

# WIN Newsletter



October, 2004

Editor, Patricia Preisig

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## 20<sup>th</sup> Anniversary Issue

**Thanks to our founding members for their foresight into the value of a professional association for women in Nephrology that focuses on their careers and patients.**



Nancy Gary, MD



Lois Katz, MD



Sandra Levison, MD



Mabel Purkerson, MD

### WIN Goals

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.

## Message From The President

I am so pleased to be part of WIN's 20<sup>th</sup> anniversary! Please join us to celebrate this milestone event at our annual WIN luncheon and Business Meeting on Saturday, October 30 in Rm 267, America's Center from 12 noon to 1:00 pm. **Nancy Gary** (WIN's first president), **Josie Briggs** (WIN's seventh president) and **Sandra Masur** (WIN Councilor) have organized a tribute to **Ruth Abramson** (WIN's third president) along with a brief history of WIN. In addition, WIN will honor Ruth's lifelong dedication to ethical issues in nephrology with a talk by **Diane Meier** entitled *Components of Good Care for Endstage Renal Disease*.

I am stepping down from being WIN's thirteenth president at the closure of ASN. In reflecting on these past two years, I am struck by the number of outstanding women who share my commitment and dedication to promoting the careers of women. I have been so fortunate to work with women like **Nancy Adams**, who has once again done a super job planning our signature event – the WIN/ASN Professional Development Seminar (PDS) --- to be held on Thursday October 28 from 7 am-5:30 pm in Rm 131, America's Center. This year, Nancy enlisted the help of **Ana Pajor**, who has organized a highly educational junior level program. You will be able to chat with both of them at the WIN reception immediately following the PDS from 5:30 to 6:30 pm in Rm 127, America's Center. Please come! It will be a terrific opportunity to mingle with the PDS faculty and attendees, along with WIN members and the ASN Executive Council. WIN is also offering professional development advice at the NKF meeting next spring. **Sharon Moe** and WIN's President-Elect, **Michelle Josephson**, are planning to hold their very popular symposia on *Careers in Nephrology*.

What a pleasure it has been to work with **Christine Maric** these past two years. Christine is the chair of the WIN Scientific Programming Committee and WIN's Treasurer. Under her direction, WIN's influence at national meetings has expanded. In addition to sponsoring and assisting with two symposia at ASN, WIN will sponsor a session at the American Heart Association Scientific Sessions, thanks to **Tina Chabrashvili's** efforts. WIN will also be co-sponsoring a session at the Spring NKF meeting and a dinner symposia for Women in Dialysis at the Renal Research Institute meeting in January, thanks to **Sharon Moe** and **Michelle Josephson**.

One of the milestones I have been especially fortunate to witness during my presidency is the creation of the ASN Board of Advisors (BOA) and the appointment of **Chris Baylis** to represent WIN's interests. Chris has done an excellent job delving into the issue of representation of women on various ASN committees. The good news is that currently the percentage of ASN members who are women is very similar to the percentage of women on ASN committees. However, while we are certainly making strides at increasing the leadership opportunities for women on ASN committees, we still have our work cut out for us. We are doing much better within the NKF and are working on mirroring that success at ASN. One of our strategies to obtain this goal involves working with both NKF and ASN in their annual membership drive. You can help by encouraging your colleagues to join WIN and to get involved with this outstanding network of women.

While I am stepping down from the WIN presidency, I will not say 'Goodbye.' I am looking forward to being actively involved in our new WIN initiatives, including **Susan Bagby's** expansion of the Nephrology Interest Groups, **Sandra Levison's** and **Irene Toh's** development of WIN chapters, and in helping Michelle with her WIN presidency. Lastly, I want to thank **Pat Preisig** for all her efforts on the WIN newsletter over the years and her especially fantastic job with our 20<sup>th</sup> anniversary issue. Long live WIN!

Kathryn Sandberg, PhD  
2002-2004 WIN President

## Message From The President – Elect

At ASN 2004, I will have the privilege of becoming the 14<sup>th</sup> President of Women in Nephrology. WIN is a vibrant and exciting organization. To really appreciate the organization, look at our membership. WIN is made up of an accomplished, diverse, and international group of people. Our members have successfully promoted the professional development and careers of women in nephrology. And our members were perhaps among the first to recognize the importance of, and advocate for, research in women's health. What a fabulous opportunity I will have to work with this group.

Like many others, I first became aware of WIN as a fellow when I attended the yearly WIN lunch at the ASN meeting. Little did I know at the time how involved I would become in the Association. As a councilor and treasurer I had the chance to work with outstanding presidents, including Chris Abrass, Susan Bagby, Wendy Brown and Kathryn Sandberg. Their contributions to WIN are numerous, including establishing the WIN database, developing the Professional Development Seminar that now occurs annually at the ASN and NKF meetings, starting the Nephrology Interest Groups, establishing a Program Committee, opening a productive dialogue with ASN Council, increasing the visibility of women at the ASN meeting, involving women on ASN committees, raising the Nephrology Community's awareness of issues related to gender and kidney disease, establishing the WIN web site, expanding our membership to include allied health science professionals and trainees here and abroad, and increasing the number of PhD scientist members.

Over the next two years I plan to build on these themes and programs. I hope to increase our membership, particularly among our junior colleagues and fellows. WIN has much to offer at all career junctures. However, because it offers networking opportunities and exposure to established leaders in Nephrology, it is a particularly good resource for individuals in the early stages of their career. To this end, I also plan to establish additional mentoring opportunities. I want to continue to increase women's visibility in the ASN by letting the ASN know about qualified women. WIN has been very effective in this arena, having already broken barriers so that women are now considered for ASN leadership positions. I plan to continue working on the Web site. It is a useful resource and offers easy access to information about our organization. I intend to involve many of my transplant colleagues in WIN and also to consider programs we can collaborate together on. As a transplant nephrologist, working with the Women's Health Committee of the American Society of Transplantation, I have noted many shared areas of interest.

