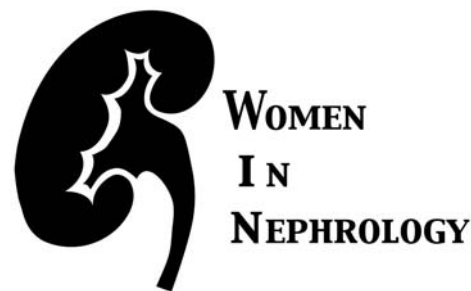


# WIN Newsletter



November, 2006

Editor, Patricia Preisig

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## President's Message

With the recent death of Nancy Gary, WIN's co-founder and first president we are all reminded of life's harshest reality but also of its gifts. Having the opportunity to work with Nancy and other great WIN members is indeed a gift. WIN, part of the remarkable legacy that Nancy left, was founded by pioneering and gutsy women with vision. They were and continue to be giants, and responsible, in many ways, for the advances women now enjoy. Their efforts will not be in vein as WIN is an organization that continues to grow and adapt to changing times. Many of the founding members are still very active in WIN including (but not limited to): Sandra Levison (co-chair of PDS), Mabel Purkerson (chair of the Nancy Gary committee), and Lois Katz (member of the Nancy Gary committee). It is wonderful to witness several generations work together and mentor each other in order to achieve advances for us all. As you read through this newsletter you will appreciate that WIN is still an organization made up of members with vision and guts that work to advance the careers of its membership and focus on women's health issues in nephrology.

2005-2006 has been an active year for WIN. It began after a successful and busy Renal Week 2005. Mary Foster (our ASN Board of Advisors representative) met with the ASN council. She reviewed our activities and discussed our plans and future goals. Under the leadership of co-chairs Sandra Levison, Li-Li Hsaio, and Nuria Pastor, the Professional Development Seminar (PDS) was stellar. Everyone who participated knew from the excitement in the air that it was a spectacular success, which was confirmed by the excellent evaluations the course received. Rounding out our successes during Renal Week 2005, led by Dr. Page S. Morahan, we put our heads together and came up with strategies for success in a workshop entitled "Advancing Women to Leadership;" Dr. Amy Williams, who has put together a highly successful mentoring program at Mayo Clinic, shared her thoughts on how WIN could craft a national mentoring program; we wowed the audience with a fascinating symposium entitled: "The Pathophysiology of Progressive Renal Disease and Hypertension: Importance of Gender and Ethnicity."

By the end of Renal Week it was clear that WIN was on a roll. And as I said last year the key to our success is our membership and all that you do. And you have done a lot this year. I do not have enough room to include all of the great work that you, our WIN membership have done; so let me point out a few highlights from the year.

Nuria Pastor-Soler and Li-Li Hsaio successfully applied for NIH funding to support the PDS travel grant program. That would be a noteworthy accomplishment any year, but during these times when funding is down to approximately 15% or sometimes even less, it is an accomplishment worth celebrating. In many ways what Nuria and Li-Li did exemplifies the best of what WIN is about and what our members can do; they identified a worthy goal and although it was a long shot, they did not let themselves become discouraged, but forged ahead and went for it! No guts... no glory... is what I told them before the grant went in. And frankly even if they had not gotten the grant, what they did for WIN just by applying was wonderful. But, of course, being funded by NIH is simply fantastic. CONGRATULATIONS!!!!

Sandra Levison, Nuria Pastor-Soler, and Li-Li Hsiao have worked very hard once again to put together what will likely be another superb PDS program. Although it seemed that it would be hard to improve on last year's program, they have, particularly the mid-career program. In part due to the success of last year's program, WIN was inundated with travel grant applications for 2006. Sandra, Nuria, and Li-Li, along with Azra Bihorac and Rachel Cunningham, spent hours reviewing the applications in an effort to provide as many travel grants as possible to qualified applicants who would benefit from the program and who had not received travel awards in the past.

And, thanks to Susan Bray (WIN member and former WIN councilor) who contributed funds for travel awards in 2005, for once again making more travel grants possible.

Christine Maric's and Lisa Harrison Bernard's Program Committee was hard at work this year. We will be represented at the ASN meeting with an excellent symposium co-sponsored by WIN and ASN entitled: 'Understanding and Manipulating Antibody Responses in Allo- and Autoimmunity.' As in the past, the WIN Program Committee is working with the ASN Program Committee. So, if you have ideas for symposia, please let a WIN representative know so that we can forward them to the ASN program committee.

Kathryn Sandberg (Chair of the Awards Committee) and her Committee was also hard at work again this year. They nominated WIN members for awards, as well as informing WIN members of programs for which they could apply. Most recently her committee was involved in WIN making recommendations for women to serve on a NIH study section.

Sharon Silberger, as Chair of the Membership Committee, worked with ASN so that we can get the word out to ASN members about WIN and its programs. To this end, WIN has a link to its website on the ASN website (under related links).

Our programs, travel grants, and other activities rely on the support that we receive from our membership in the form of dues (and contributions) as well as pharmaceutical support. With the changing times and regulations, attaining pharmaceutical support is more difficult. Nevertheless, in this challenging climate, Sharon Moe led the Funding Committee, with the help of Pascale Lane, Judy Veis, Susan Bagby, Nancy Adams, and Mary Meyer, in putting together both a budget and a business plan for WIN. Against all odds, the Committee had a most successful year of fund raising!

Mary Foster and Judy Veis served as our ASN Board of Advisors liaisons, attending the two Board meeting this year. We have a voice at ASN. If there are issues that you think we should raise with ASN, please let a Council member know so that we can give you a voice within ASN.

