
WIN

WOMEN IN NEPHROLOGY

September, 1999

Newsletter

Message from the President

It is both empowering and humbling to have the honor of serving as your president. Week after week I discover yet another remarkably talented woman who shares a love of Nephrology and is willing to bring her creativity to the table on WIN's behalf. Thank you for giving me this unique opportunity to lead you and WIN into the 21st Century.

Our collective commitments have grown exponentially over the past three years, so there is much to tell you and also much to ask of you. I will touch on some highlights, many of which are detailed in other sections of the Newsletter.

- WIN and the NIH are co-sponsoring a workshop on **Women and Renal Disease, September 14-17, 1999**. A conference with this focus is a first for the NIH. It promises to be an outstanding program, and furthers one of WIN's most important organizational goals: 'to advocate for education and research relevant to women's health.'
- WIN is also co-sponsoring with the ASN a one-day **Professional Development Seminar**, which will be held on **Thursday, November 4th during the 1999 ASN Renal Week**. This program is designed for trainees and early-career faculty members – men and women. Drs. Catherine Stehman-Breen, Sharon Andreoli, and John Sedor planned this wonderfully practical program. **ENCOURAGE YOUR FELLOWS AND JUNIOR FACULTY COLLEAGUES TO ATTEND!**
- WIN is launching a formal Mentorship Program at the '99 ASN meeting. Drs. Susan Fellner and Michelle Josephson chair this committee and have organized a **Meet-A-Mentor Reception during the ASN meeting on Sunday, November 7th at 12:30 PM**. All would-be mentees and mentors are urged to attend. Come for lunch, a brief program, and a chance to meet mentors from the research scientist, clinician-scientist, clinician-educator, and clinician-practitioner career tracks.
- WIN's 1998 initiative to **establish local Nephrology Interest Groups** at pilot sites around the United States has been enthusiastically endorsed by the ASN Council, which will join us in implementing the project. This project was initiated in response to the Nephrology person-power shortage and acknowledges that women, now comprising 50% of internal medicine residents, need to be welcomed by active and productive women nephrologists as role models.
- WIN – on the initiative of Drs. Chris Abrass and Sandra Levinson – is currently developing plans for a **'Primer on Women's Health for Nephrologists.'** This is currently envisioned to be in a CD-ROM interactive format. Let us know if you are interested in working on this project.
- WIN's new commitments require more woman-hours and administrative funds, so we need to expand our membership! Led by Drs. Nancy Day Adams and Sue Conley, WIN will launch a **membership recruitment** drive to attract new members who are active in the research, education, and practice arenas. Please encourage your colleagues to join; we are still a bargain!
- The **WIN Database** continues to grow and permit us to provide scientific organizations with our members' areas of expertise and professional interests. Based on your instructions, your name and preferences can be submitted to the ASN for consideration as committee member or abstract reviewer or to the NIH for study section membership. *Don't miss out – it comes with your dues.* Let your colleagues know about the WIN Database.
- **WIN is now tax exempt**, thanks to Drs. Chris Abrass and Mary Foster. This is crucial to our ability to *independently* obtain corporate funding for our projects. Now that we have tax exempt status, the development of a WIN Fundraising 'tree' is the next step to getting our projects underway. Please let us know if you wish to participate in this important endeavor.
- Coming soon: The **WIN/ASN Leadership Initiative** is in the formative stages and open to your input. This project will develop mechanisms to: 1) identify women who seek leadership roles within the ASN and are prepared to make the time commitment required; 2) work with the ASN to provide leadership opportunities for these individuals; and 3) facilitate advancement of these individuals within the structure of the ASN. We have initiated discussions with ASN to develop a structure for this process and anticipate that this will be a key initiative presented to the ASN Council at its meeting in November.

