

The Exponent

SEPTEMBER 1985

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

Building for the Future

by Sue Weeks

Perhaps the greatest challenge in running a business is knowing when new strategies are needed to sustain growth. In the process of redirecting Playboy Enterprises, Christie Hefner will share the challenges involved in this demanding task.

As president and chief operating officer of Playboy Enterprises, Inc., Christie Hefner oversees policy, management and strategy in all areas of the company and also serves on the board of directors. She was named president in 1982, and early in 1984 she assumed the additional title of chief operating officer.

In addition to directing Playboy's operations, Hefner is active in a number of community and national organizations. Listed in Who's Who of American Women and Who's Who in Finance and Industry, she also recently became the first woman elected to the Chicago Chapter of the Young Presidents Organization.

Join us for some fascinating insights.

MEMBER PROFILE: MARION SITKIEWICZ

by Phyllis Ezop

Editor's Note: It's exciting to see ways members use their personal resources to make successes out of opportunities. We think this story about Marion is a good example of someone who made admirable use of her talents. If you know of a member whose experiences might be of interest, please contact the Internal Communications Committee.

Marion Sitkiewicz became president of the family wire business when her brother, who had agreed to spend ten years running the company after their father died, announced unexpectedly that his ten years were up and he was leaving town. Although she had worked after graduating college, Marion was a full-time homemaker and mother of five at the time of her brother's announcement. She had no major prior involvement with the wire industry or with Midwest Wire

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Published monthly by
INTERNAL COMMUNICATIONS COMMITTEE:

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Tuesday October 1, 1985 MANAGING A CHANGING BUSINESS ENVIRONMENT

a presentation by

Christie Hefner

President and Chief Operating Officer
Playboy Enterprises, Inc.

Metropolitan Club 66th Floor	5:30-6:45 p.m.	Open bar and light buffet Presentation
Sears Tower Chicago	6:45 p.m.	

\$16.50 Members

\$18.50 Guests

All reservations and cancellations must be received by Friday, September 27, 1985. Thereafter, reservations will be accepted as cancellations are received. Use RSVP form or call Sue Weeks or Martie Monahan at 875-7115, then mail the RSVP form and check.

RSVP for October 1, 1985

Managing a Changing Business Environment

Name _____

Daytime phone _____

Guest(s) _____

Amount enclosed _____ (\$16.50 members; \$18.50 guests)

Send form with check payable to University of Chicago Women's Business Group by noon, Friday, September 27, to: University of Chicago Women's Business Group, Program Committee, P.O. Box 637, Chicago, IL 60690.

Expanding Our Reach

by Barbaragail Dancewicz

1985 UCWBG President

This month I'd like to share some news, hot off your Board of Directors conference table: the decision has been made to extend our 1986 membership drive to *all* UCGSB women grads, regardless of location, not just those in the Chicago metropolitan area. Earthshattering? Hardly. Exciting? Yes. Beneficial to current Chicago area members as well as those away? Definitely!

As you may recall from a previous *Exponent* article, a UCWBG chapter has recently been formed in Washington, D.C. That group is moving ahead quickly; about 50% of its potential members have joined and two meetings have been held. We are currently looking at another city to establish a chapter on the DC prototype. Within a few years, we should have 8-10 chapters. Nonetheless, there are many women grads in cities where there will never be enough people to establish a chapter. Yet these persons can still benefit from a UCWBG membership and those of us in the Chicago area can still benefit from having them as part of our network.

Let's look at some mutual benefits:

1. First, when traveling to another city or others traveling to Chicago, there are contacts available — people you can meet with, for social purposes and/or to acquire information, business, etc.

2. Second, when considering relocation there are persons to contact. Just last week I received a call from a current member located in another state who's considering relocating to Chicago. I suggested several members with whom she could discuss career strategies and opportunities. I've also received calls from members relocating from Chicago and asking if we have members elsewhere.

3. Third, as our membership expands geographi-

DC-Baltimore Area Chapter Schedules Second Meeting

The second meeting of the DC-Baltimore Area Chapter of the UCWBG is scheduled for Saturday, September 21, when Dr. Linne Bourget (MBA '69) will speak on Positive Communication and Business Excellence.