Judy Veis chaired another outstanding Careers Choices evening in April at the NKF spring meetings in Chicago. As usual, the event was extremely well received.

At the FACEB meeting in San Francisco in April, WIN was well represented at a symposium entitled 'Obesity and Renal Disease' with co-chairs Lisa Harrison-Bernard and Christine Maric and speakers that included Susan Bagby and Christine Abrass.

After Nancy Gary passed away in May, Mabel Purkerson, Lois Katz, and Susan Bagby joined forces to ensure that her legacy is honored. You will read more about Nancy's remarkable career and contributions later in this newsletter. We have dedicated the WIN luncheon to her, naming the lunch lecture the Nancy E. Gary Memorial Lecture. As in the past, the luncheon will continue to explore interesting and important issues that may not be featured in the more standard Renal Week venues.

Before I wrap things up I will leave you with some of the exciting WIN activities that you can participate in during Renal Week, 2006 in San Diego:

**Wednesday November 15<sup>th</sup>: 7:00 am to 6:00 pm at Convention Center Rooms 24 A/B/C: The Professional Development Seminar**

**Reception from 6:00 pm to 7:00 pm at the Convention Center on the Balcony (back up location is room 23)**

**Thursday-Saturday November 16-19: Please stop by the WIN booth #317 to talk with members and Karla, and pick up a WIN pad and pin.**

**Friday November 17<sup>th</sup>: 12:00pm-1:15 pm at the Convention Center, Room 27 Nancy E. Gary Memorial Lecture: Walter Tsou, MD, PhD will give a talk entitled 'Universal Health Care: Lessons from Nephrology.'**

**Friday November 17<sup>th</sup>, 1:30 pm-3:30 pm at the Convention Center Room 2 WIN co-sponsors the ASN symposium entitled: "Understanding and Manipulating Antibody Responses in Allo- and Autoimmunity,"**

I hope to see you at all of these events, and even have a chance to talk a bit. It has been a privilege to serve as your President, and I look forward to continuing to work with you and WIN.

Michelle A. Josephson, MD  
2004-2006 President, WIN

## WIN Goals

To promote professional development and career opportunities for women in Nephrology and related fields.

To advocate within the Nephrology community for education and research relevant to women's health.

# In Memory:

## ***Nancy Gary, MD Founding WIN Member***

Nancy E. Gary, M.D., nephrologist and academic administrator, died May 31, 2006, of pulmonary hypertension, at Duke University Medical Center. Dr. Gary was a Co-Founder and the first president of Women In Nephrology.

Nancy began her medical career as an Assistant Medical Resident at Meadowbrook Hospital (Nassau County Medical Center) in East Meadow, Long Island, NY. She began her academic career in Nephrology, as Chief of the Renal Section at St. Vincent's Hospital and Medical Center in New York City. Dr. Gary was an excellent role model and mentor for young women, as well as men, entering nephrology. Her expertise in medical education and governmental affairs related to health care were soon recognized and she went on to pioneer in a number of areas in academic administration.

She was the third woman to become Dean of a U.S. Medical School when she assumed that post at Albany Medical College (NY) in 1988. Later, she became the first woman to become Dean of more than one medical school in the U.S. when she became Executive Vice President of the Uniformed Services University of the Health Sciences in Bethesda, MD, and Dean of its F. Edward Hebert School of Medicine. She was also a Clinical Professor of Medicine at George Washington University School of Medicine and Health Sciences, from which she received their Meritorious Service Award in 1995. Dr. Gary was President and Chief Executive Officer of the Educational Commission for Foreign Medical Graduates (ECFMG) at the time of her retirement in 2002.



Nancy Gary, MD  
Founding WIN Member

### ***Do Not Miss***

## **WIN Reception**

**Following the Professional Development Seminar, Renal Week 2006**

**When:** Immediately following the PDS, 6:00 – 7:00 pm,  
Wednesday, November 15th

**Where:** San Diego Convention Center Balcony (Rm 23 in the event of rain)

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

## New WIN Newsletter Feature

### Pioneering Women in Nephrology

#### Liliane Striker



Liliane had three passions, family, work and family. She was an ardent mother and scientist who passionately believed in freedom of choice, hard work, and the scientific approach. She was born in Casablanca, Morocco, and grew up in an Arab country, which was occupied by the Nazis. From these experiences she carried with her a love for the desert, the people who lived in Northern Africa, and a continued appreciation of the feelings of immigrants. Her father was an architect, and his father a famous Russian architect who perished in the Russian revolution after being incarcerated in a camp. His Polish wife, a dermatologist, brought their son to Paris, where she practiced. Her paternal grandfather, also a Russian, arrived in Paris by foot, and rose to establish Pathe Cinema and become a grand patron of the musical arts. Thus, her emigration to America was a part of family history of migration, education, and erudition. Liliane earned a bachelor's degree with honors in Casablanca and then came to Paris to earn her medical degree at the Marie and Louis Curie University of Paris. Her interests, first focused on Hematology, led her to work in Seligmann's laboratory on cryoglobulins, a passion she carried forward throughout her career. She eventually joined Richet's newly established kidney group at Hopital Tenon. As she was a "woman with a family" she was given the task of determining the type of renal lesions in this city hospital population. Initially an autopsy experience, her interest and expertise in histology took hold and grew. When renal biopsy was first described, this new Tenon group embraced the technique, and Liliane quickly became proficient and the expert. She personally performed more than 7000 biopsies in patients referred from throughout Europe and Africa, and became the principal renal pathology consultant in adult renal disease in Europe.

