

October, 2005

Editor, Patricia Preisig

President's Message

It has been another exciting year for WIN. In October, **Wendy Brown** (2000-2002 WIN President) and I met with the ASN council in St Louis. As has been true to the past several years, the ASN Council is very supportive of WIN initiatives and programs. They share with us a commitment to increasing women's participation and leadership in ASN. That this is clearly happening is highlighted by **Sharon Anderson** being elected to the ASN Council last year. In addition, WIN has had a representative on the ASN Board of Advisors since its inception; the position being held by **Chris Baylis** for the past 2 years. Mary Foster will become our new representative.

I jokingly refer to our October meeting with the ASN Council as the one in which the "Halloween" issue was discussed. Wendy and I raised the concern that scheduling the ASN over Halloween (as it was last year) was difficult for some parents, forcing those with young children to choose between being with the children on Halloween or attending the ASN annual meeting. Although I was hesitant to raise the concern in the environment of so many other pressing scientific and professional issues, it became clear that this was an issue (and a problem) for women and men alike. Because the ASN annual meeting dates are selected several years in advance, there will be at least one more ASN that occurs over Halloween, but after that such scheduling conflicts will be avoided by the ASN if at all possible.

WIN is a vibrant organization.... and the key to our success is our membership. It is not what I did this year, but what you did that made it such a terrific year for WIN. There are many areas to highlight; let me touch on just a few.

Sandra Levison, Nuria Pastor-Soler and **Li-Li Hsiao** have worked tirelessly to put together another stellar Professional Development Seminar (PDS) Program for Renal Week 2005. They strove for a program that kept the strengths of previous PDS programs and then added some new features. New this year are expanded sessions on career change, positions in private practice, and starting your own company (see pg.12). Given the program and faculty, this year's PDS again promises to be a must-not-miss course.

The word must be out on the street as to how worthwhile our PDS is. We were overwhelmed with 96 applications for travel grants to attend this year's program --- an all time record! As thrilled as we were to see this level of interest, Sandra, Li-Li, Nuria, and I felt badly that available funds forced us to limit the number of awards that could be given. Many applicants deserved funding. The day was partially saved when **Susan Bray** (WIN member and former WIN Councilor) stepped in and made a generous contribution to WIN, enabling us to increase the number of travel grants awarded (see pg. 3). True to her spirit, Susan did this because she believes that investing in young nephrologists is a good thing. Susan, WIN and I could not agree more! The "Susan Bray Travel Awards" are very much appreciated. **THANK YOU SUSAN!!!!** We will be recognizing the awardees, and Susan, at the WIN luncheon on Friday, November 11th in Rm 112 of the Philadelphia Convention Center.

Christine Maric's program committee also had a very successful year (see pg. 13). Their symposium proposal "The Pathophysiology of Progressive Renal Disease and Hypertension: Importance of Gender and Ethnicity" was accepted by the 2005 ASN Programming Committee and will occur on Sunday, November 13th at 10 am (see pg. 9). WIN councilor **Sharon Silberger** will be one of the chairs and WIN treasurer **Christine Maric** will be one of the speakers.

Thus far, I have written mostly about WIN activities in conjunction with ASN. But WIN does not limit itself to interactions with the ASN. For example:

- **Sharon Moe** (WIN Councilor and chair of the 2005 NKF spring clinical meetings) and **Judy Veis** (WIN President-Elect) organized the second annual career choices session at the NKF spring clinical meetings in Washington DC (see pg. 9). A very well received event!
- **Sharon Moe** also arranged to have WIN co-sponsor one of the meeting's clinical symposium. WIN member **Jason Umans** and I co-chaired the well-received WIN/NKF symposium entitled 'Women and Children First,' which focused on renal disease in pregnancy.
- **Amy Williams** has initiated our mentoring program (see pg 4) and **Mary Meyer** (our new WIN secretary) has started a Committee for WIN members whose careers encompass both nephrology and critical care.
- The WIN Chapter Programs continue as well. This year, after an informal WIN chapter meeting **Charlotte Szromba** and **Nicole Stankus** (both new WIN members) put together a wonderful program on new advances in dialysis and transplantation. The meeting (held in Chicago) was well received and enticed 16 people to join WIN.
- WIN is also working with **Martha Pavlakis**, chair of the American Society of Transplantation's Women's Health Community of Practice, to increase our outreach to health care professionals with an interest in transplant. Read more about this later in the newsletter (pg 6).
- And once again **Pat Preisig** has put together a wonderful newsletter. I mention this not only because she has done a superb job year after year, but because this year she did it midst relocating. I am sure that many of us would not have been either so eager or so able to pull off this feat while moving a family and laboratory from Texas to Connecticut and sending a daughter off to college.

