The Exponent

May 1990 THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

UCWBG Members Share Insights on Life Balance at April Program

By Mary Condon

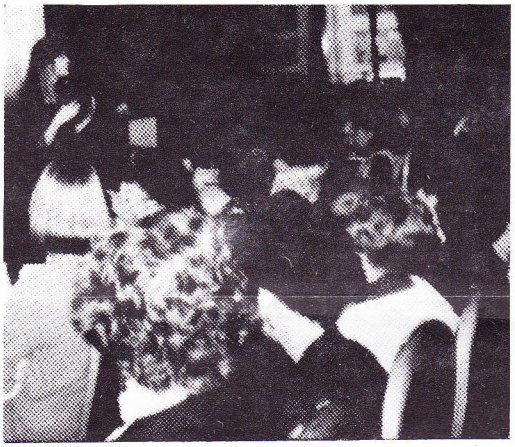
On April 19 at 5:00 P.M. at the Monroe Club, UCWBG's program on balancing work and family opened with a cash bar. The ambience was cordial and elegant. After roughly one-half hour, we sojourned into another area of the club where a large four-row semi-circle of chairs faced the lectern and a four-seat table of panel members.

At the lectern was guest speaker Marsha Smagley of Myerson Smagley, Inc., a human resource and career development consulting firm which she founded. Marsha spoke for about ten minutes on two major aspects of life balance: professional part-time employment and job sharing.

She cited the pressures on companies of the changing demographics and educational levels of the work force, and companies' need to be flexible in the face of "significant work and family issues." Awareness has increased; solutions remain to be seen. Companies are unsure how part-time professionals could or would:

- Supervise full-timers
- Travel
- Be available, accessible
- Meet deadlines
- Develop their careers
- Be paid, given benefits
- Want the duration of the part-time arrangement to last
- Be selected for eligibility for professional part-time work—they fear the entire workforce may want it.

Marsha said that companies are fundamentally inflexible, but now more open to negotiation with valued employees. When you broach the possibility of a part-time schedule with your employer, be ready with specific ideas. For example, have a reasonable assessment of your company's needs and know how many hours you wish to work, the salary and benefit concessions you are willing to trade off, how your job can be handled part time or shared, and what other position in the company you could do well part time. Remind them of the investment they have made in your training. In the end, be willing to accept less than your ideal arrangement. All along, once an arrangement is in place, monitor, renegotiate, and openly communicate with your employer.



Keynote speaker Marsha Smagley addressed the issue of negotiating flexible work arrangements at the April program on life balance.

After Marsha's presentation, the attention moved to the four panelists, longstanding UCWBG members who were invited to speak in honor of the organization's tenth anniversary. The panelists were Joan Sherman, Judith

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June Program Announced: Breaking through Glass Ceiling

By Karen Chromizky

Those of us who grew up in the 1960s and '70s, during the midst of the women's movement, knew things would be difficult out there in the real world, but thought that doors would be open to us. Here we are in the 1990s, and women have made progress in many fields, including those considered non-traditional. There is still a very small percentage of women in some jobs, such as managing director for an investment banking firm. Why is this? Are you at the place in your chosen field where you thought you would be at this point in your life?

In general, have many women bumped against the glass ceiling and left corporate America to become entrepreneurs? Did Black Monday and its resulting layoffs purge many women from Wall Street? What effect will this have on the future of hiring and promoting women in the future? Are opportunities decreasing for the next generation of women?

These and other questions will be discussed at our June program "Breaking through the Glass Ceiling." Our panel discussion will feature women who have

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Inside This Issue

From the President's Desk . . .

Lorena Blonsky
President

Congratulations to Holly Berman for organizing and coordinating last month an outstanding event addressing the issue of life balance. The panelists were informative and entertaining, and the discussions with members and guests were comforting and enriching. Thank you, Holly, for putting together such a worthwhile, interesting program. And, to our members who served as panelists, thank you Barbaragail Dancewicz, Judith Meguire, Joan Sherman, and JoAnn Hinz for sharing your personal experiences in such a delightful, entertaining manner.

Twenty-four new members joined the UCWBG last month as a result of our second annual telethon. As many as sixty others requested information about our organization, with thoughts of joining us in the near future. Thank you, Lynn Messinger, for coordinating the telethon this year, and thanks to all the UCWBG members who made the telethon a success. Welcome new members!

