

The Exponent

NOVEMBER, 1986

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

NEGOTIATING SKILLS WORKSHOP

Managers who can't negotiate with their bosses, peers, subordinates, clients, and customers won't be productive for themselves or their company. This inability to negotiate often produces arguments, friction, power struggles, and other non-productive activities.

With this in mind the Career Management Committee and Motivation Systems presents:

NEGOTIATING SKILLS

November 15, 1986

Fee: \$40 members; \$50 non-members

Location: 190 Delaware Place

Schedule: 8:30 to 4:30

(Lunch and refreshments will be provided.)

The objectives of the seminar are ambitious:

- 1) To analyze and evaluate all variables involved in the negotiation process (credibility, audience, topic, message, environment);
- 2) To alter opponents' expectations through non-manipulative logic and power;
- 3) To plan, organize, and execute a psychological strategy of presenting positions concerning key issues;
- 4) To develop and refine negotiating skills, applying them to job-related experiences.

We hope to see you there! Please send by **November 7, 1986** a check and the form below to: UCWBG, c/o The Carroll Group, 875 N. Michigan Avenue, Suite 3311, Chicago, IL 60611. Attendance limited to 40.

Name: _____

Amount Enclosed: \$ _____

Telephone Number: Days _____

Evenings _____

Join us to celebrate
the Holiday Season...

Good Food
Good Friends
Good Raffle Prizes
Lots of Champagne...

HOLIDAY PARTY

Tuesday

December 9, 1986

5:30 p.m. - 7:30 p.m.

HORS D'OEUVRES & CHAMPAGNE

East Bank Club \$6.00 Members
500 N. Kingsbury \$10.00 Guests
River View Room

All reservations and cancellations must be received by 12:00 noon, Friday, December 5, 1986. Thereafter, reservations will be accepted as cancellations are received. Use RSVP form or call Debbie Mahnke 875-7115, then mail the RSVP form and check.

RSVP for December 9, 1986

"HOLIDAY PARTY"

Name _____

Daytime phone _____

Guest(s) _____

Amount enclosed _____ (\$6.00 members; \$10.00 guests)

Send form with check payable to University of Chicago Women's Business Group by 12:00 noon, Friday, December 5, 1986 to:

University of Chicago Women's Business Group
Program Committee
P.O. Box 637
Chicago, IL 60690

President's Comments

by Sue Weeks

1987 Membership Drive

Linda O'Bryant, Vice President of Membership, and her Committee have now launched the 1987 Membership Drive. All Chicago alumnae of the Graduate School of Business were invited to the October 14, 1986 meeting at which Sue Gin was the guest speaker. We had an excellent turnout with almost 50 guests, many of whom had responded to our special invitation. The national drive will contact all alumnae of the Business School over the next few weeks.

Survey of Non-Chicago Members

To better serve the needs of all our members, we are now in the process of preparing a questionnaire, as a follow-up to our Spring Survey of Members, that will address the specific interests of non-Chicago members. This should be mailed within the next several weeks. Directors Irene Tesitor and Julie Virgo are spearheading this effort.

Annual Meeting

Our Annual Meeting will be held on December 9, 1986. At this meeting we will review the accomplishments of our organization over the last year, elect

officers for 1987 and vote on proposed new bylaws. It will be an important meeting for you to attend. Plus, traditionally this is also our Holiday Party, so after the serious business is over, there will be champagne and other festivities.

Proposed Bylaw Changes

At the October 18 Board of Directors Meeting, Vice President of Administration Joanne McCarthy reviewed the final draft of our proposed new bylaws. The new bylaws will be mailed to all members thirty days prior to the Annual Meeting to give all members a chance to review them. Joanne and her Bylaws Committee have done an excellent job preparing bylaws to serve a growing organization. Some of the important recommended changes are to include a President-Elect among our officers to provide for orderly succession to the position of President. We are also proposing the creation of the specific title Vice President-Chapters to have specific responsibility for helping our Chapters develop.

1987 Committees

We are still interested in hearing from all members who want to participate more actively in our organization in 1987. It takes the help of lots of people to help our successful organization continue to grow. Plus, new ideas help provide a continually fresh perspective.