The area I am perhaps most proud of, however, is how WIN responded to our colleagues affected by Hurricane Katrina (see pg.8). On behalf of the WIN leadership, we thank all WIN members who participated in the effort, especially **Sharon Moe** and **Nancy Adams** (WIN councilors) who took leadership roles in this effort.

Before I wrap things up, I will leave you with some of the exciting WIN activities that you can partake of at ASN this year:

Wednesday November 9th: The Professional Development Seminar (a part of Renal Week PGE program). If you are not able to attend, please join us for the WIN PDS reception from 5:30-6:30 in Room 104A of the Philadelphia Convention Center.

Thursday-Saturday November 10th-12th: Please stop by the WIN Booth (#133) to talk with other WIN members, meet Karla, and pick up a WIN pad and pin. The booth will be accessible during exhibition hall hours.

Friday November 11th: **Page S. Morahan**, Co-Director of the ELAM (Executive Leadership in Academic Medicine) program for women will be leading an interactive session entitled "Advancing Women to Leadership," which will be held in from 12 noon – 1:30 pm in Room 112 of the Philadelphia Convention Center.

Sunday November 13th: WIN co-sponsors the clinical science symposium entitled "The pathophysiology of progressive renal disease and hypertension: importance of gender and ethnicity," which will occur from 10 am – 12 noon in Room 107 of the Philadelphia Convention Center.

I hope to see all of you at these events and have an opportunity to talk a bit. It has been a privilege to serve as your President this year and I am looking forward to the second year of my term. Please know that "my door" is always open and that I invite you to share your thoughts, ideas and comments about Women in Nephrology with me.

Michelle Josephson, MD
2005-2007 WIN President

Susan Higley Bray, M.D. – Pioneer in Nephrology Patient Self-care

Submitted by Sandra P. Levison, M.D.

Earlier this year Susan Higley Bray made a generous monetary contribution to WIN so that more ASN attendees could be supported to attend the Professional Development Seminar (PDS). This column is written to familiarize you with the career of this dynamic pioneer in the field of dialysis self-care.



While discussing the specifics of Dr. Bray's talk for this year's ASN PDS, Nuria Pastor-Soler, one of the co-directors of the PDS, expressed the collective frustration of the co-chairs, Sandra Levison and Li-Li Hsaio, as well as WIN President Michelle Josephson, at not being able to offer more financial support to aspiring PDS attendees. Dr. Bray immediately volunteered to donate a monetary sum so that finances would not stand in the way of attendance at the seminar.

Susan Bray graduated from college in 1963 and went to work at Rorer Pharmaceuticals, initially packing but later working in the bacteriology and chemistry lab. After one year she joined Smith Klein French as a junior pharmacologist. "I killed 120 rats/day and studied their aortas." At this point she began to develop the notion that she wanted to become a physician and entered medical school in September of 1966.

Susan developed a "fascination" for kidney physiology during her first year of medical school; it was love at first 'sight' and the love affair continues to the present. Her love of physiology competed with a desire to deliver renal patient care and the latter ultimately won out. Susan was a member of the last class to graduate with a Woman's Medical College diploma. Other aspirant nephrologists in the WMC class of 1970 include Marsha Wolfson, Trudy Scott LeFavre, and Wendy Weinstock Brown. These women were part of one of the last classes at MCP that was 100% female.

After completing a nephrology fellowship at the Philadelphia Veterans Administration Hospital and the hospital of the Medical College of Pennsylvania, Susan worked in a suburban Philadelphia private nephrology practice, which had unique attribute that the nephrologists reinvested the profits in benefits for the nurses and staff, as well as patients. At this time Dr. Bray became familiar with the publications of Blagg, Friedman, Delano and Sadler about home hemodialysis and optimization of quality patient-centered care. She was intrigued with the possibility of patients becoming more independent and participating from the outset in their dialysis care. Envisioning a dialysis unit that exclusively taught dialysis patients to take control of their treatments, whether dialyzing at home or in the unit, Dr. Bray opened a self-care in-center hemodialysis (HD) center in 1980 in northwest Philadelphia. Her patients were taught to prepare their machines, do self venopuncture, monitor their treatments, as well as take the machine apart and clean it at the conclusion of each treatment. This unique approach (only such unit in the state) worked on the philosophy that the purpose of the dialysis facility was to provide patients with control over their therapy, a factor that had been lost by them with the onset of end-stage renal failure. In an article written by Dr. Bray she defined "self-care in-center HD ... as a modality which introduces the patient into a continuum of care ranging from dependency to independence by achieving levels of greater knowledge of the renal disease process, the dialytic procedure itself, effects of medication, and actual problem-solving with the machine." While many of her patients were highly motivated and educated, she also successfully trained patients who had problems conforming to the schedule of outpatient dialysis. Dr. Bray and her staff would train any patient willing to adhere to the rigors of good dialysis care at home or in the unit. Many of the previously non-adherent patients were successes under this regime.