It has been an exciting year with much more to come. My learning curve remains alpine! I am exceptionally grateful to the Officers, Councilors, and Committee Chairs of WIN, who are enthusiastically and effectively going about their work as they - let's face it - reshape the history of Nephrology! I am also grateful for the unfailing and outspoken support of Dr. William Bennett, President of ASN and a member of WIN, who has at every turn

ASN President and WIN Leadership Meet in August

Last December, as ASN President-Elect, Dr. Bill Bennett proposed that ASN and WIN hold regular meetings to facilitate communication about common interests and to review progress on joint projects. On August 17, 1999, Dr. Christine Abrass (WIN past president), Dr. Bennett and I gathered for the second ASN/WIN Leadership Meeting. WIN provided updates for Dr. Bennett on the Nephrology Interest Group Initiative (recently approved by the ASN Council) and on the ASN/WIN New Membership Initiative. We reviewed the Professional Development Seminar plans, the substantial fundraising accomplished for the Seminar, and developed a number of strategies for expanded advertising of the event. Dr. Abrass reviewed the status of the WIN/NIH Workshop on 'Women and Renal Disease,' detailed the fundraising efforts so far, and expressed our appreciation for ASN's financial contribution in support of the program. Finally, we discussed at length the concept of preparing women for top leadership roles in the ASN by increasing their visibility and their access to the committee positions prerequisite to assuming larger roles. We agreed on some concrete actions to facilitate what will be developed as a formal 'ASN Leadership Initiative' for presentation to the ASN Council. Specifically, WIN will identify women who are both qualified and willing to make the time commitment to an ASN Leadership track. WIN will make this list available to appropriate ASN groups. Dr. Bennett will provide updated lists of ASN committee members, their terms, and information on the time frame of the various nominating processes. WIN is especially appreciative of Dr. Bennett's accessibility and his active support of WIN projects.

Susan Bagby

WIN Database

The WIN DataBase is alive and well! It contains detailed information on all of our members. The Database has been enormously helpful in professional referrals and in identifying the participants for our 'Meet-a-Mentor' program at this year's ASN.

However, the Database is only as useful as the information in it. You can help by becoming a member of WIN and submitting your data form. As the database can be revised, please let us know if you think additional information should be included.

In 1999 the Database was used to: 1) identify potential abstract reviewers and speakers for the ASN meeting and for ASN Committee nominations; 2) to generate mailing lists for NIH conferences and ASN events; and 3) to identify individuals for visiting professorships. Let us know if we can help you find qualified women for participation in any of your programs.

Send your queries to: Chris Abrass, MD at cabrass@u.washington.edu

Primer of Primary and Specialty Care of Women with Renal Disease

Plans are progressing to develop a CD-ROM based primer to assist nephrologists in the care of their female patients. We expect that the primer will also be an excellent resource for training programs to facilitate incorporation of this area of medicine into fellowship education.

The 'primer' will be interactive in nature, and contain both text-based information and problem-based learning modules. Christine Abrass, M.D. and Sandra Levison, M.D are serving as editors. The table of contents and the logistics for publication are currently in development. If you are interested in being a part of this important WIN project, please let the Editors know by contacting:

Christine K. Abrass, MD
Chief, Immunonephrology
Professor of Medicine
VA Puget Sound Health
Phone number: 206-764-2002
Email address: cabrass@u.washington.edu

Books of Potential Interest: A New Feature in the WIN Newsletter

William Bridges, PhD: *Transitions: Making Sense of Life's Changes*
 Creating You and Company: Be the CEO of Your Own Career

Two books that present concepts for identifying and coping with critical changes in our lives. A step-by-step approach is used to work through the transition process, offering skills, suggestions, and advice for negotiating each situation.

Lee G. Bolman and Terrence E. Deal *Leading with Soul: An Uncommon Journey of Spirit*

Everywhere people are looking for meaning, commitment, and purpose in their work lives. In a spirited dialogue between an embattled business executive and a kind sage, this book shows that the heart of true leadership can be found only in the heart of a leader.

