

The Exponent

DECEMBER, 1986

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

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. The
sign-up date was *December 1st* but
if you would like to be contacted for
the cancellations, please call
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.

Join us to celebrate
the Holiday Season...

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

**HOLIDAY PARTY
and
ANNUAL MEETING**

Tuesday

**December 9, 1986
5:30 p.m. - 7:30 p.m.**

BUFFET

HOT 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

Be certain to return your membership renewal early so that you are included in the 1987 UCWBG Directory and also to receive the 1987 UCWBG mug. Membership will remain at \$45.00 for 1987.

1987 Board of Directors

The new officers elected at the December 9, 1986 Annual Meeting and Christmas Party will begin their terms in January. Now is the opportunity to declare your interest in working on one of the 1987 committees that will be formed by the officers. The committees seeking help for 1987 include Programs, Internal Communications, Membership, Career Management, Chapters and Administration. The committee members are a primary source for future officers of our organization. I encourage you to select a committee of interest and give whatever time you might have available.

1986 in Review

It is hard for me to believe that I am writing this as the 1986 President with my term almost completed. It seems like only a brief period has passed since our 1985 Annual Meeting and the formation of the Board of Directors that has served your organization during 1986. I am very proud of the tremendous dedication that the board members who worked with me this year have given to the University of Chicago Women's Business Group. Each board member has offered her particular talents and taken time from her busy personal and professional life to fulfill her commitments.

We have made important progress in the growth of our organization this year. We have continued the standard of speaker excellence at our meetings and the attendance at meetings has steadily increased reflecting strong members' interest in this UCWBG benefit. Our career management activities have had renewed vigor with Breakfasts with a CEO and several
(continued on page 5)



**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
VP, Internal Communications: Marge Waterstreet 786-0400
VP, Membership: Linda O'Bryant 477-4929
VP, Public Relations: Jane Ranshaw 281-0932
VP, Career Management: Helen McCreery 751-1454
VP, Finance: Irene Marquez 470-6414
Past President: Barbaragail Danciewicz 782-0573
Directors: Sally Hughes 357-5950
Irene Tesitor 988-5589
Julie Virgo 751-1454

FLORIDA CHAPTER

Chairwoman: Agnes Roach (813) 885-8934
Steering Committee Members: Nancy Clausen Kulp
(813) 961-7494
Sally Israel (813) 539-3889
Margaret Powell (904) 247-1893
Jane Renz (813) 425-3807

D.C.-BALTIMORE CHAPTER

Chairwoman: Becky Hudecek
(703) 759-7581
Job Lines Vice-Chairwoman: Melanie Smith
(301) 587-6484
Program Co-Vice-Chairwomen: Marjorie Adams
(301) 951-2571
Karen Hershner
(703) 524-0633
Secretary/Treasurer: Lisa Lecker
(703) 841-6180
Director-At-Large: Leslie Downey
(301) 294-5652

The Exponent is published monthly by **INTERNAL COMMUNICATIONS COMMITTEE:**

Marge Waterstreet, VP, Internal Communications	Pat Hackett JoAnn D. Hinz
Nancy Bruggemeyer	Katie S. Kenny
Mary Patricia Chapin	Sandy Miller
Barbaragail Danciewicz	Agnes Roach
Phyllis Ezop	Karen Schenkenfelder

Address correspondence to: Marge Waterstreet, 2215 N. Bissell, Chicago, IL 60614, (312) 472-1159



CAREER PLANNING

As Kathy McCague, a member of the Career Management Committee and a placement professional with Joyce Knauff Associates, points out in her article below, environmental research is a key part of career planning. Placement specialists are an excellent source of placement information and the Career Management Committee suggests that you put the professionals who support the UCWBG Job Lines listings on the top of your contact list.

