
WIN

WOMEN IN NEPHROLOGY

Newsletter

September 1998

MESSAGE FROM THE PRESIDENT

The end of my term as WIN President is rapidly approaching. The presidency has been a busy, but rewarding experience. It has been a privilege for me to represent WIN, and I have enjoyed meeting, getting to know, and working with so many of you. As I look over the past year, it is clear that with our efforts WIN has taken on several new activities.

1. **Meeting with ASN Council:** Prior to the 1997 ASN meeting in San Antonio, Susan Bagby and I met with the ASN Council. We updated them on WIN activities and put forth a plan for developing a partnership between the two associations. We recently met with Bill Bennett, ASN President-Elect, to further develop the plan. At this point, we have agreed that two WIN council representatives will meet annually with the ASN Council prior to the ASN meeting. The focus of this meeting will be to update the ASN Council on WIN activities and to plan joint ventures for the upcoming year. The WIN and ASN presidents will meet throughout the year as necessary to carry out joint projects. This year there have been several joint projects.
 - WIN submitted several suggestions for scientific symposia for the 1998 ASN meeting. One was selected for the program and will be listed as being co-sponsored by the AHA and WIN. The title of the symposium is "The Role of Sex Steroids in Hypertension." It will be held on Sunday, October 25th, 1:30-3:00 PM. In order to develop proposals for future ASN programs, the WIN Program Committee has been expanded from 2 to 4 members.
 - WIN and ASN will put on a joint seminar on Professional Development in 1999.
 - WIN will have a booth in the exhibit hall at the 1998 ASN meeting.
 - We began discussions about expanding education on women's health for Nephrologists and developing a research agenda on gender biology and its relationship to renal diseases and outcomes.

Look for more details about these activities in other portions of the newsletter.

2. **WIN Database:** The WIN Data Base Information Sheets were mailed in mid-July. Please take the time to fill them out and return them to Chris Abrass. We need to know more about you in order to be your best advocate. So far the response has been great!
3. **Women's Health:** Discussions are underway to develop a "Primer" of women's health for Nephrologists. We hope that this will become a part of the curriculum in every Nephrology Fellowship Training Program. If you are interested in participating in this endeavor, please let me know. A subcommittee of the WIN Council will be developing this project. Discussions are also underway to organize a WIN/NIH sponsored symposium on women's health in nephrology.
4. **Membership:** In order to meet the challenge of new opportunities, we need all women in the Nephrology community to participate in WIN. We want our programs to meet the needs of clinicians, clinical teachers, and scientists, whether they work in the private sector, an academic setting, or industry. Please join WIN and help us to recruit new members.
5. **Mentor Program:** As soon as the WIN database is established, we will have the necessary data to match mentors with proteges. Be sure to fill out this portion of the database questionnaire.

At our annual meeting in October I will turn over the WIN Presidency to Susan Bagby. It has been a great privilege working with her on the WIN Council, and I know WIN will continue to make important strides under her capable leadership. As this is my last message to you as President, I would like to thank each of you for giving me the opportunity to represent you and the Association. I have truly enjoyed it, and look forward to working with the WIN Council in the years to come.

Chris Abrass
1996-98 WIN President

WIN Committee on Professional Development of Junior Women

The WIN Council has established a Committee on Professional Development of Junior Women. The charge to the committee is to develop WIN-sponsored programs that will benefit the career development of junior women in Nephrology. Catherine Stehman-Breen, MD MS, has accepted the position of Chair of the Committee, which will also include Virginia Savin MD, Sandra Sabatini MD PhD, Jane Reckelhoff PhD, Catherine Meyers MD, Jill Lindberg MD, and Sharon Moe MD. Initial ideas for potential programs to be developed by the Committee are listed below.

- A formal 2 day pre-ASN symposium addressing topics important to the career development of junior Nephrologists (both men and women)
- A 1 hour talk on career development of junior women at the ASN or NKF followed by a "Meet the Professor" social hour for fellows and junior faculty.
- A 2 hour symposium at the ASN and/or NKF that addresses topics important to the career development of junior women.
- Preparation of a list of topics and speakers on the subject of the professional development of junior women for submission to the ASN program committee.
- A booth at the exhibit hall at the ASN and NKF annual meetings to provide information about available programs and resources for fellows and junior faculty.
- Interface with WIN Mentor Program Committee to develop group programs.
- Develop programs to facilitate the return of women to investigative careers.