Robert E. Quinn *Deep Change: Discovering the Leader Within*

We cope with constant change by lying low, not taking risks, and keeping our mouths shut. This 'slow career death' affects not only our future, but the over-all health of the organizations in which we work. This book offers a survival manual to learning the most important skill in business today: to 'know thyself.'

Phyllis Mindell *A Woman's Guide to the Language of Success: Communicating with Confidence and Power*

The author lays out a grammar of power for ambitious readers who have not yet learned to boss words around.

Pat Heim, PhD and Susan K. Golant *Hardball for Women: Winning the Game of Business*

This on-target guide shows women how to break patterns of behavior that have put them at a disadvantage in the hardball business world of men. The book decodes the male business culture and shows strategies on how to use its rules to get ahead - and stay ahead. The advice is easily adapted to the world of medicine.

WIN SPRING NKF SYMPOSIUM HIGHLIGHTS

THE IMPORTANCE OF SEX AND AGE ON THE PROGRESSION OF RENAL DISEASE

The WIN symposium was a great end to the National Kidney Foundation Spring clinical meetings, which were held in Washington, DC, May, 1999. Susan Bray, MD, chaired the symposium on, 'Sex Steroids and Development of Renal Disease,' which integrated basic and clinical research highlighting the importance of sex hormones on progression of kidney-related diseases. The session began with Sue Mulroney, PhD, speaking on 'Differential age- and gender-related mechanisms controlling compensatory renal growth: Potential for problems?' Sharon Silbiger, MD, further developed the topic by addressing 'The role of gender in the progression of renal disease.' The symposium ended with Kathy Jabs, MD, speaking on 'Growth hormone therapy in children with chronic renal failure: Impact on statural growth and on the function of native and transplanted kidneys.'

These topics presented a clear view of the distinct estrogen- and testosterone-related mechanisms leading to renal and systemic pathophysiology. Group discussion followed the presentations, and it was clear that these areas are definitely being recognized as important targets for continued work. Of further interest is that the NIDDK is sponsoring a conference in September of this year specifically focusing on 'Women and Renal Disease', and several of these topics will be presented with an agenda to target research priorities. Chris Abrass, MD, WIN Past-President, is one of the organizers of the conference, and has been instrumental in moving our agendas forward.

Kudos to WIN for helping take the lead in these important areas!

NEPHKIDS IS THRIVING AND GROWING

The National Kidney Foundation Cybernephrology Initiative has about 25 email listservs under the direction of Kim Solez, M.D. (University of Alberta). Nephkids is the most active and the second largest in membership to Nephrol, the listserv for nephrologists, with about 180 members, 85% of whom are parents, the other 15% being health professionals. The group generates 30-40 email messages a day, with any message sent to the group by any member of the group being immediately distributed to the entire group, that are fairly evenly divided between those dealing with medical issues and those dealing with the emotional impact of chronic disease on the family. Parents give a lot of powerful advice to each other; for example:

"I think that knowing what caused the disease would then make sense of it all. An explanation for 'why'? But.....knowing won't change what is. The fact that my child has a lifelong chronic illness. Guilt needs to be put aside. Making the most of the life we've got becomes more important. Loving my child, making sure she is as happy and healthy as possible. Enjoying each normal, ordinary day that comes our way. Finding a reason to smile and not dwelling on the disease that is only a part of our life, not the definition."

The group has been well-supported by pediatric nephrologists whose patients participate. I think that most doctors realize that the more informed the patient, the better. I have received only one complaint: 'Having a non-treating physician answering parent's questions on Nephkids interferes with the doctor-patient relationship.' My belief and that of other listserv moderators, is that in this age of the computer and the internet our patients are reaching out to the internet for information, and we need to be sure that one resource provides them with accurate information. Since anyone can post a web page, including those with big chips on their shoulders, there is a lot of misinformation available. Nephkids is not only an accurate information resource; it is a place where patients can ask for help in checking out the accuracy of other sites on the internet. I have learned that these parents are capable of understanding information that is quite technical and detailed, and I have seen that having that information has helped them to better make decisions about their children.

