

# The Exponent

February, 1985

An Official Publication of the University of Chicago Women's Business Group

## On the Road to Success

What does it take to make your career the success you want it to be? For some answers, be certain to join us for a stimulating evening with one of the outstanding professionals in the fields of career assessment and women in business.

Bea Young is the Senior Vice President and Operating Head of Chicago Operations of Harbridge House, Inc., a Boston-based international consulting firm. She is also a graduate of the University of Chicago where she studied for her BA, MA, and PhD. She has been a consultant with many Fortune 100 companies, such as Exxon; Merck and Co., Inc.; Sears; ITT; and Harris Bank. Most of her consultation time is spent with the top management on affirmative action issues.

Young will share some of her own experiences, as well as learning gained from her interactions with her clients regarding their reactions to women's career strategies. She will help to put in perspective some helpful concepts and recommended actions. Come prepared to share your own experiences, take notes, and develop action plans for your own career.

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Published bimonthly by  
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**Monday**  
**MARCH 18, 1985**

**PERSONAL PR:**  
**INDIVIDUAL STRATEGIES FOR CAREER MOBILITY**

Presentation by

**Bea Young**  
**Senior Vice President**  
**Harbridge House, Inc.**

University Club	5:30—6:15 P.M.
8th Floor	Cash Bar
76 E. Monroe Street	6:15—7:00 P.M.
	Dinner
\$24.00 Members	7:00 P.M.
\$26.00 Guests	Presentation

All reservations and cancellations must be received by noon, Friday, March 15, 1985. Thereafter, reservations will be accepted as cancellations are received. Use RSVP form below or call Lyn Stupay or Sue Weeks at 875-7115, then mail the RSVP form and check.

**RSVP for March 18, 1985**

**Personal PR: Individual Strategies for Career Mobility**

Name \_\_\_\_\_ Daytime  
phone \_\_\_\_\_

Guest(s) \_\_\_\_\_

Amount enclosed \_\_\_\_\_ (\$24 members; \$26 guests)

Send form with check payable to University of Chicago Women's Business Group by noon, Friday, March 15, to: University of Chicago Women's Business Group, Program Committee, P.O. Box 637, Chicago, IL 60690.

# Reflections . . .

by Barbaragail J. Dancewicz  
1985 UCWBG President

"You've come a long way, baby!" That well-worn phrase kept dancing through my head at a recent joint board meeting as the '84 board presented their summary reports and the '85 board discussed plans for the future. As an organization, we've come a long way in a few short years, and so many people have contributed to our success.

Our biggest success has been our most basic goal—the creation of a network of high caliber professional women. I continue to be thrilled to learn how often women in the group have utilized other members, both formally as consultants and clients, and informally as contacts for names, ideas, and other information. As recently as the January 22 dinner I learned of two more members who had employed other members. Many members have also become social friends with other UCWBGers. Contributing to this network development have been some of the tools of the group: a better organized membership directory, the Exponent, Job Lines, Career Connections, and the general and career development programs. *Every* member has contributed to this networking success, if only as a name in the directory as a *potential* contact. That's why it's so important that our membership continue to grow, to add diversity and experience to our network.

There has been a steady improvement of all of our resources over these few years. It's always easier to build on a good foundation. The Exponent and Job Lines have become more regular and the content improved. Attendance at programs has more than doubled. The Dean of the Business School, the Alumni Office, and others have written us congratulating our efforts. It's become easier to get better speakers and more cooperation from CEOs and executive recruiters as we have been perceived as a more "powerful" group.

The perception of our group by "outsiders" is important to all of us. In addition to improving and diversifying ourselves from within, we need to set our sights elsewhere. One way of doing this is to develop a group of honorary members made up of women in high places who exemplify the successful businesswoman. The recent selection of Hanna Holborn Gray as our first honorary member is our first step in that direction. (If you have a suggestion of an honorary member, please call Helen McCreery of me.)

We are also considering the sponsorship or co-sponsorship of a major event, similar to the Executive Club and University of Chicago co-sponsored Business Forecast Luncheon. We're currently looking at a seminar on business startups. There are many events we could co-sponsor with other women's groups. An example might be the forthcoming **Health Issues for Women** lectures noted in this issue. Contact Sue Weeks or give me a call with suggestions.

