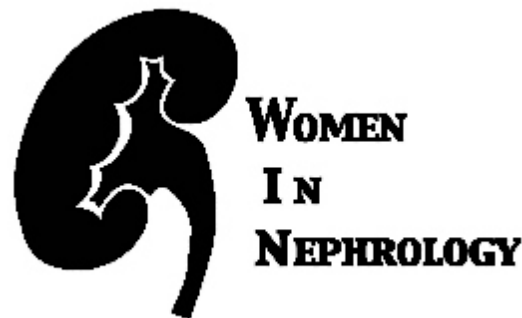


WIN Newsletter



October, 2003

Editor: Patricia Preisig

Message from the President

This has been an incredibly exciting first year for me as WIN President. Even though everyone is faced with increasing pressures on their time due to the shrinking clinical and research dollar, WIN members and the executive council have given generously of their time and I am pleased to report all that WIN has accomplished this year. Kudos to WIN!

Our main event at the ASN will again be the highly successful **WIN/ASN Professional Development Seminar (PDS)**, which will be held on Thursday, November 13 (see page 9). We are delighted to have **Barbara Ballerman** chair the Junior-Level program and **Nancy Adams** chair the Mid-Level Program. This year, WIN is offering 48 travel grants to the PDS, thanks to our generous sponsors.

Do NOT miss our **WIN reception** from 5:30-6:30 pm immediately following the PDS on the Terrace Balcony, San Diego Convention Center (see page 2). Come and mingle with the PDS faculty and attendees and the ASN Executive Council. Everyone is welcome!

Thanks to **Sharon Moe** and **Michele Josephson**, WIN will host a panel discussion and reception on *Career Choices in Nephrology* at the National Kidney Foundation Meetings in Chicago on the evening of April 28th. The NKF is thrilled that we are bringing a WIN symposium to the clinical meetings (see page 12).

The **WIN Scientific Programming Committee** co-chaired by **Christine Maric** and **Katherine Tuttle** and assisted by **Chris Abrass** has had another successful year and will be sponsoring a symposium at the ASN entitled, "Protein Kinase C in Diabetic Renal Disease" on November 17th (see page 3). To further our goal of promoting scientific symposia focusing on kidney disease and women's health, the Program Committee has now expanded beyond the ASN and NKF meetings. We will now be submitting proposals to the program committees of the American Diabetes Association, American Heart Association Council for High Blood Pressure Research and Council for Kidney in Cardiovascular Disease, American Heart Association Scientific Sessions, American Society of Transplantation, Inter-American Society of Hypertension, and the Experimental Biology meetings. We hope that our continued success with sponsoring WIN symposia at ASN every year will be met with new success at these related meetings. In addition, these efforts should facilitate our membership drive, now under the direction of **Barbara Alexander**. Welcome to WIN Barbara!

The WIN Membership will be voting on two changes proposed by the **By-Laws Committee** (Chair: **Janis Orlowski**): 1) Establishment of a WIN Board to help the WIN Executive Council with our activities; and 2) Establishment of a new membership category - WIN Associate Members for individuals who are members of our sister organizations (e.g., Women in Endocrinology, Women in Cardiology, and Women in Physiology).

Our **WIN booth** is alive and well thanks to **Judy Veis** and can be found at **Booth #328** at the ASN meeting. Stop by to chat and to see how you can get involved in this marvelous networking organization. Through our sister organizations, this year we will be distributing information about WIN at the booths for Women in Physiology at the Experimental Biology meeting, Women in Endocrinology at the Endocrine Meetings, and Women in Cardiology at the American Heart Association Scientific Sessions.

The **Annual WIN luncheon and Business Meeting** will be held on Saturday November 15 from 12-1:00 pm (see page 10). Dr. Woody Moss (Director at the Center for Health Ethics and Law at West Virginia University) will be speaking on the bioethics of "Who should not be dialyzed."

An exciting new development for ASN this year was the creation of the **ASN Board of Advisors**. The ASN Council has accepted our nomination of **Chris Baylis** to serve on the Board. Chris will provide input to Council and become a very important decision making component of the governance of the ASN. Congratulations Chris!

Continued on pg 2.

WIN Nephrology Interest Groups continue to flourish in Atlanta, Chicago, Durham, Portland, Rochester, MN, and Washington, DC. Contact **Susan Bagby** if you would like to develop an interest group in your community (see page 5).

WIN officially has a **logo** (see top of this page), thanks to the efforts of **Wendy Brown** and **Christine Maric**. Be sure to stop by the WIN booth to pick up WIN notepads with our snazzy logo!