From the point of view of the nephrologist, the biggest problem with informed parents is that they take a lot of time. The physician cannot make and impose a decision on the patient with informed parents; the parents expect to discuss the options and make decisions jointly with the physician. However, the parent who is actively participating in decision making and care delivery is much more apt to be fully compliant with what needs to be done and to report appropriately to the physician problems as they occur between appointments. In the long run, this may save time, and certainly spare the physician frustration.

We have also established a web page and are gradually increasing the information there. We want to make it a major resource for pediatric nephrology families. The advantage of such a web page over writing a booklet is that we can update it without expense and with minimal effort. The information can be printed by practitioners for use in their practices in addition to being directly accessed by patients and families. The URL for the page is: <http://cnserv0.nkf.med.ualberta.ca/nephkids>

Susan B. Conley, M.D., List moderator

If You Have Not Done So, Look at the March, 1999 Issue of *Seminars in Nephrology*

Chris Abrass and Pat Preisig co-edited the March, 1999 issue of *Seminars in Nephrology* entitled 'Women and Women's Issues in Nephrology.' The issue is divided into 4 sections.

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

The second section entitled *Women's Health in General*, discusses 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* deals 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.

The issue portrays the contributions of women to the many facets of the renal community, and highlights both our established and young contributors to the advancement of nephrology and the care of our patients.

WIN to Recruit New Members

WIN represents all women in Nephrology. Our membership is made up of physicians and PhD scientists, working in all Nephrology arenas. As mentioned in the 'Message From the President,' WIN has proposed and is undertaking either by itself or in collaboration with other professional societies a number of new projects. These won't be seen to completion without the help of many individuals. So, WIN needs to expand it's membership. **Professional women from the research scientist, clinician-scientist, clinician-educator, and clinician-practitioner arenas are needed!!!!**

If you know of someone in the Nephrology community who is not a WIN member, please take the time to introduce them to WIN.

On the top of page 6 of this newsletter, Mary Foster's contact numbers and email address are listed. She will take care of all membership needs.

WOMEN IN NEPHROLOGY - FACT SHEET 1999

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 **database of WIN members** that includes members' areas of expertise and interests. The database is available to regional and national scientific groups seeking speakers, abstract/grant reviewers, scientific programmers, and researchers.
- WIN provides topic/speaker **suggestions to the ASN Program Committee**. For the '98 ASN, the WIN/AHA symposium addressed the role of sex steroids in hypertension.
- WIN sponsors an **Annual Luncheon Symposium** at the ASN open to all ASN members. The 1999 event will be held Saturday, November 6th from 12:30-1:30 pm. Dr. John McKenzie from the University of Manitoba will address 'The Nephrologist as Primary Care Physician.'
- WIN develops an annual **WIN/NKF Scientific Symposium** held at the NKF Spring Meetings. At NKF '99, the WIN/NKF symposium addressed gender-based aspects of renal growth and renal disease progression. At NKF 2000, Dr. David Barker will lead off our symposium on the Barker Hypothesis: 'Fetal Origins of Adult Syndrome X.'
- WIN, in collaboration with the NIH divisions of NIDDK and the Office of Research on Women's Health, is sponsoring a **workshop on 'Women and Renal Disease,'** to be held September 14-17, 1999. This conference will address the state of knowledge in women's health relevant to nephrology and will identify areas for future research.
- WIN is co-sponsoring with the ASN a one-day **Professional Development Seminar** for nephrology trainees and junior faculty – women and men – on November 4th, during ASN 1999 Renal Week.
- WIN is launching a major **membership recruitment** campaign to expand our membership. Women active in nephrology-related research, education, and/or practice are encouraged to join and participate in WIN's many projects.
- WIN is committed to creating an environment that will attract talented women to careers in nephrology and will partner with ASN to initiate **local Nephrology Interest Groups** for internal medicine house officers and medical students.
- WIN is launching a Mentoring Program at the 1999 ASN meeting with a **Meet-A-Mentor Luncheon** on Sunday, November 7th from 12:30-1:30 pm.
- WIN needs **your** input and **your** membership to advocate for **your** professional needs. If you are interested in nephrology-related research, education, and/or practice, WIN is interested in assisting you!