The Board of Directors has not been meeting at the 190 East Delaware building for the past two months. Our usual board meeting locale was the fifth-floor lounge in that building. Since the lounge now contains a concession for students, and the board thought it best to find a more quiet, spacious location where we could hold our monthly meetings. Our Vice-President of Finance, Susan McPherson, has offered the use of a boardroom at LaSalle Partners, where she is employed, and we have graciously accepted her offer. Thank you, Susan.

Kitty Voss, our President-Elect, and I will be meeting with Jack Gould, the Dean of the GSB, at the beginning of May. We will be discussing our relationship with the University of Chicago and how we can continue to help each other. I will provide

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Vice-President's Voice

Carlette McMullan
V-P Programs

When I graduated from the GSB three years ago, my younger sister took to calling me a yuppie. At first I was flattered since I felt as though I had earned this badge. *Yuppie* suggested that I was on a successful, money-making track—or so I thought in June of 1987. Then, as the connotation of *yuppie* grew increasingly derogatory, suggesting conspicuous consumption and extreme preoccupation with oneself, I became alarmed that I might fit the stereotype.

Unfortunately—for it is a great misfortune to admit a younger sister can be right—she had me correctly labeled. Work was becoming an addiction and one that gave me little psychic reward. My association with the UCWBG has personally challenged the legitimacy of this one-dimensional track. Most significantly, the organization, its members, and the problems we regularly wrestle with have raised the question of the appropriateness of the near-exclusive focus upon career and success for a happy, balanced life. While the UCWBG has made me question my own lifestyle, there is a more exciting realization. As a group of women with similar concerns, the UCWBG has power—we can make a difference.

In the first program of the 1990 year, Representative Grace Mary Stern challenged those assembled to form a legislative committee to lobby the Illinois House on issues of concern. She made me think. I subsequently became involved in the pro-choice movement. The panel discussion on balancing work and family had a tremendous response from our membership. Informal groups are interested in meeting on how they have coped with raising children and starting businesses. Discussing flexible work hours and child care issues heightens consciousness—that

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Membership Telethon Rings Up Success

By Lynn Messinger

On March 24, the UCWBG held its second annual membership telethon. From late morning to early afternoon, twelve UCWBG volunteers put their fingers to work contacting prospective members in the Chicago area. Despite wrong numbers, no answers, answering machines, and messages left with significant others, the UCWBG signed up twenty-four new members. Thanks to all who made our telethon such a success!

Welcome to New Members

The UCWBG extends a warm welcome to the following new members who recently joined us. We look forward to meeting you at UCWBG programs and activities.

If you joined the UCWBG as of January 1990 and do not see your name on this list—or did not see your name on the list of new members printed in the April *Exponent*—please call Adrianne Harvitt at 312/726-4501 (office).

Marva Arnold
Darlene Baker
Maurine Baker
Diana Clem
Ollie Karen Dowler
Kathleen Flanagan
Kathleen Gill
Joyce Ann Gjertsen
Jeannette Hamilton
Caren Heller
Amanda Heuer
Janet Hickerson
Susan Hindraker
Hillary Holecek
Carolyn Hoopes
Anne Ireland
Karen Jesso
Jeffrey Kilinski
Dana Korman
Susan Landis-Linville
Amy Lawson
Carolyn Leblanc-Blatt
Nina Matis
Kimberly Matson-O'Malley
Pam Nelson
Nicole Niederer
Michelle Neubauer
Grace Neville
Louise O'Sullivan-Oslin
Ann Ochiltree
Cynthia Ohlrich
Lynn Preston
Tara Rethore
Robin Simon
Jean Synder
Margaret Stueben
Debra Zameic

Handbook of Women's Organizations Available

The 1990 edition of ***A Directory of Chicago Area Women's Organizations***, published by Leigh Communications, Inc., is now available. The directory includes more than 150 area organizations that promote networking, and career and social issues. Each listing contains the organization's name, address, phone number, contact person, number of members, meeting schedule, brief description, and membership requirements. You can order a copy by writing Leigh Communications, Inc., 200 West Superior, #400, Chicago, IL 60610 or by calling 312/951-7600. If writing, include a check for $15.95 (includes shipping). MasterCard, Visa, and American Express are accepted by phone.

