

Message from the President

It has been another exciting year for Women In Nephrology and I thank you for the opportunity to serve as your President. My first experience representing you was meeting with Susan Bagby, then WIN President, and the ASN Council in Toronto while I was President-elect. Our presentation was extremely well-received and the ASN Council was clearly excited about our programs and the progress we have made. They are openly supportive of WIN and the role women play in nephrology, and are enthusiastic about continuing to partner with us.

WIN again will play a prominent role at the 2001 ASN/ISN World Congress of Nephrology in San Francisco. See details for each event inside.

- Child care will be available at the World Congress of Nephrology in San Francisco. In addition, WIN will host a **WIN Hospitality Suite** at the San Francisco Marriott. The purpose is to provide a place to relax and network, and, in addition, a private area for our young colleagues who are nursing moms. Details on both childcare and the hospitality suite are on page 5 of this newsletter.
- The highly successful **Professional Development Seminar**, co-chaired by **Catherine Stehman-Breen** and **Sharon Moe**, will be presented for the 3rd time on Saturday, October 13, 2001 during ASN/ISN Renal Week and on Wednesday, April 17, 2002 during the NKF meetings. The program, a full day seminar and series of workshops designed for fellows and junior and mid-level faculty, both men and women, was a sell-out at last year's ASN meeting and received enthusiastic evaluations from the attendees. Encourage your fellows and faculty to attend!
- **Michelle Josephson** and **Jean Holley** are co-chairing our formal mentoring program, the **Meet-A-Mentor Luncheon (MAM)** on Tuesday, October 16th. They have designed a wonderful program and I urge you and potential mentees to attend (see page 13 for details). A number of us have developed continuing mentoring relationships over the past two years that we have found extremely rewarding.
- Our **Scientific Program Committee**, co-chaired by **Kathryn Sandberg** and **Florence Hutchinson**, has again done an outstanding job – WIN will be co-sponsoring two symposia at this year's ASN/ISN World Congress of Nephrology (see page 15 for details), and have proposed exciting symposia for the NKF Spring 2002 Scientific Meeting as well (see page 11 for details).
- At the **Annual WIN Luncheon Meeting** on Monday, October 15th, Dr. Janet McGill, Associate Professor of Medicine, Division of Endocrinology, Washington University in St. Louis and a nationally-recognized clinical researcher, will speak on "Ethics in Clinical Trials: Role of the Investigator" (see page 9 for details).
- The **ASN Government Relations Committee** will meet during the ASN/ISN World Congress of Nephrology meeting. WIN now has three members on this important committee: **Christine Abrass**, **Nancy Day Adams**, and **Wendy Weinstock Brown**. A list of women participating on other ASN and NKF committees is included in this newsletter. We are making progress in representation.
- WIN again will have booths in the exhibition area of both the ASN/ISN World Congress of Nephrology (Booth # 1740) and the NKF Spring Scientific Meeting, thanks to the efforts of Judy Veis, our Public Relations chair. Please volunteer to represent us at these booths and stop by to chat.

Nephrology Interest Group pilot centers are up and running in Atlanta, Chicago, Washington, D.C., and Portland, OR, with participating centers forming in Durham, Augusta, GA, and Philadelphia. A 5th center will be starting in Dallas, under the leadership of co-chairs Lauren McDonald, M.D. and Pat Preisig, PhD. These centers are playing an important role in exposing talented, young physicians to Nephrologists in their communities, and offer career counseling and assistance with Nephrology training program applications.

WIN is growing up and it is time to take a critical look at the best way to fulfill our mission and assist our members. I would also like to encourage broader participations of our members in our activities. Our current **Constitution and By-laws**, for example, are showing their age and in need of revision.

- We need to evaluate our current membership categories. I've received numerous requests from renal dieticians, social workers, and nurses, for example, who support the cause of Women in Nephrology and would like to work with us as auxiliary members. A number of us have been mentoring young health professionals in economically disadvantage countries – I would like to consider courtesy membership for these individuals as part of an **International Outreach**.
- Although we have a number of Ad Hoc Committees, our Bylaws call for only three: Nominating, Membership and Program. I think we need to consider establishing the following committees: Bylaws, Fund Raising, Long-Range planning, Finance, Meeting Arrangements, Awards & Honors (We frequently receive requests to nominate individuals for various scientific honors.), and Public Relations (We need a website and a list server. We would like to deliver the newsletter electronically to those who would like to receive it that way.) Please take a look at your interests and skills, and our needs, and let us know if you would like chair or co-chair a particular committee or serve as member of a WIN committee. We look forwarding to meeting and working with more of you.
- We need to conduct a formal membership drive – encourage your colleagues, male and female, to join with us in supporting the professional growth of Women in Nephrology. I am particularly interested in reaching our PhD colleagues, who are under represented in WIN.
- As we grow and our activities increase, it is also time to consider a part-time staff person to assist our members, to maintain the database, and to provide support to the Officers. The WIN Council will discuss these issues at its October meeting.

Finally, I would like to acknowledge and thank the individuals who have worked so hard for WIN this year. Space does not allow listing them all on this page, but they are all acknowledged within this newsletter.

Need Qualified Women???????

The WIN DataBase is alive and well! It contains detailed information on most of our members. You can help expand the Database by submitting your data form, if you have not done so, and by recruiting members to WIN. Also remember that the database can be revised, so please let WIN know if any of your information has changed.

Think of the WIN Database

when you need to:

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

Let the WIN leadership know if you need to find qualified women. Send your queries and updated information to: Chris Abrass, MD at cabrass@u.washington.edu.