While others were content to count the number of cases with one or the other type of renal disease, and enumerate the various lesions by which they could be characterized and classified, Liliane chafed under the "superficiality" of this approach, even though she was an expert in these areas. She used her large practice to apply new techniques, such as immunofluorescence microscopy, to ask questions about the then current paradigm that immune mechanisms were critical in the initiation and progression of kidney diseases. Her restless enquiries also led her to ask questions about inflammatory mediators, and she collaborated on studies of gamma interferon, long before this was a popular concept. This thirst for new approaches to the pathogenesis of kidney disease fueled her acceptance of leaving France to come to America and begin a new career focused on the cell and molecular biology of kidney diseases. She formed a strong collaboration with Gary Striker, and together they moved to the NIH, where they stayed from 1984-1997. There, she established an intramural research laboratory in kidney research. She was a strong participant in the development of transgenic models of renal disease, the recognition of the role of genetics in renal disease, molecular approaches to the study of kidney disease, and the role of endocrine and paracrine hormones in kidney disease.

Liliane took seriously her role as a strong role model and advocate for women seeking science careers. She mentored and collaborated with scientists from 13 countries on four continents; many were women who are now prominent researchers, professors, and practitioners around the world. In addition, she served on editorial or review boards for journals and diabetes organizations, and she edited or co-authored nearly 300 book chapters, papers, and other scientific works. She also taught and established kidney research and treatment programs in Africa.

Finally, she was an avid reader with extensive knowledge of early 20<sup>th</sup> century English Literature. She also enjoyed opera, swimming and tennis. Demanding as much of herself as of others, Liliane was a tireless educator and peacemaker. One of her last requests was for her pastor to teach tolerance at her memorial service. She died Nov. 18, 2004 at her home in Paris from complications of carcinoma of the ovary.

***Liliane will be missed by many, including the women in Nephrology...***

## **Mentoring in Nephrology**

WIN recognizes that mentoring is an essential component of career development and satisfaction, and is a keystone in the structure of an academic medical center. Last year at ASN there was a dynamic meeting of a group of WIN members interested in deploying WIN's mentoring power. It is well documented that mentoring relationships can "just happen", but many do not have, or understand how to take advantage of opportunities to develop mentoring relationships, nor do they know how to measure whether the mentoring relationship is successful, and if it is not, how to end the relationship. In addition, as more WIN members and women Nephrologists gain leadership positions, they have embraced the challenging task of developing mentoring programs to assist colleagues. WIN is poised to support those in all stages of careers by networking and sharing of successful mentoring practices. The Professional Development Seminar on November 15th in San Diego will focus on Leadership, and tips to develop mentoring programs including supporting mentors, and defining and evaluating the mentee-mentor relationship. The feedback from these sessions will help guide the WIN mentoring initiatives to support colleagues developing and improving mentoring programs.

Amy Williams, Mentoring Committee Chair

## **WIN Website and Database Update**

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

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

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

## **New Members Still Needed**

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

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

So.....please share this newsletter with women who are involved in the clinical practice of Nephrology, teaching, and/or research related to renal physiology/pathology. Encourage them to contact Christine Maric (treasurer) by phone (202-687-5363), or email ([cm255@georgetown.edu](mailto:cm255@georgetown.edu)), or any WIN officer.

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

***Pass on the Membership Form on page 15 of this newsletter***

## 2006 Professional Development Seminar

The 12<sup>th</sup> Annual Professional Development Seminar (PDS) will be held November 15<sup>th</sup> during Renal Week 2006. As co-Chairs, Sandra Levison, Li-Li Hsiao, and Nuria Pastor-Soler, have worked tirelessly and closely with WIN President Michelle Josephson and the WIN Council to bring forward a yet-again exciting program. The 2005 PDS was a great success, with 95 attendees and an average overall course evaluation 4.5 out of 5.

This year, there was a record number (113) of applications for Travel Awards to attend the PDS; 74 awards were able to be given thanks to the WIN Fundraising Committee, who raised money to support deserving applicants, and to Susan Bray for a very generous and selfless donation of \$5,000 to be used specifically for travel awards. This is a repeat performance for Susan, who donated \$5,000 in 2005 to the same cause.

The good news did not stop coming and we are very pleased to report that for the first time, the NIH has very generously awarded an R13 Conference Grant to WIN, specifically to support the travel awards to attend the PDS. The success of the application was, in large part, due to the contributions of several WIN members, including Michelle Josephson, Christine Maric, and Kathryn Sandberg; it received a priority score of 120. Plans are already underway to submit an application to support travels awards to attend the PDS that will be held during Renal Week 2007.

The task of selecting the most deserving applicants was made easier when Azra Bihorac (U. of Florida) and Rochelle Cunningham (U. of Maryland), both 2005 PDS attendees, graciously volunteered to help review the applications. Thank you both.

In addition, this year we were successful in securing funding for the PDS from an AMGEN Independent Medical Education Grant, via the AMGEN Nephrology Institute. We thank Karen Campbell from the ASN for her support of this application. This generous AMGEN funding is being used to fund travel awards and offset some of the costs of the PDS Networking Reception.

The 2006 PDS features some new workshops. In light of the current funding climate for clinical and basic research, there will be a 45 minute session on "Shaking the Funding Tree." The session is really three parallel workshops, one discussing the NIH funding process with representatives from NIDDK and NICHD, a second discussing Private Foundations Grants (American Heart Association, National Kidney Foundation and The American Society of Transplantation), and a third discussing grant programs offered by Pharmaceutical Companies (Amgen and Genzyme). The goal is that attendees will have a better grasp on what is available and how best to negotiate the world of grant applications.