UCWBG Week at Downtown Sports Club: May 7–13

May 7–13, 1990, has been designated the University of Chicago Women's Business Group Week at the Downtown Sports Club! During this week, UCWBG members will receive free guest usage at the Downtown Sports Club, 441 North Wabash Avenue.

In addition, UCWBG members will be offered a reduced initiation fee of $250 (regularly $475), if they choose to join during this special free week. After this week, UCWBG members will still qualify for the club's reduced corporate initiation fee of $400.

To take advantage of this opportunity, simply bring this announcement in your copy of *The Exponent* to the Downtown Sports Club membership office, and you will be issued a one-week pass. There will be an additional fee for court usage; just reserve a court through a club operator (312/644-4880) and have a credit card number ready.

The Downtown Sports Club welcomes the University of Chicago Women's Business Group and hopes members enjoy their free week of fitness. For more information, call the membership office at 312/644-4880.

Women in Business Have Yellow Pages

You can support the growth of the women's business community by participating in the ***Women in Business Yellow Pages*** as:

- Advertiser
- Consumer
- Businesswoman
- Corporation
- Sponsor

For more information and to order your copy, call 708/470-2520 or write P.O. Box 87524, Chicago, IL 60680-0524.

Meguire, Barbaragail Dancewicz, and JoAnn Hinz. They are all married, the mothers of first-grade twins, an eight-year-old girl, three young children, and four grown children respectively. Each spoke separately of her own situation.

Joan is a part-time professional in systems development with Discover Card, a Sears subsidiary. She had been at home with her children for five years before recently returning to the workforce. Her most salient advice was to take time to formally assess your values and priorities.

Barbaragail Dancewicz described her experiences balancing personal and work priorities in a number of different work situations.

Joan Sherman shared her insights on returning to the work force part time after being a full-time mother.

If possible, stay with the same employer to retain important benefits like accrued vacation time, pension, etc. If you do stop work completely, at least maintain your contacts. She prefers five mornings per week to three full days. Stay for lunch to build relationships.

Judy has always worked full time. She is a principal in the public accounting firm of Laventhol & Horwath. Her view is that she is working two full-time positions. When she returns home at night, her second job begins. There is no letting down. Her highest priority is being a wife and mother. She is pleased that no professional obstacle has been so difficult that she could not surmount it and go on. She advised that one must be flexible, organized, and energetic. Two specific recommendations she made were to view your child-care person as an extension of the family, and to be open with people at work about your private life, a sacrifice which has helped her effect her dual role.

Barbaragail is a past president of the UCWBG. With an engineering background as well as her M.B.A., she has run the gamut from being a full-time working mother, to owning her own business, to being a full-time mother at present. She stressed the need to remain "fluid," as each pregnancy and child is unique in its requirements. She regaled us with her stories of her first pregnancy's water breaking in the board room, and her second pregnancy's labor beginning with some of the same men present, only this time at a convention of a non-profit organization. She advised all to be prepared for change and to stay involved with both business women and full-time mothers.

Judith Meguire spoke about balancing family commitments with a demanding full-time work schedule.

Lastly, JoAnn spoke. She and her husband own a database consulting firm. Her unique parenting situation involved a Mr. Mom husband and four children who are now grown. Her early pioneer work as a working professional mother and, incidentally, one of the founders of the UCWBG prompted her to wax philosophical on the topic of life balance. She claims she "never balanced anything, but prefers to see living as an art form." She read a short poem her poetess grandmother wrote over a ninety-year life span, "I Let Him Go" (included at the end of this article by popular demand). Unpoetically summarized, it advises mothers not to clutch at their children at many of the child's most crucial life points, but to gradually surrender the child up to his own life. She personally advised women to share with their children their values, enjoy their childhoods, and treasure memories of time spent together. She also suggested that, along the way, "you must train your children to leave and your husband to stay." Romance has its place in this balancing scheme of things, too.

Joanne Hinz stressed the importance of sharing values with children and knowing when to let go of them, regardless of the work situation that a woman chooses.