THE UNIVERSITY OF CHICAGO
WOMEN'S BUSINESS GROUP

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

BOARD MEMBERS

President: Sue Weeks 875-3633
VP, Administration: Jo Anne McCarthy 454-7503
VP, Programs: Kathleen Holoubek 875-1679
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Sally Israel (813) 539-3889
Margaret Powell (904) 247-1893
Jane Renz (813) 425-3807

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Karen Hershner (703) 524-0633
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Director-At-Large: Leslie Downey (301) 294-5652

The Exponent is published monthly by INTERNAL COMMUNICATIONS COMMITTEE:

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Internal Communications JoAnn D. Hinz
Nancy Bruggemeyer Katie S. Kenny
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Barbaragail Dancewicz Agnes Roach
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Address correspondence to: Marge Waterstreet, 2215 N. Bissell, Chicago, IL 60614, (312) 472-1159



Chester L. Karrass's negotiating secrets

The following excerpts were taken from the November 1, 1986 issue of *Boardroom Reports*:

Beware of deliberate errors that unscrupulous opponents make when negotiating. *Example:* A deal is made at one price, but the price is written down incorrectly. *Best counter:* Protest immediately to your opponent's *top management* if a mistake, either deliberate or accidental, is discovered. If a protest isn't vigorous, you leave yourself open to being seen as incompetent, or, worse, an accomplice.

Never give something for nothing. Negotiators sometimes make concessions just to keep the process moving forward. That's the worst reason and can eventually push the parties farther apart. When making concessions, get something in return. This adds credibility to your position. And write down what's been conceded. Unless you keep track, it's nearly impossible to determine whether or not the give-and-take is working both ways.

Remember that a fast "yes" is a bad answer. By agreeing too quickly, a negotiator may feel he's given *too much* away. An opponent who feels that way may stall when it's time for the agreement to be put into effect. Even if you like the deal, take some time to think about it. *The way an answer is given* is nearly as important as the answer itself.

Demand a better price. This tactic will usually pay off. By telling the sellers who are competing for your business that they *must* come up with better prices, you signal that the sale is on the line. To avoid losing the deal, most negotiators will make additional concessions. *Caution:* The method loses its effectiveness when a company gets a reputation for always demanding one final price cut. *If works best when:* (1) A legitimate budgetary limit exists. (2) There's doubt as to whether the bids reflect true market pricing. (3) There's a need to determine if seller services are being included in the quoted price and whether they're worth the extra cost. (4) All bidders are given a second chance.

Dr. Chester L. Karrass is president of Karrass Seminars, 1633 Stanford St., Santa Monica, CA 90404.

POSITIONS

AUDIO ENGINEER. To design and develop state of the art VOICE CONFERENCING System. Maximum system is desired. Hands-on designer/engineer. \$75K+ and bonus. Contact Al Borenstine, Synergestics Associates, 320 North Michigan Avenue, Suite 1002, Chicago, IL 60601. (312) 346-8782.

THREE DATA PROCESSING POSITIONS for Dynamic Financial Services Firm: Software Internals—IBM PC's,

"C". Software Internals—Tandem. Senior Systems Analyst/Computer Scientist. Contact Synergestics Associates, 320 N. Michigan, Suite 1002, Chicago, IL 60601. (312) 346-8782.

For the following six listings, contact John Grantham, 727 Eastowne Drive, Suite 100A, Chapel Hill, NC 27514 (919) 489-1991.

DIRECTOR OF FINANCIAL PLANNING, CONTROL AND ADMINISTRATION. Reports to the Group VP of one of the two largest groups of this Fortune 350 Corporation. Five to eight years experience as a manager of staff groups in areas of accounting, finance and administration. Strongly prefer a background with a large manufacturing company. Must be people oriented, have proven leadership skills, and be able to quickly establish rapport with the Divisional VP's and with peers. Need good understanding of accounting and finance, but must be able to scope out and give a broad view of situations. Location: small southern town 2 hours from Myrtle Beach and 2 hours from Charlotte, NC. Base salary: \$60,000 to \$65,000 plus a bonus of up to 25% of base. The bonus is a real part of the total compensation package.