Susan was encouraged in this dream to build such a self care dialysis unit by her husband Bob and they used their savings to build the dialysis unit. Bob and her Dad were the electricians. Susan and members of the family did the painting and decorating – a group effort. Susan arranged for art students to paint a mural in the patient care area so that the patients could be surrounded by an uplifting environment during their treatments. Desiring to maintain control over the unit's growth and philosophy, Susan did not cast her lot with a large dialysis corporation, and thus, at times had a substantial debt to carry. It took some time for the Brays to feel that they were going to have success. Susan did not hire a partner for 8 years, taking care of all aspects of the practice and dialysis facility by herself. By the time she had hired a partner she was operating three shifts on Monday, Wednesday and Friday and two shifts on Tuesday, Thursday and Saturday.

While originally an all self-care unit, the dialysis unit later had a limited number of typical assisted patients, as some of the original patients aged and/or became so sick that they couldn't care for themselves. Eventually she was so successful that she opened a second dialysis unit. Despite running a busy private practice, Susan became active in several national nephrology organizations, including the Renal Physicians Association where she became a member of the national board. Susan was one of the original attendees at the meeting setup by Dr. Leah Lowenstein where the idea of WIN was formed. Susan rose to the rank of Clinical Associate Professor of Medicine at the Medical College of Pennsylvania. In 2004, with six members in her nephrology practice, she decided to make a shift in career and entered the University of Pennsylvania's Bioethics program where she expects to complete her thesis and receive her degree in 2006.

When asked what else she would want others to know, Susan immediately responded "the blessings of having children." Susan and Bob have 4 children and grandchildren. She still is a strong proponent of return of control of dialysis to the patients through self and home care. She emphasizes the importance of teaching in "keeping your mind fresh." In giving advice to young nephrologists, she indicated that they should strive to have a broad range of experiences and not to confine their expertise to a very narrow sphere. Above all she encourages everyone "to follow their dreams."

Mentoring in Nephrology

Mentoring is an essential component of academic career development and clinical career development. It is a key stone in the structure of academic medical centers. Surveys and interview studies at academic medical centers have consistently found that a higher percentage of males compared to female faculty report they have had mentors who have assisted them in various aspects of their career development during their training and in early years as faculty members. It has been well documented that those with mentors reported greater career satisfaction success than those who have never had a mentoring relationship. All Nephrology fellows, junior and mid career staff, as well as those outside the academic centers do need coaching support, strategic information guidance, opportunities for networking, and ongoing training over the course of their careers in medicine. Mentoring not only helps with career development, but it allows a learning experience in how to become effective mentors. Effective mentoring can come from experienced colleagues, peers, and colleagues outside their department or institution.

In developing a broad mentoring program specific guiding principles need to be established. These guiding principles should include:

- 1) Physicians in academic institutions and in the private practice setting and scientists need a number and variety of mentoring relationships over the course of their career.
- 2) Mentoring relationships can be between peers, experienced colleagues, within and outside a department or institution, or within a medical community.
- 3) Mentoring relationships can be accomplished through one-on-one relationships or done in a group.
- 4) Mentors must support, guide, tutor, and facilitate the academic or professional development of their mentees.
- 5) Mentees and mentors may need guidance about establishing, delineating, sustaining, and ending mentoring relationships.
- 6) Mentoring relationships can be complex with issues concerning power, expectations, gender, race, academic community and family identities, roles and responsibilities, and this should be considered as mentoring relationships are established.
- 7) Specific mentoring responsibilities need to be outlined for the mentors and responsibilities for the mentees should be outlined
- 8) Selection of mentors should be based on:
 - a) compatible interests and background
 - b) specific needs of the mentee
- 9) A mentoring program/relationship should emphasize the following:
 - a) Professional development and career development at the national and institutional level.
 - b) Scholarship development in research, education, and clinical practice.
 - c) Institutional development in division/section, department and institutional level.
 - d) Personal development, communication, interpersonal management, and leadership skills.