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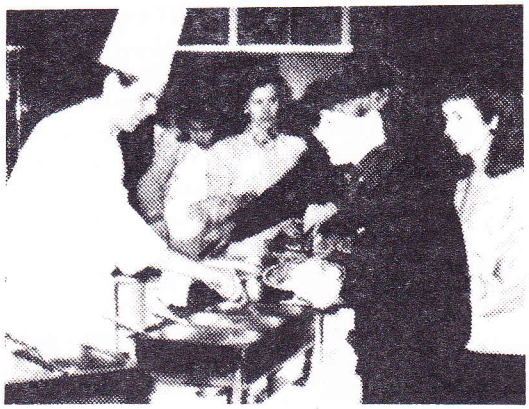
April Program, cont'd from page 4



UCWBG members and guests approached the pasta and salad buffet as eagerly as they sought food for thought about life balance.

And so did food have its place at the end of this heartwarming and informative evening. The group of eighty persons adjourned to a scenic dining area, where a sumptuous pasta and salad buffet was served, topped by coffee and wonderful room-temperature chocolates. A good life should be balanced more the way of this evening, we think!

Eighty UCWBG members and guests at the April program shared their experiences and thoughts about life balance in small discussion groups over dinner.

I Let Him Go

By JoAnn Hinz's Grandmother

He was mine alone
From that first second
Until the miracle of birth.
I saw his father bending over him.
I let him go.

Holding his chubby hand in mine,
He walked to school.
At the gate he slipped from me
And entered alone.
I let him go.

I watched him grow,
Mother's boy still.
Ranging himself beside his father,
He said, "Us men."
I let him go.

I sent him cupcakes in his laundry case
And eagerly awaited his letters.
His studies now beyond my comprehension,
Physics, chemistry, mathematics.
I let him go.

He met the girl he loved
And went away to make his home.
Devoted to a wife and babies
And his profession.
I let him go.

Unborn, he was mine alone.
Baby, little boy, scientist,
Student, husband, and father—
Now to death,
Unreconciled,
I let him go.
I let him go.

June Program, cont'd from front page

broken through this barrier. They will discuss the obstacles they faced en route to their present positions.

Watch for a forthcoming flyer with all the details (date, time, place, speakers), and additional information in the June *Exponent*!

President, cont'd from page 2

some detail regarding the outcome of our meeting in the June *Exponent*.

I look forward to seeing all of you at our tenth anniversary party in just a few short days. I am proud to serve as President of the UCWBG and proud of how much we have accomplished in ten years. I look forward to celebrating our achievements with all of you!

Lorena Blonsky
President

Vice-President, cont'd from page 2

of our own, our significant others, our work associates, and our managers. It doesn't have to be all or nothing—by that I mean a fulfilled life *or* a successful career. The managers before us often grew up in an autocratic environment where there was only one way to get from here to there. As women M.B.A.s working together to organize programs that reflect problems we face, we have an enormous opportunity to contribute to more humanistic work environments. I encourage you to look up from your pile of papers and messages to take a longer perspective and to join us at our meetings. You can make a difference and you can make friends—we can create more of a co-destiny with our work.

Carlette McMullan
VP--Programs

Dear Elizabeth, cont'd from page 6

instincts as you allocate your personal resources. Make place for the compensating pleasures of life. Replenish yourself outside of work. You need emotional ties, too.

Fondly,
Elizabeth Nod

Much of the advice given here is attributable to the book Women's Burnout *by Dr. Herbert Freudenberger and Gail North published in 1985 by Doubleday B. Company, Inc.*

If you have a work-related problem, and would like help, write Dear Elizabeth at:

Elizabeth Nod
University of Chicago Women's Business Group
630 Green Bay Road
P.O. Box 350
Kenilworth, Illinois 60043

Dear Elizabeth

For the Educated/Sophisticated/Achievement-Oriented Working Woman by Elizabeth Nod, a nom de plume *of a 1976 University of Chicago M.B.A.*

Dear Elizabeth,

As a recent graduate of the M.B.A. program, I am finding that my education has not prepped me for a major task in my new career—report writing. Every month or so I am required to crank one out, a situation which I am finding difficult. Any suggestions?