Now that I have told you a bit about my plans, let me tell you a bit about myself. I am a transplant nephrologist at the University of Chicago. As a clinical educator, I divide my time between patient care, transplant-related teaching, and clinical research. On a more personal level, I am the mother of a wonderful and delightfully energetic 6 year-old daughter, named Maya. My husband Stephen, to whom I've been married for 12 years, owns a photography gallery in the River North area of Chicago.

I look forward to working with you over the next few years and hope you will become actively involved with WIN. It is a terrific organization with a lot to offer. Finally and perhaps most importantly, I invite you to share your thoughts, ideas and comments about Women in Nephrology with me.

Michelle Josephson, M.D.

### **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, basic scientists from academic, private practice, and industrial settings, and trainees.

**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](mailto: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 19 of this newsletter***

# WIN's Leadership (1984-2004)

<u>Year</u>	<u>President</u>	<u>Secretary</u>	<u>Treasure</u>	<u>Councilors</u>
1984 - 1985	Nancy Gary	Mabel Purkerson	Lois Katz	Ruth Abramson, Christine Berry, Ruth Bulger, Christina Comty, Marsha Wolfson
1985 – 1986	Sandra Sabatini	Mabel Purkerson	Lois Katz	Christine Berry, Ruth Bulger, Josephine Briggs, Sandra Levison
1986 -1987	Ruth Abramson	Mabel Purkerson	Lois Katz	Josie Briggs, Sandra Levison, Sandra Masur
1987 – 1988	Marsha Wolfson	Josie Briggs	Lois Katz	Nancy Cummings, Ulla Kopp, Elsa Bello-Reuss, Sandra Masur
1988 – 1989	Mabel Purkerson	Josie Briggs	Lois Katz	Nancy Cummings, Ulla Kopp, Elsa Bello-Reuss, Sharon Anderson
1989- 1990	Mabel Purkerson	Josie Briggs	Sharon Anderson	Nancy Cummings, Ulla Kopp, Elizabeth Kern, Valentina Kon
1990 – 1991	Sandra Levison	Nancy Cummings	Sharon Anderson	Christine Baylis, Julie Ingelfinger, Elizabeth Kern, Valentina Kon
1991 – 1992	Sandra Levison	Nancy Cummings	Sharon Anderson	Christine Baylis, Julie Ingelfinger, Elizabeth Kern, Valentina Kon
1992 – 1993	Josie Briggs	Christine Bastl	Sharon Anderson	Christine Baylis, Julie Ingelfinger, Elizabeth Kern, Valentina Kon
1993 – 1994	Josie Briggs	Christine Bastl	Sharon Anderson	Barbara Ballerman, Julie Ingelfinger, Chris Abrass, Chris Baylis
1994 – 1995	Ulla Kopp	Christine Bastl	Sharon Anderson	Barbara Ballerman, Sharon Andreoli, Chris Abrass, Barbara Cole
1995 – 1996	Ulla Kopp	Sharon Andreoli	Sharon Anderson	Pamela Carmines, Barbara Cole, Cynthis Gaboury, Barbara Daniels

1996 – 1997	Chris Abrass	Sharon Andreoli	Susan Bagby	Pamela Carmines, Barbara Cole, Cynthia Gaboury, Barbara Daniels
1997 – 1998	Chris Abrass	Sharon Andreoli	Mary Foster	Pamela Carmines, Susan Fellner, Cynthia Gaboury, Susan Conley
1998 – 1999	Susan Bagby	Agnes Fogo	Mary Foster	Sue Mulrone, Susan Fellner, Michelle Josephson, Sue Conley
1999 – 2000	Susan Bagby	Agnes Fogo	Mary Foster	Sue Mulrone, Susan Fellner, Michelle Josephson, Sue Conley
2000 – 2001	Wendy Brown	Agnes Fogo	Michelle Josephson	Sue Mulrone, Pat Preisig, Kathryn Sandberg, Catherine Stehman-Breen
2001 – 2002	Wendy Brown	Judith Veis	Michelle Josephson	Jane Reckelhoff, Pat Preisig, Jill Lindberg, Catherine Stehman-Breen
2002 – 2003	Kathryn Sandberg	Judith Veis	Michelle Josephson	Jane Reckelhoff, Pat Preisig, Jill Lindberg, Catherine Stehman-Breen
2003 – 2004	Kathryn Sandberg	Judith Veis	Christine Maric	Jane Reckelhoff, Sharon Moe, Jill Lindberg, Nancy Adams
2004 - 2005	Michelle Josephson	Judith Veis	Christine Maric	Nancy Adams, Sharon Moe, Barbara Ballerman Sharon Silbiger

## ***Do Not Miss***

# **WIN Reception**

**Following the Professional Development Seminar at ASN 2004**

**When:** Immediately following the PDS, 5:30 - 6:30 pm, Thursday, October 28, 2004

**Where:** Room 127, America's Center

**Who:** Everyone is Welcome!!!!

## Mark Your Calendars For The Annual WIN Lunch Meeting

**Saturday, October 30<sup>th</sup>**  
**12 noon - 1:00 pm**  
**Room 267**  
**America's Center**

**Speaker:**

**Dr. Diane Meier**

Director, The Lilian and Benjamin Hertzberg  
Palliative Care Institute  
Affiliated with Mt. Sinai School of Medicine

**Topic:**

### **Components of Good Care for ESRD**

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

### **WIN Database Update**

The WIN database has undergone a few changes since our last update. It has been migrated to a more robust and secure hosting platform, and has received a few enhancements. Probably most noticeable is the addition of member photos. Members can now post pictures of themselves in their profiles.