Bourget is an organization and management development consultant based in Bethesda, Maryland. Her firm, Positive Management Communication Systems, specializes in group dynamics, team building, responsibility charting, stress management, positive communications, time management, self-management, managing change, and managing for the future. Over the past twenty years, Bourget's clients have been as varied as Digital Equipment Corporation, the Federal Executive Institute, the U.S. Office of Personnel Management, the University of Virginia, and Branchlands Corporation. Her major emphasis is on helping people bring out the best in themselves and in each other in their work and home environments.

The prospect of hearing from Linne Bourget on such a relevant topic is very exciting. We look forward to a second stimulating meeting.

Becky Hudecek, Chairperson (703/759-7581)
Lisa Lecker, Secretary/Treasurer (703/841-6180)

cally and we are perceived as a national network, so will the positions that recruiters list with us in *Job Lines*.

4. Fourth, a broader network of "volunteers" is important to successfully implementing some of our long range plans, such as a national videoteleconference or some regional events, sponsored in conjunction with the university.

5. Fifth, the bigger and more diverse we are, the more "clout" we have, with the university, vendors, recruiters, and others.

Our 1986 membership drive will begin in October. If you know women UC grads in other cities — friends, people you graduated with, other people in your firm — please give them a call and encourage them to join. It will be well worth it — for all of us!

— GIVE US YOUR OPINION — ON MEMBERSHIP BENEFITS

Over the last few months, the Membership Committee has been attempting to obtain additional benefits for the membership of the UCWBG. You may recall that earlier this year we arranged for a free fashion show and merchandise discounts at Jackie Renwick and Louise W stores.

We would like to have your opinion of the benefits you would like to have and those that are of little interest to you. Would you take a minute to fill out the short questionnaire below or give Ann Pollack (947-0296) or Helen McCreery (565-0571) a call?

Rate on a scale of 1 to 3 the desirability of the following potential benefits to the UCWBG:

- 1 = Very desirable**
2 = Moderately desirable
3 = Not important

Discounts on:

Leather Goods _____
Movies* _____
Restaurants* _____
Personal Services _____
(Hair, Manicures, etc.) _____
Magazines and Journals _____
for Business (Business Week, _____
WSJ, etc.) _____
Magazines for Women _____
(Working Woman, Glamour, _____
Working Mother, etc.) _____
Newspapers _____
Clothing _____
Travel Services _____
Other Retail Stores — please _____
specify the type _____

Fashion Shows _____
Other _____

*These would involve a five- to ten-day lag time between ordering and receiving the coupon.

Please return to:

Ann Pollack
5020 S. Lake Shore Dr.
#1506
Chicago, IL 60615

OR Helen McCreery
233 E. Wacker Dr.
#2607
Chicago, IL 60601



POSITIONS

SENIOR ASSOCIATE, TECHNICAL MANAGEMENT: Prestigious Chicago firm. Staff of 20+. Very large project. Salary to \$75,000. Contact Synergistics Associates 346-8782.

MANUFACTURING SYSTEMS CONSULTANTS: Major consulting firm in Downtown Chicago. 25% travel. Salaries from \$40,000 - \$70,000. Contact Pat Pedicone, The Clayton Group 953-2299.

EXECUTIVE DIRECTOR OF 2 TRADE ASSOCIATIONS: For-profit company managing a number of trade associations. Deal with women's groups. Looking for business experience with budgets, coordination and planning different activities as well as organizing and implementing programs. Responsibilities include conducting board meetings and acting as a facilitator in setting goals for which the associations will work out the details. 20% travel to conventions, board meetings and conferences. Salary to mid \$40's plus. Contact Vivian Fabbro, MKM Consultants 644-5100.

DIRECTOR, SYSTEM DEVELOPMENT: \$3 billion Wisconsin firm. Number two position in very large-scale IBM environment. Salary \$70,000+. Contact Synergistics Associates 346-8782.

INSTRUCTIONAL DESIGN SPECIALIST: Responsible for the design and development of management training programs. Some stand-up training required but emphasis is in program design. Will create new programs and will modify or enhance ongoing programs. Excellent writing skills required. Salary \$40,000 to \$50,000. Contact Gordon Edwards, Edwards & Sowers 266-1100.

BUSINESS CONSULTANT: National consulting organization, downtown Chicago. Consult in general business, finance, systems and marketing. 4-8 years' relevant experience in one or more of these areas. Opportunity to broaden business experience into other functional areas. Travel. Salary \$35,000 - \$50,000. Contact Bob Bartz, Edwards and Sowers 266-1100.