Visit the WIN Booth (#587) at the 1999 ASN Exhibits for information, membership packets, and refreshments. Meet colleagues, mentors, and scientific collaborators who would like to know what you do and what you need from your national society. ANYONE MAY JOIN (\$50 regular membership/\$20 trainees) – join now and add your name to the WIN database.

The 1998-99 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.

Susan Bagby	President	bagbys@ohsu.edu
Chris Abrass	Past President	cabrass@u.washington.edu
Agnes Fogo	Secretary	agnes.fogo@mcmail.vanderbilt.edu
Mary Foster	Treasurer	fosterma@mail.med.upenn.edu
Sue Conley	Councilor	conleys@wpo.auhs.edu
Susan Fellner	Councilor	sfellner@med.unc.edu
Michelle Josephson	Councilor	mjosephs@medicine.bsd.uchicago.edu
Susan Mulroney	Councilor	mulrones@gusun.georgetown.edu
Priscilla Kincaid-Smith	Councilor at Large	None

WIN Committee Chairs

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

ASN Luncheon	Nancy Cummings, MD
Awards/Nominations	Sharon Andreoli, MD
Database	Christine Abrass, MD
Fund Raising	Susan Bagby, MD and Mary Foster, MD
Meeting Arrangements	Wendy Brown, MD
Membership Recruitment	Susan Conley, MD and Nancy Adams, MD
Mentoring	Susan Fellner, MD and Michelle Josephson, MD
Newsletter	Patricia Preisig, PhD
Nephrology Interest Groups	Susan Bagby, MD
Professional Development	Catherine Stehman-Breen, MD
Program	Susan Mulroney, PhD
Women's Health Task Force	Christine Abrass, MD and Sandra Levison, MD

1st Annual Meet-A-Mentor Reception/Luncheon

Be part of initiating the WIN Mentoring Program

Sunday, November 7th, 12:30 - 1:30 pm
Poinciana/Salon 1 at the Loew's Miami Beach Hotel

WIN welcomes all would-be mentees and mentors from the research, education, and practice settings to help launch this long-awaited program.

WIN and NIH Co-Sponsor a Workshop 'Women and Renal Disease'

Thanks to the vision, initiative, and astute timing of Dr. Christine Abrass, WIN's past president, Dr. Josie Briggs, head of KUD, Division of NIDDK (also a past WIN president), and Dr. Vivian Pinn, Director of the Office of Research on Women's Health at NIH, WIN and NIH will host a first-of-its-kind conference on women's health in the nephrologic context from September 14-17 in Bethesda, MD. The program is designed to summarize the state of knowledge about sex-specific aspects of renal diseases and to identify areas for future research.

Members of the Planning Committee include: Drs. Christine K. Abrass, Josie Briggs, Bonita Falkner, Paul Kimmel, Michael McMaster, and Vivian Pinn.

To obtain more information or to register, contact: Paul L. Kimmel, M.D., NIDDK/NIH at 301-594-7717 or email: kimmelp@extra.niddk.nih.gov.

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 Database 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
at Booth # 587!!**

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 Database Information Sheet so that they can become part of the WIN database immediately.

Mary can be reached by email (fosterma@mail.med.upenn.edu), by phone (215-662-3165), or by FAX (215-898-0189).

Sponsors of 1999 Women in Nephrology Educational Projects

WIN is especially pleased to announce and acknowledge the following sponsors of 1999 WIN Educational Projects.