Thanks for efforts of some WIN members the database has been partially updated so that some individual profiles are close to complete. However, even if you think you have recently updated it, please check your profile to be sure it is up-to-date.

If you have not had a chance to update your profile, please take the time to do it.

The database serves as a resource for WIN and WIN members to identify women for nomination, new or open positions, speakers, mentors, and etc.. Thus, its accuracy is key to its usefulness.

### **WIN Committee Chairs**

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

WIN Luncheon  
WIN Database  
Nominations and Awards  
Finance Committee  
Raising  
Membership  
Mentoring  
Newsletter  
Nephrology Interest Groups  
Professional Development  
Scientific Program Committee  
Public Relations  
Women's Health Task Force

Josie Briggs, MD and Kathryn Sandberg, PhD  
Kathryn Sandberg, PhD  
Jane Reckelhoff, PhD  
Christine Maric, PhD  
Susan P. Bagby, MD, Sharon Moe, MD, and Susan Conley, MD  
Barbara Alexander, PhD  
Kathryn Sandberg, PhD  
Patricia A. Preisig, PhD  
Susan P. Bagby, MD  
Nancy Adams, MD and Ana Pajor, PhD  
Christine Maric, PhD  
Judith Veis, MD  
Christine K. Abrass, MD & Sandra P. Levison, MD

# Ruth Abramson, MD

## WIN President 1986-1987



**Thanks for all you did for Nephrology, the careers of women in Nephrology, and ESRD patients. You will be missed.**

### Thanks, Jessica

A special thanks goes to **Jessica Tabak**, our **WIN Administrator**. Jessica will step down from her Administrative position in WIN this November when Karla Williams takes over. Jessica has been absolutely phenomenal. She has played a crucial role in organizing WIN events, communicating with WIN members, conducting the WIN elections and overall, making sure WIN runs smoothly. I could not have been President of WIN without her. The good news is that Jessica is not really gone. She will be an Advisor to Karla (much like I will be as WIN Past-President) and especially with respect to maintaining and expanding the WIN database and website. Thank you Jessica for all your hard work and dedication to WIN and your continued support.

Kathryn Sandberg, WIN President

## Recollections From WIN Past-Presidents

WIN past-presidents were asked two questions: In hindsight, 1) What was the biggest issue facing WIN and women in Nephrology during your presidency? And 2) What event, activity, accomplishment got started or occurred during your presidency that you think has had the biggest impact on women in Nephrology and the success of WIN as a professional association? Below are excerpts from their responses.

<u>President</u>	<u>Biggest Issue</u>	<u>Biggest Impact</u>
Lois Katz A Founding Member	The complete lack of representation of women in ASN	Committing to having an annual meeting during the ASN meeting; Providing ASN with names of women qualified to review papers and abstracts, chair sessions, and serve on Committees
Nancy Gary 1984 - 1985	Starting the Association	Meeting with the ASN leadership
Sandra Sabatini 1985-1986	Achieving recognition as a professional organization and attracting members	Starting the tradition of WIN sponsoring an annual symposium at the NKF meeting; Publication of a Seminars in Nephrology issue on Women Health Issues; Increase in women editors
Marsha Wolfson 1987-1988	Continuing to strive to achieve recognition as a professional organization and attracting members	Starting the annual WIN lunch and speaker program during the ASN meeting
Mabel Purkerson 1988-1990	Establishing an identity for WIN within the organized Nephrology community; Establishing credibility as scientists	Maintaining the speaker lunch program and fostering collegiality amongst women attending ASN, especially junior attendees
Sandra Levison 1990-1992	Being recognized and accepted by the Renal Community; Answering the questions: Who are we? What issues should we address?	Getting started on developing by-laws, obtaining tax exempt status and financial sponsorship, developing a newsletter, establishing a member directory
Josie Briggs 1992-1994	Maintaining visibility and promoting women representation in professional societies	Continuing with the above and meeting once a year to maintain our contact with each other
Ulla Kopp 1994-1996	Keeping up the momentum of women representation in ASN activities and WIN recognition by ASN	WIN co-sponsored a symposium at the NKF meetings in '95 and '96; WIN database conceived; inviting speakers that addresses issues of how to promote the woman Nephrologist
Chris Abrass 1996-1998	Obtaining women representation on key committees and in leadership roles in the Renal Community	Establishing the annual meeting with the ASN Council; Initiating the Professional Development Seminar; Establishing the WIN database; Beginning the Meet-A-Mentor program

Susan Bagby 1998-2000	Continuing to work with the ASN regarding women participating in leadership roles	Focusing on projects that WIN could offer ASN that would benefit both women and men in the Renal Community; Perfecting and expanding the Professional Development Seminar
Wendy Brown 2000-2002	ASN began advocating for women	Changing the bylaws to extend membership to non-nephrology members of the Nephrology health team and complimentary membership to 3 <sup>rd</sup> world women nephrologists and non-nephrology members of the 3 <sup>rd</sup> world nephrology health team
Kathryn Sandberg 2002-2004	WIN member appointed to the ASN Board of Advisors; Two WIN members on the ballot for ASN council	Establishing a permanent contract with ASN for funding the PDS, the WIN website and on-line database, and WIN archives

## WIN Web Site Update

The WIN website has a new look and is better linked. New this year is highlighting of:

the newly elected counsel members, upcoming meetings, and archives of past newsletters.