Computer addicts take note – we now have a presence on the web (www.womeninnephrology.org) thanks to **Christine Maric** (Web Director) and my sister-in-law, **Maggie Sandberg** (Web Designer). And thanks to my brother, **Bob Sandberg**, the WIN database is also on-line (www.womeninnephrology.org; under member search) and can be used to search for WIN members based on a multitude of criteria (e.g., clinical and research interests and location) (see page 5). The database will also facilitate our **Nominating/Awards Committee**, chaired by **Jane Reckelhoff**, in nominating individuals for major awards, editorships, clinical directorships etc. Lastly, the WIN **Meet-a-Mentor Program** is now on-line! Visit www.womeninnephrology.org and register either as a mentor or mentee (see page 4).

Attention Historians – kudos to **Sandra Levison**! We now have our **WIN archives** stored in the Women in Medicine Collection at the Archives and Special Collections of Drexel University College of Medicine (<http://library.mcphu.edu/archives/history.html>) (see page 4).

I would like to take this opportunity to introduce you to **Jessica Tabak**, our **WIN Administrator** (see below). She can be reached at jt232@georgetown.edu and (202) 687-3149. Life is running much more smoothly with Jessica's help. Thanks Jessica! We couldn't manage without you.

Lastly, I encourage all non-WIN members to join WIN (see page 15). It will change your life!

Kathryn Sandberg
2003-2004 WIN President

Meet Jessica Tabak, WIN Administrative Assistant

We are thrilled to have Jessica Tabak join WIN as our administrative assistant. Jessica's diverse background makes her an ideal fit with WIN, and we are very lucky to have such an accomplished individual serving the organization. After graduating with a BA in English and Theatre Arts from Providence College, Jessica worked as a reporter for newspapers in Nantucket, MA, and Rhode Island before moving to New York City to work on "Faith and Doubt," a PBS Frontline film exploring the spiritual aftershocks of the September 11 attacks. Subsequent work at PBS led her to Washington, DC. In addition to her work for WIN, Jessica also holds a position as the administrative assistant for the Center for the Study of Sex Differences in Health, Aging, and Disease at Georgetown University. Jessica can be reached at jt232@georgetown.edu and (202) 687-3149. If you have time, contact Jessica to welcome her and introduce yourself.

Do Not Miss

WIN Reception

Following the Professional Development Seminar at ASN 2003

When: Immediately following the PDS, 5:30 - 6:30 pm
Thursday, November 13, 2003

Where: Terrace Balcony, San Diego Convention Center

Who: Everyone is Welcome!!!!

Nephkids

Continues To Be An Active Listserve

Nephkids is an email listserv supported by the Cybernephrology Initiative run by Dr. Kim Solez for the National Kidney Foundation. The Initiative includes over 20 listservs for patients and professionals; Nephkids is the listserv for parents of children with kidney disease and is the busiest listserv, though Nephrol, the listserv for nephrologists, is the largest. We have 225 members from around the world, including members from several European countries, Korea, Australia, New Zealand, the Middle East, and India, as well as many members from North America. Some members who have been with the listserv since its inception in 1998; other members come and go as the situation with their child(ren) changes. In addition, there is a regular stream of new members. One of our new members recently wrote:

"I just want to tell you that I am so happy I found your support group. It's been so helpful in dealing with my 16 year old son who was recently diagnosed with MCNS. Everyone is so helpful and friendly. Thanks again for making this group so successful. I felt so lost and lonely before finding you."

In addition to the listserv we have a web page: <http://cnserver0.nkf.med.ualberta.ca/nephkids> that contains information on what the kidneys do and how they work, congenital renal diseases, nephrotic syndrome, renal tubular acidosis, chronic renal failure, and dialysis and transplantation, as well as helpful tips from members, and a members only section.

The listserv is active and the parents are full of questions. At present I am the only physician actively answering questions. I would welcome help from any other pediatric nephrologists interested in being involved with the group. Please contact me if you would like to help with this group.

Susan B Conley, MD
St. Christopher's Hospital for Children
Drexel University College of Medicine
Philadelphia, Pennsylvania
215-427-5190
susanbconley@earthlink.net

Do Not Miss!!!

WIN-ASN Symposia During The 36th Annual Meeting

Protein Kinase C in Diabetic Renal Disease

Moderated by
Christine Maric and Katherine Tuttle

Monday, November 17th
10 am - 12 noon
Room 6AB
San Diego Convention Center

Proposed Changes in the WIN Bylaws

The Bylaws Committee, under the leadership of Janis Orlowski, has revisited the WIN Bylaws and brought them up-to-date with the current organizational structure and operating procedures of WIN. The major proposed change is to recommend and define a formal Board of Directors and to establish quarterly Board meetings. Related to the establishment of the Board, the Bylaws Committee is proposing language that defines the duties of each Board member. Lastly, the Committee identified terminology in a number of articles in the Bylaws that need to be updated.