Amy Williams, Mentoring Committee Chair

A Message from Judy Veis - WIN President-Elect

It's truly an honor to have been elected president-elect of WIN. I feel strongly that WIN has an ongoing role in the entire renal community. We've come a long ways, but there is still more to do. Evidence of our growth and maturation to date are the WIN database, website, mentoring program, wildly successful and popular professional development programs, and our working relationships with other professional societies (ASN, NKF, AHA, FASEB, etc.). Besides continuing to build on the above accomplishments, increasing our efforts to involve our junior colleagues - both fellows and junior faculty - in WIN and expanding our interactions and support to a broader group of our peers (practitioners, scientists in industry, etc.) is key to our continued growth and development. I look forward to working with Michelle this year and planning for the next chapter in WIN history.

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.

Book Review

Chris Abrass, M.D.

Toxic Coworkers: How to Deal with Dysfunctional People on the Job

AA Caviola & NJ Lavender
New Harbinger Publications, Inc.
ISBN 1-57224-219-1.

This is a short and easy to read, but comprehensive book on dealing with difficult people in the workplace. It is based on psychiatrically defined personality disorders, but describes how they play out in the work place. It has very practical suggestions on how to interact most effectively with each personality type, if they are your boss, peer or report to you. The authors contend that 20% of the work force has some form of personality disorder, and therefore, contribute to the dysfunctional teams that develop in the workplace. It is full of helpful advice.

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), 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

WIN and AST

As a transplant nephrologist it has struck me that WIN shares much in common with the Women's Health Committee (WHC) of the American Society of Transplantation (AST). Just like us, the WHC focuses on professional development as well as unique medical issues of women. In the case of WHC, we focus on women with organ transplants. In the case of WIN, we focus on women with kidney disorders. The WHC is a relatively new committee, established in 2000. Over the last year, the WHC has been changing to look even more like WIN. The WHC started out as a committee with limited terms. It soon became apparent that no one wanted to rotate off the committee; consequently "WHC" has transformed into a community called the 'Women's Health Community of Practice' (WHCOP for short), which means that people can be part of WHCOP without having to rotate off after an arbitrary number of years. Martha Pavlakis (WHCOP chair) and I have spoken about how many WIN members would benefit from participating in WHCOP and vice versa.

So...if you are an AST member, consider joining WHCOP as well by emailing Birsu Bascillar at AST (bbascillar@ahint.com). Let Birsu know that you would like to join WHCOP and give her contact info (name, institution, address, phone, fax, email, and area of interest).

Over the next year, Martha and I look forward to establishing joint WIN/AST programs and projects.

Michelle Josephson, MD
2005-2007 WIN President

ASN Board of Advisors (BOA) Report

There are a number of well structured ASN advisory groups and committees and renal societies (Chronic Kidney Disease, Dialysis Advisory Group, Renal Pathology Society, ASN-RPA liaison, Training Program Directors Committee, Transplant Advisory Group, American Society of Pediatric Nephrology, Hypertension Advisory Group, Practicing Nephrologists Advisory Group and the Policy and Public Affairs Committee as well as the Basic Science and Clinical Science Committees) that report to Council and the BOA twice a year. These meetings have been helpful for allowing all constituencies within the ASN to bring issues before Council and to be appraised of ASN activities that a limited number of members might otherwise be made aware of.

Five research retreats were held during the last year (on ARF, dialysis, transplantation, diabetic nephropathy, and hypertension) in which many BOA members participated. The final result will be a single document that addresses how proposed projects will improve the renal and cardiovascular health of the U.S. population.

This year's initiatives include the launching of the new clinical JASN; vigorous fund raising to allow for expansion of the ASN grant program; a multi-pronged approach to advance the influence of the ASN in all aspects of renal research, education and care. A major goal of WIN remains to increase the visibility, leadership, and career opportunities for women in ASN. There are improvements in the participation of women in Renal Week and we expect that this trend will continue. ASN will provide WIN with annual statistics to assist in tracking these changes. WIN is currently discussing the development of a course about the "end of life" issues with Dr. Kimmel for Renal Week 2006.

My 2 year term on the BOA is now complete and I am happy to announce that Mary Foster (Duke University) will be the new WIN BOA representative.

