

The Exponent

March 1985

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

Member Profile: Barbaragail J. Dancewicz by Karen Schenkenfelder

Under pressure (she doubted that the UCWBG President was the person to profile first), Barbaragail Dancewicz agreed to tell *The Exponent* how her career got started. We think you'll agree her story is interesting enough to justify the arm-twisting it took to get it. Barbaragail noted that the lack of obvious straight career paths available to her was representative of where many women found themselves at the time she started out (1971).

Barbaragail's career started at the same time as her marriage. Neither she nor her husband had yet finished college; they settled down near Yale, where he went to school and she discovered that no one wanted to hire the wife of a senior—she wasn't likely to be around long—and Barbaragail became a Xerox operator. Her next home was Boston, so that her husband could attend (dare we reveal it?) Harvard Business School. It was in Boston that Barbaragail's career began to take shape.

She went to the world headquarters of ITT-Sheraton, where she was asked the usual question: "Can you type?" She couldn't, so she was hired to be the receptionist for the executive floor, with the promise of a management training program in six months. That's how Barbaragail came to be in the right place at the right time.

One day the corporate insurance manager complained to Barbaragail that he had to go overseas but meanwhile had to develop a corporate health and safety manual and corporate safety program in light of new OSHA legislation. Barbaragail volunteered to do it for him, citing as experience some engineering and economics courses and her writing ability. All she needed from the insurance manager was technical material and information on the organization's structure. Four 600-page books to read and many long days

later, Barbaragail amazed the insurance manager by turning in the needed manual. He was so impressed that he made her his administrative assistant in the Safety and Health department. In her new job, Barbaragail took a some courses and developed a formal plan for computerized monitoring of safety and health-related changes.

All was well until Barbaragail heard her boss talking to someone about hiring a corporate health and safety manager and about what "he" would do. Later, Barbaragail confronted her boss and asked, "What do you think I'm doing?" He doubted that she was, at 21, qualified, she persuaded him to reconsider and take her on location to test her knowledge. Barbaragail convinced her boss that she understood the technical aspects of the work and thereby earned her new position, which meant managing safety and health conditions and policies for about 60 hotels.

Achieving that position was not the end of Barbaragail's career struggles. After two years as health and safety manager and more time consulting for Sheraton overseas, she came to Chicago to attend the 190 Program. In Chicago, she found that no one would hire her for other than entry-level jobs, because she hadn't finished college. She started a consulting business, took college courses, completed her degree, and then looked for an employer to pay for B school. She worked for the National Safety Council in several management positions, then left in the fall of 1982 to start a consulting firm, Targeted Consulting and Communications, Inc., which provides marketing and consulting services to firms that sell safety and health equipment or provide safety and health services. The consulting business is successful, Barbaragail told *The Exponent*, and she is pleased with the flexibility that such work allows her.

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Five-Dollar Certificate for Those Who Help

A review of the ambitious and achieving group we have in the UCWBG suggests that we may not be incorrigible (in the negative sense), but we probably know a good deal when we see one. We all went to the u of C, right? Well, have we got a deal for you! How does a \$5 discount on future functions sound?

Seriously, to reward you for your efforts in bringing new members into the group, the Membership Committee will provide a \$5 certificate refundable on a future UCWBG function to any member who sponsors a new member in March or April. Either bring the member-to-be to a meeting or have her call me at 222-4522 or 565-0571. Thanks for your help.

Helen McCreery
VP, Membership Committee

Published monthly by
INTERNAL COMMUNICATIONS COMMITTEE:

Karen Schenkenfelder, VP,
Internal Communications
Mary Patricia Chapin
Barbaragail J. Dancewicz
Phyllis Ezop
JoAnn D. Hinz
Katie S. Kenny
Jane Ranshaw

Address correspondence to: Karen Schenkenfelder, 148 N. Humphrey, Oak Park, IL 60302.