ASN - WIN Activites

WIN continues to work with the ASN leadership on a number of important projects, as well as to regularly provide the ASN Council with updates on our activities. Susan Bagby, then WIN President, and Wendy Brown as President Elect, met with the ASN Council in Toronto prior to the ASN 2000 meetings. Council members were provided with a packet of materials outlining and updating WIN's projects. The Council was especially interested in the excellent feedback from the first 1999 WIN/ASN Professional Development Seminar and the increased number of applications for the 2000 program (just over 100), requiring that applicants be turned away due to space limitations (62 participants). Extended discussions addressed the possibility of expanding the Professional Development Seminar content to also address needs of mid-level professionals needing to make career decisions, and emphasized the importance of keeping the break-out sessions small, informal, and comfortably interactive for participants. WIN acknowledged Professional Development Seminar sponsors and reported \$36,500 raised and 50 travel awards given for the 2000 Seminar. An update on the joint WIN/ASN/RPA Nephrology Interest Group project was also received with considerable interest. Susan Bagby described activities of the Portland group, with over 25 interested house officers involved over the first full year of activity. Also shared with the ASN Council were issues raised by participating residents, including concerns about sufficient numbers of fellowship slots as we recruit more trainees. WIN requested assistance from the Council in making available on the ASN Website easily accessible information on Nephrology training programs for residents' use. WIN advised the Council on the availability of the final report from the WIN/NIH conference on "Women and Renal Disease", a collaborative effort by Drs. Chris Abrass, Paul Kimmel, and Josie Briggs. Council members were invited to WIN events during the meeting. Finally, to facilitate women's participation in ASN activities, the WIN leadership provided the incoming ASN President Robert Alpern and Council members with names of women (from the WIN DataBase) who have expressed interest in serving on specific ASN committees. It has been rewarding to observe the very positive evolution of these annual meetings between the WIN leadership and the ASN Council. We have informally received very positive feedback from Council members on our strategy of proposing and implementing constructive solutions that benefit not only women, but all members of the nephrology community. We look forward to continuing this productive and rewarding relationship and expanding our collaborative efforts.

Books of Potential Interest

(Chris Abrass)

Time Management for Unmanageable People

Ann McGee-Cooper with Duane Trammell

ISBN 0-553-37071-5

Most approaches to time management recommend very compulsive and organized schemes for setting goals, priorities and tasks. McGee-Cooper argues that these approaches work well for individuals who are monochronic, convergent thinkers, and who are "left-brained". She suggests that these approaches work poorly for polychronic people (multi-taskers who reach a goal using a non-linear path). Polychronic people also tend to be divergent thinkers seeing many possibilities in situations that may lead them in many directions. They tend to be "right-brained" and may organize their lives using visual cues rather than a logical filing system. Although both types of individuals may be equally successful and reach similar end points, they will use different paths to get there. This book encourages "unmanageable" people to stop feeling guilty about their many attempts to become organized using traditional time management strategies. Rather, the authors encourage them to embrace their own style, simplify their life, and use color, and organizational approaches that draw on the use of visual cues. It is a great book for those of us who fit this definition of "unmanageable."

The Futures of Women: Scenarios for the 21st Century

Pamela McCorduck and Nancy Ramsey

ISBN 0-446-67337-4

Much like histories of the future, scenario building is a strategic planning tool. Multiple scenarios of the future are built based on assumptions about inevitable and necessary changes, such as demographics and technology, recombined with unpredictable events and matters of choice. In this book, the authors used two driving forces, individual versus group rights, and a growing versus a depressed global economy to describe the ways in which women will function in society in the year 2015. In a world where individual rights and a growing economy prevail, a golden age of equality between men and women might evolve. Other combinations of the driving forces might create "backlash," "two steps forward-two steps back," or "separate and doing fine-thanks." It is a provocative book that looks at the prevailing status of women around the world and the impact that politics and the economy might have on our future. It is an interesting exercise to explore one's personal comfort with each of the scenarios.

Are You or a Woman You Know Interested in Transplantation?

The American Society of Transplant (AST) is interested in sending information to women affiliated with other organizations in the renal community about AST and transplant-related professional opportunities.

If you would like to receive this type of information, please contact Michelle Josephson at 773-702-1703, or by email: mjosephs@medicine.bds.uchicago.edu.

Educational Loan Repayment Announcement

The Center on Minority Health and Health Disparities (NCMHD) announced at the end of July that they are starting two loan repayment programs; One is related to extramural clinical research and the other to health disparities research. Time was short this time, with only one month before the application deadline (August 31, 2001), and awards limited (19 this fiscal year). However, it is anticipated that the program will expand next fiscal year, and there will be more lead time for submitting applications.

If you think you qualify for such an award, please contact Ms. Kenya McRae (301-402-1366.)

Provisions and eligibility include: 1) loan repayment amount of \$35,000 with a 2-year obligation; 2) open to M.D.s, Ph.D.s, D.D.S.s, D.O.s, SC.D.s, and advanced practical nurses; 3) no requirement to have received a research grant; and 4) must be involved in either Health Disparities Research (women's issues, rural health) or be of a disadvantaged background (race, ethnic, or underserved populations) and be involved in Extramural Clinical Research.

The Professional Development Seminar

Co-Sponsored by WIN and ASN and WIN and NKF

This year WIN will co-sponsor with 3rd annual **Professional Development Symposium** with ASN at the 2001 ASN/ISN World Congress of Nephrology in San Francisco and the 1st annual **Professional Development Symposium** with NKF at the NKF Scientific Meetings in Chicago in April. These symposia will be co-chaired by Drs. Catherine Stehman-Breen and Sharon Moe. At the request of ASN, this year's symposia will be directed, not only at fellows and faculty in the early stages of their careers, but also at mid-level nephrology professionals. The NKF symposium will also add a Private Practice track. The goal remains to provide information regarding career choices and tools that will promote a successful Nephrology career. Recognized authorities in the academic renal community will talk on topics such as career paths and career development, grant writing, manuscript writing, successful presentations, conflict management, time management, promoting yourself effectively, and moving into administration. The symposium also provides a venue for networking with more senior nephrologists.

Last year's WIN/ASN symposium was very successful, with >100 participants; Some applicants had to be turned away because of space limitations. Reviews from both participants and speakers were uniformly positive. This year, WIN will be offering 50 travel grants. For more information, about the symposium contact Catherine Stehman-Breen MD by email: cos@u.washington.edu or phone: (206) 764-2002.