Chris Baylis, WIN BOA Representative

WIN Committee Chairs

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

WIN Website and Database
Awards

Critical Care Committee
Finance Committee
Membership
Mentoring
Newsletter
Professional Development

Kathryn Sandberg, PhD
Hong Xiao, MD, PhD, Kathryn Sandberg, PhD, and
Noreen Rossi, MD
Mary Meyer, MD
Christine Maric, PhD
Kathryn Sandberg, PhD
Amy Williams, MD
Patricia A. Preisig, PhD
Sandra Levison, MD, Nuria Pastor-Soler, MD, PhD, and
Li-Li Hsiao, MD, PhD

Do Not Miss

WIN Reception

Following the Professional Development Seminar at ASN 2004

When: Immediately following the PDS, 5:30 - 6:30 pm,
Wednesday, November 9th

Where: Room 104A, Philadelphia Convention Center

Who: Everyone is Welcome!!!!

**Mark Your Calendars For The
Annual WIN Lunch Meeting**

***Friday, November 11th
12 noon - 1:30 pm
Room 112***

Philadelphia Convention Center

Speaker:

Dr. Page S. Morahan

**Co-Director, ELAM
Founding Director, Center of Leadership
in Academic Medicine
Drexel University College of Medicine**

Topic:

Advancing Women in Leadership

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

WIN Website and Database Update

The WIN website and database are valuable resources for women in nephrology. Visit the website to find out about upcoming meetings and events or to read the last ten years of our annual newsletter. Find out who's who on the WIN Executive Council past and present, and learn how to become a WIN member. Use the WIN database to search for a member or find a colleague based on expertise, area of interest or by vicinity.

**And, be sure to take a few minutes to
update your information.**

The WIN database is a great place
to find a collaborator, consultant,
clinical associate, or speaker.

Bookmark today:

www.womeninnephrology.org

WIN Members Work Together to Help Victims of Hurricane Katrina

Dr. Jill Lindberg and colleagues have been working hard to maintain a sense of normalcy for dialysis patients and staff in Metairie and Kenner Louisiana, suburbs of New Orleans. While these areas suffered significant damage, many individuals did not evacuate. Within 72 hours of the storm, Divita, Fresenius, and Gambro were there to help dialysis units and those patients in need, providing temporary water, housing, and supplies needed. One month later, five of the twenty units in that area are now functioning and providing outpatient dialysis. Unfortunately, most of those who are receiving care in the units, and many of those who work in the units have nothing to their names. Most lost their homes, clothing, and lifelong memories in the devastating hurricane.

The organization Renal Beginnings had been set up to help educate patients with chronic kidney disease. In the wake of the hurricane Dr. Lindberg and her staff, including area administrator Maryl Slowik, have turned Renal Beginnings into a thrift shop in two of the dialysis units, providing necessary items for patients and staff alike. This includes clothing, toiletries, and financial grants to help people get back on their feet. In the first week after the disaster, WIN members collectively sent boxes and boxes of outpatient medications, clothes, and Wal-Mart gift cards. These were received with open arms by the dialysis patients. "They would break down and cry whenever they received a gift card" said Dr. Lindberg. WIN members from New Orleans, medical school colleagues of Dr. Lindberg, and family members of many of the staff donated many items. So many boxes were received in Houma, Louisiana (an hour and half away) that a helicopter was hired to deliver the boxes to the hospital. Given that patients and staff members had no access ATM machines, outpatient pharmacies, and almost all stores except the Wal-Mart were closed these were essential to allow individuals to stay in the area.

Dr. Lindberg notes this has been a devastating time period for multiple individuals. Not only did many dialysis patients skip treatments for up to two weeks there was also a lot of acute renal failure. Many individuals left on interstate 10 after being rescued from the flood waters developed rhabdomyolysis. In addition, seven workers who had simply come to town to help people developed acute renal failure from rhabdomyolysis. In addition, many patients with chronic kidney disease seemed to progress more rapidly than expected due to a combination of bad diets, volume depletion, and missing medications.

The only positive note is that so many of our patients knew what they had to do and knew how to seek help in such devastating time, states Dr. Lindberg. Overall nephrology should be proud of themselves as we are quite well organized as a disease management program for patients with end stage renal disease. My colleagues in the cardiology and oncology fields had no support of national providers, no system set up to have patients taken care of elsewhere, and had no medical records system that could easily transfer care. So many of our patients were able to evacuate with a list of their medications and a list of their orders and were taken in with open arms among our colleagues in multiple units around the country, especially in Louisiana. Nephrologists should all be proud that there has been a coming together as a specialty to take care of so many patients. This disaster did not affect just the poor, "In my first clinic last week half the patients I saw had nothing and these were fully insured working professionals." Dr. Lindberg also mentions that at least 200 doctors in the New Orleans area have applied for temporary housing through FEMA. This disaster will affect many for years to come.