SPECIAL OFFERS FOR MEMBERS

Thanks to the efforts of the Membership Committee, UCWBG members can make use of two special offers from stores that specialize in clothing for business-women:

1. Jackie Renwick will host a free seminar titled The Variety of Professional Looks Available to Business-women Today. Those who attend will receive a gift certificate toward merchandise at Jackie Renwick stores. The seminar will be at 6-7 P.M. on Wednesday, April 10, 1985. It will take place at the new store at 20 N. Michigan Avenue, first floor. RSVP 266-8488, Monday-Friday 11 A.M.-7 P.M. or Saturday 9 A.M.-5:30 P.M.

2. Louise W. stores will give a \$25 gift certificate with the purchase of \$200 or more of regular-price merchandise, good through March 31, 1985, at any of the four Louise W. stores: Water Tower, 105 N. Clark, Oak Brook Center Mall, Plaza del Lago in Wilmette. The UCWBG membership card must be presented for members to be eligible for this special offer.

Special thanks are due to Ann Pollack, who arranged these offers.

OPPORTUNITY TO IMPROVE NEGOTIATING SKILLS

Agnes Roach shared with *The Exponent* an invitation from the Northwestern University Professional Women's Association to UCWBG members to attend a seminar titled Negotiating for Results: How to Get What You Really Want. The seminar is intended to help participants define their objectives in negotiating situations, discover the other parties' objectives, maintain control of the negotiation process; communicate clearly and unambiguously; find the best areas for compromise; and learn from past successes. The speaker, Rita Cashman, has been a professional training and communications consultant for nine years.

The seminar will be held at the Inn of Chicago, 162 E. Oak Street, on Saturday, March 16, 1985, from 9 A.M. to 2:30 P.M., with registration and coffee at 8:30 A.M. The \$55 price includes lunch. For information and to register, contact Pam Pound, 346-1221 (O) or 328-2483 (H).

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.

Statistical Clippings

Deborah Harrold, of the GSB Alumni Office, passed along a couple of news clippings of potential interest.

From the *Saturday Review*, she sent lists of the top six graduate schools attended by top women managers (U of C was #2), the top six attended by top men managers (U of C was #4), and the top five undergraduate schools attended by top executives (U of C wasn't on the list). The #1 graduate school on the list of women was New York University; the #1 graduate school on the list of men was Harvard. We're not sure what this means, if anything. If you have an idea, let us know; meantime, we're holding off on using it for cocktail party conversation.

The other clipping was an editorial from *Chicago Business* that contained excerpts from Bureau of Labor Statistics weekly median averages of 1983 incomes of women and men in various occupations. In every category, male earnings were higher, with female-to-male ratios varying from 24.7% for physicists and astronomers to 99.7% for registered nurses. Earnings ratios that might be of particular interest to members include: economists, 57.6%; financial managers, 62.7%; sales representatives, financial and business services, 65.4%; officials and administrators, public administration, 69.9%; engineers, 82.7%; lawyers, 87.9%.

Member Profile:

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Barbaragail noted that, having worked within corporations and as a consultant to them, negotiating the hurdles of corporate politics is the demanding requirement in getting ahead. She said that two factors important to her career have been finding a mentor at each place she worked and maintaining a strong commitment to professional organizations in her field.

Editor's Note: Future profiles won't all be of UCWBG board members! If you know of someone we should tell about, contact the Internal Communications Committee. In particular, if you know of someone in a family-owned business, call Jane Ranshaw (477-7000, work; 281-0932, home); if you know of someone in a health-related field, call Pat Chapin (861-1400, work; 642-0835, home).

REMINDER

Monday, March 18, 1985

PERSONAL PR:

INDIVIDUAL STRATEGIES FOR CAREER MOBILITY

a presentation by

BEA YOUNG

Senior Vice President, Harbridge House, Inc.

University Club
8th Floor
76 E. Monroe St.

5:30 — 6:15 P.M.
Cash Bar
6:15 — 7:00 P.M.
Dinner
7:00 — 8:00 P.M.
Presentation

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



POSITIONS

BUSINESS SYSTEMS CONSULTANT: Major Loop holding company. Primarily financial systems applications, interfacing with corporate office executives. Desirable experience should include systems design in mainframes, micro experience and telecommunications. Salary \$45,000 to \$55,000. Contact Jim Ellis, Edwards and Sowers 266-1100.