No Hemingway I

Dear No,

Ah, your letter broaches a subject so close to my heart! Your letter also forces me to advise you to discard the wry humor (your signature) and colloquialisms ("prepped," "crank one out") probably so close to your heart. At least do so when you write in a professional vein. There one must avoid slang, be formal, keep a professional distance, and be erudite.

Good writing starts with good analysis and clear understanding. Good writing is:

- Fair
- Unbiased
- Skillful, an element which requires ongoing attention
- Correct

  Use a dictionary—both when you write and when you read. Use *Roget's Thesaurus* for diversity and *les mots justes* when needed. Use *Elements of Style* or *Essential Editing* both by Strunk and White, published by MacMillan, or *Words Into Type*, published by Prentice-Hall, for aid in style. Read well-written material like the *Wall Street Journal* and the *New York Times*, especially William Saffire's column in the Sunday magazine section, "On Language." In it he discusses such issues as nuances of meanings, hairsplitting points of grammar, and the newest usage such as "standing on line" versus "in line."
- Interesting—be specific: not "Recent sales were good," but "April sales were up 23% from last year."
- Unrepetitive
- Brief, not wordy
- Focused—having a central theme, and perhaps a small hierarchy of sub-themes
- Organized—break down the overall report-writing process into steps:
  - Data collection through interview, PC, reading
  - Brainstorming
  - Outline
  - First draft
  - Introduction, or lead paragraph
  - Development of major and sub-ideas
  - Conclusion
  - Projections or recommendations
  - Editing
- Flexible—experiment with titles and report formats
- Rhythmic—let your style emerge
- Written quickly in first draft, edited later
- Edited first for content, then proofed for punctuation and grammar
- Considerate of the reader—in the final edit, take the point of view of those who will read your report to ensure you are communicating

Lastly, here are three points of style that might be helpful to you:

1) Use the active, not passive, voice.
2) Put important information at the beginning and the end of sentences, paragraphs, and whole reports.
3) Do not overuse your pet words, for example, "essentially," "very."

Thank you for a letter that allows me to hold forth.

Sincerely,
Elizabeth Nod

Much of the advice given here is attributable to Melanie Payne's article, "Good Writing Skills Perk Up Dull Reports" from the June 19, 1989, issue of Marketing News *(AMA) and to the* Executive Action Series *#298 published December 1984 by the Bureau of Business Practice.*

Dear Elizabeth,

In my last job, I had felt I was stagnating. I had made a few mistakes (missed a deadline, had difficulty getting along with a colleague), so I decided to move on, start fresh in a new position, a new beginning. Initially, my enthusiasm, drive, and energy level were unsurpassable. I brought two very large and important clients into the firm, proposed innovative presentation techniques that were well-received, and generally impressed all with my rapid idea generation. Two months later I am running out of steam. My efforts are wearing thin. I am working extensive overtime just to keep up. I am worried about sustaining this momentum and about my future here. Please help.

Nervous Workaholic

Dear N.W.,

Or should I address you as Ms. Perfectionist? Before you take offense, let me state that you are not alone in your attempted perfectionism in the workplace. Our current culture in ways supports this sort of thinking but perhaps we can gain some perspective on the phenomenon.

One area you might particularly address is your apparent terror of making mistakes. You left your last position largely due to having made a few. All employees make mistakes, and, remember, an error or two does not a failure make. What you must do, N.W., is better battle your self-doubts. You must reassess past successes and accomplishments. Remind yourself of your competence, talent, and creativity; and more strongly integrate that thinking into your daily self-perception.

A second area to note is that fine line between impossible and realistic standards. When you let down on the latter, not the former, you deserve self-correction.

Finally, I would say that, yes, the honeymoon is over in your new place of employment. Now, steady, persistent performance is the order of the day and will be regarded well. Remember that worry consumes energy. Working overtime is sometimes used as compensation for overblown remissions. Pushing to excess can be self-defeating. Listen to your

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Career Connections

Jacqueline L. Cochran, '77, Campus, has been named General Manager and Chief Operating Officer at SoftKat, a Grace Distribution company, and the nation's leading distributor of education and home software. Congratulations and best wishes to Jackie in her new position. She can be reached at SoftKat's offices located at 20630 Nordhoff Street, Chatsworth, CA 91311, 818/700-9000.