For those interested in further donating clothing, toiletries, new underwear, and medication samples are still desperately needed. These can be sent to:

Renal Beginnings
Attention: Jill Lindberg
4409 Utica Street
Metairie, LA 70006
504-620-0248
Tax ID: 72-300-815



Helicopter Delivery



Supply Deliveries



Jill Signing Water Form

Sharon Moe, MD

Do Not Miss!!!

**WIN-ASN Symposia During The
38th Annual Meeting**

The Pathophysiology of Progressive Renal Disease and Hypertension: Importance of Sex and Ethnicity

**Moderated by
Sharon Silbiger and Stevan Tofovic**

**Sunday, November 13th
10 am - 12 noon
Room 107
Philadelphia Convention Center**

NKF Career Panel Discussion

Last Spring, WIN again co-sponsored a Career Panel Discussion at the annual National Kidney Foundation Meeting in Washington, DC. Approximately 70 participants attended the question and answer session. The panel was diverse in its make up. Co-moderators were Dr. Sharon Moe (Indiana University) and Dr. Judith Veis (Washington Hospital Center), representing the viewpoints of academic nephrology and clinical academic nephrology, respectively. Additional panelists included academic nephrologists, Drs. Paul Kimmel and Bryan Becker, Drs. Violet Habwe and William Johnson, private practitioners in urban and community based settings, respectively), Dr. Jeffrey Kopp (NIH), and Dr. Jose Menoyo, representing industry. Topics covered included discussions on the quality of professional and personal life, professional options within each career path, 'how to get there,' and issues to consider in making career decisions. There was ample time for questions and answers following a brief overview by each panelist. Feedback from the participants was very positive and thus, WIN hopes to sponsor a similar program at the 2006 Spring NKF meeting in Chicago.

Judy Veis
WIN President-Elect and
NKF Career Discussion Panelist

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
215-842-6041

For Admission Questions
Victoria Odhner
Program Coordinator, ELAM
tori@drexel.edu
215-842-6473

ELAM Program
The Gatehouse, 2nd Floor, 3300 Henry Avenue
Philadelphia, PA 19129-1191

Phone: 215-842-6041; Fax: 215-842-1041
www.drexel.edu/elam/home.htm
General Email: elam@drexel.edu

WIN Members Who Have Taken or Are Currently Taking The ELAM Course

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

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

WIN Elections

Congratulations!!!!

To The Newest

WIN Officers

President-Elect: Judy Veis, MD
Secretary: Mary Meyer, MD

Judy and Mary will officially take office at the WIN Executive Committee meeting in Philadelphia 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.

Abbott
Amgen
Fujisawa
Novartis
Ortho Biotech
Roche

**Thanks to All of You
We Really Appreciate Your Support**

20th Anniversary (2004) WIN Lunch and Business Meeting

This milestone event started with a tribute to the late Dr. Ruth Abramson (WIN's 3rd president) with endearing observations and laudatory praise by WIN's first president, Dr. Nancy Gary, WIN's 7th President, Dr. Josie Briggs and WIN Councilor, Dr. Sandra Masur. In celebration of WIN's 20th anniversary, Dr. Gary gave a brief history of WIN which was both amusing and amazing. Then, in the spirit of Ruth and honoring her life-long dedication to ethical issues, we were fortunate to have Dr. Diane Meier, Director of the Center to Advance Palliative Care at Mount Sinai School of Medicine, speak on *Components of Good Care for Endstage Renal Disease*. Dr. Meier spoke compellingly and passionately on the need for the entire medical community to address the critical topic of palliative care. She explained that palliative care is not just associated with end-of-life issues, rather it is more broadly defined by its goal of providing interdisciplinary care to relieve suffering for patients with chronic and life-threatening illnesses and to improve the quality of life for both patients and their families. In palliative care, expert control of pain and symptoms and practical support for patient and family is integrated into every stage of the illness along with all other appropriate medical treatments. Dr. Meier also addressed the growing need for hospital-based palliative care due to fundamental shifts in our population. While the good news is we are living longer, the bad news is that more and more of us face chronic complex illnesses. This shift is transforming the type of medical services we need most from acute care to long-term management of disease. Visit the Center to Advance Palliative Care website at: www.capc.org for more information regarding this crucially important topic.