WIN/NIH Conference 'Women and Renal Disease': September 14-17, 1999

American Society of Nephrology
Astra-Zeneca
Bristol-Meyer Squibb
Fresenius Medical Care
Gambro

WIN/ASN Professional Development Seminar: November 4, 1999

Amgen
Boehringer-Ingelheim
Fujisawa

WIN Luncheon Lecture: Sunday, November 7, 1999 Astra-Zeneca

WIN Meet-a-Mentor (MaM) Reception: Sunday, November 7, 1999

Fujisawa
Roche

Two WIN Leaders on Ballot for ASN Councilor

The 1999 ballot for election of an ASN Councilor, due out soon, will list three outstanding candidates. In an historic first, two of these are women: Dr. Sharon Anderson and Dr. Virginia Savin share the slate with Dr. Tom Berl. WIN is pleased and proud that two of its members have achieved the national leadership stature that nomination for ASN Councilor recognizes.

The WIN Council encourages members to carefully review for themselves the candidates' qualifications and to then exercise their right as good ASN citizens by voting.

We wish each candidate well and look forward to working with the next ASN Councilor.

**Look for the ASN Councilor Ballot,
coming soon**

Cast your vote!!

Mark Your Calendars For

Lunch: Saturday, November 6th during the '99 ASN in Miami

Saturday, November 6th is the day of the WIN luncheon at the ASN this year. WIN has, since its inception, provided an outstanding speaker at its annual Luncheon Meeting, together with complimentary lunches, and invites all ASN members to attend. Topics are chosen to be of interest to the general ASN membership. The WIN Luncheon Meeting is a don't-miss! occasion.

We are very pleased that **Dr. John McKenzie**, Professor of Nephrology and Ethics at the University of Manitoba, has agreed to be our speaker. His topic will be **'Should Nephrologists be the Primary Care Provider?'**

The luncheon will be from 12:30-1:30 PM in Room D237 of the Miami Convention Center.

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

WIN Program Committee Report

The WIN Program Committee would like to recognize the infinite contributions of the past co-chairs, Susan Bray and Susan Bagby, as well as the tireless work of Chris Abrass, who has stepped down from the Committee. Under their guidance, WIN has sponsored wonderful symposia at both NKF and ASN national meetings, and is being recognized as a source of top-notch investigators and speakers. Many thanks for your past and future efforts. The current Program Committee included Agnes Fogo and Sue Mulroney (co-chairs), Susan Bray, Susan Bagby, and Kathryn Sandberg.

The Committee's main objective is to compile a series of topics and speakers that will be of interest to a wide range of clinical and basic scientists for use at local, regional, or national meetings. We suggested symposium topics to both the NKF and ASN this Spring, and are pleased to announce that the NKF has scheduled a WIN symposium for the Spring 2000 meetings to be held in Atlanta. The theme of the symposium 'Is adult cardiorenal risk determined in utero? Intrauterine growth retardation and Syndrome X,' is an exciting topic. WIN will bring Dr. David Barker to lead the session off with a discussion of 'The Barker Hypothesis: Epidemiologic Evidence for Fetal Origin of Syndrome X.' Chris Abrass will expand on the topic by speaking on Syndrome X in the adult, and Lori Woods will end the session by describing work on maternal protein malnutrition in the rat as a model of Syndrome X. This symposium is sure to yield lively discussion and set future research agendas. We hope you all can attend.

Other themes that we are developing include 'Gender-specific modulators of renal disease,' 'Post-transcriptional gene regulation by RNA binding proteins,' 'Management of hypertension in pregnancy,' and 'Cardiovascular and renal actions of estrogen.' These are very broad themes, but we are always looking for additional topics of interest to put together for symposia or individual state-of-the-art talks. So if you have ideas, please let us know by sending Sue Mulroney an email at: mulrones@gusun.georgetown.edu. We are also always adding to our list of potential speakers and topics, so if you've heard a great talk centering on women's issues related to the kidney or kidney disease, let us know.