As a reminder, please do not forget to join us for the PDS Networking Reception immediately following the PDS on November 15<sup>th</sup>, at 6 PM on the balcony of the San Diego Convention Center.

In view of the interest in the PDS, consideration is being given to offering an additional program during Renal Week 2007 that will expand and add to the topics presented in the one-day program. Suggestions for this course, which will be open to previous attendees of the PDS, can be submitted to Sandra Levison at [SLevison@drexelmed.edu](mailto:SLevison@drexelmed.edu).

**And, we welcome your thoughts and suggestions!!**

### WIN Committee Chairs

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

|                              |  |
|------------------------------|--|
| Awards                       | Kathryn Sandberg, PhD                                |
| Finance/Fund Raising         | Sharon Moe, MD                                       |
| Membership                   | Sharon Silbiger, MD                                  |
| Mentoring                    | Amy Williams, MD                                     |
| Newsletter                   | Patricia A. Preisig, PhD                             |
| Professional Development     | Sandra Levison, MD, Nuria Pastor-Soler, MD, PhD, and |
| Seminar                      | Li-Li Hsiao, MD, PhD                                 |
| Scientific Program Committee | Christine Maric, PhD and Lisa Harrison-Bernard, MD   |

## **Update on the American Society of Transplantation Women's Health Community**

As a transplant nephrologist, I work closely with 2 societies: ASN and AST. As a woman transplant nephrologist, I work closely with 2 organizations: WIN and WHCOP. WHCOP stands for the "Women's Health Community of Practice." That organization, like WIN, focuses on professional development, as well as unique medical issues of women. Exemplifying the cross talk between nephrology and transplantation, this year WIN proposed and will co-sponsor with the ASN a symposium during Renal Week, 2006 entitled: 'Understanding and Manipulating Antibody Responses in Allo- and Autoimmunity,' which has both immunology and transplant focuses.

Whenever career opportunities become known Martha Pavlakis (Chair of WHCOP) and I communicate and spread the word through both communities. We try to share the wealth. Although many WIN members belong to WHCOP and vice versa, there are many WIN members who do not belong, but would benefit from participating in WHCOP (and vice versa).

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

I think you will find that if you have a transplant interest, WHCOP will open up to you a new community of friends with a common transplant interest. The more folks we have in both communities, the more joint programs and projects WIN/WHCOP can put on together.

Michelle Josephson, MD  
2004-2006 WIN President

### **WIN Executive Committee**

The WIN Executive Committee  
Welcomes Input  
Please feel free to contact any of them.

|                    |                             |
|--------------------|-----------------------------|
| President          | Michelle Josephson, MD      |
| President-Elect    | Judy Veis, MD               |
| Secretary          | Mary Meyer, MD              |
| Treasurer          | Christine Maric, PhD        |
| Councilor          | Nancy Day Adams, MD         |
| Councilor          | Barbara J. Ballerman, MD    |
| Councilor          | Sharon Moe, MD              |
| Councilor          | Sharon Silbiger, MD         |
| Councilor-at-large | Priscilla Kincaid-Smith, MD |

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

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

Abbott  
Amgen  
Genzyme  
Ortho  
Shire

NIH R13 Grant Program  
(Travel Awards to the PDS)

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

## 2005 WIN Mentorship Meeting

Mentoring has always been a high priority for WIN. Over the years we have had several mentoring programs, most informal, but one formalized program, "Meet A Mentor." However, because of logistical challenges the Meet-A-Mentor program has been inactive for the last couple of years. At the ASN 2005 meeting WIN members interested in mentoring met to talk about reviving the mentoring program. The meeting was run by Dr. Amy Williams from Mayo. Dr. Williams is interested in assisting with WIN's mentoring program because she has set up an effective mentoring program at Mayo. She looks forward to the challenge of taking her program to a national level. Much of the discussion focused on how, despite our dedication and interest in mentoring, most of us are not especially trained to mentor. Dr. Williams pointed out that before we set up a program for mentees we needed to "Mentor the Mentors." To this end Dr. Williams will be running one of the workshops at the PDS.

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

*Friday, November 17th  
12 noon - 1:15 pm  
Room 27  
San Diego Convention Center*

### **Nancy E. Gary Memorial Lecture**

Speaker:

**Walter Tsou**

Former Philadelphia Commissioner of Health

Topic:

**Universal Healthcare:  
Lessons from Nephrology**

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

## Do Not Miss!!!

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

*Understanding and  
Manipulating Antibody  
Responses in Allo- and  
Autoimmunity*

Moderated by:

Mary Foster  
And  
Milagros Samaniego-Picota

*Friday, November 17<sup>th</sup>  
1:30 – 3:30 pm  
Room 2  
San Diego Convention  
Center*

## ASN Board of Advisors (BOA) Report

The ASN Council and Board of Advisors, consisting of approximately thirteen Advisory Groups and Committees representing the major ASN constituencies (basic and clinical sciences, CKD, dialysis, practicing nephrologists, pathology, transplantation, pediatrics, hypertension, AKI, policy and public affairs, training and education) met Tuesday November 8, 2005 in Philadelphia.