Kathryn Sandberg, WIN Past-President

WIN Members Continue to Accomplish and Be Recognized

Christine Maric, PhD was the recipient of this year's Irene Ferrer Award for Original Gender-Specific Research. The award is given to the best scientific study powered to detect the impact of biological sex/gender on the study outcome. The submitted work will be published in the Journal, Gender Medicine.

Carrie Phillips, MD was promoted to Associate Professor with tenure on July 1, 2005 in the Departments of Pathology and Medicine/Nephrology at Indiana University School of Medicine. She is a renal pathologist who studies inherited cystic renal diseases.

Beth Piraino, MD was promoted to Associate Dean of Admissions at the University of Pittsburgh School of Medicine. She has been the Assistant Dean of Admissions since 2003, and very much enjoys the opportunity to recruit top students to the University. She continues to be active in the care of chronic kidney disease patients, and to serve as Co-Medical Director of the out patient dialysis unit.

Pat Preisig, PhD has moved from the University of Texas Southwestern Medical Center to Yale University, where she is Professor of Medicine/Nephrology and Cellular and Molecular Physiology.

Don't Miss the *WIN Booth* in the Exhibit Hall at the 2005 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 Karla Williams by phone: 773-702-3630 or email: kmwillia@medicine.bsd.uchicago.edu

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

We Look Forward To Seeing You at Booth # 133

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 (773-702-3630 or email: kmwillia@medicine.bsd.uchicago.edu). Then go to the website (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.

Why Attend the WIN Professional Development Seminar

For the 1st, 2nd, or 3rd Time?

The 2005 Professional Development Seminar (PDS) will be another not-to-be-missed Seminar. Li-Li Hsiao, Sandra Levison, and Nuria Pastor-Soler have taken the best of the past, updated it and added new topics that address 'issues of today.' Thus, this year's program will include such new sessions as:

'Beyond Academia' This session will address topics of interest to clinicians and scientist that may be considering a new career path. It has been placed within the Early Career track, but mid career attendees will also find the content worth their time. Speakers include Steve Gullans, PhD (CEO and President of RxGen, after being the PI of a basic science laboratory in the academic setting); Susan Bray, MD, who started her own dialysis unit, and Drs. Marsha Wolfson and Catherine Stehman-Breen, who will discuss their careers in industry and their experience in career plans.

'Managing Time' Chris Abrass, MD will lead this discussion over lunch.

'Choosing and Joining a Private Practice' Kelly Guglielmi, MD will provide advise on this issue.

'The NIH and Career Development' Josie Briggs, MD will discuss this issue for both early and mid-career physicians and scientists.

'What You Really Need to Know About Effective Interviewing Skill, the Law and Performance Management' Attorney Angela Francesco will provide some practical advice on this issue.

In addition, tried and true early career sessions will be again presented, such as:

'Finding Monetary Resources to Fund Your Research', 'Career Choices Workshops', 'Writing Grants', Writing a Scientific Article for Publication, 'How to Set Up and Start a Research Laboratory', 'Mentoring Your Trainees', and 'Optimizing Your CV.'

And, tried and true mid-career sessions are included, such as:

'Committing to Leadership', 'Financial Management Workshop' (Academic Finances, Performanced Based Pay, Managing Research Funds), and 'The Leadership Tools Workshop'

The day will end with a panel discussion addressing questions from the audience, followed by a reception.

Don't Be Left Out.....

Plan to attend the WIN 2005 Professional Development Seminar

WIN Programming Committee Report

The WIN Programming Committee has had yet another successful year! Expansion of the committee has proven to be very successful and we hope to continue expanding our representation at many other scientific meetings. The committee currently consists of the following members and the Society for which they are involved in programming:

Christine Maric (Chair) 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
Bridget Brosnihan Inter-American Society of Hypertension
Lisa Harrison Bernard Experimental Biology Meeting

In early 2005, with the efforts of **Bridget Brosnihan**, WIN sponsored a symposium at the Inter-American Society of Hypertension in Cancun, Mexico. Presentations included: Sexual Dimorphism and Hypertension: **Maria Helena Carvalho**, Brazil; Role of the Inflammatory Cytokines and Endothelin in Pregnancy-Induced Hypertension: **Joey Granger**, USA; ACE2 and Ang-(1-7) in Normotensive and Hypertensive Pregnancy: **K. Bridget Brosnihan**, USA; Aging and Estrogen Loss Regulate Blood Pressure in Dahl-Salt Sensitive Rats: **Carmen Hinojosa-Laborde**, USA. From all reports the symposium was a great success... Well done, Bridget!