We are considering the establishment of a small

scholarship for a struggling U of C MBA female student with great potential. Give any thoughts you have on amount, criteria, or whatever to Mary Cipriano or me.

Feel free to call any Board member with suggestions and ideas. They've volunteered their time to make this organization work and want your participation in achieving our mutual goals. Better yet, join a committee and help implement your ideas.

My style as your new president will be to lead where appropriate, but equally to motivate all of you to get the most from your membership by contributing and leading in your own way. I hope these brief reflections assist you in getting started.

## Your Newsletter

The Exponent is *your* newsletter, because you are a member of the University of Chicago Women's Business Group. There is plenty of room on these pages for words from you. If you know of noteworthy activities of members, contact a member of the Internal Communications Committee, so we can share the story. Do you have comments on UCWBG or an article in The Exponent? Do you face a dilemma about being a businesswoman that you want to share for input from members? Again, let us know. The Exponent doesn't have full-time reporters, so we need your help to make this newsletter interesting and helpful for you.

## Women on Boards of Directors

Linda O'Bryant sent The Exponent a Chicago Tribune article reporting a trend among major corporations to get women on their boards of directors. The executive search firm Heidrick and Struggles said that 49.6% of Fortune 1000 firms they surveyed had at least one female director, compared to 43% in 1983 and 41.3% in 1982. (For 1984, they found that 4% of all directors were women.) Are any UCWBG members aware of a trend toward more female directors? If any of you are directors, or have been asked to serve on a board, The Exponent would like to learn about your experiences.



## REVIEW . . .

It seems appropriate in the first issues of Job Lines, 1985, for Sally Hughes, the Vice President of the Career Management Committee during 1984, to highlight the accomplishments of the Committee over the past year.

The objectives of the Career Management Committee during 1984 were to provide information on career development to members and to increase the effectiveness of the organization as a network. The Committee's activities fell into three categories: programs, publications, and networking.

### Programs

In March we co-sponsored a Career Development Seminar with Northwestern University Professional Women's Association. This workshop, entitled "Image and Self-Projection," was the most intensive program UCWBG had offered to that time. The program was extremely successful, with over 90 in attendance. Evaluations of the program by those attending were excellent.

Later in the year, we decided to take advantage of the prestige of the UCWBG and professional contacts of our members by experimenting with another new format for a program — Executive Breakfasts. The first breakfast was held in September and hosted by John Richmond, Chairman and Chief Executive Officer of Dart and Kraft. The second was in November and hosted by Donald Craib, Chairman and Chief Executive Officer of Allstate Insurance. These events provided rare opportunities for small groups to meet with top executives of major corporations.

### Publications

**Job Lines** helps to maintain the visibility of the UCWBG to members, encourages interaction among members, and gives us a presence among Chicago companies and search firms. During 1984, we changed the look of the newsletter with the new masthead and logo. The job listings were expanded, and some new features were tried. Thanks to Linda O'Bryant, "Career Connections" was started and continues to be successful.

### Networking

A list of some Chicago-area executive search firms was compiled and has been made available to members interested in job changes. With help from Irene Marquez, we began collecting resumes of members to provide information on them in addition to that in the directory. The "Career Connections" column in Job Lines also helped here by publicizing changes about members to members.

Finally, I would like to thank the Career Management Committee — Betsy Anderson, Ellen Carnahan-Walsh, Katie Kenny, Barbara Shafer, and Wendy Rosenholtz — for making this such an enjoyable and productive year.

— Sally Hughes

Those achievements provide such an excellent base for 1985 that this year's primary objective will be one of fine tuning. Job Lines will be broadened to include a greater variety in both type of position and industries represented. The Executive Breakfasts will continue and other programs on career-related topics will be offered. Because the networking that occurs as a result of both the programs and the publications is the most valuable by-product of the Committee's efforts, we want to encourage as much communication as possible between the membership and the committee. In order to expand Job Lines, we need to establish contact with reputable search firms. If you have had a good experience with a firm, please call or write the committee to pass it on. Also, if you are aware of a position within your own organization, let us know about it. The potential benefits of the publication are tremendous if we use it. Please let me know if there is anything more we can do.