Lilly Golden, '89, 190, has changed jobs to become Management Assistant at LaSalle Partners, 305 East Shuman Boulevard, Suite 575 in Naperville, Illinois. Previously, Lilly was an IBM Marketing Representative. Lilly can be reached at home at 708/655-4916, 102 Naperville Road, Clarendon Hills, IL.

Chandra Greer, '90, Campus, has taken on a new position with Leo Burnett USA after graduating in March of this year. Chandra is a Client Service Associate with Leo Burnett at 35 West Wacker Drive, Chicago, IL 60601. Her phone number there is 312/220-5959.

Suzanne C. Keers, '88, 190, has been promoted from Senior Management Analyst to Director of Management Systems Support Group at Rush-Presbyterian/St. Luke's Medical Center. Suzanne can be reached during the day at 312/942-4242.

Carolyn Mainguene, '81, 190, has changed jobs to become Vice-President of Securities Services at Continental Bank. Carolyn may be contacted at the bank at 231 South LaSalle, Seventh Floor, Chicago, IL 60697. Her phone number there is 312/828-6057.

Barbara McGloin has changed jobs from Director of Placement to Director of Career Management Services, Part-Time M.B.A. Programs for the University of Chicago Graduate School of Business, 190 East Delaware. Barbara can be reached at 312/266-3442.

Faith Reimer, '88, Campus, has moved to a new home at 5928 North Kenneth Avenue, Chicago, IL 60646. Faith may be reached at her new address at 312/725-6740.

Lynn N. Stegner, '79, Campus, has changed jobs to take a position as Assistant Treasurer of Eclipse, a private manufacturer in Rockford, Illinois. Lynn can be reached at work at 815/877-3031.

Deborah Grover Wente, '87, Campus, has been promoted from Senior Market Analyst, Kohler Company, to Product Manager-Glass Showers and Shower Doors, Kohler Company. Deborah may be contacted at Kohler at 338 Edgewater Road, Sheboygan, WI 53081.

Don't forget to let us know about your awards, speaking engagements or published articles for notice in Career Connections!

Career Connections

Please let us know if you have **moved** or **made any changes** in your career or personal life lately. Send information and a photo, if desired, to **UCWBG Career Connections, c/o Diane Dahl, 1763 North Sedgwick Street, Apt. 3-N, Chicago, IL 60614.**

Name _____ Class Year _____ ☐ Campus

Day Phone _____ ☐ 190 ☐ XP _____

Type of Change: (include old and new title, company, and other pertinent details)

☐ Changed jobs/employment status
☐ Received award/recognition
☐ Started/expanded family
☐ Promoted
☐ Panelist or guest speaker/published article
☐ Other (started new company, etc.)
☐ Appointed to Board of Directors
☐ Moved

_____

_____

Please indicate any changes to home or business address/phone. Write "Do Not Publish" next to any information you do not wish to appear in Career Connections.

Home _____ Phone _____

Work _____ Phone _____

Calendar

May

5 **UCWBG Tenth Anniversary Party**

9 GSB Alumni Career Management Program:
"Successful Job Search Strategies"
Leo Burnett Building, 35 West Wacker Drive, 6:00 P.M.
Contact: Ellie Workman, 312/702-3936

11 GSB Pre-Follies Reception
Quadrangle Club, 1155 East 57th Street, 6:00 P.M.
Contact: Melanie Marhefka, 312/702-7727

19 UCWBG Board Meeting and June *Exponent* Deadline
LaSalle Partners, 11 South LaSalle Street, 9:00 A.M.

20 UC²MC Event:
"A Day on the CTA: History and Culture in our Town"
Quincy and Wells, 11:00 A.M.
Contact: University of Chicago Alumni Association, 312/753-2175

June

1-3 Reunion 1990 Weekend
Campus
Contact: Melanie Marhefka, 312/702-7727

16 UCWBG Board Meeting and July/August *Exponent* Deadline
LaSalle Partners, 11 South LaSalle Street, 9:00 A.M.

Send Calendar listings to The Exponent at the address below or phone Jo Anne McCarthy at 312/454-7503.

The University of Chicago Women's Business Group

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Kenilworth, Illinois 60043

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Address Correction and Forwarding

Celebrating Ten Years!

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