**At the ASN/ISN World Congress of Nephrology
On Site Registration Will Be Available**

**Saturday, October 13th; 7:30 am
Rooms 250-262 in Moscone Convention Center**

Are You Aware of These Research Funding Opportunities?

- T Research Supplements to Promote Re-Entry Into Biomedical and Behavioral Research Careers**
Provides supplements to existing (funded) NIH research grants that allow women or men with a high potential to re-enter an active research career after tending to family responsibilities.
- T Research Supplements for Under Represented Minority Individuals in Postdoctoral Training**
Provides an opportunity for minority individuals to participate in an ongoing (funded) NIH research project.
- T Research Supplements to Promote the Recruitment of Individuals with Disabilities into Biomedical Research Careers**
Provides an opportunity for individuals with disabilities to participate in an ongoing (funded) NIH research project.

You can find information on these programs on the NIH website:

<http://grants.nih.gov/training/extramural.htm>

Nephkids Listserv Still Going Strong

Nephkids, the email listserv established in January, 1998 as part of the National Kidney Foundation CyberNephrology Initiative led by Kim Solez, M.D., continues to grow and thrive. It now consists of about 250 parents from North America, Asia, Europe, the Middle East, Australia and New Zealand. The majority of the parents have children with chronic renal failure, end stage renal failure or difficult-to-treat varieties of nephrotic syndrome. The discussions get into complex pathophysiology, as the parents desire to understand and learn is insatiable, and also into complex psychosocial issues, including ethical questions and concerns. The parents are amazing in their understanding and insight into the problems of their children. There are two types of interactions on the list—parents sharing with and/or teaching other parents, and professionals answering questions and teaching parents. Melissa Gregory, M.D., a pediatric nephrologist at the University of Michigan Mott Children's Hospital, has joined me as co-moderator, so we answer the bulk of the parents' questions. We occasionally bring in other professionals with specific expertise to answer specific queries, and also have a few physicians who subscribe to the listserv and pop up and answer a question occasionally. In answering questions we try to tread the fine line between answering a question, and giving medical advice. Our intent is not at all to offer individual medical advice, other than the occasional urge to "call your doctor right now!" In the 3 1/2 years that the group has been in existence, we have had only one physician complaint about our treading into the territory of being the patient's doctor, and that physician did not think that the listserv should exist at all. Our feeling is that in the modern day of medicine, patients desire knowledge, and this is a way to help make sure that at least some of them are tapping reliable sources in their quest for knowledge.

The group generates up to 30 messages a day, so it continues to be very active. There are also three other related groups, **YAK-talk**, which is for young adults in the 16 to early 20's age range who have kidney disease, **kid-talk**, which is for the school age child and younger teen with kidney disease, and **kid comm**, which is a parent only group for parents of children with kidney disease. The CyberNephrology Initiative also has adult groups, one for patients with IgA nephropathy, one for dialysis patients, and one for patients with any serious kidney disease. The latter group is led by Dr. Steve Fadem, who has been very active in the Cybernephrology Initiative.

Questions about Nephkids, kid-talk, YAK-talk, or kid comm can be directed to me at susanbconley@earthlink.net or to two parents who help with the technical aspects of running the group, Erin Shirley (eshirley@peoplepc.com) and Amy Hatton (hatton@sprynet.net).

Should you have patients who are interested, please direct them to the parents listed here. Information on the adult groups is available on the CyberNephrology web page, www.kidney.org/professionals/cyber/.

Susan B. Conley, M.D.
susanbconley@earthlink.net
St. Christopher's Hospital for Children
Philadelphia, PA USA

Child Care Available at the ASN/ISN Congress of Nephrology

Once again, the ASN has arranged for child care services at its National meeting. Childcare has been well received by ASN attendees in the past. By subsidizing this important service, the ASN shows sensitivity to the needs of its membership and meeting attendees. More information is on page 47 in the Registration brochure.

Childcare group:	Kiddie Corp
Preregistration cost*:	\$8/hr for 1 child & \$6/hr/child for more than 1 child
Onsite registration cost:	\$2/hr higher

For more information and/or to preregister:

Phone: 858-455-1718
Fax: 858-455-5841
Email: asnkids@kiddiecorp.com
Online: www.kiddiecorp.com/asnkids.htm

* Costs are being subsidized by the ASN and ISN

Need Some Privacy or a Quiet Place?

At the 2001 ASN/ISN World Congress of Nephrology, WIN will sponsor a hospitality suite. It will be a 1 bedroom suite available to nursing mothers, anyone else needing a little privacy or quiet time, or anyone wanting to network, chat, or relax during non-programming hours.

WIN Hospitality Suite Sponsored by Monarch

Where: San Francisco Marriott
(Ask for the room number at the front desk)

Open: Sunday, Monday, and Tuesday
October 14th, 15th, and 16th
12 noon - about 8 pm

The Goals of Women In Nephrology

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

Annual WIN Luncheon Meeting at ASN 2000

WIN's Annual Luncheon Symposium at ASN 2000 in Toronto paid special tribute to our four Founding Members: Drs. Nancy Gary, Sandra Levison, Lois Katz, and Mabel Purkerson. Dr. Gary, our keynote speaker, was in fact the keynote speaker at the first WIN Luncheon Symposium at ASN in 1983. In that address she challenged her audience with the question "Woman Nephrologist: Whither Thou Goest?". In her 2000 keynote address "Professional Development for Women: Strategies and Opportunities", Dr. Gary began by recounting WIN's early history, describing the concerns of the ASN leadership of that time and making clear what is sometimes hard to envision from today's perspective: it took considerable courage for this small group of women – who were both personally and professionally isolated - to step forward, face suspicious if not outright hostile attitudes, and declare themselves formally organized on behalf of their women colleagues in science. That so many of those colleagues in fact showed up at that very first meeting is now part of WIN's history, and the subsequent evolution of the organization attests to the remarkable foresight of these four physician scientists. Dr. Gary also acknowledged the crucial role played by the Association of American Medical College's program for women and by Dr. Leah Lowenstein, whose personal support, encouragement, and inspiration was unfailing (including making her hotel room available at ASN meetings for women nephrologists to gather). Dr. Gary went on to draw on experiences from her own illustrious professional career, highlighting key components that permitted personal and professional growth and noting typical obstacles that may preclude progress. Finally, Dr. Gary showcased the ELAM program (Executive Leadership in Academic Medicine), a highly effective year-long program that prepares women for leadership roles in academic medicine. (For information about ELAM contact (Jean Kilian, Project Coordinator, at 215-842-6041 or visit the ELAM website: www.mcphu.edu/elam). Dr. Gary's comments not only stimulated vigorous discussion by the audience, but continued to generate lively discussions among WIN members throughout Renal Week.

