Dear WIN Members and Supporters,

As I begin my two-year tenure as President of Women In Nephrology, I would like to express my sincere gratitude to our membership for their continued support of WIN. As we embark upon a very exciting year, let’s take a moment to review the accomplishments, events and growth that WIN enjoyed under the presidency of Dr. Lisa Curtis. Please review the 2022 Annual Report, which accompanies this newsletter to recognize the enormous progress that WIN is making, as we advance the vision of prior fearless leaders! Over the past year, I had the pleasure of working closely with Lisa to put things in place for a successful 2023! Importantly, we can share with you the vision outlined in the 2022-2026 Strategic Plan created with the assistance of several past WIN leaders, who comprise the WIN Advisory Council, page 2.

Thanks to our membership, we have added three new Councilors, Dr. Jia Ng, Dr. Reem Mustafa and Dr. Niloofar Nobakht, who in addition to returning past Councilors, Dr. Scherly Leon (Director of Finance) and Dr. Manish Singh (Director of Fundraising), will lead their teams in achieving the goals of the Strategic Plan through several WIN Initiatives, page 3. Already, we have had a successful Virtual Professional Development seminar on “Fertility and Family Planning for Women In Nephrology”, January 25, 2023, page 4, with several more in the planning stages. We have established new collaborations with the NIH-sponsored Network of Minority Research Investigators, and the American Society of Transplantation Women’s Health Community of Practice, page 4.

New in 2023: Fellows Corner, page 5; the Fellows School for Leadership Education and the WIN Advocacy Award, page 6. In addition, WIN will have a physical presence at all major national and international nephrology meetings, pages 7-8. Let us know if you will attend WCN/ISN, NKF-SCM and ERA EDTA!

Please join us in Los Angeles for the 2023 WIN Leadership Conference, September 8-9, 2023. This year’s theme is “Leading to Advance your Career is a WIN-WIN”. Confirmed keynote speakers are: Dr. Sue Quaggin (Past ASN President) and Dr. Karl Nath (Editor, Mayo Clinic Proceedings), page 9.

WIN has been an official, registered 501C non-profit organization since 1983! WIN would like to extend an invitation to national and international WIN members to establish WIN-Chapters, which will bring with it recognition, validation and several perks!! In January, 2023 WIN endorsed WIN-Florida State as the first WIN-Chapter, page 10. Let us know if you would like to establish a WIN-Chapter! As you will see from the following pages, WIN continues to expand and offers new opportunities to support its members. I ask you to join me in fulfilling our goals and to spread the word!

With kindest regards,

Susanne
Strategic Plan 2022-2026

Introduction

In the summer of 2021, WIN held a virtual retreat with the Executive Council members and prior leaders of WIN, which included two of the founding members of WIN. Over a series of sessions, ideas of importance for the longevity of WIN were discussed in depth. These discussions lead to a coalescing around four goals described below. These goals were intended to be SMART\(^1\) goals so that WIN could readily identify its progress. They were also chosen to be clear next steps to advance the reach and sustainability of WIN. Within each goal, strategies, objectives, and tasks, as well as benchmarks of success were defined. These goals were also chosen as broad-based overarching themes to lend themselves to additional objectives and tasks that may be defined by future Executive Councils of WIN.

Goals of the strategic plan

Goal 1: Increase WIN’s visibility across the pipeline
In years past, WIN has provided valuable programs and resources to the nephrology community, often without compensation or recognition. Given its small size, WIN, and its accomplishments and contributions, have been susceptible to being overlooked. This goal is designed to enhance WIN’s visibility regarding its contributions as well as to provide a communication platform to engage the nephrology community with novel career development programing.

Goal 2: Engage and increase membership across the globe
Women and those less well represented in leadership roles in nephrology benefit from opportunities to engage in leadership activities. WIN can provide these opportunities beyond service on the Executive Council by greater outreach to the membership with targeted resources and programming to develop skills, reaching out to specific constituencies for input and targeted engagement. By increasing the presence of women and less well represented individuals in the inner workings of WIN, WIN can facilitate the development of necessary skills and experience to those who typically may not be offered those opportunities for advancement.