On behalf of WIN, I reported on our recent and upcoming activities designed to promote professional and career development for women in nephrology and to promote education and research relevant to gender-related aspects of nephrology health care. The activities focused on career development included: 1) WIN co-sponsorship of a panel discussion on careers in nephrology at the NKF 2005 Spring Meetings in Washington, D.C. This session, co-moderated by WIN members Drs. Sharon Moe and Judy Veis, drew an estimated 70 participants and received very positive feedback. 2) WIN co-sponsorship of the Professional Development Seminar (PDS) on Wednesday Nov 9, 2005 during Renal Week, which again, provided an excellent program that drew on previous strengths and included several new features (career changes, starting your own company, positions in private practice). A record number of requests for travel grants were received. 3) The WIN luncheon, held during Renal Week on Friday Nov 11, 2005 featured Page Morahan, PhD, Co-director of Executive Leadership in Academic Medicine (ELAM) and former Chair, Department of Microbiology and Immunology at Drexel University College of Med. Dr. Morahan spoke on 'Advancing Women to Leadership Positions.' 4) WIN provided names of qualified women to ASN for consideration for the 2006 Program Committee and are delighted that Kathryn Sandberg, PhD was asked to become a member of the PC. 5) WIN is reorganizing and reintroducing a mentoring program under the direction of Dr. Amy Williams, M.D. (Mayo Clinic, Rochester). 6) WIN is considering establishing an interest group for members who focus on both critical care and nephrology, a small but growing group of individuals with specialized concerns and career demands. 7) WIN is working with the AST Women's Health Community (WHC) of Practice to encourage collaboration in areas of joint interest.

With regard to gender-related aspects of nephrology health care: 1) WIN co-sponsored a clinical symposium at the 2005 ASN meetings, entitled 'The Pathophysiology of Renal Disease and Hypertension: Importance of Gender and Ethnicity. 2) WIN co-sponsored a clinical symposium at the 2005 NKF Spring Meetings in Washington, DC on complications of pregnancy, entitled: 'Women and Children First,' with a focus on renal disease in pregnancy. 3) WIN members supported those who were affected by Hurricane Katrina, sending many boxes of clothes and supplies and donations for patients in need. Much of this effort was coordinated by Jill Lindberg, who is continuing to work at dialysis units in the New Orleans region.

WIN's goals with the ASN BOA include: 1) annually facilitating proportionate representation of qualified women in key Renal Week venues, such as the Program Committee, abstract reviewing, session moderators, and symposia speakers. 2) Facilitating inclusion of women candidates for Council and other key Society positions as they become vacant. 3) Advocating for yearly tracking of ASN women members to assess participation by women. Information available from the ABIM indicates that between 1996 and 2004, approximately 25.5% of Nephrology certificates were issued to women, with an increase from 1994 to 2004 of approximately 20 to 32%. These new nephrologists are a valuable resource to ASN, and thus, tracking membership will facilitate efforts to engage these women in ASN activities.

Among the ASN issues and goals discussed, those of particular interest to WIN include: 1) Enhanced NIH Advocacy, particularly in light of the anticipated flat or reduced NIH budget in immediate upcoming years. 2) Expansion and enhancement of ASN's policy and public affairs program to advocate for it's membership; specific avenues include formalizing it's involvement with regulatory agencies, particularly CMS (Ctrs for Medicare and Medicaid Services) with regard to ESRD-related, pay-for-performance and other developing policy issues, requesting Nephrology representation on relevant CMS committees, establishing the Policy Board, moving forwarding a cohesive proactive policy agenda with capacity for rapid responses, and joining the Kidney Care Partners Renal Coalition to promote physician input, research and prevention of kidney disease. 3) Expand ASN web-based communications with members, including frequent mailings of Renal Express and other newsletters providing timely updates in the areas of Health Policy, Nephrology, and Medicine. 4) Explore the ASN's role in optimizing CKD care by supporting the establishment of CKD clinics and addressing the complex related issues (business models, payment systems, organizational structure, data registry). 5) Dr. Stuart Linas (current President of the Association of Subspecialty Professors and a member of the Alliance for Academic Internal Medicine Board of Directors) advocated for training programs and professional development in academic medicine, and highlighted the T. Franklin Williams Scholars Program, which supports early career investigators interested in geriatric medicine within subspecialties, and the ASP Task Force on Part-Time Careers for Practicing Physicians. 6) Lisa Satlin reported that the American Society of Pediatric Nephrology has been active in public policy, specifically in the areas of physician reimbursement, NIH funding, pediatric transplantation and ESRD, and has joined Kidney Care Partners. 7) The Hypertension Advisory Group reported that patient recruitment for the CORAL (CV Outcomes in Renal Atherosclerotic Lesions) Study had begun, and noted that position papers and commentaries detailing the differences in the Nephrology and Cardiology Communities approaches to the evaluation of ischemic nephropathy in patients with peripheral vascular

## ASN Board of Advisors (BOA) Report, Continued

disease. 8) Pat Preisig, Chair, Basic Science Committee noted that the number of applications for travel awards to attend non-renal scientific meetings has declined and suggested that more junior investigators be encouraged to apply. 9) In the aftermath of Hurricane Katrina, the need for the development of emergency action plans within the Nephrology Community was noted. 10) The Renal Pathology Society (RPS) reported that Gloria Gallo received the RPS Lifetime Achievement Award during the 2005 ASN meeting, and that beginning in 2006 the RPS Young Investigator Award will be re-named in honor of Lilliane Striker. 11) It was reported that the ASN is initiating a fund raising campaign to establish a Research Endowment Fund, to support the \$2 million ASN grant program, which is a much needed resource at these time of decreasing NIH funding.