A brief business meeting followed Dr. Gary's presentation, chaired by Dr. Susan Bagby, outgoing WIN President. Dr. Catherine Stehman-Breen, Co-Chair of the Professional Development Committee, provided an update on the highly successful 2nd annual WIN/ASN Professional Development Seminar. Dr. Michelle Josephson provided the Treasurer's report, outlining further increases in annual fund raising as WIN expands its projects and activities. The incoming President, Dr. Wendy Brown, then provided a brief summary of her goals for WIN.

The 2000-2001 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.

Wendy W. Brown, MD	President	Wendy.Brown@med.va.gov
Susan P. Bagby, MD	Past-President	bagbys@ohsu.edu
Agnes Fogo, MD	Secretary	agnes.fogo@mcmail.vanderbilt.edu
Michelle A. Josephson, MD	Treasurer	mjosephs@medicine.bsd.uchicago.edu
Susan E. Mulroney, PhD	Councilor	mulrones@gusun.georgetown.edu
Pat Preisig	Councilor	Patricia.Preisig@UTSouthwestern.edu
Kathryn Sandberg	Councilor	sandberg@gusun.georgetown.edu
Catherine Stehman-Breen	Councilor	cos@u.washington.edu
Priscilla Kincaid-Smith	Councilor at Large	

WIN Committee Chairs

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

ASN WIN Luncheon	Nancy B Cummings, MD
MAM Luncheon	Michelle A. Josephson, MD & Jean L. Holley, MD
Awards/Nominations	Co-chairs and members needed
WIN Database	Christine K. Abrass, MD
Fund Raising	Susan P. Bagby, MD & Michelle A. Josephson, MD
Meeting Arrangements	Co-chairs and members needed
Membership Recruitment	Nancy D. Adams, MD
Mentoring	Michelle A. Josephson, MD & Jean L. Holley, MD
Newsletter	Patricia A. Preisig, PhD
Nephrology Interest Groups	Susan P. Bagby, MD
Professional Development	Catherine O. Stehman-Breen, MD & Sharon Moe, MD
Program	Kathryn Sandberg, PhD & Florence Hutchinson, MD
Public Relations	Judith H. Veis, MD
Women's Health Task Force	Christine K. Abrass, MD & Sandra P. Levison, MD

New Members Still Needed

Our efforts are still needed to recruit women working in Nephrology with either a PhD or MD degree to join WIN. To be more effective we need our membership to include a distribution of women Nephrologists and basic scientists from academic, private practice, and industrial settings.

**We, WIN members,
are the best advocates for ourselves.**

So.....please share this newsletter with women who are involved in the clinical practice of Nephrology, teaching, and/or research related to renal physiology/pathology. Encourage them to contact Michelle Josephson (treasurer) by phone (773-702-1703), or email (mjosephs@medicine.bds.uchicago.edu), or any WIN officer.

Your efforts will go a long way toward improving your society.

Association of American Medical Colleges: Women in Medicine Program

The Association of American Medical Colleges (AAMC) has an active women in medicine program (WIM). Attendance at the annual AAMC meeting offers the opportunity to learn new skills and meet other talented women in medicine. Their meeting this year will be in Washington, DC, November 2-7, 2001. Highlights of this year's WIM program include: "Adding flexibility to faculty structures", "Promoting yourself and your work", "Developing faculty for the future", and "Increasing women's leadership roles". The meeting program can be seen on their website: www.aamc.org/annualmeeting.

In addition to attending the annual meeting, consider becoming a women's liaison for your institution. In this position, you will have free access to networks, information, and support when you need it. The AAMC WIM program also has a listserv that provides much useful information. Each year the AAMC WIM program offers seminars for junior and senior women on professional development. In many schools the Dean's office supports the costs of attendance. The sessions are excellent and well worth the time.

The AAMC also has a large amount of benchmarking data that can be requested, which may be useful when it comes to negotiating salaries, setting up search committees, or developing other programs for women at your home institution. Additional information about these and other programs can be obtained from Valerie Clark at vclark@aamc.org.

How to Be Ready and How to Establish a Relationship with the Search Firms Used for Recruiting by American Medical Colleges

1. Have your CV ready, and obtain the credentials/experience you will need for the position you are looking for. For example, take the ELAM course, volunteer for committees at your institution involved in issues of interest, interview for similar positions to gain both interview experience and knowledge about similar positions.
2. Take phone calls from Search Firms, even if it may be too early in your career to move or the opening is not the type of job you're interested in. Observations are that men take such calls, explain why they are not interested in the particular position, recommend others that might be interested, and in doing so provide the Search Firm with some information about themselves. The Firm keeps this information, and may then call them back when something more appropriate opens up. Women tend to just say 'no', and end the call.
3. Don't send in your CV unsolicited. Either wait until you are called or call the Firms when you are ready to make a move and let them know what you are looking for.

This is just the beginning. For more information contact Nancy Cook, Managing Director, Korn Ferry International, 215-656-5321 or nancy.cook@kornferry.com

Sponsors of Women in Nephrology Educational Projects in 2001

WIN is especially pleased to acknowledge and thank the following sponsors who have to date provided support to 2001 WIN Educational Projects.