If you have any comments or suggestions please contact Catherine Stehman-Breen at 206-764-2002 or cos@u.washington.edu.

WIN Database

Help WIN be your best advocate!

WIN has created a database that will include demographic data as well as information on areas of interest, expertise, and career goals. This information will be made available to other national nephrology organizations to assist them in selecting speakers and committee members, filling vacant positions in practice and academic medicine, and related tasks.

WIN would like to get to know you better, and to be a better advocate for you. ***So, move that WIN Data Base Information Sheet to the top of your list of things to do, fill it out, and return it to WIN!***

Also, please give one to a colleague, and encourage her to complete and return it.

If you cannot find the Data Base sheet, please contact Chris Abrass to get another one (cabrass@u.washington.edu).

Women's Health in Nephrology

Our profession is advocating that nephrologists serve as primary care physicians for their patients. This includes women's healthcare. In order to meet this agenda, several organizations and individual nephrologists (women and men) are looking to WIN for leadership. In this regard, WIN has begun 3 activities.

1. We are in discussion with members of the renal community about developing a curriculum of primary care women's health for nephrologists.
2. We have discussed the possibility of publishing a primer of women's health for nephrologists that would cover primary care issues such as breast cancer screening and birth control, as well as special issues of women with renal disease.
3. We are planning, with the NIH, a co-sponsored symposium on the status of research on women's health as it relates to renal disease. The goal of this symposium would be to identify priorities for future research on women's health issues.

The WIN Program Committee

Over the past 3 years, the WIN Program Committee has expanded its charge to accommodate two major projects: 1) the annual WIN/NKF symposium at the NKF Spring Meeting, and 2) formal submission of program/speaker suggestions to the ASN Program Committee.

The National Kidney Foundation and WIN jointly sponsored a symposium for the spring meeting. Susan Bray, Program Committee Co-Chair, Agnes Fogo, our on-site member in Nashville, and I identified Nephrology trainees and junior faculty early in the process as the key target audience for the NKF meetings, and polled them as to their educational needs. We learned that our colleagues are frequently called to consult on the Obstetric wards, both for pregnancy-associated hypertension and for proteinuria/renal dysfunction, and feel a strong need to stay abreast of new concepts and new data on safety of antihypertensive agents in pregnancy. To that end, we structured a symposium incorporating updates on preeclampsia and on the pharmacologic management of hypertension in pregnancy.

Based on the turnout and the audience responses, the Program Committee members were satisfied that the WIN symposium was successful in meeting an important educational need, that our internationally-known speakers provided both clinical expertise and scientific excellence, and that WIN's efforts were well spent in this joint WIN/NKF endeavor. We look forward to planning next year's symposium.

Also for the first time, WIN submitted suggestions to the 1998 ASN Program Committee (an option open to any individual or organization). We received invaluable guidance from Dr. Chris Abrass, WIN President. Chris shared her practical knowledge of how the ASN Program Committee works and proposed a format for our proposals that was very well-received. Our choices focused on exciting areas of high-quality science where gender-based issues are emerging and offer significant potential for improved medical approaches and treatments. Our proposed topic areas ranged from the "Barker Hypothesis" (that in utero growth retardation is a powerful risk factor for Syndrome X in adulthood) to the vascular biology of estrogen. We are pleased that the ASN Program Committee chose one of our proposals, "Role of Sex Steroids in Hypertension," for a clinical symposium at the 1998 ASN meeting in Philadelphia.

We feel that these two endeavors create an opportunity for WIN to impact national educational programming and demonstrate our commitment to provide proposals of high scientific quality. We hope that this will also convey WIN's dedication to full participation in the activities and goals of the ASN, NKF, and other members of the renal community.