Finding the right job and organization is as critical to your self-esteem and well being as finding the right mate. When choosing your mate, you don't select him solely because he is good looking or has money (we realize that there are exceptions to this, of course). Likewise, characteristics about the job that appear pleasing on the surface can lead you to accept a position that could be a misfit, thus, increasing the risk of disaster. The key in selecting the job right for you starts with the search process. To understand what to look for, we will begin with some job traits that at first glance seem appealing; but can be misconceptions about an ideal job.

1. *High salaries mean a good job.* With high price tags there is always a price to be paid. Sometimes, the high salary positions require longer hours, personality remodeling, or are with a company with a very competitive culture.
2. *Good organizations mean a good job.* Because an organization is an industry leader, prestigious, and profitable does not mean that it will best serve your needs. Larger firms or companies may be very departmentalized. You risk being pigeonholed in one area and never having the opportunity to use your cross-function talents.

Undue emphasis on the above traits can lead to dissatisfaction and endless searching for that ideal job. So, how do you evaluate job opportunities to make sure that it will be good match for you? The answer is that the environment of the firm should be evaluated as carefully as the actual job.

The first step is knowing what type of environment that is good for you. You may thrive in competitive cultures or, on the other hand, you may want security. You may like being a part of a team or you may want to receive all the glory yourself. You must know your own likes and dislikes and incorporate them in your job search strategy.

The second step is finding out what the environment is of the organization. There are three sources of information and they should be investigated before any final job decision is made. The most often used sources are:

1. Friends and acquaintances already in the organization. This is the most candid source of information.
2. Potential peers. This should be arranged just before or right after the offer. Beware of companies that do not allow this to happen. They are hiding something.
3. Placement specialists. They will objectively assess you and tell you if you are a good match with the organization.

The right environment can work for you. It encourages job satisfaction, thus improving self esteem. Your job should give to you more than just a paycheck just as you expect your mate to be more than a pretty picture.

POSITIONS

CONTROL ANALYST. Fortune 500 Company in Chicago. Identify control weaknesses, assume corrective action, and design control systems. Requirements: 6-8 years audit experience—internal audit or public accounting. International experience a preference. Salary range low 50's. Contact Kevin Foley, Foley Associates (312) 830-2977.

FINANCIAL ANALYST. Fortune 500 Company in Chicago. Planning and analysis for marketing related activities. 3 to 4 years financial experience. Salary: \$35,000. Contact Kevin Foley at Foley Associates, (312) 830-2977.

MIS QUALITY ASSURANCE CONSULTANT. National consulting firm needs a Q.A. analyst or manager. Candidates must have systems life cycle experience in an IBM environment with preferably accounting systems. Also, candidates should demonstrate knowledge of setting up standards for projects, structuring the Q.A. procedures, and systems design. Salary in \$50,000s. Please call or send resumes to Kathy McCague, Joyce Knauff & Associates, P.O. 624, Wilmette, IL 60091, (312) 528-8312.

SYSTEMS CONSULTANTS. Rapidly expanding national consulting organization is looking for several systems professionals. The required skills should include large IBM mainframe experience, employment history through the life cycle process, COBOL, and strong IMS, CICS, BD/DC, or IDMS. Candidates should demonstrate strong interpersonal skills and excellent writing/presentation skills. Selected candidates will work on multi-million dollar projects and will include some traveling. Salaries are excellent and are based on previous experience and skills. Please call or send resumes to Kathy McCague, Joyce Knauff & Associates, P.O. 624, Willmette, IL 60091, (312) 528-8312.

For the following three listing, please send a resume, in confidence, describing your background and interests to: Mr. Richard Foxman, Ernst & Whinney, 150 S. Wacker Drive, 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. Mention Response Code: WBG12A.

INFORMATION SYSTEMS CONSULTING. Insurance & Health Care. 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 insurance or health care 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. Mention Response Code WBG12B.

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 you resume. Mention Response Code WBG12C.

MANAGER, MARKETING. Build new marketing function for Chicago/suburban service corporation. Identify target markets, market forecasting, competitive positioning, pricing strategies, promotion strategies, distribution strategies, product development. Salary 70-80K. Contact Carl Kreutzfeld, ITEX Executive Search, (312) 299-2000.