A new link to the Women in Medicine Collection at Drexel University College of Medicine has also been established. In 2005, look for a new, contemporary look to the WIN homepage that will be easier to navigate.

### Thanks From Jessica

As of November of 2005, I will be stepping down from my position as Administrator of Women in Nephrology. Working with WIN has given me the opportunity to try my hand at various things, from event planning to designing to fundraising--not to mention giving me the chance to spend time in some fabulous cities! I'm glad to have been able to help a group of such engaging and inspiring women for the past year, and I wish WIN the best of luck in its third decade and beyond!

Jessica Tabak

## ASN Board of Advisors (BOA) Report

The ASN Board of Advisors consists of representatives of the groups that make up the ASN constituency: Chris Baylis, WIN; Arnold S. Berns and Joan Blondin, Private Practice; Roland Blantz, Chronic Kidney Disease Advisory Group; Jonathan Himmelfarb, Dialysis Advisory Group; J. Charles Jennette, Renal Pathology; Paul Kimmel, Clinical Science Committee; Stuart Linas, Hypertension Advisory Group; Barbara Murphy, Transplant Advisory Group; Patricia Preisig, Basic Science Committee; Mark Rosenberg, Training Program Director; Lisa Satlin, ASPN; John Stokes, ASN-RPA Joint Committee; Sudhir Shah, Acute Renal Failure Advisory Group; Donald Wesson, Policy & Public Affairs Committee. The primary goal of this board is to increase the input and decision-making capacity of the diverse members of the ASN.

This year the BOA were asked to submit names for nomination for ASN Council. We are pleased to see that the ASN Nominating Committee selected two WIN members to run for ASN council, Sharon Anderson and Chris Abrass. We hope that by the time of the 2004 ASN meeting, one of these deserving candidates will have been elected to serve, paving the way for an woman to be ASN president.

A major concern voiced by the WIN membership has been over the lack of adequate representation of women on the various ASN committees. Karen Campbell (the executive director of the ASN) looked at the statistics and her findings were quite surprising. In absolute terms, of a total ASN membership of 8536, only 1604 are women. As of 12/31/03 the average representation of women on ASN committees was 19.3%, which is proportional to the number of women ASN members (18.8%). However, women currently account for ~ 27% of the faculty in both internal medicine and basic science departments (AAMC, 2003) and this is likely to increase as 40% of internal medicine residents in 2002 were women (AAMC). This is an alert to WIN members to actively encourage our female colleagues to join ASN.

Other important initiatives in development by the BOA and ASN council include: 1. Advancing the Renal Research Agenda by establishing 4 committees to develop specific RFAs for NIH consideration. The areas chosen were Hypertension (Tom Coffman and Stuart Linas), Uremic Toxicity (Jonathan Himmelfarb and Bill Henrich), Diabetic Nephropathy (John Sedor and Lisa Satlin), and Transplant – Immunology (Barbara Murphy and Alan Krensky). 2. Mechanisms to communicate concerns about changing patterns of funding to congress. (Key ASN Council members and staff are meeting with the NIH to discuss renal-related funding.) 3. Development of a position statement on dual certification for board certified Nephrologists with input from the Association of Subspecialty Professors (S. Linas, T. Coffman). 4. Preparation of an ASN draft policy statement on living donation for kidney transplant (K. Campbell). 5. Establishment of a practicing Nephrologist Advisory Group that will interact with BOA representatives. 6. Expand ASPN and ASN co- sponsorship of meetings (L Satlin, K. Campbell).

The establishment of the ASN BOA represents a positive move in the enfranchisement of the ASN membership. All WIN members should feel free to communicate issues, questions, and concerns that they would like the BOA to address to me at [baylisc@ufl.edu](mailto:baylisc@ufl.edu).

Chris Baylis, WIN BOA Representative

## NLM EXHIBIT NOT TO BE MISSED

The National Library of Medicine (NLM) has put together an outstanding exhibit entitled, *Changing the Face of Medicine: Celebrating America's Women Physicians*. The exhibit celebrates the achievements of women in medicine since they first gained admission to American medical schools 150 years ago. The lives and careers of many of America's most extraordinary women physicians are highlighted ---- What inspired them to become doctors? Who were their mentors? What was their life like? The exhibit focuses on the women who broke the barriers, for example Dr. Elizabeth Blackwell, the first woman in America to earn the M.D. degree in 1849 from New York's Geneva Medical College and Dr. Matilda Arabella Evans, who graduated from the Woman's Medical College of Pennsylvania in 1897 and was the first African American woman licensed to practice medicine in South Carolina. The exhibit also focuses on the women who have made exceptional contributions to health care over the years, for example Dr. Louise Pearce who's research led to a cure for trypanosomiasis in 1919 and Dr. Anna Wessels Williams who isolated a strain of diphtheria that was crucial in developing an antitoxin for the disease in 1898.

If you cannot visit in person before the exhibit closes, not to worry! You can see much of the exhibit on-line at [www.nlm.nih.gov/exhibition/changingthefaceofmedicine](http://www.nlm.nih.gov/exhibition/changingthefaceofmedicine). You can perform a customized database search on the women physicians featured in the exhibit and for many, hear a video describing their life in their own words. This is also a great educational opportunity for the kids. The exhibit offers online learning opportunities on how the human body works, how physicians use diagnostic devices to examine their patients, and how extraordinary woman physicians have impacted health care over the years. In addition, the exhibit offers career advice for students and medical professionals interested in pursuing and enhancing their medical careers. The NLM is located at the National Institutes of Health in Bethesda, MD. The exhibit is free and open to the public.