Susan Bagby
1995-97 WIN Program Committee Chairperson

1998 WIN Scientific Symposium NKF Spring Clinical Meeting Nashville, Tennessee Saturday, March 29, 1998

Women in Nephrology hosted its most successful NKF/Women in Nephrology Scientific Symposium on "The Management of Hypertension in Pregnancy" at the March 1998 National Kidney Foundation Spring Clinical Meeting in Nashville, TN, on Saturday, March 29th, under the leadership of Susan P. Bagby MD, Portland, OR and Susan H. Bray MD, Philadelphia, PA.

Despite the fact that the meeting room was changed only minutes before the symposium began, more than 225 people packed a room with a capacity of 200 to hear James M. Roberts MD discuss "Evolving Concepts in Pathogenesis, Treatment and Prevention of Pre-Eclampsia" and Professor Judith Whitworth speak on "Pharmacologic Management of Pregnancy-Associated Hypertension in 1998."

Seventy-one to 84% of the audience rated Dr. Roberts' and Professor Whitworth's presentations as excellent or good, and the Scientific Program Committee, in its post-program review, noted "the Management of Hypertension in Pregnancy was a good session; nice overview of what's new in pre-eclampsia." Special thanks are due to Drs. Bagby and Bray for their hard work.

Wendy Brown

Nephkids: An Email Group for Parents of Kidney Kids

As part of the National Kidney Foundation Cybernephrology initiative headed by Dr. Kim Solez at the University of Alberta in Edmonton, an interactive, partially moderated email list for parents of children and adolescents with renal disease was started in January, 1998. It is a closed list, meaning that messages can only be posted by members, but membership is open to any parent with a child with renal disease. About 150 parents from the U.S., Canada, New Zealand, Australia and Germany actively participate, generating about 20 messages per day. Their children have the whole spectrum of chronic renal disease including chronic renal failure, obstructive uropathy, end stage renal disease on all forms of dialysis, renal transplant, nephrotic syndrome, multiple forms of chronic glomerulonephritis, reflux nephropathy and renal tubular acidosis. Parents exchange experiences, give advice about dealing with the medical system and problems specific to the pediatric renal patient, and ask questions of the physicians also signed on with the group. I moderate the group and answer many of the parents' medical questions, with the aim of educating, but not giving specific medical advice. Dr. Larry Greenbaum of the Medical College of Wisconsin and Dr. Melissa Gregory of the University of Rochester often chime in and help with parent education.

The group is also in the process of setting up a web page with information for families of children with chronic renal disease. As a result of information disseminated via the group, many congresswomen have received letters about renal issues. The group plans to become increasingly active advocating for our "nephkids".

Three other groups for the pediatric nephrology patient community also operate through the computer system at the University of Alberta and the Cybernephrology initiative – KidTalk, an email list for children and adolescents with kidney disease, KidTalk2, an email list for children and adolescents who have siblings with renal disease, and Kid_Com, another email list for parents, with a more strongly psychosocial support focus.

There are also email lists for adult dialysis patients, for patients with IgA nephropathy, and for patients with renal transplants. The NKF Cybernephrology initiative is hoping to expand to include additional patient email groups. Physicians or other nephrology professionals are encouraged to volunteer. If interested in learning more, go to the NKF web page at <<http://www.kidney.org>> or email me at <suconley@aol.com> or Kim Solez at <solez@ualberta.ca>.

Lastly, the Cybernephrology initiative also sponsors multiple groups for renal professionals, all of which can be accessed through the NKF web page.

Sue Conley, M.D.

Look Out for the March, 1999 Issue of *Seminars in Nephrology*

Chris Abrass and Pat Preisig are co-editing the March, 1999 issue of *Seminars in Nephrology* entitled 'Women and Women's Issues in Nephrology.' Submitted articles are currently being reviewed. The issue will be divided into 4 sections.

The first section entitled *Women in Science and Nephrology* will focus on the history and current status of women in nephrology, goals for enhancing renal research, and women nephrologists in administrative positions.

The second section will be entitled *Women's Health in General* and will discuss the maintenance of women's health in general, and specifically in the area of bone disease.

The third section entitled *Nephrology-specific Issues in Women's Health* will deal with renal disease in pregnancy, unique complications and outcomes in women dialysis patients, and the pathophysiology and clinical management of PKD, focusing on women with the disease.