Goal 3: Create a robust support structure to recognize women in nephrology through awards or leadership nomination
If women aren’t nominated, they don’t win. To adequately address this idea, WIN will disseminate information regarding awards offered through relevant nephrology and kidney-related organizations, as well as develop additional awards offered through WIN. The Dr. Li-Li Hsiao Leadership Fellowship provides a template for the latter. In addition, offering leadership opportunities to membership will allow for them to garner the necessary credentials to be eligible for these national and international awards.

Goal 4: Establish a long-term, stable infrastructure plan
The mission of WIN is two-fold: to develop careers of women and individuals who historically have been underrepresented in elevated positions in nephrology and to advocate for research and clinical care excellence surrounding the care of women kidney patients. WIN’s ability to continue to provide critical, novel career development and to sustain its advocacy on the importance of research and development of clinical care skills and knowledge of the female kidney, necessitates a robust infrastructure. Sustained activities of WIN require development of long-term financial plans and personnel support of WIN. As a volunteer organization, WIN relies heavily on its Executive Council members. To create a sustainable presence of WIN in the unique perspective provided by its involvement, WIN must create a progressing plan to engage an Executive Director position to allow for continuity and enhance institutional memory. Financial support for this position as well as for the continuation of WIN programming requires a long-term strategy that can be implemented in a stepwise manner.

\(^1\)SMART: specific, measurable, achievable, relevant, and time-bound
Meet the 2023 Executive Council of WIN

Susanne Nicholas, MD, MPH, PhD  
President

Nisha Bansal, MD, MAS Councilor

Lisa M. Curtis, PhD  
Past-President

Mala Sachdeva, MD  
Councilor

Michelle Rheault, MD  
Secretary

Anuja Java, MD  
Councilor

Cybele Ghossein, MD  
Treasurer-Advisor

Mira Keddis, MD  
Councilor

Scherly Leon, MD  
Senior-Treasurer

Niloofar Nobakht, MD  
Councilor

Manisha Singh, MD  
Junior-Treasurer

Reem Mustafa, MD  
Councilor

Jia Ng, MD  
Councilor

Emily Zangla, DO  
Senior Hsiao Fellow

Angelina Dixon, MD  
Junior Hsiao Fellow

Welcome our new councilors

WIN initiatives and leads

WIN Initiative  
Mentor Match  
Awards  
Speaker Bureau  
Full Member Advocacy  
Professional Development Seminar  
Fellows Corner  
Fundraising  
Financials  
Communications & Membership  
International Relations  
Fellows Advocacy  
Fellows School of Leadership Education

Lead  
Mala Sachdeva  
Mira Keddis  
Niloofar Nobakht  
Nisha Bansal  
Jia Ng  
Anuja Java  
Manisha Singh  
Scherly Leon  
Michelle Rheault  
Reem Mustafa  
Angelina Dixon  
Emily Zangla  
Niloofar Nobakht
WIN had the first of several upcoming vPDS, moderated by Dr. Nisha Bansal, with a very distinguished speaker and panelists that was well received and generated much discussion.

Virtual Professional Development Seminars

January 25, 2023

5-6 PM PT / 6-7 PM MT / 7-8 PM CT / 8-9 PM ET

“Fertility and Family Planning for Women in Nephrology”

Rachel Whynott MD
Associate Professor
Obstetrics & Gynecology
University of Washington

Followed by a panel discussion with:

Lisa Curtis PhD  Scherly Leon MD  Andrea Kattah MD

WIN’s new collaborators

Network of Minority Health Research Investigators (NMRI)

WIN is proud to support travel awards for fellows to attend the 2023 NMRI Annual Workshop.

WIN will co-sponsor a series of webinars with WHCOP in 2023

Stay tuned!!
MENTOR MATCH PROGRAM

WIN launched its’ Mentorship Program in 2022! So far, it has been an enormous success! Any WIN member seeking to be a mentor or who needs mentorship can join the program.