These proposed changes will be presented and discussed at the annual WIN Executive Committee meeting held in San Diego during the ASN meeting.

The Internet Connection (below and on the top of page 5)

The WIN WEBSITE

Over the last few years, one of the recurring discussions among WIN Executive Council members has been the WIN website. We all acknowledged the fact that this is of vital importance, not just as a “marketing” tool, but also as a mean of communicating amongst the members ourselves. Though it has taken some time, it is finally a reality. Take the time to visit the website at www.womeninnephrology.org.

The site contains our mission, the history of WIN, contact and biographical information about the Executive Council and WIN’s current sponsors, and links to the WIN annual newsletter, ASN and other related societies and organizations, as well as upcoming scientific meetings. Information on how to join WIN is also available, as well as the link to the WIN database.

The website did not become a reality without a lot of work, and two people deserve a special thanks: Maggie and Bob Sandberg for their boundless energy and patience over the last year or so. Without their work, WIN would not have its “cyber home.”

Christine Maric, Web Director

WIN Archives

Thanks to the efforts of Sandra Levison, WIN material is now archived at the Archives and Special Collections on Women in Medicine (<http://library.mcphu.edu/archives>). The Special Collections on the national and international history of women in medicine is fittingly held at Drexel University, the home of the first Women’s Medical College and the Medical College of Pennsylvania (WMC/MCP). The mission of the WMC/MCP Archives and Special Collections is to “identify, collect, preserve, and make accessible records and artifacts that have historical, administrative, legal, fiscal, and intrinsic value” reflecting the history of women in medicine. This special collection started in the 18th Century and includes the correspondence and documents of alumnae and women physicians, including the pioneers of women in medicine, as well as from the presidents, deans and faculty of the WMC/MCP. Also included in the archives are oral histories of women in medicine, records of women’s hospitals throughout the U.S., photographs of women performing surgery dating from the 19th century, and national and international records of women’s medical organizations, like WIN! Visit the archives online and search through the site-wide search engine, or through the index of subjects and personal names. For further information, contact the Archives directly at (215) 842-4700 (Tel); (215) 843-0349 (fax); e-mail: archives.med@drexel.edu or visit in person: Monday - Friday 9:30 am to 4:30 pm (by appointment only).

WIN Meet-A-Mentor Program Is Now On-line!!!!

Visit the WIN website (www.womeninnephrology.org) and register as either a mentor or mentee

This is a good way to
help or be helped,
establish new contacts and collaborations, and
get to know another WIN member

WIN Database

The WIN database is now ONLINE (www.womeninnephrology.org, under member search). Soon members will receive instructions by mail (email or snail mail) about how to log into the WIN database, and how to review, update, and add to your personal database.

The database will facilitate not only WIN members but also members of professional societies in finding the appropriate women for: 1) professional referrals; 2) meeting abstract reviewers; 3) visiting professor and lectureships; 4) symposia speakers; 5) editorships; 6) committee nominations; 7) award nominations; and 8) mentors and mentees.

As this is the first year of this online database, please provide us feedback on the format, content, and user-friendliness of the database. Contact Kathryn Sandberg if you have any questions, comments, or queries about the database (sandberg@georgetown.edu).

Think of the WIN Database when you need to:

Recommend someone for a committee position, editorship, or award
Invite a visiting professor
Recommend a speaker or abstract reviewer for a conference or meeting
Mentor someone entering Nephrology (either a PhD or MD)
Generate mailing lists for conferences and events.

And let us know if we can help you find the perfect individual
for your programs

Nephrology Interest Groups

At the University of Colorado Health Sciences Center, Dr. Cass Kelleher has just started a WIN Chapter. The group (MD and PhD faculty) will hold their first meeting Nov 6 and have invited Dr. Tom Berl (Nephrology Division Chief) to be their keynote speaker. The Chapter, with the full support of the Nephrology Division faculty, will be applying for WIN funding to start a new Nephrology Interest Group.