WIN/ASN Professional Development Seminar Saturday, October 13, 2001

Amgen
Astra Zeneca
Fresenius Medical Care
Pfizer

WIN Luncheon Lecture: Monday, October 15, 2001

Astra-Zeneca

WIN Meet-a-Mentor (MAM) Lunch/Program Tuesday, October 16, 2001

Fujisawa
Thomas Maren Foundation

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

Astra Zeneca
Merck
Pfizer

WIN/NKF Symposium

WIN Program Committee Report

One of the major goals of WIN is to advocate within the nephrologic community for education and research relevant to women's health. The WIN Program Committee plays a major role in implementing this important goal. Currently Co-Chaired by **Drs. Kathryn Sandberg and Florence Hutchison**, working with committee members **Drs. Christine Maric and Kathryn Tuttle**, the Committee participates in scientific programming for both the NKF Clinical Meeting and the ASN. At NKF, the WIN Program Committee annually develops a symposium on a women's health topic; At the 2001 NKF meetings, the WIN Symposium addressed, "Managing Women with end stage renal disease: Challenges across the Reproductive Lifespan." WIN was pleased to have Drs. Sharon Silbiger, Catherine Stehman-Breen, Sharon Moe and Jason Umans as expert speakers discuss gender and renal progression, hormone replacement therapy issues in end stage renal disease, bones and hormones, and the risk of pre-eclampsia. We were particularly delighted with the large turnout for this symposia indicating the strong interest by NKF attendees for this important topic. For NKF 2002, WIN with sponsor two symposia. One will address human sexuality in chronic renal failure and end stage renal disease and the other will focus on obesity, renal failure and end stage renal disease.

Annually, the WIN Program Committee also submits program suggestions to the ASN Program Committee, typically proposing 2-3 symposia complete with topic titles and recommended speakers. These are re-worked by the ASN Program Committee, and in many cases have been incorporated into the final program. At ASN 2001, WIN is very pleased to co-sponsor not only one but two symposia. A symposium on Osteopenia and Renal Disease will be held on Monday, October 15th from 1:30-3:30 pm and a symposium on Pre-eclampsia will be held on Tuesday, October 16th from 1:30-3:30 pm.

It is precisely through the Committee's year-round hard work and commitment that WIN has established a reputation for providing thoughtful contributions to both NKF and ASN programming regarding women's health issues and for that matter any other renal societies that would appreciate our participation in finalizing program plans. Congratulations to the WIN Program Committee for a job well done!

Don't Miss the *WIN Booth* in the Exhibit Hall at the 2001 ASN/ISN World Congress of Nephrology

1. Pick up a WIN membership packet
2. Complete a database questionnaire
3. Sign up to be part of a WIN committee
4. Pick up a WIN newsletter
5. Catch up with old friends
6. Meet new friends, mentors, and scientific collaborators
7. Help at the booth - volunteers are needed!!! Contact Judy Veis by phone: 202-877-6033 or email: judith.h.veis@medstar.net

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

We Look Forward To Seeing You at Booth # 1740

Mark Your Calendars For The Annual WIN Luncheon Meeting

**Monday, October 15th,
12 noon - 1:00 pm
Rooms 220-226
Moscone Convention Center**

Speaker:

Dr. Janet McGill
Associate Professor, Endocrinology
Washington University, St. Louis

Topic:

**Ethics in Clinical Trials:
Role of the Investigator**

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

All ASN/ISN attendees are welcome

Are You A Member of the American Heart Association Kidney Council?

Yes: Thanks for your support. Please take the opportunity to tell your peers about the Kidney Council, and encourage them to join.

No: Here are some reasons why you should join:

1. AHA provides substantial funds for kidney-related research in 3 National research programs:

- a. Scientist development awards
- b. Grants-In-Aid awards
- c. Established investigator awards,

in addition to numerous programs at the affiliate level.

2. To justify use of it's dollars, AHA looks to the size of the membership of the Kidney Council as an index of support from the renal community for the dollars it gives to kidney-related research.

Last year, the AHA approved a change in the mission statement of the Kidney Council to include, not only the effect of CV disease on the kidney, but also the effect of primary kidney disease on the CV system.

In support of AHA's efforts to fund kidney-related research, the ASN has a program in which, for an additional \$5.00, you can join ASN and the AHA Kidney Council. For post-doctoral fellows, the ASN will pay their AHA Kidney Council membership fee in total.

So, when you renew your ASN membership this year, consider joining the AHA Kidney Council, and show your appreciation to the American Heart Association for it's efforts to support kidney-related research.

WIN Symposium at ASN 2000 in Toronto

Estrogen as a Modulator of Kidney and Urogenital Function

As a result of the 1999 WIN Program Committee's efforts (Agnes Fogo, Sue Mulroney, Kathryn Sandberg, and Florence Hutchison) WIN was invited to co-sponsor a symposium at the 2000 ASN meeting. Chaired by Drs. Christine Abrass and Susan Bagby, the symposium provided state-of-the art presentations describing three novel aspects of estrogen function. Dr. Phillip Schaul discussed vascular effects of estrogen, mediated by a novel, non-genomic, cell-surface receptor mechanism; Dr. Sharon Silbiger reviewed intrarenal effects of estrogen as elucidated in a cultured mesangial cell model; And Dr. Rex Hess reviewed intriguing new evidence suggesting that estrogen receptors are crucial to normal male urogenital development. Unequivocally, the symposium was a roaring success! The auditorium was packed, all the speakers provided comprehensive, clear, and exceptionally well-organized presentations, and the audience posed many stimulating questions that resulted in lively discussions. This symposium was an example of the kind of high-quality scientific programming WIN can promote as part of our educational mission. Congratulations to the Program Committee for their hard work in making this happen. Details about this year's Program Committee's accomplishments are on pages 9,

Would You Like A Professional Mentor?

Through the Meet-A-Mentor luncheons and other efforts, WIN has a list of members who would like to serve as professional mentors to other Nephrology professionals. If you would like to work with a mentor, contact Michelle Josephson at (773-702-1703), or by email (mjosephs@medicine.bds.uchicago.edu), or any WIN officer.