The program is open to national or international WIN members, medical students, graduate students, nephrology fellows, postdocs and both junior or senior attendings. Benefits of this program include: the ability to gain a mentor outside of one’s home institution, networking opportunities, academic advancement, personal development, learning skills on work-life balance, learning how to negotiate salaries and contracts, amongst others. Members connect with each other either virtually, on the phone, or in-person at events and meetings.

Potential mentors and mentees interested in joining the program will first fill out a survey. The surveys are analyzed by the Mentorship Committee. Mentor/Mentee pairings are made quarterly. Thus far, WIN has had two quarterly pairings for a total of 13 mentor/mentee pairings. In addition, an anonymous survey is sent out quarterly to assess individual mentor/mentee satisfaction with the program. So far, the November 2022 indicated 100% of the respondents would like to continue and would refer others to WIN’s mentor-mentee program! A virtual professional development seminar was done in December 2022 addressing the ‘Art and Science of Mentorship,’ which provided guidance for both mentors and mentees. WIN is actively seeking potential mentors and mentees. If you are interested in being a mentor or a mentee, please fill the following survey to ensure the best mentor-mentee pair.

Mentee: https://surveys.mayoclinic.org/ife/form/SV_9v5h1L6ya3naRcG
Mentor: https://surveys.mayoclinic.org/ife/form/SV_03cimFHXWlyG778

On Behalf of the Mentorship Committee: Mala Sachdeva, Anuja Java, Mira Keddis, Emily Zangla
WIN Fellows School for Leadership Education (FSLE) Program

Vision: To equip nephrology fellows with the skills that they need to succeed, lead and troubleshoot problems in the workplace, generate and accomplish career goals, and to establish themselves as part of WIN in order to advance the field of nephrology for women.

The vision of the program will be fulfilled through five virtual 90 minute “hands-on” workshop sessions over the next eight months, facilitated by WIN leaders, covering the 4 pillars (mastery, management, mindfulness, morale) of the Fellows School for Leadership Education program.

Objectives:
- Morale-building: To create a support network of WIN fellows around the world who are motivated to building their career development skills and to establishing themselves as active members of WIN
- Management of conflict: To equip fellows with the skills that they need to navigate difficult scenarios that may arise in the workplace (i.e., microaggressions, disrespect, hazing)
- Mastery of your future: To teach fellows how to carve out a niche and to successfully secure their desired first job at the culmination of their training
- Mindfulness: To provide fellows with strategies on how to avoid burn-out and to juggle their career with their families, personal health, and outside commitments

A certificate of completion of the WIN FSLE program will be awarded to participants at the time of the Leadership Conference in September 2023.

Committee Co-Chairs: Emily Zangla, DO and Anuja Java, MD

WIN Advocacy Award

Advocate for WIN and win an Advocacy Award!!

Want to learn more about the history and activities of WIN?
Want to inform your Division and other colleagues about WIN?
We can send you a slide deck to share your passion about WIN!

Let us know how you advocate for WIN, and how WIN has been of benefit to your career advancement!
Join us at the World Congress of Nephrology!!

WIN Booth at WCN 23!

Don’t miss the WIN booth in the Global Village in Bangkok! Stop by to say hello and to learn about our latest initiatives.

WIN Table Talk at WCN 23!

March 31st
16:45-17:15

Breaking Down Barriers - Using Networking to Understand Your Barriers to Career Progression with Drs Susanne Nicholas & Liz Lightstone,
Join us at the NKF-Spring Clinical Meetings!!

Come visit us at Booth #116

Susanne Nicholas, MD, MPH, PhD
President

Cybele Ghossein, MD
Treasurer-Advisor

Let us know if you will join us!
win@womeninnephrology.org

WIN is planning to attend the ERA-EDTA meeting!!

60th European Renal Association & European Dialysis and Transplant Association Congress (ERA EDTA)
June 15-18, 2023, Milan, Italy

Let us know if you plan to attend!
win@womeninnephrology.org

WIN SPEAKERS BUREAU

- Get yourself listed!
- Increase your visibility
- Feel confident in launching your career
Save the Date!