In Portland, OR, the Nephrologist Interest Group has been going strong since 1999, attracting medical students from OHSU and internal medicine residents from two community programs as well as from OHSU. In the past year, 2 events (with a third planned) have attracted a cadre of interested students and houseofficers. At the February dinner event, invited guest Dr. Christine Abrass, Professor of Medicine, Univ Wash/Seattle, reviewed Diabetic Nephropathy from pathophysiologic and clinical perspectives. Her carefully crafted talk intrigued and enlightened not only medical students new to the subject, but also nephrology fellows and faculty. In early May, Dr. Robert Bacallao, visiting professor from Indiana University, spoke to the group about ADPKD, highlighting new genetic insights as well as the special challenges of clinical management. The Interest Group have serendipitously bridged generations, training levels, and training institutions to enrich the local nephrology community, as well as provide mentors for would-be nephrologists. (Portland Interest Group organizers/active supporters: Susan Bagby, David Ellison, Hem Deodhar, William Bennett).

In Washington DC, Dr. Suzie Lew continues to lead an established Nephrology Interest Group with the assistance of Dr. Judith Veis (WIN Secretary). In Philadelphia, Susan Bray leads a Group that invites residents to their monthly journal club. Active groups also continue in Atlanta (Dr. Arlene Chapman, Emory), Mayo Clinic (Dr. Suzanne Norby), and Chicago (Drs. Orly Kohn, Tammy Ho, and Kelly Guglielmo).

WIN Expands Its Involvement in Scientific Programming

Christine Maric and Katherine Tuttle, current WIN Scientific Program Committee co-chairs, are expanding WIN's involvement in scientific programming beyond ASN and NKF. They have established subcommittees within their Committee to oversee the submission of symposia proposals to the scientific meetings of societies with common interests to WIN.

The subcommittee chairs are:

Christine Maric	American Society of Nephrology
Serena Bagnasco	National Kidney Foundation
Carolyn Ecelbarger	American Diabetes Association
Carmen Hinojosa Laborde	American Heart Association Council for High Blood Pressure Research and Council for Kidney in Cardiovascular Disease
Tina Chabrashvili	American Heart Association Scientific Sessions
Joyce Gonin	American Society of Transplantation
Bridget Brosnihan	Inter-American Society of Hypertension
Lisa Harrison Bernard	Experimental Biology meeting

As you can imagine, the Program Committee can use help!!!! If you would like to be involved in submitting a proposal to the scientific meeting of one of these societies, please contact either Christine Maric or Katherine Tuttle, or one of the subcommittee chairs.

WIN looks forward to being involved and enjoying a relationship with the above societies as we have with the ASN and NKF for the past several years.

Are you familiar with the Society for Women's Health Research?

The Society for Women's Health Research, founded in 1990, is the nation's only not-for-profit organization whose sole mission is to improve the health of women through research. The Society advocates for increased funding for research on women's health, encourages the study of sex differences that may affect the prevention, diagnosis, and treatment of disease, and promotes the inclusion of women in medical research studies.

Amongst their most recent accomplishments are: 1) the sponsoring of regional conferences in response to the Institute of Medicine report, 'Exploring the Biological Contributions to Human Health: Does Sex Matter?'; 2) continuing their multi-year public education campaign on 'Some Things Only a Woman Can Do.' The latest phase focused on older women to educate them about medical research, and included a new brochure and Web content.; and 3) continuing to secure the inclusion and retention of women in clinical trials, ensuring the resultant data are analyzed by sex, advocating for increased funding for research on women's health, and recommending programs to federal agencies and informing policy makers about emerging women's health issues.

To learn a lot more about this impressive society, visit their website at www.womens-health.org or call them at 202-223-8224.

ASN Establishes a Board of Advisors

This year the ASN Council voted to institute a Board of Advisors to insure that all constituencies of the Society are represented in decisions made by the Council. The Board will function in a unique advisory capacity and will: 1) provide advise on matters dealing with research, education, publications, government relations, and patient care; 2) maintain an active liaison with ASN committees and advisory groups; 3) help formulate responses and position papers on issues that affect nephrology and the care of patients with renal disease; 4) recommend new activities and services needed to meet the needs of the ASN membership; and 5) assist in assessing existing programs and new endeavors of the ASN, and collaborations with other societies and industry.

The Board will meet face-to-face with the ASN Council twice a year, and conduct interim business by conference call.

Two WIN members were asked to be on the first Board: Chris Baylis, recommended by WIN, and Pat Preisig, Chair of the ASN Basic Science Committee.

If there is an issue you would like the Board of Advisors to address, please contact Chris at 304-293-1499 or by email at cbaylis@wvu.edu.