MANAGER INFORMATION SYSTEMS - CAN DIVISION. Salary range \$42,000 to \$43,000. Supervise one Systems Information Coordinator. Familiar with communications, software, and hardware for PC and Mainframe. Excellent communications and good financial management and leadership skills. Two to five years experience in M.I.S. or Business Analysis. Desire Mainframe background—particularly I.D.M.S. Will report to the group controller and develop, implement, enhance, and train users in the division's Management Information System.

ASSOCIATE PLANNING DIRECTOR. Reporting to the Director of Corporate Planning. Need thorough knowledge of long-term strategic planning at the corporate level; 5 years of experience desired. Take over the position of Director of Corporate Planning within 6 to 12 months. Must be highly analytical and able to coach and train a wide range of people. A good financial background and familiarity with Strategic Planning Institute concepts and models are a plus; "hands on" supervisory experience and experience with an international company desirable. Salary: open depending on experience; position carries a bonus of up to 25% of salary.

CIVIL ENGINEER. Head-up the construction and design departments of a Fortune 300 Company which is involved in Human Food Production. Supervise the design of new plants and facilities and additions to present plants; help manage in-field Project Superintendents. This is a hands-on position with high growth potential. Salary: \$45,000 to \$57,000 based on experience.

PRODUCT MANAGER—NEW PRODUCT DEVELOPMENT. Reporting to the Director of Marketing for the Consumer Packaging Group of a Fortune 300 Company. Responsible for new product introduction working with such companies as Proctor & Gamble, General Foods, Inc., Beatrice, and RJR/Nabisco. Salary \$50,000 per year plus a bonus of up to 25% of salary. True growth opportunity.

TWO PRODUCTION SUPERVISORS—PLASTICS. Fast track growth situation. "Hands on" environment working on positions throughout the plant. Opportunity to move into a plant management position within two years. In California (between Los Angeles and San Francisco). Salary \$32,000 to \$38,000. Desire individuals with one year of experience in manufacturing.

DIRECTOR ORGANIZATION AND PROFESSIONAL DEVELOPMENT. Large for-profit, Chicago-based firm that provides services for effectively managing the needs of professional associations. Report to the CEO; manage a department of professionals who provide training products and services for client associations. Specific functions: designing and implementing strategic plans; recruiting, training and motivating professionals to meet objectives; marketing services, interfacing with outside consultants, and developing operating budgets. Masters degree in organization development, behavioral sciences or adult education, plus 10 years experience required. Excellent training and presentation skills essential. Experience in developing, designing, packaging and marketing new products is ideal. Desired background includes corporate training and development, and consulting. Excellent compensation package includes profit sharing. Contact Rita Rice at: (312) 644-5100.

STRATEGIC INFORMATION MANAGER. With MIS background. Salary level approximately \$70,000. Contact Tom Olson, (312) 787-2412.

STRATEGIC INFORMATION MARKETING MANAGER. Decision support background a plus. Salary level approximately \$70,000. Contact Tom Olson, (312) 787-2412.

DIRECTOR OF STRATEGIC SYSTEMS PLANNING. Fortune 100 company in the northern suburbs. 65K to 80K, plus bonus of up to 20%. Reports to VP of Information Systems. Minimum of 10 years experience in systems and business strategic planning. Must be up on state-of-the-art developments in systems. Review, analyze, recommend and complement systems projects for operating units. Integrate business strategies and information systems. Develop strategic and operational strategies. Travel 5% to 10%. Especially interested in women or minorities. Call Sue Reyman (312) 580-0808.

PROJECT MANAGER. Large systems experience. Must have supervised more than 10 people. Structured methodology (YOURDON). Knowledge of IDMS. Assertive—strong personality—must be able to handle stressful assignments. \$50,000. Especially interested in women. Urgent that you call immediately. Suse Delsing (312) 677-1821 or 677-8608.

PROGRAMMER ANALYST for Fortune 100 company. Requires 3 years of experience with COBOL/JCL. SAS and FOCUS would be a plus. Will be involved in conception, design, and implementation. Mostly new systems development. Position located in South Carolina. Salary to mid \$30's. Kathy McCague, Joyce Knauff & Associates, (312) 528-8312.