PIT TRADERS, DESK TRADERS, FINANCIAL ANALYST & MICROCOMPUTER ANALYST: LaSalle Street financial and commodity trading firm. Salary open. Contact Synergistics Associates 346-8782.

CAREER MANAGEMENT COMMITTEE

Michele Hunt, Vice President	
Career Management	951-6202
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

STRATEGIC PLANNING ANALYST: Acquisition oriented Fortune 500 company seeking candidates with strong analytical and quantitative skills. Participate in key business development and planning projects with promotion into line management in two years. High potential profile with top school MBA is required. Will train; related experience not necessary. Salary \$35,000 to \$45,000. Contact Gordon Edwards, Edwards & Sowers 266-1100.

SALES SUPPORT POSITION: Requires 6-12 months' CICS coding experience. Assisting sales representatives in working with prospects. Good personality necessary. Some travel. Salary to \$35,000. Contact Pat Pedicone, The Clayton Group 953-2299.

MANAGER, TECHNICAL SERVICES AND OPERATIONS: DOS/VSE/CICS environment. IBM 4361 shops. Manage technical support, computer operations and printing shop. Staff of 12-15. Near O'Hare location. Requirement is technical support not operations. Salary to \$40,000. Contact Synergistics Associates 346-8782.

EDP AUDITORS: Senior and supervisor-level positions available in suburban and downtown locations. Some travel required. \$35,000 - \$55,000. Contact Pat Pedicone, The Clayton Group 953-2299.

DATA COMMUNICATIONS SPECIALISTS: Several positions from senior level to manager. Suburban locations. Salaries to \$40,000. Contact Pat Pedicone, The Clayton Group 953-2299.

DATA PROCESSING MANAGER: Downtown location - law firm. Staff of 5 with significant growth potential. IBM 4331 DOS/VSE/CICS. Salary to \$40,000+. Contact Synergistics Associates 346-8782.

PROJECT LEADER: Suburban locations. Requires at least one year of supervisory experience in Burroughs or IBM environment. Salary to \$37,000. Contact Pat Pedicone, The Clayton Group 953-2299.

PROJECT MANAGER: Suburban locations. Requires 2-3 years' supervisory experience in IBM or Burroughs environment. Salary to \$43,000. Contact Pat Pedicone, The Clayton Group 953-2299.

PROGRAMMER/ANALYSTS: COBOL, CICS, PL/1 or FOCUS. Approximately 20 positions available. Requires 2-5 years' experience. Salaries to high \$30's. Contact Pat Pedicone, The Clayton Group 953-2299.

IMS DB/DC PROGRAMMERS/ANALYSTS: Consulting firms, financial institutions or software vendors. Salaries \$30,000 - \$45,000. Contact Pat Pedicone, The Clayton Group 953-2299.

OS/MVS SYSTEMS PROGRAMMERS: Suburban and downtown locations. Salaries to \$45,000. Contact Pat Pedicone, The Clayton Group 953-2299.

TRAFFIC MANAGER - COMMUNICATIONS: Voice and data communications. Planning of local and remote voice and data network required. Number two person in department. North Michigan Avenue location. Salary open with \$40,000 - \$50,000 preferred. Contact Synergistics Associates 346-8782.

MANAGER, SYSTEMS AND PROGRAMMING: Staff of 3 programmer/analysts. Number two position but hired to be Director. DOS/VSE/CICS shop with 80% Assembler. Must be able to work with Assembler. Located in Northbrook, IL. Salary to \$45,000+. Contact Synergistics Associates 346-8782.

This month a new firm, **MARK BOYENS & ASSOC.,** is being introduced by a familiar contact: Suse Delsing. She formed her own company in the spring of this year and concentrates search efforts in all areas related to data processing. Her new number is 677-1821.

CAREER CONNECTIONS

Gail A. McKay's new address is 222 S. Figueroa, Apt. 1417, Los Angeles, CA 90012

Donna M. Salvatore is now Vice President, AMOCO Venture Capital Co., and has a new home address: 155 Harbor Dr., #4801, Chicago, IL 60601. Home phone number: (312) 565-0486.

Debra L. Stetter is now an Economic Research Analyst, The Northern Trust Company, Economic and Government Affairs Department, 50 S. LaSalle St., Chicago, IL 60675. Phone: 444-4865. She lives at 1040 Elmwood, Wilmette, IL 60091. Phone: (312) 256-0670.

DIRECTORY NOTES

Extra Directories are still available for \$5 each. Please call Helen McCreery at 222-4522 or 565-0571 to obtain one.