WIN Launches Long-Awaited Mentoring Program at '99 ASN

The development of a mentoring program has been a longstanding priority for Women in Nephrology. In 1996, WIN past president Dr. Christine K. Abrass began working on the WIN Database as the first step in making this possible. The Database is now up and running, and the Database Information Sheet – available to all WIN members – permits identification of those who wish to be mentors and those who seek a mentor.

WIN will launch this program at the '99 ASN meeting with a Meet-A-Mentor Reception (detailed elsewhere), organized by the Mentoring Program Co-Chairs, Drs. Susan Fellner and Michelle Josephson, and their committee members, each from distinctive career paths: Dr. Eda Hochgelerent (private practice), Dr. Peggy Bia (academic clinician), and Dr. Ulla Kopp (PhD scientist). The program will provide year-round opportunities for matching mentors and mentees. WIN members who have indicated their wish to participate will be able to review lists of potential colleagues according to career track, research interest, location, and other features relevant to the mentoring relationship.

WIN views the mentorship process as multi-staged, with the opportunity for several mentors for early-career nephrologists/renal scientists, each mentor serving unique needs. Another goal of the WIN Mentoring Program is to educate both mentors (many of us never had role models) and mentees on the steps of professional development and on the endless possibilities that a mentoring relationship offers.

Spread the word to colleagues! Join us at the 1st Annual Meet-A-Mentor Reception/Luncheon to inaugurate this much-needed program: Sunday, November 7th from 12:30-1:30 PM, Loew's Miami Beach Hotel, Poinciana/Salon 1.

Dr. Sandra Levison is a 1999 Women's Health Hero

American Health magazine has chosen Dr. Sandra Levison, Professor of Medicine at MCP-Hahnemann University, as one of the 1999 Women's Health Heroes. She is being recognized for demanding that women's health education be included in the medical school curriculum and for raising awareness of gender differences in medicine.

American Health is a national women's health magazine with a circulation of one million. The Health Heroes award, the magazine's highest honor, is given annually to 10 leaders who have made a significant impact on women's health. Recipients are chosen by the magazine's 25 editorial advisors, all authorities from a wide range of medical specialties. Past winners include Oprah Winfrey, Rosalynn Carter, Bernadine Healey and Nancy Brinker.

The *American Health* awards program is designed to provide a national forum for those whose efforts have made such a difference in women's lives. Winners will be featured in the October 1999 issue and honored at a breakfast reception in New York City.

Congratulations Sandra!

We Love to Hear From Each Other!!!

This is your newsletter. If you would like to contribute an articles, 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/ASN Nephrology Interest Group Initiative

At a 1998 ASN Council meeting, the WIN leadership presented a new initiative proposing that WIN and ASN work together to establish local Nephrology Interest Groups around the US. The proposal was initiated in response to the US person-power shortage in Nephrology and the need for women nephrologists to be visibly and actively involved in the recruitment of female medical students and residents to Nephrology.

As WIN president, I subsequently submitted a formal proposal, which was enthusiastically approved by the ASN Council in May of 1999. The initiative will establish a planning committee with representation from all three nephrology-related career tracks: research, education, and practice. Five pilot centers will be selected for formation of local Nephrology Interest Groups, each with Co-Chairs from Academic and Community Practice arenas, and each charged with holding at least 4 functions a year for internal medicine residents and medical students (where applicable). The centers will determine the nature of each event, keeping in mind what best serves the local need. Each center will be asked to share ideas and will be asked to track the percentage of local residents that choose Nephrology careers. A key aspect of the program is to elicit broad participation by Nephrologists from academic and community spheres.

Another feature crucial to the success of each local group is the committed and consistent involvement of a core of Nephrologists who genuinely enjoy working with residents and are willing to take the time to get to know them and to nurture their progress. Most of us periodically encounter the student or resident who is ecstatically enthusiastic about nephrology and needs only the gentlest encouragement to make it her/his career choice. The Nephrology Interest Group structure will allow us to welcome these individuals and create an environment that fosters their interest and emphasizes the diversity of career choices within our specialty.