— Michele Hunt

## CAREER CONNECTIONS

### JOB CHANGES

**ALISON CHUNG**, 190: To Senior Consultant in Data Processing, PRICE WATERHOUSE, from Systems Engineer, IBM. New work address: 200 East Randolph Drive, Chicago 60601; telephone 565-1500 ext. 3926. (She is listed in the 1984 Directory under her former name, Alison Li Yeung.)

**JOANNE S. CONNOLLY**, '81: To Senior Business Systems Analyst, UNITED AIRLINES, from Associate Consultant, TOUCHE ROSS & CO. New work address: Box 66100, EXOBA, Chicago 60666; telephone 952-4266.

## CAREER MANAGEMENT COMMITTEE

Michele Hunt, Vice President	
Career Management	641-2301
Betsy Anderson	492-3370
Ellen Carnahan-Walsh	329-3404
Sally Hughes	364-8804
Wendy Rosenholtz	321-2968
Barbara Shafer	641-5775

# POSITIONS

**SENIOR FINANCIAL ANALYST.** \$250 million division of a Fortune 500 company located in Chicago. Responsible for controlling planning activity at the plant level. Requires a cost accounting background and two years experience in financial analysis. Salary in mid \$30's. Call Kevin Foley, Foley Associates, 830-2977.

**MANAGER OF FINANCIAL ANALYSIS AND BUDGETS.** Fortune 500 company in Chicago. Manager supervises a staff of three. Requires MBA and 4-8 years financial experience. International experience a plus. Salary in the low \$50's. Contact Kevin Foley, Foley Associates, 830-2977.

**SENIOR WRITER.** SPSS Inc., developer and marketer of mainframe and microcomputer software for data analysis and presentation, is looking for an individual with a demonstrated talent for understanding technical material and explaining it to others in clear, organized prose. Responsibilities include designing and writing documentation, working closely with software designers and programmers, and leading teams in major documentation projects. Requires experience writing in a technical area; experience in data analysis a strong plus. Competitive salary plus full company benefits. Send resume to SPSS Inc., Recruitment Office, 444 N. Michigan Ave., Chicago, IL 60611.

**PENSION INVESTMENT CONSULTANT:** Mellon Bank in Pittsburgh is looking for an MBA with several years of experience in pension investment. Certified Financial Analyst preferred. Salary commensurate with experience. Relocation benefits. Please contact Aruna S. Ramamurti, MBA '75 at 412-234-3783.

**VARIOUS POSTIONS:** Financial and commodity trading firm (not a brokerage firm) is trying to fill various positions including desk and pit traders. High GPA, loyalty, honesty and being a team player are important criteria. Money open. Call Synergistics Associates at 346-8782.

**ENTRY LEVEL CONSULTANT:** Entrepreneurial market research consulting firm located off Michigan Avenue. 2-4 years business experience with an MBA required. Prefer market research experience but will consider other technical or analytical background. Will train. Salary in the mid \$30,000's plus bonus. Contact Barbara Peterson, Edwards and Sowers 266-1100.

**SENIOR COMPENSATION ANALYST:** Headquarters compensation and benefits position of \$7 billion division. 3-6 years of salary administration and executive compensation experience. Responsibility will also include international benefits and sales compensation activities. Salary from \$35,000 to 45,000. Contact Barbara Peterson, Edwards and Sowers 266-1100.

**MICRO SOFTWARE PRODUCT MANAGER.** SPSS Inc. The successful candidate will develop and implement product marketing plans, budgets and programs, evaluate product performance and recommend product pricing and service policies, and assume a leadership role in all product promotion activities. Requires high energy level, excellent communication skills, and creativity. Looking for 4-6 years marketing experience in the applications software industry or similar marketing consulting experience; strong interest in and usage of microcomputer software; working knowledge of applied statistical analysis. Send resume and salary history to: Recruitment Manager, SPSS Inc., 444 North Michigan Ave., Chicago, IL 60611.