PROGRAMMER ANALYST with 4 years of COBOL experience in an OS environment. Also looking for CICS and IDMS. Time spent will be 65% analysis and 35% programming. Company is located in a north Chicago suburb. Excellent career opportunity. Salary up to \$36K. Kathy McCague, Joyce Knauff & Associates, (312) 528-8312.

SUPERVISOR OF TREASURY OPERATIONS. Chicago-based Fortune 500 company. Responsibilities: daily cash management and bank relations. One to three years experience in corporate treasury or banking environment. Salary: low \$30's. Contact Kevin Foley, Foley Associates, (312) 830-2997.

FINANCIAL PLANNING ANALYST. Fortune 200 company based in Chicago. Responsibilities include long and short range financial planning, reviewing capital requests and some exposure to cost accounting. One to three years experience required. Salary: low \$30's. Contact Kevin Foley, Foley Associates, (312) 830-2997.

For the following four listings, please send a resume, in confidence, describing your background and interests to: Mr. Richard Foxman, Ernst & Whinney, 150 S. Wacker Drive, Dept. WBG11, Chicago, Illinois 60606. We will respond to all inquiries.

MANUFACTURING SYSTEMS CONSULTING. Ernst & Whinney is one of the leading Big 8 accounting and consulting firms in the country, serving the manufacturing industry. We are offering outstanding opportunities in manufacturing systems consulting, specializing in MRP II. We are seeking experienced, highly motivated professionals who, at this point in their careers, have made significant accomplishments, demonstrated that they are technically and managerially capable, and are committed to fostering excellence in the manufacturing industry. You should have a strong background early in your career in data processing and MRP II implementation as well as some exposure to project leadership.

INFORMATION SYSTEMS CONSULTING. Due to the growth of our information systems practice, we currently have a position available in Chicago for an information systems professional to participate in mainframe systems implementation projects. Additionally, you will conduct management reviews of the information systems function, perform strategic information systems planning and handle vendor evaluation and selection. You should have 3-5 years' experience in information systems analysis, design, programming and implementation as well as good communication skills. Financial and accounting systems applications experience is highly desirable. IBM experience is a definite plus.

LITIGATION CONSULTING. Ernst & Whinney, a leading professional services firm, is seeking an individual to join its expanding Midwest litigation support consulting practice located in Chicago. This position offers you the opportunity to interface closely with officers of major corporations and top litigation attorneys, while handling a range of complex and interesting cases. Your typical client assignments will include claim damage, economic analysis, contracts analysis, cost allocation and financial forecasts. Hands on experience with microcomputers is a plus, and a CPA would be desirable.

BANK CONSULTING. Ernst & Whinney, one of the nation's largest professional services firms, has an outstanding position available for a consulting professional in Minneapolis. This challenging position involves assisting financial institutions in the design and implementation of profitability measurement information systems that range from analytical systems on microcomputers to overall information integration on large mainframes. Typical projects include organizational product and customer profitability, cost accounting, cost allocation, and transfer pricing of funds. Position requires 2-4+ years' experience in one or more of the following: managerial reporting, financial analysis, financial modeling, budgeting, forecasting and industry analysis. Financial institutions experience and an MBA are preferred. If you are an industrious team player interested in an opportunity offering forward career positioning and high visibility, please send your resume.

BREAKFAST WITH A CEO (BWAC)

James J. O'Connor
Chairman and President
COMMONWEALTH EDISON

will host a breakfast
at his corporate offices in
the Loop area

7:30 a.m.
December 9, 1986

Attendance is limited to 14. Register by
December 1st by calling Elisabeth
Anderson at 312-491-3370 or Helen
Hodges at 312-751-1454.

A BWAC is an informal discussion over
breakfast led by and hosted by a CEO.
Bring your questions about the company,
the man, and the industry.

AMOCO CEO TALK AT BREAKFAST

by Marge Waterstreet

Eleven women attended the September 25 breakfast meeting hosted by Richard Morrow, Chairman and CEO of Amoco Corporation (formerly Standard Oil Company (Indiana)).