Mary Foster, WIN BOA Representative  
November, 2005 Meeting

The ASN Board of Advisors had their second meeting of the year in April, 2006 in Washington, DC. I represented WIN at this meeting. An excellent session on media training was presented, including role playing by all BOA members. Other general topics discussed included the increasing activities of the ASN Public Policy subcommittee chaired by Jonathan Himmelfarb. The Public Policy Committee as been involved in defining ASN's role as a member of Kidney Care Partners, establishing a collaboration between ASN, NKF, RPA, and industry representatives for advocating with one voice/message on issues such as CMS reimbursement, advocating for additional funds for renal research, having input into Pay for Performance related to CKD and ESRD, and campaigning for AKI (acute kidney injury) to be identified as a public health issue. An update in teaching renal physiology was given by Bruce Molitoris, demonstrating an interactive, three-dimensional module of a glomerulus. Mark Rosenberg gave an update on fellowship training programs. Nephrology fellowship applications have been successfully moved to the ERAS (electronic) application system. Although things went pretty well, there are still problems with some programs giving early offers, which puts pressure on applicants to make a decision before they have had a chance to complete their interviews. For the upcoming interview season, a decision has been made with the concurrence of the BOA to keep ERAS applications open until February 1 and to create a uniform offer time-frame. There is still some reluctance to fully convert to a fellowship match.

Judy Veis, WIN BOA Representative  
April, 2006 Meeting

## 2005 WIN Lunch and Business Meeting

The 2005 WIN luncheon started with recognition of the recipients of the 2005 PDS travel grant awards. Seventy-five individuals were awarded travel grants to the early and mid-career program. The co-chairs of PDS, Sandra Levison, Li-Li Hsiao and Nuria Pastor-Soler, were recognized for the superb program that they crafted. Out-going officers Secretary Judy Veis and Past-President Kathryn Sandberg were praised for their dedication and service to WIN. After Christine Marci reviewed the budget the seminar began.

Page S, Morahan, PhD, co-director of the Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM) program and co-director of the Foundation for Advancement of International Medical Education and Research (FAIMER) Institutes was our Luncheon Speaker.

Instead of a didactic lecture Dr. Morahan challenged the audience to provide effective strategies for WIN. She used an interactive approach in a session entitled "Advancing Women to Leadership." She split the audience up into groups and put us to work to come up with effective strategies to advance women to leadership. We came up with plans that fit into three traditional approaches including: equipping women, valuing relational skills and increasing visibility, and creating equal opportunities, as well as a fourth approach: assessing and revising the work culture. All groups were creative and came up with excellent suggestions. We walked away with many practical ideas that we can incorporate into WIN's work of promoting women's careers.

The session was wonderful because we had the opportunity to work together towards a common goal of identifying strategies to advance women to leadership. It also provided a glimpse of why ELAM is such an effective program. If you are interested in effective leadership, consider ELAM. Their website: <http://www.drexelmed.edu/elam/home.html>.

Michelle Josephson, MD  
2004-2006 WIN President

## **Society for Executive Leadership In Academic Medicine (SELAM)**

SELAM International is committed to developing and sustaining women leaders in academic health professions. The organization provides extensive skill development and networking opportunities to assist women in career development.

Membership is open to all individuals who share an interest in this mission. Additional information can be obtained by visiting [www.selaminternation.com](http://www.selaminternation.com) or by contacting Chris Abrass (Current President) at [cabrass@u.washington.edu](mailto:cabrass@u.washington.edu).

## **WIN Elections Congratulations!!!!**

### **To The Newest WIN Officers**

Councilor: Li-Li Hsaio, PhD  
Councilor: Nuria Pastor-Soler, PhD

**Welcome Aboard!!**

## **Don't Miss the *WIN Booth* in the Exhibit Hall at the 2006 ASN Annual Meeting and Scientific Exposition**

- 1. Pick up a WIN membership packet**
- 2. Complete a database questionnaire**
- 3. Sign up for a WIN committee**
- 4. Pick up a WIN newsletter**
- 5. Catch up with old friends**
- 6. Meet new friends, mentors, and scientific collaborators**
- 7. Help at the booth ---- volunteers are needed!!! Contact Karla Williams by phone: 773-702-3630 or email: [kmwillia@medicine.bsd.uchicago.edu](mailto:kmwillia@medicine.bsd.uchicago.edu)**

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

**We Look Forward To Seeing  
You at Booth # 317**

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

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

Please, please, please, .....take a few minutes to do this. If you don't know how to log onto the Website, contact Karla Williams (773-702-3630 or email: [kmwillia@medicine.bsd.uchicago.edu](mailto:kmwillia@medicine.bsd.uchicago.edu)). Then go to the website ([www.womeninnephrology.org](http://www.womeninnephrology.org)), click on the member area tab, establish a password, go into your database, and review and update it.

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

## President-Elect Judy Veis's Message

It's hard to believe that November is almost here and I'll be taking over as WIN president. It doesn't seem that long ago that I met Susan Bagby at an NIH conference (probably the only one) on Women's Health Issues in Nephrology. She immediately recruited me, not only to join WIN, but to take on the task of public relations. This led to becoming WIN secretary and now president-elect! I'm looking forward to working with everyone over the next two years.