The final addition to your directory is enclosed. Our total membership is now over 385 members!

CAREER CONNECTIONS

Please let us know if you have **moved** or **made any changes** in your career lately. Send information to CAREER CONNECTIONS, UCWBG, P.O. Box 637, Chicago, Illinois 60690, or call KATIE KENNY at 664-7200 X4559 with information.

NAME _____ CLASS YEAR _____ CAMPUS

DAY PHONE _____ AGE* _____ 190

*Crain's Chicago Business requires age

TYPE OF CHANGE: CHANGED JOBS
 (Include old and new title, PROMOTED
 company, and other APPOINTED TO BOARD OF DIRECTORS
 background information.) RECEIVED AWARD/RECOGNITION
 OTHER (moved, started a new company, etc.)

Please indicate any changes to home or business address/phone.

HOME _____ PHONE _____

WORK _____ PHONE _____

DC BALTIMORE AREA CHAPTER

ADAMS, Marjorie E.
4501 Arlington Blvd., Apt. 323, Arlington, VA 22203 703-522-1117
Director of Market Research, Booz, Allen & Hamilton,
4330 East West Highway, Bethesda, MD 20814 301-951-2571

ATLAS, Gloria
1123 Halesworth Dr., Potomac, MD 20854 301-294-0710
Financial Program Manager, 1350 Piccard Drive, Rockville, MD 301-921-8222

BECHANAN, Nancy
10947 Middleboro Dr., Damascus, MD 20872 301-253-2240
Controller, James A. Federline Inc., 26 W. Diamond Ave.,
Box 6004, Gaithersburg, MD 20877 ext 236 301-948-8950

BOURGET, Linne
6229 Walhonding Road, Bethesda, MD 20816 301-229-9376
Positive Communications, 6229 Walhonding Road,
Bethesda, MD 20816 301-229-9376

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4201 Cathedral Ave., NW, Apt. 617E, Washington, DC 202-363-0441
U.S. Alternate Executive Director, International Monetary
Fund, 700 19th St., NW, Washington, DC 20431 202-473-7761

DAVIS, Minnie
2701 Park Center, Apt. B1009, Alexandria, VA 22302 703-845-8294
Consultant/Senior Staff, Arthur D. Little Inc., 600 Maryland
Ave., SW, Room 850, Washington, DC 20024 202-646-1500

DOWNEY, Leslie K.
9029 Fairview Rd., Silver Spring, MD 20910 301-585-9756
Sr. Specialist, International Pricing, General Electric Information
Services, 401 N. Washington St., Rockville, MD 20850 301-340-3602

GANNON, Ann Marie
1734 Q St., NW, Apt. 3, Washington, DC 20009 202-387-0846
Associate, Booz, Allen & Hamilton, 4330 East West Highway,
Bethesda, MD 20814 301-951-2389

HERSHNER, Karen
1129 N. Taylor St., Arlington, VA 22201 703-524-0633
Senior Consultant, Price Waterhouse, 1801 K St., N.W.,
Washington, DC 20006 703-524-1188

HUDECEK, Rebecca
10003 Scenic View Terrace, Vienna, VA 22180 703-759-7581

LECKER, Lisa J.
1601 18th St., NW, Apt. 906, Washington, DC 20009 202-483-8849
Systems Analyst, American Management Systems, Inc.,
1777 North Kent Street, Arlington, VA 22209 703-841-6180

MARTANCIK, Claudia A.
706 Anneslie Road, Baltimore, MD 21212

MORAWSKI, Frances
1415 S. Pollard St., Arlington, VA 22204 703-521-7996

NOETHER, Monica G.
927 S. 26th St., Arlington, VA 22202 703-684-0623
Economist, Federal Trade Commission, Washington, DC 20580 202-634-7089

SAMUELS, Jean
4320 Ellicott St., NW, Washington, DC 20016 202-686-0426
Manager, MCI Telecommunications, 701 S. 12th St.,
Arlington, VA 22202 703-486-4685

WACHTEL, Bonnie K.
1711 Massachusetts Ave., NW, Washington, DC 20005 202-745-4960
Vice President, Wachtel & Co., 1101 Fourteenth St., NW,
Washington, DC 20005 202-898-1144

NEW MEMBERS — CHICAGO

ATAYAN, Taylor J.C., 1986, Campus
451 W. Belmont, Apt. 35, Chicago, IL 60657 248-6923