Morrow explained that the oil industry is going through difficult times as a result of the precipitous drop in the price of oil. He traced the efforts leading up to the oil price decline, including the rapid increase in oil prices in the 1970's, the resulting surge of exploration activity which led to the development of new oil supplies throughout the world and a decline in oil demand as the result of high prices. All of these factors weakened the OPEC cartel, leading to the present oil price collapse. He mentioned that within the current low oil price environment, Amoco revenues in 1986 are expected to drop to about twenty billion dollars from twenty-eight billion dollars in 1985.

Morrow stated that OPEC controls three-fourths of the free world's oil resources, most of which are in the countries surrounding the Persian Gulf. The U.S. has less than five percent of the non-communist world's reserves but consumes about one-third of its total supply. Within the past year, Saudi Arabia has become a major supplier of oil to the U.S. along with Canada and Mexico. The U.S. government is considering the national security implications of the domestic oil industry's very low level of exploration and drilling activity, our projected increasing need for OPEC oil and Iran's growing power within OPEC and the middle-east. He stated Amoco has not been an advocate of the controversial proposed variable import fee.

Amoco spends two-thirds of its exploration and production budget in the U.S. In reviewing some of the aspects of oil exploration, Morrow described an innovative ice island that Amoco constructed last winter in the Beaufort Sea off the northern coast of Alaska. After the one acre island had been formed, a drilling rig was set on the island and an exploratory well was drilled. After the test well was completed the rig was removed, permitting the island to melt during this past summer.

Morrow indicated that Amoco has no plans for diversification in the near future. It presently has three operating subsidiaries responsible for carrying out its worldwide activities. A fourth unit, involved in the minerals business, was spun-off to Amoco's shareholders in 1985. As a stand-alone operation, the new company is doing quite well and has accomplished an important objective of the spin-off, namely, to enhance shareholder values.

Morrow also serves as Chairman of the Amoco Foundation, which is reducing its grants this year from approximately \$26 million to a level of \$23-\$24 million due to the economic conditions in the oil business. He stated that fifty percent of the Foundation's contributions go to education, about thirty-nine percent to community and civic projects and the remainder to a variety of organizations, including cultural institutions.

When questioned, Morrow described his 38-year career at Amoco, modestly ascribing his success to "being in the right place at the right time." He began in

1948 as a junior petroleum engineer with a bachelor's degree in mining and petroleum engineering from Ohio State University. He rose to vice president at age 38, and served as executive vice president of Amoco International Oil Company from 1966 to 1970 during which time he said his family had to endure the sacrifices and difficulties imposed by his extensive traveling schedule and frequent absences. He then held the positions of executive vice president and subsequently president of Amoco Chemicals until 1978 when he became president of Amoco Corporation. Morrow assumed the chairmanship of the firm in 1983.

Morrow's remarks were informative and exciting, with many questions coming from UCWBG participants. The meal itself was delicious and much more elaborate than the popular "power breakfast" of toast and coffee. Make a point of attending a Breakfast with a CEO soon even if you are not a morning person; you will be richly rewarded.

HUSBAND AND WIFE BUSINESSES ON THE RISE

by Phyllis Ezop

According to the September 15, 1986 issue of *Business Week*, more and more husband and wife teams are starting their own companies. The growing competence of females in business was cited as a reason for the huge increase in husband and wife management teams.

Many of the firms started by these couples have become sizable enterprises. For example, in 1976, Liz Claiborne, her husband, and two partners started what is now a \$550 million clothing company. Maxicare, the nation's largest for profit HMO with sales of \$1.6 billion, was founded by Fred Wasserman and his wife Pamela Anderson. Melvin and Ellen Gordon run Tootsie Roll, Inc.

When the business succeeds, the teamwork enhances the relationship between the couples. Things get sticky, however, if either the marriage or business go bad.

Husband and wife companies have the best chances for success if couples have complementary skills and personalities. Without a clear division of responsibility, there can be friction.

Advantages of management by couple include holding down corporate politics and opening up clearer communications that would be unlikely to develop between unrelated individuals.

CAREER PLANNING

by Kathy McCague

Many of us do not consider establishing contacts with placement professionals until a crisis strikes or we are definitely ready for a change. Such a strategy may not be adequate in today's job market. Kathy McCague, a member of the Career Management Committee and placement professional with Joyce Knauff and Associates, explores this topic in the following article.