2002 WIN

Luncheon and Business Meeting

Dr. Robert Alpern, Professor of Medicine and Dean, University of Texas Southwest Medical Center in Dallas, was the speaker for the 2002 WIN Luncheon on Saturday, November 2nd. Dr. Alpern spoke on the topic, "Achieving Salary Equity: Is it Possible?," to a fascinated audience of approximately 75 to 100 persons, relaying a personal experience with attempting to achieve salary equity for his faculty. Shortly after Dr. Alpern became Dean he decided to review faculty salaries. As many of us would have expected, there were discrepancies in many departments between the salaries of male and female faculty with similar portfolios, with women receiving disproportionately lower salaries. Department chairs were instructed to "fix it," and did. The original intent was to conduct reviews every 2 to 3 years to ensure continued equity, but a review was done after one year. In many cases, inequities appeared again. It seemed the chairs felt "guilty" that many women faculty had received salary increases (some of which were substantial) and that male faculty had not, so...they gave the men raises the following year. The question and answer session was extremely lively and many acknowledged that even the best intentions might not provide the intended outcome, human nature and psychology being what it is.

Current Sponsors of WIN Educational Projects

WIN is especially pleased to acknowledge and thank the following sponsors who have to date provided support to our current educational projects.

WIN/ASN Professional Development Seminar Thursday, November 13th, 2003

Abbott
Amgen
Genzyme

WIN Luncheon Lecture: Saturday, November 15th, 2003

Astra-Zeneca

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

Amgen
Merck

WIN/NKF Symposium

Amgen
Genzyme

The 2002-2003 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.

Kathryn Sandberg, MD	President	sandberg@georgetown.edu
Wendy Brown, MD	Past-President	Wendy.Brown@med.va.gov
Judith Veis, MD	Secretary	judith.h.veis@medstar.net
Michelle A. Josephson, MD	Treasurer	mjosephs@medicine.bsd.uchicago.edu
Jane Reckelhoff, PhD	Councilor	jrackelhoff@physiology.umsmed.edu
Pat Preisig, PhD	Councilor	Patricia.Preisig@UTSouthwestern.edu
Jill Lindberg, MD	Councilor	cjames88@bellsouth.net
Catherine Stehman-Breen, MD	Councilor	cos@u.washington.edu
Priscilla Kincaid-Smith, MD	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	Christine Maric, PhD
WIN Database	Kathryn Sandberg, PhD & Christine Maric, PhD
Nominations and Awards	Jane Reckelhoff, PhD
Finance Committee	Michelle Josephson, MD
Fund Raising	Susan P. Bagby, MD & Sharon Moe, MD
Membership	Barbara Alexander, PhD
Mentoring	Kathryn Sandberg, PhD
Newsletter	Patricia A. Preisig, PhD
Nephrology Interest Groups	Susan P. Bagby, MD
Professional Development	Barbara Ballerman, MD & Nancy Adams, MD
Scientific Program Committee	Christine Maric, PhD & Katherine Tuttle, 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 Christine Maric (treasurer) by phone (202-687-5363), or email (cm255@georgetown.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 2003 Professional Development Seminar

Co-Sponsored by WIN and ASN

This year's Professional Development Seminar (PDS), organized by Nancy Adams and Barbara Ballermann, builds on the successes of past years, with some important new additions. The Mid-to-Senior level component will incorporate a round-table discussion designed to focus on critical issues in Divisional Management. Among this year's experts, Paul Scheel, M.D., Clinical Director of the Division of Nephrology at Johns Hopkins University School of Medicine, will discuss financial management of a Division, and Raymond Harris, M.D., Director of the Division of Nephrology at Vanderbilt University, will speak about fostering research in Divisions deluged by patient care issues. This year, the Junior-to-Mid level component will highlight the clinical research path in epidemiology, with a discussion led by Neil Powe, M.D., Ph.D., Welch Center at Hopkins, and critical time management issues, with the discussion led by Jacqueline G. Parthemore, M.D., Chief of Staff and Medical Director for VA San Diego Healthcare System. Other new "hot topics" to be aired at a joint session for all participants include "How to Fit Teaching into a Busy Career," presented by Bruce Koeppen, M.D., widely known for his successful book "Renal Physiology." Sharon Anderson, M.D., Vice Chair for Clinical Affairs, Dept of Medicine at the Oregon Health and Science University and the new Chairperson of the ABIM Nephrology Boards, will give some critical insights into the planning and presentation of the Curriculum Vitae for the purpose of promotion. These new components, together with our time-tested talks on the preparation of grants and manuscripts, put a fresh face on what has always been an extremely successful seminar series. This year, the ASN has arranged for participants to receive CME credit for the PDS, and WIN is providing 48 travel awards to the PDS. So once again, the PDS promises to be a hit.