CAMPBELL, June C., 1985, Campus
1705 N. Crilly Court, Apt. 2W, Chicago, IL 60614

CREADY, N. Gwyn, 1986, Campus
22512 Jackson Ct., Richton Park, IL 60471 748-5813
Assistant Director Alumni Fund, U of C
5733 S. University Ave., Chicago, IL 60637 962-8873

KUPPE, Ann Wilhelmina, 1985, Campus
814 Prospect, Winnetka, IL 60093 446-2820
Corporate Finance Associate, Mellon Bank

GAUL, Nancy D., 1988, 190
553 Plank Road, Naperville, IL 60540 369-6309
Associate Engineer, Amoco
200 E. Randolph, Chicago, IL 60601 856-7995

MULLER, Katherine D., 1988, 190
1750 N. Mohawk, Chicago, IL 60614 951-8780
Sales Representative, Data Resources, Inc.
625 N. Michigan Ave., Suite 1111, Chicago, IL 606011 440-2400

NOPPE, Ann Marie, 1985, Campus
3600 N. Lake Shore Drive, #312, Chicago, IL 60613 348-1808
Marketing Manager, Opelika Manufacturing Corporation,
361 W. Chestnut Street, Chicago, IL 60610 664-8300

SALK, Ami N., 1984, Campus
2230 N. Orchard, #302, Chicago, IL 60614 472-2489
Associate Account Representative, First National Bank of Chicago,
One First National Plaza, Chicago, IL 60670 407-1985

TROTTER, Denise O., 1986, Campus
5460 S. Cornell Ave., #2W, Chicago, IL 60615 643-6126
Student Intern, Helene Curtis Industries, 325 N. Wells St.,
Chicago, IL 60610 661-0222

An Inside Story on Boards of Directors by Karen Schenkenfelder

At the August 26 meeting of the UCWBG, conversation was lively. Members had a chance to mingle over drinks and dinner and to hear Jean Allard tell us what boards of directors are really like. She ought to know. Besides being a partner in the law firm of Sonnenschein Carlin Nath & Rosenthal, Allard serves on the boards of Commonwealth Edison Company, LaSalle National Bank, and Maremont Corporation.

Allard soon had her audience smiling and chuckling, as she explained the details of boardrooms and board members. According to her, the characteristics of a boardroom are: dim lights (on all the time); a very long mahogany table; high-backed chairs; crystal chandeliers that illuminate paintings (always "faces of ancient men"); brass name plates; bulky director's notebooks (which never leave the room); large ashtrays for cigar smokers; and a carafe with crystal glasses (if the company is doing well) or paper cups (if it is not). What directors do: listen to management and committee reports; ask questions and request additional information; vote; welcome each other; talk during presentations; doze; make notes about things to do; and move their chairs back and forth, to look at slides. Allard said moving chairs is the primary activity, and thus it is best to sit in a chair with casters. It's unfortunate that space limitations preclude giving all of Allard's witty descriptions, as she gave the audience a sense of what being on a board is like that a more serious description would have failed to do.

More seriously, Allard explained that boards are creatures of state laws, with their duties and responsibilities defined by state, and sometimes federal, legislation. Boards adopt by-laws, call shareholder meetings, and conduct prior review of mergers and takeovers. They establish corporate objectives, as well as select senior executives and monitor personnel practices to see that there is competent management at all levels of the organization. Because of increasing exposure to liability, board members must be sure that financial reporting is in place and operating and must monitor major business developments.

Board members can be current or former executives within the organization or can be recruited from outside the organization. The trend is now for the outside group to become the majority. In Allard's words, there is no question that board members are "essentially old management boys." Outside board members tend to be friends of inside members.

Allard cited a study by Korn Ferry to describe patterns in board membership. She noted that women, former government employees, and academicians have each as a group made gains in representation on boards. Those whose membership is decreasing include attorneys who represent the company, commercial and investment bankers, and retired executives.

Most board members have been located by the board's chairman, other members, or the nominating committee (which tends to reach outside the usual channels). Executive searches are sometimes used to find board members. Board members are typically over 50 and tend to look for peers; a younger woman has to have something exceptional to be selected. The nature of the selection process makes it clear that a person wanting to be a director should get to know those already on boards, those in the so-called old boys' network. This means gaining visibility — for example, through civic activities, volunteer work, or fund raising. Gaining visibility means looking for ways one can make a contribution, not just ways to get on a board, and it means being a "fun, enthusiastic, delightful person to work with," explained Allard.