WIN Continues to Sponsor Symposia at the Spring NKF Meetings

WIN hosted an outstanding symposium entitled 'Managing Women with ESRD: Challenges Across the Reproductive Lifespan' at the 2001 NKF Spring Clinical Meeting. Featured speakers were Sharon Silbiger, Catherine Stehman-Breen, Sharon Moe, and Jason Umans. Dr. Silbiger provided a state of the art analysis of the role of gender in the progression of renal disease. Dr. Stehman-Breen reviewed the pros and cons of estrogen replacement therapy and practical considerations for the use of estrogen replacement therapy in the ESRD patient. Dr. Moe discussed the interaction of postmenopausal bone loss and ESRD related bone disease and Dr. Umans provided a dynamic discussion of current issues in the management of pre-eclampsia and pregnancy in women with renal failure. The symposium was well attended and received outstanding to excellent evaluations from the attendees.

WIN will sponsor two symposia at the 2002 NKF Spring Clinical Meetings. One will focus on human sexuality in chronic renal failure and ESRD and the second on obesity, renal failure, and ESRD. Nephrologists and dialysis staff deal frequently with issues of sexual dysfunction in patients with chronic renal failure and ESRD, a problem that has a major impact on quality of life. Yet this common problem has received little attention in national venues. Specific topics will include management of psychological issues related to sexuality, management of impotence, managing sexual side effects of antihypertensive medications and managing menstrual disorders in ESRD. The second symposium, focused on Obesity and Renal Disease will be co-sponsored by Abbott Laboratories. Speakers will explore the relationship of obesity to the development of focal sclerosis, obesity as a risk factor for cardiovascular disease in the ESRD population, and management of sleep apnea in the ESRD patient.

Congratulations

Sandra Levinson, M.D., M.A.C.P.

Chief, Division of Nephrology and Hypertension
MCP Hahnemann University School of Medicine

Elected to Mastership in the

**American College of Physicians
American Society of Internal Medicine**

We Love to Hear From Each Other and About 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 75390-8856

Phone: 214-648-8628 FAX: 214-648-2071 Email: Patricia.Preisig@UTSouthwestern.edu

The 2000 MAM Lunch Was A Success

After the highly successful inauguration of the Meet-A-Mentor (MAM) Program on November 7th, 1999, we held the second annual MAM luncheon on Sunday October 15th, 2000. Despite the luncheon site being located several miles from the convention center and the ongoing Toronto marathon interfering with access to the site, 25 hearty individuals persevered and made it to the luncheon. Bernice R. Sandler, EdD, Senior Scholar in Residence at the National Association for Women in Education, spoke on "Mentoring and other survival strategies." Bernice is a dynamic speaker who has worked for many years on women's issues. She was involved in the passage of Title IX and acted as a consultant to the citadel on their "female assimilation plan". The MAM session was interactive with a lively exchange of ideas and thoughts between the audience and the speaker. Like the year before, the response to the session was positive. Everyone in the room was involved. Even the hotel staff listened with interest as Bernice spoke.

In addition to the luncheon, WIN has a database listing interested mentors and mentees as well as their contact information. All MAM luncheon participants (who requested to be) are included in the database. The database has been sent to anyone who attended the MAM luncheon over the last 2 years. There are currently 23 potential mentors and 54 people who indicated interest in finding a mentor. If you were unable to attend the luncheon, but would like a list, let us know.

**See Page 13 for Details About The
2001 MAM Luncheon**

Are You Thinking About Moving Into A Leadership Position?

Do you know about ELAM?

Executive Leadership in Academic Medicine A Program for Women

ELAM seeks candidates at the Associate Professor or Associate Dean level or higher who demonstrate some leadership ability, potential for further advancement, and the support of their institution.

Participants attend two sessions of intensive study and the AAMC annual meeting, and complete both independent assignments and an institutional project. ELAM's curriculum incorporates 3 major themes: traditional MBA, emerging issues in academic health, and personal professional development.

So, ask your Chairman or Dean

**To Support Your Participation in
ELAM**

Contact:

Jean C. Kilian, Project Coordinator
MCP Hahnemann University

Phone: 215-842-6041; Fax: 215-842-1041

2001 WIN Executive Committee Elections

The following is the slate of nominees for this year's elections.

President-Elect: Kathryn Sandberg, PhD

Secretary: Judith H. Veis, MD
Bonita E. Falkner, MD

Councilor #1: Christine Maric, PhD
Jane Reckelhoff, PhD

Councilor #2: Julia Breyer Lewis, MD
Jill S. Lindberg, MD

**Candidate profiles and election
ballots will be mailed to all WIN
members by**

September 5, 2001.

They will be due back by

September 28, 2001.

Please take the time to vote.

Nephrology Interest Groups Initiative

The Nephrology Interest Group Program was initiated by WIN in 1999 in response to the declining numbers of Nephrologists and projected national shortage as patient numbers continued to grow. Subsequently, WIN developed a partnership with ASN and the RPA to pilot this program as one part of a broad-based effort to enhance Nephrology recruitment. From WIN's perspective, this offers the opportunity to ensure that talented women will be well represented in the Nephrology community of the future. By being active participants in this recruitment effort, we provide productive role models for young women considering Nephrology, making clear by our presence that women's careers are supported and their contributions valued. During the past year, Nephrology Interest Groups have been up and running in four (soon to be five) pilot centers (operating in partnership with ASN and RPA) and in 3 independent participating centers. Interest Group locations and Co-Chairs include:

Atlanta, GA:	Arlene Chapman and Steve Pastan
Washington, DC:	Suzie Q. Lew
Chicago, IL:	Tammy Ho, Orly Kohn, and Kelly Guglielmi
Portland, OR:	Hem Deodhar and Susan Bagby
Dallas, TX:	Lauren McDonald and Patricia Preisig (newly added pilot Center)
Durham, NC:	Lynda Szczech
Augusta, GA:	Laura Mulloy
Philadelphia, PA:	Susan Bray
St. Louis, MO:	Mabel Purkerson

A Nephrology Interest Group Coordinating Committee (Drs. Bagby, Chapman, Lew, Bray, and Mulloy) is charged with evaluating progress, sharing successful ideas/strategies among centers, and reporting to WIN, the ASN, and the RPA.