WIN Professional Development Endeavors Continue to Move Forward

WIN initiated the first professional development symposia at the ASN in 1999 through the efforts of Chris Abrass and Catherine Stehman-Breen. The program has attracted 50 to 100 individuals each year, including trainees and young faculty. The professional development course has traditionally concentrated on examining different career paths, setting goals, writing for journals and grants, funding opportunities, mentoring, time management and much, much more! WIN has also offered travel grants to support trainees and junior faculty to attend the ASN and this important professional development seminar. Last year marked another milestone in the program with a two course program: one for fellows/early career faculty led by Sharon Moe and one for mid-career faculty interesting in moving into administrative/leadership roles led by Chris Abrass. While the inaugural year of the mid-career program was not as well attended as we hoped, those that did attend were pleased with the program. This year at the ASN 2003, the program will again have two target audiences, but with a change in WIN leadership for the program to Barbara Ballermann for the junior career program and Nancy Adams for the mid-career program. Please encourage your trainees and colleagues to attend. Registration can be done through the ASN web site/registration and once again travel grants are available. The success of this WIN program has been further recognized by the ASN with a formal agreement now in place for the ASN to cover more of the costs and for the Professional Development Symposium to become an official part of Renal Week. Last, but not least, WIN will expand the Professional Development Symposium to another venue: the National Kidney Foundation Annual Clinical Meeting to be held in April, 2004 in Chicago. This abbreviated symposium organized by Sharon Moe and Michelle Josephson will target trainees, and involve an evening with a panel discussion of the pros and cons, pitfalls and perils of the various nephrology career options, followed by a reception to help kick off the NKF meeting. Anyone attending the NKF and interested in helping with the Professional Development Symposium, please contact Sharon Moe.

WIN Program Committee Report

The WIN-sponsored symposium at the 2002 ASN meeting, entitled "New Insights into Renal fibrosis", co-chaired by Chris Abrass and Eric Nielson was a great success!!! This session was extremely well attended, so much that even standing room was scarce. The speakers included Paul Grimm (Origin and role of mesenchymal cells in renal fibrosis), Doris Herzlinger (Role of interstitial stromal cells), Sharon Elliot (Estrogen modulation of fibrosis) and Erwin Bottinger (TGF- β signaling: apoptosis, fibrosis, and microarrays). Congratulations to everybody involved in organizing this symposium, well done!!!

In 2003, the WIN Program Committee, co-chaired by Christine Maric and Katherine Tuttle organized a symposium for the 2003 ASN meeting, entitled "Protein Kinase C in Diabetic Renal Disease." Incidentally, Christine and Katherine will also moderate this session, featuring presentations from Richard Gilbert (University of Melbourne, Australia), Catherine Whiteside (University of Toronto, Canada), Mary Loeken and George King (Joslin Diabetes Center, Boston). This is the only diabetes-related symposium at this year's ASN meeting.

The Program Committee is also planning to submit symposium proposals for the NKF Clinical Meeting to be held in 2004 in Chicago and the Experimental Biology meeting to be held in 2005 in San Diego. If you have thoughts/ideas about speakers and/or topics related to women's health that you think would lend themselves to a timely symposium, please let us know either at the ASN meeting in San Diego, or e-mail Christine Maric (cm255@georgetown.edu). We will work with these ideas for future WIN-sponsored symposia.

The Program Committee is also working on generating a timetable of deadlines for symposia proposal for various scientific organizations. Committee members are undertaking an organization of interest (see page 6). We would like to increase our exposure and representation at meetings other than the NKF and ASN meetings, So again, if there is a topic you would like to see developed into a symposium, please contact any member of the Program Committee.

Don't Miss the *WIN Booth* in the Exhibit Hall at the 2003 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

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

We Look Forward To Seeing You at Booth # 328

Mark Your Calendars For The Annual WIN Luncheon Meeting

Saturday, November 15th

12 noon - 1:00 pm

Room 10

San Diego Convention Center

Speaker:

Dr. Woody Moss

Director, Center for Health Ethics and Law
West Virginia University

Topic:

Who Should Not Be Dialyzed?

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

WIN Members Continue to Accomplish and Be Promoted

Chris Abrass will be the guest editor for a special JASN focused on the epidemic of obesity, its relationship to fetal organs of adult disease and Syndrome X, which will be published in Spring, 2004.

Chris Baylis was asked to be a member of the newly established ASN Board of Advisors.

Susan Bagby is now directing a new resident-fellow HTN clinic at OHSU and has started a new divisional CME program for primary care givers in her region. She has also stepped down from a full-time clinical position to undertake a research project for which she just received NIH funding.

Barbara Ballerman has moved to Edmonton, Canada to become the Chief of Nephrology at the University of Alberta.