## Do Not Miss!!!

WIN-ASN Symposia During The  
37<sup>th</sup> Annual Meeting

### The Aging Kidney: Evolving Concepts

Moderated by  
Jane Reckelhoff and Kathryn Sandberg

**Monday, November 1<sup>st</sup>**  
**10 am - 12 noon**  
**Room 230**  
**America's Center**

### Please Welcome

#### Karla Williams

Karla will be taking over as administrative assistant to WIN in November when Michelle Josephson assumes the Presidency.

Karla grew up in Illinois and currently works as an Administrative Assistant in the Division of Nephrology at the University of Chicago. She has held this position for 3 years, and brings many talents to the job, perhaps most important being her ability to multi-task with ease. Besides working full time, Karla is finishing her degree in English and raising her 2 year old daughter, Elani.

Karla is looking forward to learning more about WIN and working with its members. Please feel free to contact her to say 'Welcome Aboard' or for assistance with your projects. She can be contacted at 773-702-3630 or by email at: [kmwillia@medicine.bsd.uchicago.edu](mailto:kmwillia@medicine.bsd.uchicago.edu).

## 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 leadership abilities, potential for further advancement, and the support of their institution.

Participants attend two sessions of intensive study at 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

For General Program Questions  
Deidra Lyngard  
Assistant Director, ELAM  
[dlyngard@drexel.edu](mailto:dlyngard@drexel.edu)  
215-842-6041

For Admission Questions  
Victoria Odhner  
Program Coordinator, ELAM  
[tori@drexel.edu](mailto:tori@drexel.edu)  
215-842-6473

ELAM Program  
The Gatehouse, 2<sup>nd</sup> Floor, 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)  
General Email: [elam@drexel.edu](mailto:elam@drexel.edu)

### WIN Members Who Have Taken The ELAM Course

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

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

# **WIN Elections**

**Congratulations!!!!**

**To The Newest**

## **WIN Officers**

**Councilors:** Barbara Ballerman  
Sharon Silbiger

Barbara and Sharon will officially take office at the WIN Executive Committee meeting in St. Louis during the ASN meeting.

**Welcome Aboard!!**

## **Current Sponsors of WIN Educational Projects**

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

**WIN/ASN Professional Development Seminar  
Thursday, October 28, 2004**

Abbott  
Amgen  
Genzyme  
Novartis

**WIN/NKF Symposium**

Amgen  
Genzyme

## **2003 WIN Lunch and Business Meeting**

Alvin C. (Woody) Moss, Professor of Medicine at Center for Health Ethics and Law, member of the Section of Nephrology at West Virginia University, delivered a fascinating talk, "Who should NOT be dialyzed,?" at the WIN 2003 ASN Lunch last fall. Using real life scenarios to introduce the topic, Dr. Moss elucidated the topics that must be utilized in an ethical analysis. These include medical indications, patient (and family) preferences, quality of life and contextual features. Questions to consider: Do the expected medical benefits justify the potential risks of the procedure? Just because we can dialyze a patient does not mean that we should. It is important to consider the changing (aging) demographics of the ESRD population with its associated co-morbidities and, in many cases, declining quality of life. Most patients with ESRD, especially those who are not candidates for renal transplantation, have a significantly shortened life expectancy. Dr. Moss noted that ESRD patient life expectancy is comparable or worse than patients with cancer or AIDS, and that dialysis patients live one quarter as long as age-matched patients without renal disease. About 20% of dialysis patients voluntarily withdraw from dialysis for a variety of reasons, including diminished quality of life, an acute medical or surgical condition, dementia, stroke or cancer. The Robert Wood Johnson Foundation ESRD Peer Workgroup found that nephrologists, staff, patients and families tend to ignore these issues and that nephrologists, in general, are woefully unprepared to deal with issues such as palliative care and withdrawal from dialysis. A survey conducted in April 2002 involving 173 second year nephrology fellows found that very few felt prepared or competent to deal with end-of-life issues, and few were taught how to tell patients they were dying, how to determine when a patient is appropriate for hospice, or how to respond to a request to withdraw from dialysis. As expected, more than 80% of fellows had performed 10 or more renal biopsies, but less than 20% conducted or observed 10 or more family meetings during training. Each potential dialysis patient deserves a thorough and careful review of their medical condition, quality of life, and personal milieu so that they and/or their healthcare surrogate, together with the nephrology health care team, can make an appropriate decision regarding medical care. We need to add topics such as bioethics, palliative care, and shared decision making to the nephrology teaching curriculum.

Wendy Brown, WIN Past-President

## **Another ASN Symposium Not To Miss!!!**

WIN assisted with the symposium entitled:

### **Extracellular Matrix Metabolism and Fibrosis**

Moderated by

**Sheldon Chen and Allison Eddy**

**Monday, November 1<sup>st</sup>, 10 am - 12 noon**  
**Room 260, America's Center**

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 Who Are ASPN Officers or On Standing Committees**

The American Society for Pediatric Nephrology (ASPN), founded in 1969, is a professional society representing pediatric nephrologists in the United States and Canada. The primary goals of the society, comprised of more than 500 members, are to provide optimal care for children with renal disease and to disseminate advances in the clinical practice and basic science of pediatric nephrology. The ASPN Council and a number of standing committees focus on issues relevant to pediatric nephrology, including education, research, clinical affairs, workforce, training, and advocacy.

