

The Exponent

FEBRUARY 1986

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

MAKING IT TO THE TOP

A successful career is a goal that all of us are striving to achieve. Patricia A. Wier, the new president of Encyclopaedia Britannica (USA), will speak to the UCWBG on her rise to the Presidency and the factors that contributed to her success.

Mrs. Wier was named president of Encyclopaedia Britannica (USA) at the end of 1985. She held the presidency of Compton's Learning Company, a division of Encyclopaedia Britannica, from February — December, 1985. As president of Compton's, she instituted a reorganization that is expected to make Compton's more successful than at anytime in the 25 years in which it has been a part of Britannica.

Mrs. Wier joined Encyclopaedia Britannica in 1971. She became in 1975 one of the first two women to hold the position of vice president in the company's history when she was named Vice President for Management Services of EBUSA. She was appointed Executive Vice President/Administration for EBUSA in 1979, and in 1983 was appointed Vice President/Planning, Development and Control for Encyclopaedia Britannica, Inc. until becoming president of Compton's Learning Company.

Prior to joining Encyclopaedia Britannica, Mrs. Wier held various positions with Playboy Enterprises and the City of Kansas City, MO. In 1976 *Business Week* magazine named her one of the top 100 corporate women in the U.S. Mrs. Wier is a graduate of the University of Chicago, Graduate School of Business' Executive Program.

Please join us for an interesting and informative presentation!

RSVP FOR MARCH 18, 1986

"MAKING IT TO THE TOP"

Name _____

Daytime phone _____

Guest(s) _____

Amount enclosed _____ (\$20.00 members; \$22.00 guests)

Send form with check payable to University of Chicago Women's Business Group by 12:00 noon, Friday, March 14, 1986, to:

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

TUESDAY

MARCH 18, 1986

MAKING IT TO THE TOP

PATRICIA A. WIER

President

Encyclopaedia Britannica (USA)

Tuesday, March 18, 1986
East Bank Club
500 N. Kingsbury
River View Room

5:30 Cash Bar
6:15 Dinner and
Presentation

\$20.00 Members

\$22.00 Guests

All reservations and cancellations must be received by 12:00 noon, Friday, March 14, 1986. Thereafter, reservations will be accepted as cancellations are received. Use RSVP form or call Martie Monahan at 875-7115, then mail the RSVP form and check.



Patricia A. Wier

PRESIDENT'S MESSAGE

1986 AND BEYOND

by Sue Weeks, 1986 UCWBG President

1986 OUTLOOK

Your Board of Directors had its first monthly meeting for the year on January 11. I'm excited by the professionalism and enthusiasm of the Board and their commitment to helping our organization grow even stronger in 1986. The goal of your board is to work to serve the needs of the members and to provide a network for each member to advance her professional growth and career objectives.

1986 begins the sixth year of the University of Chicago Women's Business Group. We have accomplished much in the first five years, but we have a lot more to do to insure our organization's steady growth in the future. Now is the time for us to begin thinking about the next five years and to decide what long term objectives will best serve our organization and our members.

PRESIDENT'S OBJECTIVES

At our January 11 board meeting I stated the objectives that I would like to see the board focus on in 1986. My goals are the following:

- 1) To identify member needs and interests.
- 2) To work to meet the needs of the members.
- 3) To continue to expand member participation and to add new members.
- 4) To initiate a special event to expand the visibility of UCWBG in both the University community and in the business community.
- 5) To initiate a longer term strategic outlook for our organization.

SURVEY OF MEMBERS

To identify member needs and interests we are planning to develop a Survey of Members that will be released to members in late February. I hope that you will take the time to respond to this survey. I believe that it will be a very important tool for us. If we can be spending our energies in ways that will serve you better, this will give us the opportunity to hear from you.

PRESIDENT'S COMMENT

I plan to use this column each month to keep you informed about discussions at the monthly board meeting and to update you on any special activities and events that will enrich your participation in the University of Chicago Women's Business Group. Please be certain to let me know when there is an issue that you would like me or one of the other board members to address in future articles.



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 292-3429
VP, Programs: Kathleen Holoubek 875-2531
VP, Internal Communications: Marge Waterstreet 472-1159
VP, Membership: Linda O'Bryant 477-4929
VP, Public Relations: Jane Ranshaw 477-7000
VP, Career Management: Helen McCreery 222-4522
VP, Finance: Irene Marquez 982-7000
Past President: Barbaragail Dancewicz 782-0573
Directors: Sally Hughes 364-8804
Irene Tesitor 988-5589
Julie Virgo 751-1454

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 Dancewicz	Agnes Roach
Phyllis Ezop	Karen Schenkenfelder

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

This copy of Job Lines is being sent to all members because some copies of the February Exponent did not include this sheet.



THE UNIVERSITY OF CHICAGO
WOMEN'S BUSINESS GROUP

Job Lines

An Official Publication of the University of Chicago Women's Business Group **February 1986**

CAREER MANAGEMENT

Ever wonder how women as a group are doing with their career management? These quotes from a November 25, 1984 (sorry they are so dated) *New York Times* article give some sobering insight:

"Despite years of progress in the workplace, American women still face job discrimination so deep and pervasive that it will be years before they begin to approach parity with male workers, experts say.