MANAGER, BUSINESS PLANNING. Chicago based conglomerate seeks manager and senior professionals to expand current function. Responsibilities include financial modeling, marketing studies, business unit evaluation, financial and strategic planning, merger and acquisition analysis and new produce development. Salary 45-65K. Contact Carl Kreutzfeld, ITEX Executive Search, (312) 299-2000.

SENIOR PROJECT LEADERS/STRATEGY. Chicago consumer products company seeks several professionals to lead major task force projects work in three strategy areas: new business development, basic business development, mergers and acquisitions. Salary 50-65K. Contact Carl Kreutzfeld, ITEX Executive Search, (312) 299-2000.

SENIOR FINANCIAL ANALYST. With one of the largest S&L's in the country. Need 4 to 5 years experience; first one to two years with a big-eight accounting firm, and the other years in industry. CPA a plus. Salary: \$40,000. Located in Chicago. Contact Sue Reyman, Reyman & Associates (312) 580-0808.

FINANCIAL ANALYST. With one of the largest S&L's in the country. Need 2 to 3 years experience with at least one year with a big eight accounting firm. Salary: \$30,000. Located in Chicago. Contact Sue Reyman, Reyman & Associates (312) 580-0808.

CONSULTANT — STRATEGIC PLANNING: Unusual opportunity for consultants who have 1 to 3 years experience with one of the national management consulting firms recognized for their conduct of assignments dealing with strategic business issues. Contact: Gordon B. Edwards, Edwards & Sowers, Inc., 150 N. Michigan Ave., Chicago, IL 60601, (312) 781-7370.

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

REGIONAL SALES MANAGER MIDWEST. Industrial packaging. Rapidly growing Fortune 350 corporation. Sales and marketing background. Potential for general management in 2-4 years. Base salary: \$65,000 + bonus of up to 50% of salary.

REGIONAL SALES MANAGER, TORONTO. Plastic industry experience. Bi-lingual. Salary commensurate with experience plus bonus of up to 25% of salary.

THREE PLANT ENGINEERS. Located in Massachusetts, or Southern California, or a new plant start up in North Carolina. Salary: low \$40s. Experience in maintenance management and engineering. Must be promotable to plant management and above.

MANAGER, MIS - CAN DIVISION. Fortune 350 company. Corporate headquarters located in the Carolinas. Salary in the \$40s.

TWO PROJECT/PROCESS ENGINEERS. Needed for 6.5 billion/year paper and plastics corporation. Thermofforming and multi-layer extrusion experience necessary. Excellent growth opportunity. Located in Eastern Pennsylvania, or in Lexington, Kentucky.

DIRECTOR OF FINANCIAL PLANNING AND CONTROL. Industrial packaging. Reporting to group Vice President. Salary: \$60 - \$64,000 + bonus. Located in Carolinas.

DIVISIONAL QUALITY ASSURANCE MANAGER. Located in Pennsylvania. Salary commensurate with experience.

For the following ads contact Ed Westfall, 394-2400.

ASSOCIATE - CHICAGO OFFICE OF INVESTMENT BANKING FIRM. Need 1-2 years experience + MBA. Excellent analytical and communication skills. Some exposure to investment banking a plus. Salary: high \$40s to low \$50s + bonus.

DIRECTOR OF STRATEGIC PLANNING. Service company. Need strong strategic/market planning, acquisitions (\$1 - 200 million range), international and some consulting experience desired. Salary: \$100,000 plus.

SENIOR PROJECT MANAGER, STRATEGY AND DEVELOPMENT. Consumer products company. Analysis of critical business issues and development and implementation of resultant strategies. Interface at both corporate and operating levels. Experience in marketing/strategic planning and a good understanding of finance required. Salary: \$50 - \$70,000.