COMMERCIAL LENDING POSITIONS: Major Loop banks and other Midwest locations. At least two years' lending experience. Both domestic and international positions. Salaries range from \$35,000 to \$50,000. Contact Jim Ellis at Edwards and Sowers 266-1100.

DECISION SUPPORT SYSTEMS CONSULTANT: \$100 million manufacturer located in northern suburbs. Responsibilities: to design and implement systems in a business environment. 2-3 years' business experience. Looking for a business generalist, not necessarily a DP background. Salary to \$40,000. Contact Bob Bartz, Edwards and Sowers 266-1100.

RELATIONSHIP MANAGER: Major Loop bank. Institutional pension investment recommendations and client contact. At least two years' institutional pension investment experience and statistical background. Salary: \$40,000 to \$60,000. Contact Jim Ellis, Edwards and Sowers 266-1100.

MANAGER, LOAN ADMINISTRATION: Major international bank in Loop. Manage a staff growing to 25 people in loan administration. International banking operations experience a plus, funds transfer, documentary credits, etc. \$45,000. Contact Jim Ellis, Edwards and Sowers 266-1100.

SYSTEMS CONSULTANT: Firm located in downtown Chicago. 3-8 years' systems experience, large IBM mainframe and user business systems. Database and some detail design a strong plus. Some travel. Compensation to the mid \$40's. Excellent career advancement opportunity. Contact Bob Bartz, Edwards and Sowers 266-1100.

CORPORATE COMPENSATION MANAGER: Major financial services organization located in Loop. Will develop corporate-wide compensation programs and strategies. Requires 5 years of executive compensation and salary administration experience. Emphasis in designing incentive plans and use of the Hay system is preferred. Will supervise 2 professional analysts. Salary from \$45,000 to \$50,000. Contact Barbara Peterson, Edwards and Sowers 266-1100.

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.

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.

NOTE: We select the jobs included here for their broad appeal to our membership. In addition to these, the recruiters usually have other positions available with more technical or unique requirements. Feel free to contact them directly or let us know what kinds of jobs you'd like to see.

—Michele Hunt

PROMOTIONS

MELINDA J. THOMAS, 190 '80: Promoted to Treasurer (chief financial officer), NATIONAL SAFETY COUNCIL, from Comptroller. The Council is a non-governmental, not-for-profit organization with 15,000 members.

JOB CHANGES

ROSEMARY MEDE, 190 '84: To Manager, Staffing/Development, ALLIED FISHER SCIENTIFIC in Fair Lawn, New Jersey, from Manager, Quality Circles, ABBOTT LABORATORIES in North Chicago. New home address: 522 Longview Place, Cliffside Park, New Jersey 07010, telephone 201-796-7100.

CAREER MANAGEMENT COMMITTEE

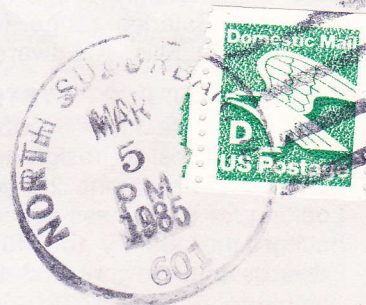
Michele Hunt, Vice President	
Career Management	641-2301
Betsy Anderson	492-3370
Ellen Carnahan-Walsh	329-3404
Sally Hughes	364-8804
Katie Kenny	664-7200 X4559
Wendy Rosenholtz	321-2968
Barbara Shafer	641-5775

This month in *The Exponent*...
..the first in a series of member profiles
..special offers for UCWBG members
...seminars on negotiation and career strategies



**The University of Chicago
WOMEN'S BUSINESS GROUP**

UCWBG • P.O. Box 637 • Chicago, Illinois 60690



CAREER CONNECTIONS

Mail form to CAREER CONNECTIONS, UCWBG, P.O. Box 637, Chicago, Illinois 60690, or call KATIE KENNY at 664-7200 X4559 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; moved, etc.

BEFORE

AFTER

Company/Organization
or Event _____

Title/Position/Award _____

Background Information _____