**CONSULTANTS:** A Big Eight firm is looking for Management Advisory Service Consultants with an emphasis on Data Processing. Call Synergistics Associates at 346-8782.

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## CAREER CONNECTIONS

Mail form to CAREER CONNECTIONS, UCWBG, P.O. Box 637, Chicago, Illinois 60690 or call LINDA O'BRANT at 447-4929 with information.

NAME \_\_\_\_\_ PHONE \_\_\_\_\_

TYPE OF CHANGE \_\_\_\_\_

(Changed companies; changed jobs within the same company; promoted with new title - and more money; made partner in firm; started own company; made director of company/organization; received an award/recognition; elected to office or committee chair; received grant/scholarship; won sports event, etc.)

BEFORE

AFTER

Company/Organization or Event \_\_\_\_\_

Title/Position/Award \_\_\_\_\_

Background Information \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## UC President Tells Members About Running a University

by Karen Schenkenfelder

Tuesday evening, January 22, approximately 50 UCWBG members heard Hanna Holborn Gray, tenth President of the University of Chicago, describe the business of administering a university. While this job is at times regarded as a lesser role, Gray told the group that she finds satisfaction in enabling others to do the work of a university. To her, being an enabler is an expansion of a commitment to teaching and learning.

According to Gray, running a university is only partly analogous to running a business. She divided the job into three roles:

1. Corporate CEO—The University of Chicago is a corporation that does a lot of business. It has a half-million-dollar budget, including a medical complex, a publisher, and a bookstore. To run this, Gray works with people hired for their business skills.
2. Faculty chairperson—A university president's governance is shared with the faculty. Gray's work includes joining the faculty in the deliberation and discussion needed for imaginative policy decisions.
3. Mayor of a small city—According to Gray, the university is a civic community operating 24 hours a day. Problems that come to her have ranged from a parent's concern over a student's meals to whether towels are available in the Field House.

More specifically, Gray described the university president's most important activities as being: (1) choosing people; (2) acting as internal and external spokesperson; and (3) enabling people.

In Gray's view, universities today are not only larger and more complex than in the past, but are of higher quality. She expressed enthusiasm about her role and noted that the business aspect of running a university is the means to ensure that resources can be used for what is important—well into the future.

Gray also described her experiences on corporate boards and the role of the university's trustees, as well as the considerations that shaped the decision to start a computer science department.

A mixture of students and alumni, from 190 and campus, enjoyed the chance to mingle at the East Bank Club. The opportunity to meet people continued throughout the evening. Attendees changed tables after salad and before duck, and again after duck and before mousse. That way, more people had an opportunity to visit with Hanna Gray—and one another. Barbaragail Danczewicz, UCWBG President, presented Gray with a certificate denoting her the group's first honorary member.

## How to Get More Mileage from Your Membership

by Helen McCreery

Two of the most outstanding benefits of your UCWBG membership are networking and Job Lines. A critical factor in both of these benefits is membership size. A broad membership increases your networking sources and makes Job Lines more interesting to our potential sources of jobs.

How can you increase your benefits? **Help us with membership!** How about finding just one more member? You'll be doing yourself and your new member a good turn. Please give me a call with your name(s) and idea(s). My work number is 222-4522; my home number is 565-0571.

**CHECK YOUR MAILING LABEL.** The spelling of your name and address as they appear on your mailing label are the same as they will appear in the 1985 Directory. If there is an error, please call Helen McCreery (222-4522 days; 565-0571 evenings).

## Looking Ahead

This year The Exponent will add to its emphasis on the UCWBG's greatest asset, its members. Future issues will include interviews or profiles of individual members. Many members have fascinating careers or experiences that the rest of us would like to hear about. If you know of such a member, please drop a note to Karen Schenkenfelder, VP, Internal Communications, 148 N. Humphrey, Oak Park, IL 60302. Maybe we can learn from your experiences! (Rest assured, each member profiled will have a chance to OK the article before publication.)

Maybe you'd like to put in a few hours helping to get The Exponent out? Doing an interview or two? Tell Karen Schenkenfelder you'd like to be a member of the Internal Communications Committee.

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Published monthly by  
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