"Moreover, while some women's wages are improving, the ratio of their earnings to those of men has been roughly static for years. Since 1960, it has remained at 57 percent to 65 percent. And the Rand Corporation, a research group, predicted in a recent study that women's wages would be 74 percent of those for men by the year 2000.

"'Women are getting more higher-paying jobs,' says Karen Nussbaum, president of District 925, an office workers' union, "but you don't see pay scales for women's dominated jobs rising. The difference between 57 and 65 percent isn't much, but we are supposed to be ecstatic.

"Miss Nussbaum attributes the apparent narrowing of the wage gap not to upward mobility of women but to the 'terrible decline in good-paying manufacturing jobs.' That, says Sarah Kuhn of Massachusetts Institute of Technology, has caused male workers to 'skid' into lower economic levels, levels closer to those of women.

"Many of the 20 occupations expected to grow the most by 1995 are those that traditionally employ women, the Bureau of Labor Statistics says. Among them are legal assistants, computer programmers, physical therapy assistants and bank clerks.

"Catalyst, a New York-based research group that works to place women on corporate boards, says only about 8 of every 1,000 employed women hold high-level executive, administrative or managerial jobs and women occupy about 455, or 3 percent, of the 16,000 seats on the boards of the thousand largest corporations listed by *Fortune* magazine."

POSITIONS

SYSTEMS PROJECT MANAGER: "Big Eight" consulting firm seeks candidate experienced in analysis, design and programming of large computer systems. Background should include positions as Programmer, P/A and Systems Analyst. Strong analytical skills. Travel. Salary to \$70. Contact Joyce Knauff & Associates, 251-7284.

SENIOR PROGRAMMER ANALYST: Excellent opportunity for the MIS professional with 1-4 years experience in large systems development who is ready to join hard-charging team designing and installing project in downtown location. IBM/COBOL required; CICS, IDMS, IMS are pluses. Salary \$30-40. Contact Joyce Knauff & Associates, 251-7284.

MIS PROJECT LEADER: Large development system now in design stage. Requirements include IMS/COBOL; CICS a plus. Financial and/or insurance system background. Salary to high \$40. Contact Joyce Knauff & Associates, 251-7284.

SYSTEMS MANAGER: Manage systems and programming staff in the development and implementation of systems for Finance clients. Candidate must have strong leadership, communication and planning skills, and a proven track record in the successful implementation of high quality systems in the business environment. A minimum of 3 years experience with financial and/or accounting applications and prior systems management experience are required. Experience with vendor software applications is a plus. Contact Octavia Harriston, Chicago Tribune 222-4573.

MANAGER OF FINANCIAL ANALYSIS: Fortune 100 Company. Analysis of a corporate nature, i.e., acquisitions, divestitures, and mergers, risk studies, economic analysis, discounted cash flow, etc. Also consolidation and review of the operating and strategic plans. Salary mid 60's. Contact Ed Westfall, ELSKO 394-2400.

BUSINESS ANALYSIS CONSULTANT: Computer integrated manufacturing company. Reports to the director of business development. Duties involve business planning, capital plans, operations analysis, cost justification studies, plant studies, etc. High visibility; excellent career development potential. Two to five years experience required. Salary: Open: contact Ed Westfall, ELSKO 394-2400.

BRAND MANAGEMENT: Consumer products industry. Responsible for day-to-day marketing operations of a brand or group of brands. Includes advertising, promotion, publicity and pricing. Also responsible for coordinating efforts of outside agencies, staff groups, and other departments to achieve goals. Compensation: \$50 to \$80 thousand, plus bonus. Contact Ed Westfall, ELSKO 394-2400.

SENIOR FINANCIAL ANALYST: Fortune 500 Company at the Corporate Level. Responsible for planning, analysis, and review of divisional operations. Requires 2 years of financial/analytical experience. Must be willing to relocate after approximately one year. Salary: upper 30's. Contact Kevin Foley, Foley Associates at 830-2977.

PRODUCT MANAGER: Large Food Service Company, NE U.S. Prefer MBA with 3-5 years experience in institutional food service. Salary: \$50,000. Contact: Hugh Murphy, Hugh E. Murphy Associates Inc., 5130 Eisenhower Blvd., Suite 300, Tampa, FL 33614; (813-885-8905).

DATA COMMUNICATIONS SPECIALISTS: Several positions from Sr. level to manager. NCT & VTAM. Downtown location. Salaries to \$50,000. Contact Pat Pedicone, The Clayton Group at 312-953-2299.

PROGRAMMERS AND MANAGERS: IMS, IDMS, model 204 or total experience. Various locations. Salaries to \$50,000. Contact Pat Pedicone, The Clayton Group at 312-953-2299.

PROGRAMMER ANALYSTS AND SYSTEMS ANALYSTS: COBAL, CICS, and fourth generation language useful. Two to five years experience. Salaries to \$40,000. Contact Pat Pedicone, The Clayton Group at 312-953-2299.