If Kathy's article prompts you to begin networking with placement firms, the Career Management Committee suggests that you put the professionals who support the UCWBG Job Lines listings on the top of your list.

Every professional sometime during her career will ask herself, "Should I maintain contact and dialog with executive placement firms?" The answer is "Yes" and here are four very good reasons why:

1) *Monitoring the job market.* Part of good career planning is keeping current with the job market within your particular occupation and/or industry. Specialized executive placement firms monitor salaries and job trends within specific professions and industries. These professionals are a good source of information to compare your current situation with the comparable job market.

2) *Planning your career.* Placement people can provide guidance in structuring your career path. They know the types of experiences and qualifications needed for more responsible positions. They can also tell you the appropriate timing to change jobs either with your current employer or external to your firm.

3) *Changing jobs.* In today's business environment secure jobs can suddenly change overnight. Mergers can occur, jobs eliminated, or a new supervisor may cause you to seek alternative employment. Established contact with placement firms can speed up your search process. They can consider you for positions that are currently available without going through the process of interviewing and screening. These professionals can also provide valuable tips on resume writing, interviewing techniques, and structuring the search.

4) *Finding your ideal position.* Finally, placement firms are engaged by clients to find the best candidates. By having placement firms know your qualifications and job goals, they can contact you when attractive opportunities for you become available.

Contacting a placement firm doesn't need to occur only when you are actively searching for a job. Maintaining good relationships with placement professionals provides an effective ingredient for monitoring and meeting your career objectives. Incorporating a placement person in your career planning is a no risk proposition and can only benefit you.

ENTREPRENEURSHIP

by Nancy Bruggemeyer

Sue Gin, a successful Chicago-based entrepreneur, was our distinguished guest speaker at the October 14th UCWBG program. Her ventures, primarily in the food and real estate industries, include The Halsted Street Fishmarket, Cafe Bernard, Chicago Baking Company, Flying Food Fair and New Management. She currently employs 400 individuals and is positioned to increase her \$10 to \$12 million business five-fold over the coming years.

Understandably, Sue Gin remains optimistic about the future in spite of increasing competition. In 1984, she noted that about 600,000 new businesses were opened nationally, many of which were started by women. This trend continues with women choosing to be entrepreneurs at a rate three times greater than are men.

To Sue Gin, an entrepreneur is a person "who plans, manages ideas and takes responsibility for both successes and failures." While ideas may come from other people, it is the entrepreneur who has the courage and discipline to translate ideas into action. Entrepreneurs thrive on risk and change. And although Sue Gin acknowledges that money is a major motivator, she derives at least as much satisfaction from working with people.

Sue Gin outlined her formula for success. Her four key points in the formula, which were backed by many colorful stories, are

1. Develop a good understanding of your business(es);
2. Seize opportunities as they present themselves;
3. Hire qualified people who can bring new ideas to the business(es); and
4. Identify ways to better serve your customer.

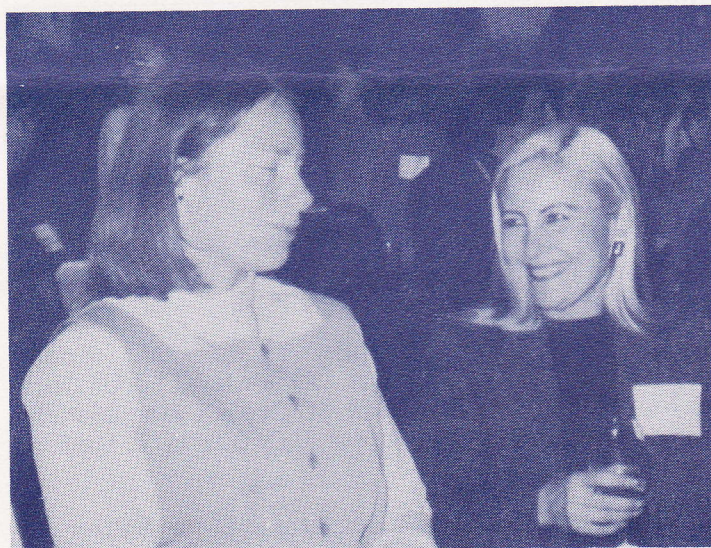
A fifth point could be added — namely her philosophy that focuses on the future. To Sue Gin, once a decision is made, for better or worse, it is important to learn from the experience and move on.