President	Sandra Watkins
President-Elect	Sharon Andreoli
Councilor	Lisa Satlin
Awards Committee	Eileen Brewer
Clinical Affairs Committee	Ann Guillot
Nominating Committee	Alison Eddy
Public Policy Committee	Eileen Brewer (Co-Chair); Sue Conley
Research Committee	Lisa Satlin (Co-Chair), Lisa Guay-Woodford; Mary Leonard
Training/Certification Committee	Alison Eddy

#### **Non-WIN Women Members on the ASPN Council or on Standing Committees**

Councilor	Vicki Norwood
Clinical Affairs Committee	Barbara Fivush (Co-Chair)
Membership Committee	Debby Gibson
Public Policy Committee	Blanche Chavers; Ruth McDonald
Research Committee	Vicki Norwood (Co-Chair); Katherine MacRae; Susan Furth; Debby Gibson
Training/Certification Committee	Kathy Jabs (Co-Chair); Ruth McDonald; Vicki Norwood
Workforce Committee	Sharon Bartosh

## **WIN Members Continue to Accomplish and Be Promoted**

**Dr. Lisa Harrison-Bernard** received the 2004 American Society of Hypertension Young Scholars Award for her lecture entitled, "Angiotensin II in the Regulation of the Renal Microvasculature: Lessons from Genetic Mouse Models."

**Dr. Christine Maric** received both The American Physiological Society (Renal Section) New Investigator of 2004 Award and The Arthur Guyton New Investigator Award from The Consortium for Southeastern Hypertension Control (COSEHC).

**Dr. Carrie Phillips** had a 2-photon microscopy 3-D photomicrograph selected for a "Cell of the Month" competition sponsored by Nature Cell Biology for September 2004. The image is entitled "Waves of Glomerular Podocytes."

**Dr. Lois Arend** was promoted to Associate Professor at the University of Cincinnati Medical Center. Dr. Arend previously held an Assistant Professorship at the University of Rochester.

**Dr. Christine Baylis** has moved to University Florida (Gainesville), where she is now the J. Robert Cade Chair of Physiology, Professor of Medicine and the Director of the UF Hypertension center. This year at ASN she will be giving the Barry M. Brenner endowed lectureship on "NO deficiency in CRD and ESRD" in the session "What is new in understanding hypertension in kidney disease?"

## **Don't Miss the *WIN Booth* in the Exhibit Hall at the 2004 ASN Annual Meeting and Scientific Exposition**

1. Pick up a WIN membership packet
2. Complete a database questionnaire
3. Sign up for 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 # 2224**

## ***To All WIN Members***

The WIN database is now on-line. However, some members still have out-dated information.

Please, please, please, .....take a few minutes to do this. If you don't know how to log onto the Website, contact Karla Williams (see pg 10). Then go to the website ([www.womeninnephrology.org](http://www.womeninnephrology.org)), click on the member area tab, establish a password, go into your database, and review and update it.

***Thanks for helping update our records and making it easier for WIN to stay in touch with you and WIN members to stay in touch with each other.***

## Book Reviews

Chris Abrass, M.D.

*Negotiating Your Salary:  
How to Make \$1000 a Minute*  
Jack Chapman  
ISBN 1-58008-310-2

A very practical guide that is critical for negotiating salary and useful for negotiation in general. It is a critical guide for women who stay behind because they start behind. Studies over the past twenty years have failed to show any improvement in the gender-based salary gap in academic medicine. Few studies have looked at women in practice. A must read for anyone negotiating their first salary and anyone who discovers they are paid less than their peers and plans to negotiate a raise.

*Smart Women Finish Rich*  
David Bach  
ISBN 0-7679-1029-X

It is not too early to start planning for your retirement. Small contributions accumulate over time. This is an excellent and easy-to-read book that helps you to think through this process and to develop the discipline to make a difference. At the time of retirement there are many choices to make (e.g. do you want to continue your health insurance? Do you want long-term care insurance? Do you want to continue life insurance? Do you want to provide benefits for your spouse?). In some cases, you must have been enrolled in such programs for 2-5 years through your employer before you retire in order to continue benefits afterwards. The book provides insight into the questions to ask of your employer. It also provides information about many resources for additional information.

*The Secret Handshake.  
Mastering the Politics of the Business Inner Circle*  
Kathleen Kelley Reardon, PhD  
ISBN 0-385-49528-5

Reardon demystifies the art of political savvy. She points out the benefits of successful politics and how to avoid the emotional traps of perceived "politics." There is an excellent chapter on personal style and the political nature of your work environment. It includes cogent advice on how to find the environment that best suits your style and why not to stay in an environment that doesn't.

## 2004 WIN

### Professional Development Seminar

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 concentrated on examining different career paths, setting goals, writing for journals and grants, funding opportunities, and time management. Travel awards from WIN [supported by generous donations from our sponsors] help defray expenses for many of the applicants. In 2003, Drs. Barbara Ballermann and Nancy Day Adams co-chaired the event. For the mid-career track, we had excellent talks about the skills needed for promotion, followed by a roundtable discussion. Topics included building clinical programs, finances [a great mini-MBA presentation by Paul Scheele], and mentoring.

This year Nancy Adams is joined in leading the PDS by Ana Pajor, PhD, from the University of Texas Medical Branch in Galveston. The seminar will be held on **Thursday, October 28<sup>th</sup>, 7 am – 5:30 pm in Rm 131 at the America's Center**. Thomas DuBose, an ASN Councilor, will again lead off the meeting with an overview of Careers in Academic Nephrology. We will continue to offer multiple sessions focused on the early career path (targeting fellows) on many of the topics noted above. For the mid-career attendees, Paul Scheel will return, as will Ray Harris and Bruce Kone. We are joined this year by Beth Piraino to round out the discussion of skills needed to move to leadership positions, such as Division Chief or Training Program Director.