Interest-Group events are designed to cross town-gown barriers and unite academic and community Nephrologists around our common need to recruit talented physicians. Events are typically both educational and social. Topics have included "A Day in the Life of a Nephrologist" (question/answer panel comparing urban vs rural practices, community vs academic settings), and didactic presentations on important Nephrologic issues (both medical and public policy), as well as providing time for participating Nephrologists and attendees to visit and get to know each other. The general experience has been that residents are both surprised and thrilled to learn that Nephrology actually *needs* practioners and even more pleased by the welcoming attitude and personal interest offered by participating Nephrologists. Groups provide timely information about applying for ASN resident travel awards, assist with applications and recommendation letters to Nephrology training programs, and offer individualized preceptor experiences (eg a week in the dialysis unit, a month's formal elective rotation in a community practice, a once-a-week clinic experience). An unexpected benefit of these activities has been the development of mentoring relationships that extend beyond the Interest Group events, perhaps sowing the seeds for a future support system much needed by any Nephrologist facing today's professional challenges.

Developing a local Nephrology Interest Group can be simple and immensely rewarding for all involved. Events held just 3-4 times/year can spawn amazing mentor-mentee networks, generate excitement, and make you young again if you thought you weren't! Anyone interested in setting up a program, contact Susan Bagby (bagbys@ohsu.edu).

3rd Annual WIN Meet-A-Mentor Luncheon and Program

Speakers:

Drs. Susan Fellner, Dianne McKay, and Elaine Worcester

"Career Decisions: Are They Really Final?"

These 3 women will discuss the winding paths of their successful careers

Tuesday, October 16th, 12 noon - 1:00 pm
Moscone Convention Center, Rooms 220-226

WIN welcomes all interested mentees and mentors from the research, educations, and practice settings to participate in this program.

Epidemic Nephrolithiasis and ESRD in Uzbekistan Children

Environmental Disaster Follows USSR Water and Waste Management Policies

Uzbekistan is a former Soviet country suffering from decades of environmental abuse. Diversion of rivers that once fed the Aral Sea and contamination of its waters with industrial wastes has turned a once vibrant inland sea into a vast wasteland of salt/mineral-laden dust, contaminated by industrial pollution. A variety of organophosphates and organo-chlorines -- pesticides long-since discarded by developed countries - have been found in the dust and in the milk of breast-feeding mothers.

The brunt of this environmental catastrophe is being borne by children. In the regions surrounding the Aral Sea, infant mortality averages 50-75/1000 live births, the highest in the former Soviet Union. In addition to steep increases in cancers (esophageal cancer 14-fold increase), liver disease, lung disease (including asthma, bronchitis, and tuberculosis) and infectious/parasitic diseases, there has been a dramatic increase in kidney disease. Twenty percent of Uzbekistan's young females (age 13-19) are estimated to have renal disease. Nephrologists in Uzbekistan have observed distressing increases in the incidence of kidney and bladder stones in children as young as toddlers; recurrent stones are the rule rather than the exception. Nursing mothers frequently develop painful stones in their milk ducts. Urologists are ill equipped and inadequately trained to optimally handle the delicate pediatric surgeries needed to remove the stones. Many of these children have progressive loss of renal function, ultimately requiring renal dialysis therapy to sustain life. Dialysis centers are plagued by the difficulties of adequately purifying the heavily contaminated water, by antiquated dialysis equipment, by inadequate staff training, and by the striking absence of facilities (e.g. hand washing sites within the dialysis units) to maintain the most basic elements of sanitation and infection control.

Stone disease of any etiology is aggravated by heat (increased water loss as sweat) and inadequate water intake. Cultural dogma likely compounds these effects in Uzbekistan. For example, the average citizen believes that boiling the water cures all its toxic potential. Requiring that all water be boiled likely reduces water intake and may further concentrate minerals, salts and toxins. Analysis of water samples indicates extremely high concentrations of calcium, a potential factor in the high incidence of stone disease, as well as high levels of sodium and silica, compared to US water standards.

Dr. Alisher Sharipov, a pediatric nephrologist and a Cabinet Member of Uzbekistan for Humanitarian Assistance, has sought the collaboration of the Oregon Health Sciences University (OHSU) and the Portland VA Medical Center in seeking resources to solve these serious health problems. Drs. Joseph Bloom, then Dean of OHSU School of Medicine, and James Tuchs Schmidt, Director/Chief Executive Officer of the Portland VA Medical Center, have extended their institutional resources to facilitate collaboration and to provide a basis for obtaining grant support. Dr. Susan Bagby, OHSU nephrologist, and Dr. Michael Conlin, OHSU urologist with expertise in renal stone disease, serve as project coordinators. They are assisted by Mr. Shukhrat Arifdjanov, an Uzbekistan citizen attending Portland State University with a broad knowledge of his country's health problems. Mr. Arifdjanov serves as liaison for the Republic of Uzbekistan and for the The Project for Economic Reform and Development in Central Asia (PERDCA), a non-profit non-governmental organization in Uzbekistan. PERDCA provides developmental, technical, educational, and medical support to the people of Central Asia, helping them achieve sustainable democracy with solid and stable goals. Dr. Tuchs Schmidt has authorized the Portland VA Dialysis unit and Chief Tech Joanne Eldridge to host a Uzbekistani Dialysis Water Engineer for a one month training program in water purification.