Wendy Brown has moved to Nashville to become the Chief of Staff at the DVA Tennessee Valley Healthcare System. She is also a Professor of Medicine at Vanderbilt School of Medicine.

Sue Conley has been appointed to the ASN Informatics Committee.

Christine Maric received a Carl W. Gottschalk research award from the ASN and was asked to be on the Awards Committee of the Renal Section of the APS.

Pat Preisig was named the first recipient of the Floyd Rector Professorship in Acid Base Physiology. As Chair of the ASN Basic Science Committee, she was also asked to be a member of the newly established ASN Board of Advisors.

Kathryn Sandberg was named the Director of the newly established Center for the Study of Sex Differences in Health, Aging, and Disease at Georgetown University (<http://csd.georgetown.edu>).

Marsha Wolfson has taken a position with Amgen as Medical Director in the Nephrology Therapeutics Area.

WIN Elections

Congratulations!!!!

To The Newest WIN Officers

President-Elect	Michelle Josephson
Treasurer:	Christine Maric
Councilors:	Nancy Adams Sharon Moe

They will officially take office at the WIN Executive Committee meeting in San Diego during the ASN meeting.

Welcome Aboard!!

To All WIN Members

The WIN database is now on-line. However, it has not recently been systematically updated.

Please, please, please,take a few minutes to do this. If you haven't received instructions as to how to login for the first time, contact Jessica Tabak (see pg 2). Then go to the website (www.womeninnephrology.org), click on the member area tab, establish a password, and go into your database, review, and update it.

***Thanks for helping update
our records and make it
easier for WIN to stay in
touch with you.***

WIN Continues to Sponsor Symposia at the Spring NKF Meetings

New this year at the NKF Spring Clinical Meetings!!!

A special symposium for residents and Nephrology trainees on **Career Choices in Nephrology** will be presented at the Spring NKF meetings this year, co-sponsored by WIN and NKF. Please join us on Wednesday, April 28th for a discussion led by Drs. Sharon Moe and Michelle Josephson. The symposium is perfect for trainees in internal medicine and Nephrology (of all genders) who are trying to decide which Nephrology career path is best for them. We will begin with a panel discussion by individuals currently in private practice, academic medicine, and industry. Learn why these individuals decided on these career paths, their background, what things they did to secure these jobs, and if (and how) they would do it again if starting all over. After the panel discussion we will have time for questions and answers, followed by a beer/wine reception and hors d'oeuvres.

After all, first you decided on internal medicine, then nephrology. But then what? Come find out how others made their decisions. Meet other fellows and faculty.

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

WIN Members on RPA Standing Committees

RPA represents and serves nephrologists and their practice managers in their pursuit and delivery of quality renal health care. Incorporated in 1974, RPA's programs focus on advocacy for fair compensation for nephrologists and setting the standards for delivering value and accountability for quality patient care.

RPA Board of Director and Clinical Practice Committee
Quality, Safety, and Accountability Committee
Nephrology Carrier Advisory Panel
Philadelphia Regional Leader

Sandra Watkins
Candace Walworth (Vice Chair), Susan Bray
Eileen Brewer
Denise D'Andrea

Non-WIN Members on RPA Standing Committees

Quality, Safety, and Accountability Committee
Clinical Practice Committee

Barbara Fivush
Marilyn Galler

Another ASN Symposium Not To Miss!!!

Professor David Barker, FRS (of the 'Baker Hypothesis') initiated the epidemiologic research leading to the recognition that intrauterine growth restriction is associated with increased risk of adult cardiovascular and renal disease. The concepts that have emerged from his work are incorporated in the term 'developmental origins of adult disease.' At the ASN meeting this year, Dr. Barker will be presenting his work during the following symposium:

Fetal Antecedents of Adult Disease: The Child is Father to the Man

Moderated by
Julie Ingelfinger and Susan Bagby

Sunday, November 16th, 10 am - 12 noon
Room 7, San Diego Convention Center

Book Reviews

Bessie A. Young, MD, MPH

The Medical Marriage: Sustaining Healthy Relationships for Physicians and Their Families

Wayne M. Sotile, PhD, Mary O. Sotile, MA

American Medical Association, ISBN1-57947-075-0, Revised Edition

Written by a non-physician counseling couple, this book offers lessons and advice to physicians and their significant others on maintaining healthy relationships. Gleaned from their counseling of almost 1000 physicians and their significant others for over 23 years, the authors describe personality types and offer examples of couples they have counseled. The book begins with sobering facts regarding medical marriages; such as, up until recently, women physicians were 40% more likely to divorce than their male colleagues, and that physician marriages tend to be less happy than other marriages. The authors also discuss choosing a partner, extra-marital affairs, the empty nest syndrome, competition among dual career couples, and anger management, among other topics. The book ends with practical and compassionate advice on creating healthy relationships and managing dual high-powered careers. This book is useful for those married to other physicians, as well as those in other types of medically oriented relationships.