At ASN 2005 in Philadelphia, WIN (efforts of **Christine Maric**) will be co-sponsoring with ASN a symposium on 'The Pathophysiology of Progressive Renal Disease and Hypertension: Importance of Sex and Ethnicity.' Speakers include: **Chris Baylis**: Sex Differences in Age-Dependent Development of Hypertension and Renal Disease: The Role of the Nitric Oxide System; **Phyllis August**: Genetic Background and Susceptibility to Renal Disease and Hypertension; **Christine Maric**: Sex Hormones and Diabetic Renal Complications; **Merlin Thomas**: Renal Disease and Ethnicity; **Julia Lewis**: Gender Issues in Large Clinical Renal Trials.

In April, 2006, thanks to the efforts of **Lisa Harrison-Bernard**, WIN is sponsoring a symposium on 'Obesity and Kidney Disease' at the Experimental Biology meeting in San Francisco. Speakers include: **Chris Abrass**: Obesity: What Does It Have To Do With Kidney Disease; **John R. Sedor**: The Metabolic Syndrome as a Risk Factor for Chronic Renal Disease; **John Hall**: Obesity, Metabolic Syndrome and Hypertension; **Susan P. Bagby**: Obesity-Initiated Metabolic Syndrome and the Kidney. The session will be chaired by **Lisa Harrison-Bernard** and **Christine Maric**.

If you have thoughts/ideas about speakers and/or topics related to WIN's mission, please let us know either at the ASN meeting in Philadelphia, or e-mail Christine Maric (cm255@georgetown.edu). Likewise, if you at any time think of interesting topics/speakers, please feel free to e-mail any member of the WIN Programming Committee.

We Appreciate Your Input.

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> |
|--------------|---------------|---------------------------------------|
| <hr/> | <hr/> | WIN Lunch held during the ASN Meeting |
| <hr/> | <hr/> | By-laws |
| <hr/> | <hr/> | Finance |
| <hr/> | <hr/> | Fund Raising |
| <hr/> | <hr/> | Mentoring |
| <hr/> | <hr/> | Nephrology Interests Groups |
| <hr/> | <hr/> | Newsletter |
| <hr/> | <hr/> | Nominations and Awards |
| <hr/> | <hr/> | Professional Development |
| <hr/> | <hr/> | Public Relations |
| <hr/> | <hr/> | Scientific Programming |
| <hr/> | <hr/> | 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.

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 Interests:

| | |
|---|--|
| <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: (____) _____

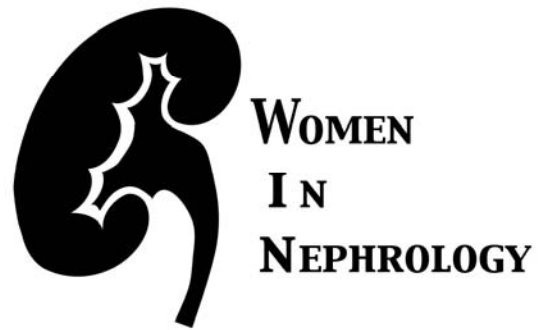
E-mail address: _____

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

Christine Maric, PhD, WIN Treasurer
Georgetown University
4000 Reservoir Rd, Suite 232 Building D
Washington, D.C. 20057
cm255@georgetown.edu

2005-2006 Application

Women In Nephrology
c/o Michelle Josephson, MD
5841 South Maryland Avenue, MC 5100
Chicago, IL 60637



WIN Events During the 2005 ASN Annual Meeting and Scientific Exposition

Professional Development Seminar - Early and Mid-Career Components
Wednesday, November 9th, 7:00 am - 5:30 pm, Room 104A at the America's Center
Post Seminar WIN Reception
5:30 - 6:30 pm, Room 104A in the Philadelphia Convention Center

Annual WIN Lunch Symposium
Advancing Women in Leadership
Dr. Page S. Morahan
Co-Director ELAM; Founding Director, Center of Leadership in Academic Medicine
Drexel University College of Medicine
Friday, November 11th, 12 noon - 1:30 pm
Philadelphia Convention Center, Rm 112

WIN - ASN Symposium "The Pathophysiology of Progressive Renal Disease and Hypertension: Importance of Sex and Ethnicity"
Sunday, November 13th, 10 am - 12 noon
Room 107, Philadelphia Convention Center

WIN Booth in the Exhibit Hall
Open during all Exhibit Hall hours
Booth #133