The project coordinators are pursuing solutions on several fronts. Letters of intent are in preparation to the Bill and Melinda Gates Foundation and to the Carter Center seeking funds to: 1) develop ways to provide purified water to the children of Uzbekistan and to women of childbearing age in that county; 2) develop long-term solutions for providing reliable access to potable water to the larger population of the region; 3) determine the etiology of renal/bladder stone disease in the Uzbekistan children, and the stone and urine composition of affected vs unaffected children; 4) develop a training program for Uzbekistan urologists at OHSU and other qualified US institutions to focused on the optimal treatment of recurrent renal stone disease in young children; 5) provide the specialized equipment required for the removal of stones in the pediatric population; 6) develop a water purification training program for dialysis physicians and water engineers from Uzbekistan at the Portland VA Dialysis Unit and other US dialysis units; 7) develop educational programs for Uzbekistan citizens regarding the importance of drinking clean water, especially for children and women of childbearing age; and 8) develop US State Department support mechanisms permitting donation and shipping of older, but usable dialysis machines to Uzbekistan dialysis units.

Although begun, progress has been slow on the last objective: the donation of the Portland VA's older dialysis machines to Uzbekistan. Numerous bureaucratic obstacles present themselves, despite the fact that the State Department has established a specific entity to facilitate humanitarian aid to "Newly Independent States" and gives high priority to Uzbekistan because of its quasi-democratic status and greater stability in a generally unstable region. A major issue is the VA's statutory prohibition of donations. A second issue is the dialysis machine manufacturers' recent experience of being successfully sued by foreign nations for failures of donated older equipment. Consequently, the companies understandably will no longer agree to such donations. Dr. Tuchs Schmidt continues to bring the power of his position to bear in Washington DC as we seek creative solutions.

Clearly, the conditions in Uzbekistan represent an environmental catastrophe of major proportions; It is surely also a canary in the proverbial mine with respect to water and industrial waste management decisions being made in the US today. Kidney disease is but one relatively small component of the overall health risks created by the shortage, composition, and contamination of the drinking water, yet it emphasizes the vulnerability of Uzbekistan's children (and its future generations). Many people contributing a wide range of expertise over years will be required to restore an healthy environment, and safe and adequate health care to the people of Uzbekistan; But we have to start somewhere. If you or your institution/dialysis unit/Urology department would like to be a partner in this effort, if you have ideas about addressing the problems, if you have interest in the nephrolithiasis research component, or if you know water experts with an interest in international issues/pollutants: please contact Susan Bagby (bagbys@ohsu.edu).

As a new feature, each year the WIN Newsletter will highlight our members who are members of standing committees in one of the renal societies.

This year, we list

WIN Members Who Are Members of ASN Standing Committees

More and more, WIN members are participating in ASN in the capacity of committee members.

Awards:	Lisa Guay-Woodford, Chris Baylis
Basic Science:	Pat Preisig
Clinical Practice:	Sandra Watkins (RPA representative)
Clinical Science:	Catherine Stehman-Breen, Julia Breyer-Lewis
Government Relations:	Nancy Day Adams, Wendy Brown, Chris Abrass
Grant Review:	Barbara Murphy
Health Care Payment:	Debra Lawson (RPA representative)
Homer Smith Award:	Chris Baylis
Nominations:	Chris Abrass
Quality Patient Care:	Susan Bray (ASN rep), Joan Blondin (RPA rep), Linda Szczech (RPA rep)
Training Program Directors:	Sharon Adler
Up To Date Review:	Nina T. Rubin

Do Not Miss!!!

WIN-ASN Symposia During The World Congress of Nephrology

'Osteopenia and Renal Disease'

Monday, October 15th

1:30 - 3:30 pm

Room 102

Moscone Convention Center

'Pre-Eclampsia'

Tuesday, October 16th

1:30-3:30 pm

Room 103

Moscone Convention Center

WIN Past-President Now A Permanent Member of the ASN Government Relations Committee

The Government Relations Committee of the ASN is chaired by Bill Mitch. Each year it sets several priorities for the year, primarily focused on lobbying for increased research funding for renal research. The staff at the ASN keep the committee members apprised of legislation that is relevant to Nephrology, and when needed, the committee develops information and consensus statements that assist our legislative representatives and the President of ASN when meeting with congressional staff. This year efforts focused on changes in federal support for graduate medical education, legislation related to international medical graduates, and solutions to the impending person power shortage in Nephrology. The past-president of WIN serves on this important committee. Susan Bagby will replace Chris Abrass as WIN's representative to the Committee next year.

The Recommendations from the WIN-NIH Co-Sponsored Scientific Conference on

Women and Renal Disease

was published by NIDDK in April, 2001. You can get a copy of the report from:

Women and Renal Disease
National Kidney and Urological Diseases Clearing House
3 Information Way
Bethesda, MD 20892-3580

Phone: 301-654-4415

or on the web at

www.niddk.nih.gov/fund/reports/womenrd/index.htm

Women In Nephrology
c/o Susan Bagby, M.D.
Division of Nephrology
3314 Southwest U.S. Veterans Hospital Road, Suite 262
Portland, Oregon 97201-2940

Enclosures: WIN Executive Committee Election Ballot
WIN Committee Questionnaire

Please fax both back to Wendy Brown at 314-289-6303

WIN Events During the 2001 ASN/ISN World Congress of Nephrology

Professional Development Seminar

Saturday, October 13th, 7:30 am - 4:30 pm

Room 250-262, Moscone Convention Center (On Site Registration Available)

Annual WIN Luncheon Symposium

Monday, October 15th, 12 noon - 1:00 pm

Room 220-226, Moscone Convention Center

Meet-A-Mentor Luncheon

Tuesday, October 16th, 12 noon - 1:00 pm

Room 220-226, Moscone Convention Center

WIN - ASN Symposium "Osteopenia and Renal Disease"

Monday, October 15th, 1:30 - 3:30 pm

Room 102, Moscone Convention Center

WIN - ASN Symposium "Pre-Eclampsia"

Tuesday, October 16th, 1:30 - 3:30 pm

Room 103, Moscone Convention Center

WIN Booth in the Exhibit Hall

Open during all Exhibit Hall hours

Booth #1740

WIN Hospitality Suite

San Francisco Marriott (Ask for the room number at the front desk)

Open Sunday - Tuesday, 12 noon - 8 pm