Another way to get on a board might be to get to know people in the banking or venture capital world. These people are sometimes looking for directors for private corporations.

A would-be board member could tell such contacts that she is available to help out if needed.

Allard expressed bemusement at the desire to be a board member. While it involves prestige, satisfaction and some money, the role also brings with it substantial legal liability. Allard gave some examples of the unpleasantness of being on trial, as well as the pressures of time and the "humiliation" of being in the public eye.

Liabilities aside, Allard was encouraging. She ended by observing that the sure way to being on a board is to be a CEO. She offered that as a goal to strive toward.

Member Profile

Continued from front page

Specialties, the firm her father founded in the 1940s.

With no particular training for the company presidency, Marion had to learn fast. Her brother agreed to stay on for three more months, and Marion worked closely with him. It was a challenge, but as Marion said, "If you're interested, you learn quickly."

Marion did not encounter resentment because she was a woman. Everyone knew she was part of the family and accepted her as the new president. They all assumed, however, that her husband would be helping her. He did not.

When Marion took on the job, she expected merely to preserve the business so that it would be available if one of her children or her brother's children would be interested in running the company. Soon she realized that if you merely preserve, by just holding on, you eventually begin to die. She abandoned the holding idea and started managing the business to achieve growth.

The company now has a staff of 40 employees, and sales have more than doubled since 1977, when Marion became president. Some of the children may come into the business one day, but right now Marion really enjoys her job. "You get into everything," she said when explaining that her position involves all phases of the business, including accounting, sales, production, and even handling customers whose checks repeatedly bounce.

Marion describes her primary function as "talking to people." She has to deal with the production manager when he has excess capacity and he is yelling to get the salespeople going. She must also handle the salespeople when they think production is not keeping up. "It's a juggling act," she said.

Midwest Wire Specialties produces made-to-order wire products, such as point-of-purchase displays, material handling baskets, guards and components. Nothing is stocked. Everything is made to customer specification. Orders may be from small firms or from large accounts. For example, the company makes material handling baskets for AT&T and display parts for Sears.

When Marion felt she had used up all of her accumulated experience and ideas, she enrolled in the University of Chicago Executive Program to get an MBA. She has found the courses on general management, especially the management of people, most useful.

Marion also serves on the board of Ravenswood Hospital. She learned a great deal from other board members and from the hospital staff. She feels that this experience has helped her in her position as head of the family business.



Christie Hefner to speak October 1. See page 1.

**Desperately Needed:
Bright, Energetic Women for Volunteer Work**

We're looking for women interested in serving on the UCWBG Board or working one of the committees in 1986. Areas to consider: programs; newsletter; finance; membership; public relations; administration; career management/continuing education; and new chapter start-up and support.

Please send the following reply form to:

Mary L. Cipriano
1127 Hibbard Road
Wilmette, IL 60091

Or call (312) 937-2225 (work) or (312) 251-1726 (home).

Name _____

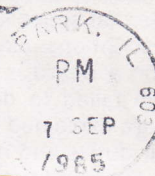
Home phone _____ Work phone _____

Office or area of interest _____



**THE UNIVERSITY of CHICAGO
WOMEN'S BUSINESS GROUP**

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



Lectures Offered on Women's Health Issues

The Nursing Department of Prentice Women's Hospital and the Chicago Maternity Center are sponsoring a series of four lectures on health issues for women. The lectures, which will be given from 5:30 to 7:00 on the first four Wednesdays of October, are titled: Women and Stress — How to Identify It; Women and Stress — What to Do About It; Fitness Throughout the Life Cycle; and Delayed Childbearing.

The programs will be held at 303 East Chicago Avenue, Chicago, and the fee is \$5 per program, which includes a wine and cheese reception at 5:00 p.m. For further information, call (312) 908-7503.

The Parkway Eleanor Club

The Eleanor Association sent us a mailing about the Parkway Eleanor Club, a private residence for women that is located at 1550 North Dearborn, Chicago. The Parkway provides a furnished room, one or two meals daily, and other amenities on a temporary or longer term basis at an average rate of \$90 per week. The Eleanor Association recommends the Parkway to women continuing their education in corporate or academic programs, employed women who are on a budget or too busy to maintain their own apartments, and women recently relocated and acclimating to Chicago. If you'd like more information, call Jill Goranson, Executive Director, The Eleanor Association, (312) 664-8245 or (312) 440-1154.