What's Holding You Back: Eight Critical Choices for Women's Success

Linda Austin (Basic Books, ISBN: 0465032621)

Dr. Austin is an academic psychiatrist who writes about barriers (self-imposed and others) that women face professionally as they pursue medical careers. Her premise is that women tend to erect barriers to their advancement more often than their male counterparts, and in the process, make decisions that may slow their advancement. The book starts by having the reader create a "strategic plan" that focuses on what is the readers vision, mission, long-range and short-term goals, obstacles and resources. The book outlines 8 critical choices that Dr. Austin feels women make, some of which include: motivation and fear of success, investing energy and being willing to take a chance, focused versus unfocused intellectual development, problem finding and problem fixing, competition and different stages of human development, "baiting", confronting discrimination, self evaluation and faculty mentorship, and brokering power. This book is useful for those early in their careers as well as those who feel their career has been stymied.

Why So Slow? The Advancement of Women

Virginia Valian (MIT Press, ISBN: 0262720310)

Dr. Valian presents a scholarly and readable treatise, in which she explains her hypotheses as to why women progress more slowly in their careers than men. She uses examples and data from sociology, economics, and biology to explain disparities and disadvantages women experience compared to their male counterparts. Dr. Valian describes her concept of gender stereotypes, or "gender schemas", which she believes influence how the genders are perceived differently. These "schemas" contribute to the imbalances in career advancement, which translate into "accumulated advantage" for men and "disadvantage" for women.

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

or
Victoria Odhner
Program Coordinator, ELAM
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

WIN Members Who Have Taken or Are Taking The ELAM Course

Chris Abrass, Nancy Adams, Sharon Anderson, Wendy Brown, Pascale Lane, and Julie Breyer Lewis

**Contact any of the above to find out
about their ELAM experience**

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 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
_____	_____	By-laws
_____	_____	Finance
_____	_____	Fund Raising
_____	_____	Mentoring
_____	_____	Membership
_____	_____	Nephrology Interest Groups
_____	_____	Newsletter
_____	_____	Nominations and Awards
_____	_____	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.

Name and Degrees: _____

Address: _____

Phone Number: _____

Fax Number: _____

Email Address: _____

WOMEN IN NEPHROLOGY

Membership Form

(Membership Information also on-line at: www.womeninnephrology.org)

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)	\$ _____
	TOTAL	\$ _____

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 you receive your membership, please visit the WIN website (www.womeninnephrology.org), access the WIN database, which is under Member Search, and complete your database file.

Work Setting:

☐ Academic Institution
☐ Clinical Practice
☐ Industry
☐ Other: _____

Major Interest(s):

<input type="checkbox"/> Adult Nephrology	<input type="checkbox"/> Social Work
<input type="checkbox"/> Pediatric Nephrology	<input type="checkbox"/> Nursing
<input type="checkbox"/> Pathology	<input type="checkbox"/> Nutrition
<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:

Christine Maric, PhD, WIN Treasurer
Georgetown University
4000 Reservoir Rd, NW; 396 Building D
Washington, D.C. 20057
cm255@georgetown.edu

Women In Nephrology
c/o Kathryn Sandberg, PhD
Georgetown University
394 Bldg D, 4000 Reservoir Road, NW
Washington, DC 20057

WIN Events During the 2003 ASN Annual Meeting and Scientific Exposition

Professional Development Seminar - Junior and Mid-Career Programs

Thursday, November 13th, 7:00 am - 5:30 pm, Room 25C

Professional Development Seminar and WIN Reception

5:30 - 6:30 pm following the Seminar, Terrace Balcony (Rm 24C for inclement weather)

San Diego Convention Center (On Site Registration Available)

Annual WIN Luncheon Symposium

Who Should Not Be Dialyzed?

Woody Moss, M.D.

Director, Center for Health Ethics and Law, West Virginia University

Saturday, November 15th, 12 noon - 1:00 pm

Room 10, San Diego Convention Center

WIN - ASN Symposium "Protein Kinase C in Diabetic Renal Disease"

Monday, November 17th, 10 am - 12 noon

Room 6AB, San Diego Convention Center

WIN Booth in the Exhibit Hall

Open during all Exhibit Hall hours

Booth #328