As an introduction, here is some of my background: I grew up in Chicago and am a product of Northwestern University, from undergrad to medical school to internal medicine residency. I then moved to Denver for my nephrology fellowship at the University of Colorado Health Sciences Center, working in Tom Berl's lab. Following fellowship, my husband and I moved to Washington, DC where I initially worked at the Washington, DC VA hospital, which is part of the Renal Division at George Washington University. My current position is Associate Director of Nephrology at Washington Hospital Center, a 900+ bed, tertiary care center, and teaching hospital in Washington, DC. We have a large internal medicine residency (> 70 interns/residents) and a 'freestanding' nephrology fellowship. While the hospital is not affiliated with any one medical school, students from Georgetown, George Washington, and Howard University all do rotations here. My faculty appointment is at Uniformed Service University in Bethesda, MD. In addition to patient care and teaching, I am medical director of our inpatient dialysis unit and have been co-chair of the IRB. My research interests are in clinical nephrology - including projects focused on our CKD population, as well as the inpatient dialysis setting. Outside of medicine, I keep busy with my three children - my oldest son just started college, his younger brother is now in high school and my daughter will be finishing elementary school this year.

I am looking forward to the ASN meeting and the opportunity to discuss WIN's directions over the next few years. The PDS (Professional Development Seminar) has been immensely successful and will continue to be one of our 'signature' programs. Likewise, the career development seminar, primarily for fellows, held at the Spring NKF meetings is always popular. In addition, I would like to continue to foster our relationships with ASN as an active participant on their Board of Advisors, as well as with the other professional societies in the Renal Community. With improving electronic databases, there are opportunities to reach out to the membership of these groups and to enhance our ability to promote women at all levels of involvement, such as nominations for awards, committees, job opportunities, etc. Providing networking and mentoring opportunities within WIN is also important. Both e-mail and face-to-face contact at meetings can serve as a platform to establish and foster these opportunities.

Judy Veis  
WIN President-Elect and  
NKF Career Discussion Panelist

## WIN Programming Committee Report

Thanks to the great efforts of **Lisa Harrison-Bernard**, WIN sponsored a symposium on Obesity and Kidney Disease at the Experimental Biology meeting in San Francisco in April 2006. Speakers included **Chris Abrass** (Obesity: What Does It Have To Do With Kidney Disease), **John Hall** (Physiology and Pathophysiology of Obesity-Induced Renal Disease), and **Susan P. Bagby** (Obesity-Initiated Metabolic Syndrome and The Kidney). The session was chaired by **Lisa Harrison-Bernard** and **Christine Maric**.

At ASN 2006, WIN will be sponsoring a symposium on 'Understanding and Manipulating Antibody Responses in Allo- and Autoimmunity,' which will be held on November 17<sup>th</sup> at 1:30 pm in Rm 2 at the San Diego Convention Center. Speakers will include **Michael Madaio** (B cells and Autoantibodies in SLE), **Martin Zand** (The Dire Consequences of B cells in Kidney Transplant), **Anita Chong** (Tolerizing the B Cell - Can It Be Done?), and **Kathryn Calame** (Plasma Cell Maturation and Potential Clinical Targets). The symposium will be chaired by **Mary Foster** and **Milagros Samaniego-Picota**.

If you have thoughts/ideas about speakers and/or topics related to WIN's mission, please e-mail Christine Maric ([cm255@georgetown.edu](mailto:cm255@georgetown.edu)).

## We Appreciate Your Input

# WIN Members Continue to Accomplish and Be Recognized

**Christine Abrass** is the current President of the Society of Executive Leadership in Academic Medicine.

**Azra Bihorac** was appointed Assistant Professor in Anesthesiology and Medicine in the Division of Critical Care Medicine at the University of Florida last summer after completing her CCm and Nephrology fellowships.

**Josie Briggs** recently assumed a new position as Senior Scientific Officer at the Howard Hughes Medical Institute. Her email address is [briggsj@hhmi.org](mailto:briggsj@hhmi.org).

**Wendy Brown** is moving to be the Chief of Staff at the Jesse Brown VA in Chicago, with faculty appointments at Northwestern University and the University of Illinois.

**Li-Li Hsiao** has a paper that is in the list of the 50 most frequently cited articles in *Physiological Genomics*, ranking 5<sup>th</sup> in 2006.

**Michelle Josephson** was promoted to Full Professor with tenure in July, 2006.

**JaNae Joyner** received two research grants, one an AHA Pre-Doctoral Fellowship and the other a Sigma Xi, The Scientific Research Society Grant-In-Aid, for her project *The role of angiotensin-(1-7) in renal function in normal pregnancy and pregnancy-induced hypertension*. She also received two travel awards, one to attend the APS Professional Skills Training Short Course in Writing for Scientific Journals and the other to attend and present at the 2006 FASEB meeting.

**Sandra Levison** was honored by the Greater Delaware Valley Chapter of the National Kidney Foundation at their 22<sup>nd</sup> Annual Kidney Ball for her lifelong career and personal accomplishments.

**Jill Lindberg** was honored as Alumni of the Year at the University of Illinois for her work and patient care during and after Katrina.

**Sharon Moe** was honored by the Indiana NKF for her professional achievements at a black-tie gala. She was also promoted to Full Professor with tenure in July, 2006 and is co-chairing the KDIGO Bone and Mineral Clinical Proactive Guidelines group with Dr. Tilman Druke.

**Jean Olson** is one of 4 editors, and the only women editor, in the new edition of Heptinstall's Pathology of the Kidney. Twelve of the 37 chapter authors are women including: Corinne Antignac, Lois Arend, Vivette D'Agati, Laura Finn, Agnes Fogo, Marie-Claire Gubler, Helen Liapis, Cynthia Nast, Jean Olson, Maria Picken, Lorraine Racusen, and Harsharan Singh. In the previous edition (5th) one of 4 editors was a woman, but only 8 of 32 chapter authors were women, and in the 4th edition Dr. Heptinstall was the sole editor and only 1 of 12 chapter authors was a woman. Dr. Heptinstall also wrote half of the chapters himself. Steady progress.