For the afternoon sessions, Sharon Anderson will talk about developing your promotion portfolio and Bruce Koeppen will challenge you to hone-in your teaching skills. A wrap-up panel discussion will conclude the day.

Please encourage your trainees and colleagues to attend. Registration can be done through the ASN web site/registration. Travel grants have been awarded [remember for next year to apply early!].

Last but not least, WIN has expanded the PDS to another venue: the National Kidney Foundation Annual Clinical Meetings. In April, 2004, a symposium organized by Sharon Moe and Michelle Josephson was held for trainees in Chicago. The evening panel discussion focus on the various career options, addressed the pros and cons, pitfalls and perils for each, and was followed by a reception kicking off the NKF meeting. Due to its overwhelming success, the evening session has been scheduled for the 2005 NKF Spring meeting, with Sharon and Michelle leading the discussion.

## WIN PROGRAM COMMITTEE REPORT

The WIN programming committee started 2004 in a new and expanded format. The committee now has 8 members, each responsible for symposia proposal to renal-related professional societies and meetings. The individual assignments are:

**Christine Maric** (Committee Chair): American Society of Nephrology, Endocrine Society

**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 the 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

The committee created a timetable of deadlines for symposia proposal submissions and submitted proposals to the following meetings: Experimental Biology, the International Union of Physiological Sciences (via the American Physiological Society), the Endocrine Society, the American Heart Association Scientific Sessions, and the American Society of Nephrology. We are happy to announce that two of these symposia have been accepted. WIN will sponsor a session at the American Heart Association Scientific Sessions on November 7<sup>th</sup> 2004, entitled "**New Concepts of Oxidative Stress in Heart, Kidney and Brain.**" Speakers include Chris Wilcox (Georgetown University), Tina Chabrashvili (Emory), and David Harrison (Emory). At the 2004 ASN meeting WIN will co-sponsor the symposium entitled "**The Aging Kidney: Evolving Concepts**". Speakers include John Morley (Saint Louis University School of Medicine), Celia Sladek (Finch University of Health Sciences/The Chicago Medical School, ), Jennifer Berman (UCSF), and Jocelyn Wiggins (University of Michigan). The symposium will be held on Monday, November 1<sup>st</sup>, 10 am-12 noon, Room 230 in the America's Center, and will be moderated by WIN members, Jane Reckelhoff and Kathryn Sandberg. In addition, WIN assisted with a second ASN symposium entitled "**Extracellular Matrix Metabolism and Fibrosis**", also held on Monday, November 1<sup>st</sup>, 10 am-12 noon, Room 260 at the America's Center.

If you have any suggestions for topics and/or speakers related to women's health, please let us know by contacting any Program Committee member or emailing the committee chair, Christine Maric ([cm255@georgetown.edu](mailto:cm255@georgetown.edu)). You would be responsible for our next great symposium idea!!!!

### WIN Archives Update

As you can well imagine, WIN has acquired a lot of correspondence and documents related to WIN activities over the past twenty years. Until recently this information has been stored in boxes, on floppies [Can any of us even remember what they looked like?], zip disks and CDs, and passed on from one president to the next. Over time, the amount of material has become increasingly burdensome to store and physically move year after year. Last year with **Sandra Levison's** help, we found a spot for our records in the *Archives and Special Collections on Women in Medicine* (<http://library.mcphu.edu/archives>) at Drexel University and began to organize our archives. We are so pleased to be included in *The Special Collections* on the history of women in medicine at such a historical sight. Drexel University is the home of the *first* Women's Medical College and the Medical College of Pennsylvania (WMC/MCP). This historic collection tracing the history of women in medicine was started in the 18<sup>th</sup> Century and includes records and artifacts that have "historical, administrative, legal, fiscal and intrinsic value." For example, it contains correspondence and alumni documents of women physicians, presidents, deans and faculty of WMC/MCP. The archives also contain oral histories of women in medicine and records of women's hospitals throughout the U.S., including photos of women performing surgery in the 19<sup>th</sup> century. As you read this newsletter, we are pleased to say that the last of WIN's current archival material has been sent to Drexel. Please visit the archives online or in person: Monday-Friday 9:30 am to 4:30 pm (by appointment). For further information, contact the Archives directly at (215) 842-4700 (Tel); (215)843-0349 (fax); e-mail: [archives.med@drexel.edu](mailto:archives.med@drexel.edu).

## Greater Delaware Valley Women In Nephrology Interest Group Holds Inaugural Meeting

On May 25, 2006 approximately 35 women met at the Pyramid Club in Philadelphia. The meeting inaugurated a Greater Delaware Valley Women In Nephrology Interest Group. The attendees included both Pediatric and Adult nephrologists in Private and Academic Nephrology Practices, as well as several nephrology trainees. In addition to a business meeting to discuss organizational structure, future meeting sites and speakers, Marsha Wolfson, M.D., Clinical Director of Medical Research at Amgen was the guest speaker. She discussed "Transitioning to a Career in the Pharmaceutical Industry." The meeting was supported by an educational grant from Amgen.

The meeting was very successful. One of the attendees traveled for over one hour each way to attend. She expressed, as did many of the attendees, how important she felt this organization would be to her. Many of the women described isolation in their work and continuing concerns about balancing career and family, as well as concerns with professional advancement.

The Advisors and Organizing Committee for the Chapter include:

### **Advisors:**

Susan Bray, MD  
Debbie Cohen, MD  
Imara R Dissanayake, MD  
Brenda Hoffman, MD  
Sandra Levison, MD

### **Organizing Committee:**

Irene Toh, MD  
Inessa Parkansky, MD  
Heena M. Contractor, MD  
Jean Ann Yaccino, MD  
Anita M. Saran, MD  
Jean Lee, MD

We plan to hold nominations for the election of officers. Our next meeting is planned for October, 2004.

