*WIN Booth in the Exhibit Hall*

**Open during all Exhibit Hall hours**

**Booth #1242**

*WIN Hospitality Suite*

**Philadelphia Marriott (Ask for the room number at the front desk)**

**Open Friday, November 1<sup>st</sup> and Saturday, November 2<sup>nd</sup>, 12 noon - 8 pm**

**Open Sunday, November 3<sup>rd</sup>, 12 noon- 5 pm**