Although only 5 pilot centers are presently planned, other groups have already expressed interest in the program, which could lead to an expanded number of centers right from the beginning. A very small amount of administrative funding will be provided to each pilot center. As experience grows, successful strategies will be shared with all interested groups. It is WIN's and ASN's hope that the local Nephrology Interest Group will become a standard option for all Internal Medicine training programs.

For anyone interested in serving on the Planning Committee or serving as a local group Co-Chair, please contact Susan Bagby, MD by email at: bagbys@ohsu.edu.

PROFESSIONAL DEVELOPMENT SEMINAR

Co-Sponsored by Women in Nephrology and ASN

Course Objective

To provide insights into characteristics of a successful career, highlight qualities necessary to develop these characteristics, and identify potential barriers to accomplishing career goals.

Target Audience

Nephrologists and Ph.D. scientists in the early stages of their careers who would like to develop tools to better manage their professional lives.

When and Where?

November 4, 1999 at the Miami Beach Convention Center.

Registration:

For advance registration, complete the "Pre-Annual Meeting Courses" Advance Registration Form in the ASN 1999 Renal Week brochure. The deadline for advance registration is September 17, 1999.

Continuing Medical Education Credits

6.5 CME credit hours available.

Preliminary Schedule

7:00AM-8:00AM	Registration and Continental Breakfast	<i>Helen Davies</i>
8:00AM-8:15AM	Welcome and Introduction <i>Catherine Stehman-Breen</i>	Promoting Yourself Effectively <i>Cathy Siders</i>
8:15AM-8:45AM	Nephrology in the Millennium <i>Wadi Suki</i>	Writing Successful Grant Proposals <i>John Sedor</i>
8:45AM-9:45AM	Choosing a Career Path: Physician Scientist, Clinical Educator, Private Practice <i>William Couser, Harold Feldman, Wendy Brown and Jonathan Himmelfarb</i>	Time Management <i>Chris Abrass</i>
9:45AM-10:00AM	Break	2:30PM-2:45PM Break
10:00AM-11:30AM	Concurrent Workshops I: Career Paths (Participants choose one workshop to attend)	2:45PM-4:15PM Concurrent Workshops III: Tools for Success (cont.) (Participants choose one workshop to attend)
	Physician Scientist: Basic Science <i>William Couser</i>	Writing for Professional Journals <i>Ben Margolis</i>
	Physician Scientist: Clinical Research <i>Howard Feldman</i>	Organization and Preparation of Successful Presentations <i>Lillian Brown</i>
	Clinical Educator <i>Wendy Brown</i>	Conflict Management <i>Cathie Siders</i>
	Private Practice <i>Jonathan Himmelfarb</i>	4:15PM-4:30PM Break
11:30AM-1:00PM	Lunch (on your own)	4:30PM-5:30PM Panel Discussion: Insights from Established Nephrologists
1:00PM-2:30PM	Concurrent Workshops II: Tools for Success (Participants choose one workshop to attend)	5:30PM-6:30PM Reception
	Making the Most of Mentors of Developing Professional Networks	6:30PM Adjourn

Women In Nephrology
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3710 Southwest U.S. Veterans Hospital Road
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WIN Events During 1999 ASN Renal Week

Mark your calendars for the following WIN events to be held during the 1999 ASN Renal Week.
More information about each of these events is included in the newsletter.

Professional Development Seminar
Thursday, November 4th, 7 am - 6:30 pm
Rm D233, Miami Beach Convention Center

Annual WIN Luncheon Symposium
Saturday, November 6th, 12:30 - 1:30 pm
Rm D237, Miami Beach Convention Center

Meet-A-Mentor Luncheon
Sunday, November 7th, 12:30 - 1:30 pm
Poinciana/Salon 1, Loew's Miami Beach Hotel

WIN Booth in the Exhibit Hall
Open during all Exhibit Hall hours
Booth #587