**Beth Piraino** became Dean of Admissions at the University of Pittsburg in Spring, 2006. She loves her new position and is spending about 50-60% of her time at it, with the rest devoted to clinical out-patient services. In addition, she is running a 'Methods and Logic in Medicine' course for the Medical School, which received an award for innovation. In a small group format, the focus of the course is teaching students how to read and analyze the medical literature and apply it to patient care.

**Kathryn Sandberg** was elected the 1<sup>st</sup> President of the newly formed Organization for the Study of Sex Differences.

**Elaine Worcester** was a member of the Planning Committee, a speaker, and a Session Moderator for the NIDDK Urolithiasis Symposium held in March, 2006.

# Opportunities to Participate in the Women In Nephrology Organization

As Women in Nephrology (WIN) has grown, it needs to expand the membership of existing committees and add new committees to meet the Organization's needs.

Below is a list of current committees. Please identify those that are of interest to you, indicating whether you would like to participate as a chairperson or committee member.

| <u>Chair</u> | <u>Member</u> | <u>Committee</u>            |
|--------------|---------------|-----------------------------|
| _____        | _____         | Finance/Fund Raising        |
| _____        | _____         | Mentoring                   |
| _____        | _____         | Nephrology Interests Groups |
| _____        | _____         | Newsletter                  |
| _____        | _____         | Nominations and Awards      |
| _____        | _____         | Professional Development    |
| _____        | _____         | Scientific Programming      |
| _____        | _____         | WIN Database                |

**Be a candidate for WIN Council:** \_\_\_\_\_ Yes, I would like to be nominated for the WIN council.

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

Thank you for taking the time to complete this questionnaire.

Fax your questionnaire to Judy Veis, 2007-2009 WIN President, at 202-877-8329 or email your interests to Michelle [atjudith.h.veis@medstar.net](mailto:atjudith.h.veis@medstar.net).

Name and Degrees: \_\_\_\_\_

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

Phone Number: \_\_\_\_\_

Fax Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

# WOMEN IN NEPHROLOGY

## Membership Form

(Membership Information also on-line at: [www.womeninnephrology.org](http://www.womeninnephrology.org))

Name \_\_\_\_\_ Degree \_\_\_\_\_

Category: \_\_\_\_\_ Regular Member (\$75) \$ \_\_\_\_\_  
\_\_\_\_\_ Associate Member (\$30) \$ \_\_\_\_\_  
\_\_\_\_\_ Allied Health Member (\$30) \$ \_\_\_\_\_  
\_\_\_\_\_ Regular member (Developing country) No fee  
\_\_\_\_\_ Associate member (Developing country) No fee  
\_\_\_\_\_ Donation (Tax ID # 91-1917790) \$ \_\_\_\_\_  
TOTAL \$ \_\_\_\_\_

### MEMBERSHIP CATEGORIES

Full Member An individual holding the a MD, PhD, or equivalent degree with an interest in nephrology

Associate Member An individual with a MD, PhD, or equivalent degree (or who is a candidate for such a degree) who is currently enrolled in a nephrology research or clinical post-doctoral fellowship

Allied Health Professional An individual who is a non-MD, non-PhD renal professional with an active interest in WIN and its goals

Developing Country Member A regular or associate member from an ISN-designated economically disadvantaged country

*Please complete the following section to give us some preliminary data for your file. When you receive your membership, please visit the WIN website ([www.womeninnephrology.org](http://www.womeninnephrology.org)), access the WIN database, which is under Member Search, and complete your database file.*

#### Work Setting:

Academic Institution  
 Clinical Practice  
 Industry  
 Other: \_\_\_\_\_

#### Major Interests:

Adult Nephrology  
 Pediatric Nephrology  
 Pathology  
 Physiology

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

#### Affiliation and Contact Information:

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

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

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

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

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

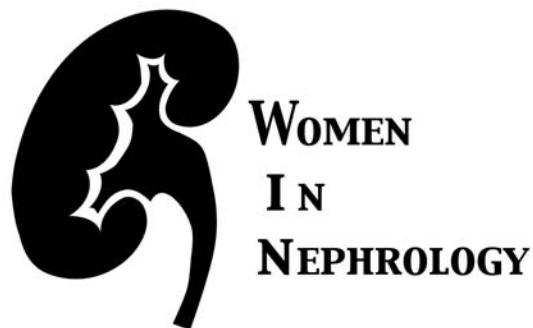
E-mail address: \_\_\_\_\_

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

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

2006-2007 Application

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



## **WIN Events During the 2006 ASN Annual Meeting and Scientific Exposition**

*Professional Development Seminar - Early and Mid-Career Components*  
Wednesday, November 15th, 7:00 am – 6:00 pm, Rooms 24 A-C, San Diego Convention Center  
*Post Seminar WIN Reception*  
6 - 7 pm, San Diego Convention Center Balcony (Rm 23 if raining)

*Annual WIN Lunch Symposium*  
*Nancy E. Gary Memorial Lecture*  
**Universal Healthcare: Lessons from Nephrology**  
**Walter Tsou**  
Former Philadelphia Commissioner of Health  
Friday, November 17<sup>th</sup>, 12 noon - 1:15 pm  
San Diego Convention Center, Rm 27

*WIN - ASN Symposium "Understanding and Manipulating Antibody Responses  
in Allo- and Autoimmunity"*  
Friday, November 17<sup>th</sup>, 1:30 – 3:30 pm  
Room 2, San Diego Convention Center

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