2023 WIN Leadership Conference

Leading to Advance Your Career is a WIN-WIN

Keynote Speakers:

Sue Quaggin, MD
Past ASN President
Professor of Medicine
University of Chicago

“Building Your Academic Career Portfolio”

Karl Nath, MD
Professor of Medicine
Editor-in-Chief Medical Journal Mayo Clinic Proceedings
Mayo Clinic, Rochester, Minnesota

“My Career Path Towards Leadership in Nephrology”

When: September 8-9, 2023!

Where: UCLA’s Luskin Conference Center, Los Angeles, CA

Conference Registration coming soon

Next year, we celebrate 40th Anniversary of WIN!!
Los Angeles, CA

Stay tuned!
Want to become a WIN-Chapter?

Join us in congratulating WIN-Florida as the first WIN-Chapter!

WIN Florida State Chapter Update

Florida Society of Nephrology has been a staple organization in the state of Florida for nephrologist for over 50 years. As we embarked on updating our mission statement this year, FSN represents and serves the interests of Florida nephrologists in their pursuit and delivery of quality care for patients with kidney disease, as the only female nephrologist at the table, I was compelled to grow the voice of my female colleagues around the state. With the collaboration of Women in Nephrology executive board members, we are excited to announce that Florida Society of Nephrology is the first WIN chapter. At our 56th annual FSN conference in Bonita Springs, FL, we held our first Women in Nephrology – FSN Chapter banquet with guest speaker Dr. Sharon Moe highlighting the strengths and benefits available through the national Women in Nephrology organization. This event has provided the framework for networking around the state at many different levels including residents/fellows, physician extenders, and pharmaceutical companies taking a keen interest in support of women in nephrology and drawing attention to renal disease patterns that primary effect women. With about 30 people in attendance the outpouring of interest and support has been palpable. For the future we are planning regional women in nephrology events to provide social and career support to one another in surrounding areas. In addition, we hope to continue discussions around awareness and education for female dominant renal disease patterns. FSN leadership would like to thank WIN leadership for this opportunity to collaborate on how we can support more women in nephrology around our state and we are hopeful this model will be the backbone in creating similar chapters around the country to inspire more local collaboration and support of each other as women in nephrology.

Jaime Baynes-Fields, DO MPH, Central Florida Kidney Specialist
Opportunities for Career Advancement

CJASN Editor-in-Chief
CJASN is looking for its next Editor-in-Chief. Applications are due by Wednesday, May 31, 2023, at 4:00 p.m. EDT. More information can be found at asnjournals.org.

The Gerontological Society of America (GSA) Journals Editor-in-Chief
The Gerontological Society of America is accepting applications for Editor-in-Chief. Applications are due by April 30, 2023. More information can be found at https://academic.oup.com/gsa/pages/editor-nominations.

WIN is a sponsor of the 8th annual KIDNEYcon
April 20-22, 2023 at the University of Arkansas for Medical Sciences
For more information: http://kidneycon.org/ibili
Don’t miss out! 
Renew your membership now for 2023! 
Not a member? Join NOW! 
Trainees and Emerita/Emeritus members are free. 
Full memberships are only $75/year.

Renew or join online (scroll down and click the button) 
Email (win@womeninnephrology.org) for more information.

Have an accolade that you would like to share? Have news that our community would benefit from knowing? 
Please email us at win@womeninnephrology.org with your information.

Please pass the word! 
Stay in touch. We want to hear from you!!

If you are a member of these platforms, please consider following WIN!

Know someone who would like to know more about WIN? 
Please forward this newsletter!

WIN is a 501c3 organization. 
Continuing our initiatives requires support from our donors. We are always grateful to them for their generous contributions. If you are considering charitable donations, we encourage you to consider WIN as a worthy recipient.

Donations accepted via
• Wire transfer
• Zelle
• Venmo

Please email win@womeninnephrology.org for more information.