The last section is entitled *Women As Teachers, Clinicians, and Scientists*, and contains articles from experts in the fields of clinical disorders and renal physiology.

It is our hope that this issue will portray the contributions of women to the many facets of the renal community, and will highlight the contributions of both established and young women nephrologists to the advancement of nephrology and the care of our patients.

Expanding WIN Membership

WIN represents all women in nephrology. Our membership is made up of physicians and PhD scientists, working in all nephrology arenas. At this point, PhD scientists are the least well represented by our membership. We would like to change that. So if you know of a PhD scientist in the nephrology community who is not a WIN member, please take the time to introduce them to WIN.

On the top of page 7 of this newsletter, Mary Foster's contact numbers and email address are listed. She will take care of all membership needs.

Tips for Your Career

A new feature of The WIN Newsletter

Strategies for a Successful Academic Career¹

1. Lay out a game plan early for your career
2. Assess your strengths and weaknesses
3. Identify mentors who can help you develop your career
4. Get to know your peers in the department
5. Discover what counts toward promotion and what doesn't
6. Develop a professional network
7. Overcome the special problems clinical faculty have in an academic environment
8. Seek out opportunities for teaching
9. Consider what you can do to demonstrate good citizenship
10. Develop a professional curriculum
11. Obtain objective documentation of your academic accomplishment
12. Put together a career biography
13. Ask for a review of your progress towards promotion at regular intervals
14. Establish a relationship with the chair

¹ Gruber M, Cherry LM. Grassroots, "Bottom-up" strategies for a Successful Academic Career. Acad Med 1996; 71(3):218-219.

Questions to Ask in the Midst of a Conflict

1. Whose problem is this?
2. Does my behavior contribute to the resolution or management of this conflict?
3. What elements of the situation are changeable?
4. What are the time and resource constraints?
5. Will further discussion help to resolve the situation?

Constructive Anger Expression²

1. Recognize and allow yourself to believe that anger is a natural, healthy, non-evil human feeling.
2. Remember that you are responsible for your own feelings. You got angry at what happened; the other person didn't "make" you angry.
3. Anger and aggression are not the same thing.
4. Get to know yourself so you can recognize those events and behaviors which trigger your anger.
5. Learn to relax.
6. Develop assertive methods for expressing your anger
 - a. Be spontaneous
 - b. Don't build up resentment
 - c. State it directly
 - d. Avoid sarcasm
 - e. Use honest language
 - f. Avoid name-calling, put-downs and physical attacks
7. Keep your life clear. Deal with issues as they arise.

² Alberti RE, Emmons ML. Your Perfect Right. San Louis Obispo, CA: Impact Press. 1974.

The 1997-98 WIN Council

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

Chris Abrass	President	cabrass@u.washington.edu
Susan Bagby	President Elect	bagby.susan_p@portland.va.gov
Sharon Andreoli	Secretary	sandreol@indyvax.iupui.edu
Mary Foster	Treasurer	fosterma@mail.med.upenn.edu
Pam Carmines	Councilor	pkcarmin@mail.unmc.edu
Sue Conley	Councilor	suconley@aol.com
Susan Fellner	Councilor	sfellner@med.unc.edu
Cynthia Gaboury	Councilor	None
Priscilla Kincaid-Smith	Councilor at Large	None

Mark Your Calendars For

Lunch on Monday, October 26, 1998 at the 1998 ASN in Philadelphia

Yes, Monday, October 26th will be the day of the WIN luncheon at the ASN this year. We are very pleased that **Barbara J. Culliton**, current Editor-in-Chief for the *Journal of Investigative Medicine*, and past editor for *Nature Medicine* has agreed to be our speaker. Her topic will be 'Speciality Medicine: Good for Science and Good for Patients.'

Barbara is a reknowned speaker, noted to be both excellent and provocative in her presentations. So....

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

WIN Committee Chairs

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

ASN Lunch Speaker	Nancy Cummings, MD
ASN Meeting Arrangements	Wendy Brown, MD
Awards/Nominations	Sharon Andreoli, MD
Fund Raising	Valentina Kon, MD
Membership Recruitment	Susan Conley, MD
Newsletter	Patricia Preisig, PhD
Professional Development	Catherine Stehman-Breen, MD
Program Committee	Susan Bray, MD

We Love to Hear From Each Other!!!