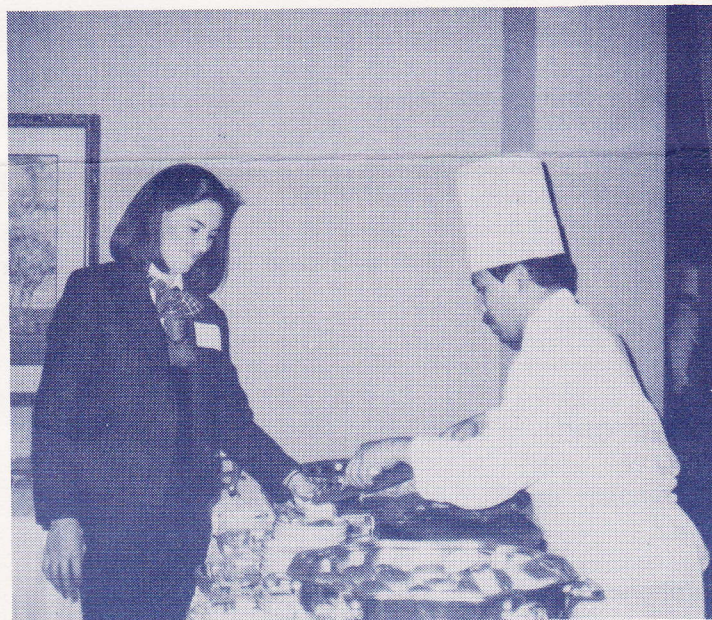
Speaker Sue Gin.



Florida Chapter
Chairwoman
Agnes Roach.



Guest Sue Dodge talking with member Catherine Simmons.



Member Laura Schramm.





CAREER CONNECTIONS

Diane Carpenter, '82, Campus: Married Henry Fiorentini. Name and address remains the same.

Alison Chung, '86, 190: To MIS Director, Jenner & Block, from Manager, Office Automation at Price Waterhouse. New business address: One IBM Plaza, Chicago, IL 60611, (312) 222-9350.

Lydia J. Cummings, '76, Campus: To Senior Project Consultant, System Software Associates, Inc., from Supervisor, Deloitte Haskins & Sells. New business address: 200 W. Madison, Suite 2850, Chicago, IL 60606, (312) 641-2900.

Sydney F. Drell, '83, Campus: To Product Marketing Manager, Worlds of Wonder, from Brand Manager, Del Monte division of RJR/Nabisco. New business address: 4209 Technology Drive, Fremont, CA 94538, (415) 659-4336.

Kathleen Holoubek, '83, XP-51: Now Cosmetics Product Manager, Sears Roebuck and Co. New

business phone: (312) 875-1679.

Irene Marquez, '80, 190: New business phone: (312) 470-6414. New home address: 1422 Pebble Creek Road, Glenview, IL 60025.

Helen McCreery, '84, XP-53: New business address: The Carroll Group Inc. Suite 3311, 875 N. Michigan, Chicago, IL 60611, (312) 751-1454.

Ann Noppe, '85, Campus: To Assistant Product Manager for New Products, Oscar Mayer Foods Corp., from Marketing Specialist at Opelika Manufacturing Corp. New business address: P.O. Box 1177, Madison, WI 53707, (608) 241-3313.

Evelyn S. Wilk, '79, 190: Has formed Evelyn Seltzer Wilk (ESW), Inc., an independent consulting firm specializing in office technology consulting. New business address: 645 N. Michigan Avenue, Suite 860, Chicago, IL 60611, (312) 528-8360.

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 (312) 664-7200 X4559 with information.

NAME _____ CLASS YEAR _____

DAY PHONE _____ AGE* _____

CAMPUS

190

*Crain's Chicago Business requires age

TYPE OF CHANGE:

(Include old and new title, company, and other background information.)

- CHANGED JOBS
- PROMOTED
- APPOINTED TO BOARD OF DIRECTORS
- RECEIVED AWARD/RECOGNITION
- OTHER (moved, started a new company, etc.)

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

HOME _____ PHONE _____

WORK _____ PHONE _____