We would like to express our appreciation to the National WIN office for their financial support and advice.

Sandra Levison and Irene Toh  
Greater Delaware Valley WIN Interest Group

## Dr. Vivian Pinn And The Office of Research On Women's Health

The Office of Research on Women's Health (ORWH) was established in September of 1990 within the Office of the Director of the National Institutes of Health (NIH). Their mission is three fold: 1) to ensure the inclusion of women in biomedical clinical research; 2) to facilitate research related to disease, disorders and conditions that affect women; and, 3) to promote the career opportunities for women in the biomedical field. Doesn't all this sound like WIN objectives?

Under the direction of Dr. Vivian Pinn, the first full-time Director of the ORWH, research on women's health has moved into the 21<sup>st</sup> century. The ORWH has led NIH efforts in monitoring adherence to the NIH policy on the inclusion of women and minorities in clinical research studies. Under President Clinton, the NIH revitalization Act of 1993 helped this effort by mandating that women, minorities and their subpopulations are included in clinical research in sufficient numbers to enable subset analysis by sex and race. The ORWH has facilitated interdisciplinary research on women's health through many avenues including the establishment, to date, of eleven *Specialized Centers of Research on Sex and Gender Factors Affecting Women's Health* (SCORs). The ORWH has also played a critical role in the career development of women scientists by developing and supporting opportunities for recruitment, retention, re-entry, and advancement of women in biomedical careers. For example, the ORWH has established twenty-four K-12 training programs entitled, *Building Interdisciplinary Research Careers in Women's Health* (BIRCWH), which support the training of junior faculty researchers in women's health research, and the ORWH Re-entry Program, which helps fully trained scientists reestablish their careers in biomedical research after taking time off to care for children or parents.

Visit the ORWH website (<http://www4.od.nih.gov/orwh>) to learn about ORWH initiatives in addressing their goals, the 2004 priorities for women's health research, ORWH free publications, and upcoming events as well as the ORWH seminar series available as a videocast, which can be accessed at: (<http://videocast.nih.gov/pastevents.asp?c=11>).

# 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 Lunch held during the ASN Meeting
_____	_____	By-laws
_____	_____	Finance
_____	_____	Fund Raising
_____	_____	Mentoring
_____	_____	Nephrology Interests 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 the WIN council.

**Please indicate any other ways that you would like to participate:**  
\_\_\_\_\_

Thank you for taking the time to complete this questionnaire.

Fax your questionnaire to Michelle Josephson, 2004-2006 WIN President, at 773-702-5818 or email your interests to Michelle at [mjosephs@medicine.bsd.uchicago.edu](mailto:mjosephs@medicine.bsd.uchicago.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](http://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)	\$ _____
	<b>TOTAL</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 you receive your membership, please visit the WIN website ([www.womeninnephrology.org](http://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 Interests:

Adult Nephrology  
 Pediatric Nephrology  
 Pathology  
 Physiology

Social Work  
 Nursing  
 Nutrition  
 Dialysis technician  
 Other: \_\_\_\_\_

### Affiliation and Contact Information:

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

Academic Rank: \_\_\_\_\_  NA

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

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

Business Phone: (\_\_\_\_) \_\_\_\_\_ Fax: (\_\_\_\_) \_\_\_\_\_

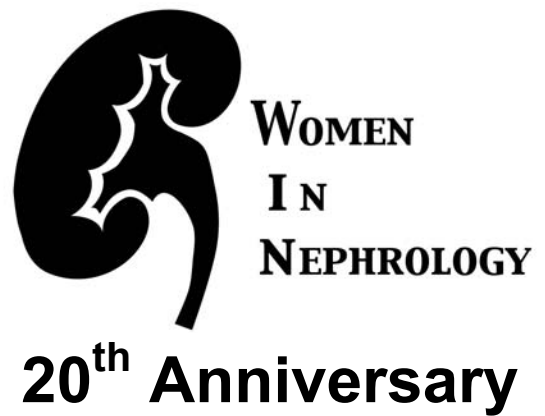
E-mail address: \_\_\_\_\_

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

Christine Maric, PhD, WIN Treasurer  
Georgetown University  
4000 Reservoir Rd, Suite 232 Building D  
Washington, D.C. 20057  
[cm255@georgetown.edu](mailto:cm255@georgetown.edu)

2004-2005 Application

**Women In Nephrology**  
c/o Kathryn Sandberg, PhD  
Georgetown University  
Suite 232, Bldg D, 4000 Reservoir Rd, NW  
Washington, DC 20057



## **WIN Events During the 2004 ASN Annual Meeting and Scientific Exposition**

*Professional Development Seminar - Early and Mid-Career Components*  
Thursday, October 28<sup>th</sup>, 7:00 am - 5:30 pm, Room 131 at the America's Center  
*Professional Development Seminar and WIN Reception*  
5:30 - 6:30 pm following the Seminar, Room 127 in the America's Center

*Annual WIN Lunch Symposium*  
Components of Good Care for Endstage Renal Disease  
Diane Meier, M.D.  
Director, The Lilian and Benjamin Hertzberg Palliative Care Institute  
Affiliated with Mt. Sinai School of Medicine  
Saturday, October 30<sup>th</sup>, 12 noon - 1:00 pm  
America's Center, Room 267

*WIN - ASN Symposium "The Aging Kidney: Evolving Concepts"*  
Monday, November 1<sup>st</sup>, 10 am - 12 noon  
Room 230, America's Center

*WIN Booth in the Exhibit Hall*  
Open during all Exhibit Hall hours  
Booth #2224