MANAGER, FINANCIAL ANALYSIS. Fortune 100 company. Analysis of a corporate nature, i.e. acquisitions, divestitures, mergers, risk studies, economic analysis, discounted cash flow, etc. Also consolidation and review of operating and strategic plans. Need excellent analytical skills and some Big 8 public accounting desired. Salary: \$60 - \$70,000.

NEGOTIATING SKILLS WORKSHOP

The Career Management Committee thanks all those who were able to attend the November 15th Negotiating Skills Workshop. Special thanks goes to Dave Hahn of Motivational Systems for a job well done and Irene Marquez for a great job arranging amenities.

We will have a detailed article on the workshop in next month's newsletter. A quick review of the evaluations, however, show that the seminar, executive luncheon and after wine and cheese were all rated well above average!

President's Comments

(continued from page 5)

outstanding skill development workshops. Job Lines has also been broadened to serve the interests of all members. Membership has worked hard to increase the size of our organization to a total of 427 members nationally and the Membership Directory has become an increasingly important member resource. *The Exponent* has become a monthly publication with expanded articles and features to bring all members closer to the activities of our organization. The activities to create national chapters have flourished with the successful Washington, D.C.—Baltimore and Florida Chapters. These chapters reflect upon The UCWBG women who have made a strong commitment to our organization in their regions.

The new Constitution and Bylaws will benefit our growing organization giving us better procedures for national voting, developing chapters as well as running our organization with newly defined positions of President-Elect and Vice President of Chapters. Lastly, the first Survey of Members has given us important insight into the needs of our members and their opinions. It will help set our direction for the future and continue to develop an organization that is responsive to the needs of its members.

It has been my honor to have been able to serve this year as the President of The University of Chicago Women's Business Group. I hope that I have been able to contribute to the growth of our organization. I shall look forward to serving next year on the Board as Immediate Past President. My first big project for 1987 is the Career Planning Conference that will be held March 21, 1987. Please be certain to attend this important event. More details will be included in the January, 1987 *Exponent*.

Reserve the Day. . .

January 20, 1987

Marilyn Miglin

**Entrepreneur
Building a Cosmetic Empire**



CAREER CONNECTIONS

Margaret A. Conway, '88, 190: To Marketing Product Specialist for Portable Computers, Zenith Data Systems, from Account Coordinator, Systems and Components Sales, Zenith Electronics Corp. New business address: 1000 Milwaukee Avenue, Glenview, IL 60025, (312) 699-4893.

Jeanne F. Graham, '76, Campus: To Vice Prsident, Planning and Administration, Credit Card Department, Mellon Bank, from Senior Vice President, Heller Financial, Inc. New business address: Mellon Bank (DE), Wilmington, DE 19808, (302) 995-5877.

Jo Ann Hefferle, 190: To Marketing Manager, Equity Management, Inc., from Staff Assistant, Underwriters Laboratories. New business address: 1540 E. Dundee Road, Palatine, IL 60067, (312) 359-7272.

Elizabeth Shapiro Kapin, 190: Promoted to Vice President, Chicago Research & Trading Group, from Marketing Manager. New business telephone: (312) 431-3010.

Jo Anne H. Miller, XP56: To Department Head, Data Communications I/O, from Inter-LOB Marketing Manager, AT&T Computer Systems. New business address: 700 E. Warrenville Rd., Naperville, IL 60566, (312) 979-0233.

Lynn Seermon, '82, Campus: Promoted to Senior Manager, Ernst & Whinney, from Manager.

Leigh M. Stewart, '83, Campus: Promoted to Manufacturing Finance Manager, Fenwal Laboratories, Division of Baxter Travenol, from Project Manager. New business telephone: (312) 940-5894.

Loretta A. Zolkowski, '78, Campus: Promoted to Controller of Carrier International Corp.'s Brazilian subsidiary, from Financial Accounting Manager, Latin American Operations. New business address: c/o Springer Carrier, Ave Cupece 1784, Sao Paulo, Brazil, 55-11-562-9097.

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 _____