This is your newsletter. If you would like to contribute an article, please do so. If you have exciting news or know of some exciting news about another WIN member, please let us know.

Send all information to:

Patricia Preisig, PhD
University of Texas Southwestern Medical Center
5323 Harry Hines Blvd. Rm H5.112
Dallas, Texas 75235-8856
Phone: 214-648-8628
FAX: 214-648-2071
Email: patricia.preisig@email.swmed.edu

WIN and ASN Leadership Meet

Over the last year, the WIN and ASN leadership have met to discuss the development of a working relationship that will facilitate efficient implementation of common goals in the areas of professional development, the training and ongoing education of nephrologists, and the administration of services to our memberships. The results of our talks this year include a WIN booth at the upcoming ASN meeting, and the submission of programming suggestions to the 1998 ASN Program Committee. We look forward to continued interactions with ASN leadership.

Know Someone Who is Not a WIN Member??

If you know someone who is not a WIN member, take the time to introduce them to WIN. Ask them to contact Mary Foster, WIN Treasurer, to get a membership application. Mary will also send them the WIN Data Base Information Sheet so that they can become part of the WIN database immediately.

*Mary can be reached by:
email: fosterma@mail.med.upenn.edu
phone: 215-662-3165
FAX: 215-898-0189*

Don't Miss the WIN Booth in the Exhibit Hall at the ASN Meeting This Year

Please come by to:

- 1. Learn more about WIN**
- 2. Fill out your Data Base sheet if you have not done it.**
- 3. Catch up with old friends**
- 4. Meet new friends, mentors, and scientific collaborators**

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

**We Look Forward To
Seeing You!!**

A Little Bit of History

WIN HISTORY 1983-1998

Founded: Dec. 5, 1983

Founding Forces

Dr. Leah Lowenstein
AAMC Women in Medicine Program

Founding Members

Nancy E. Gary, MD
Lois E. Katz, MD
Sandra P. Levison, MD
Mabel L. Purkerson, MD

Past and Current President(s)

1984-85	Nancy E. Gary, MD
1985-86	Sandra Sabatini, MD, PhD
1986-87	Ruth G. Abramson, MD
1987-88	Marsha Wolfson, MD
1988-90	Mabel L. Purkerson, MD
1990-92	Sandra P. Levison, MD
1992-94	Josie P. Briggs, MD
1994-96	Ulla C. Kopp, MD
1996-98	Chris K. Abrass, MD

WOMEN IN NEPHROLOGY - FACT SHEET 1998

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

DID YOU KNOW THAT

- WIN has created and maintains an updated **data base of WIN members** with their areas of expertise/interest, available to regional and national scientific groups seeking speakers, abstract/grant reviewers, scientific programmers, researchers.
- WIN provides topic/speaker suggestions to the ASN Program Committee. For 1998 ASN, our symposium proposal addressing the role of sex steroids in hypertension has been selected for the program.
- WIN sponsors an annual luncheon symposium at the ASN open to all ASN members. For 1998 ASN, Dr. Barbara Culliton, editor of *Journal of Investigative Medicine*, will address "Subspecialty Medicine: Good for Science and Good for Patients."
- WIN develops an annual WIN/NKF Scientific Symposium held at NKF Spring Meetings. At NKF 1998, our "Management of Hypertension in Pregnancy" featured updates on pre-eclampsia and on pharmacologic Rx of hypertension, by internationally known speakers.
- WIN, in collaboration with NIH/NIDDK, is planning a 1999 symposium on the state of research in women's health issues relevant to nephrologic science and practice.
- WIN is planning a Professional Development Seminar for nephrology trainees and junior faculty - women and men - for 1999.
- WIN is launching a membership recruitment campaign to bring in women nephrologists in community practice and to expand our academic membership.
- WIN is committed to creating an environment which will attract talented women medical students and residents to careers in nephrology.
- WIN needs **your** input and **your** membership to advocate for your professional needs, whether you are in academic or private practice.