CONSULTANTS: MANUFACTURING, BANKING, HEALTH CARE, DISASTER RECOVERY, OR TECHNICAL SUPPORT. Major consulting firm in downtown Chicago. Twenty-five percent travel. Salaries \$40,000 to \$70,000. Contact Pat Pedicone, The Clayton Group at 312-953-2299.

TECHNICAL SUPPORT OR SALES SUPPORT REPRESENTATIVES: For software and hardware vendors. Suburban and downtown locations. Travel. Salaries to \$50,000. Contact Pat Pedicone, The Clayton Group at 312-953-2299.

MARKET ANALYST & PLANNER: Work with small high-technology firms considering entry into the U.S. market; Washington, D.C. based; March 1 start date. Engineering or scientific background, plus a business or economics background. Knowledge of French is helpful but not required. Salary: negotiable. Contact Eric Thibau, Development International Technology Transfer (DITT) which is a subsidiary of DITT, France—a French firm that specializes in technology transfer. 202-223-5010.

PRODUCT/DEVELOPMENT MANAGER: Package software development for independent software company. Direct staff of 12-15. Downtown location. Salary to \$60,000. Call Synergistics Associates. 346-8782.

INTERNAL BUSINESS CONSULTANT: Major financial corporation; downtown location. IBM systems experience is required, although this is not an MIS position. Salary in the forties. Call Synergistics Associates 346-8782.

TECHNICAL POSITIONS: Downtown commodities firm. Fortran, C, realtime commodity trading modeling experience desirable. Salary to \$50,000. Call Synergistics Associates 346-8782.

DATABASE ADMINISTRATOR: Downtown financial services firm. Requires experience with Cullinet products (IDMS, ADSO) for development of new software. Salary to \$45,000. Call Synergistics Associates 346-8782.

MANAGER, FINANCIAL SYSTEMS: Large consumer banking division, north suburban location. Build new financial information systems function at division headquarters for accounting, tax, financial planning. Combination of financial industry, accounting, and systems experience desirable. Salary to \$60,000. Call Carl Kreutzfeld, Itex Executive Search 299-2000.

MANAGER OF EDUCATION PROGRAM DEVELOPMENT: Responsible for the needs analysis, design, development or procurement, and pilot tests of management education/development courses. Excellent, large employer. Training function is being revitalized and expanded. 5+ years related experience in industrial/corporate environments required. Salary to \$60,000. Call Gordon Edwards, Edwards & Sowers 266-1100.

MANAGEMENT CONSULTING: Several opportunities in consulting—information systems as well as general management consulting—with the large public accounting firms and the general management consulting firms. MBA preferred; required in some cases. Relevant experience required. Salaries to the mid \$50's. Contact Gordon Edwards, Edwards & Sowers 266-1100.

BUSINESS STRATEGY AND DEVELOPMENT ANALYSTS: Seeking candidates with clear top general management potential and ambition, for positions at four levels (Analyst, Sr. Analyst, Project Mgr., Sr. Project Mgr.) in a leading, large consumer products company. Projects involve quantitative/qualitative analytical tasks encompassing strategic planning, business development, and mergers & acquisitions. Analyst positions require at least a bachelor's degree from a top school; Project Mgr. positions require MBA from a top school plus 3-4 + years' related experience. Salary from high \$20's to high \$50's. Contact Gordon Edwards, Edwards & Sowers 266-1100.

CORPORATE EDUCATION INSTRUCTION MANAGER: Conduct corporate and group/division education courses. Train line/staff managers as group leaders for courses. Monitor, evaluate and revise courses. Provide administration and coordination for courses conducted. (Same company as above.) 5 + years' related experience in industrial/corporate environments required. Salary mid \$30's to mid \$40's. Contact Gordon Edwards, Edwards & Sowers 266-1100.

CAREER MANAGEMENT COMMITTEE

Helen McCreery, Vice President	
Career Management	222-4522
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

A Board Member You Should Know

Name: Julie Virgo

UCWBG Board Title: Director at Large (working with chapters)

Works for: The Carroll Group, Inc.

As: Vice President

Lives where: 73 E. Elm

Went to school at: In Australia and at The University of Chicago (M.A., MBA, Ph.D)

Other clubs: Current President of the American Society for Information Science, American Society of Association Executives, The Chicago Club (6th female member to be elected)

Goals for UCWBG: To grow as a useful business organization, providing opportunity for members to grow professionally and make business contacts.

Most important thing to me: For people to be true to themselves — know thyself.

Favorite movie: Romancing the Stone — The Year of Living Dangerously

When I feel sorry for myself: I take a nap—it usually means I'm over-tired.

Friends like me because: I'm usually happy, constructive, on top of situations.

Favorite cities: Chicago, Adelaide (S. Australia), Hong Kong, Geneva

Hobbies: Skiing—tennis—reading—sailing—traveling

Hardest thing to do: Live so far from Australia.

Fascinated by: What makes people excel.

I'm a pushover for: Kittens

In first grade I wanted to be: An MD

Few people know: I have had a commuting marriage for the past six years and it works well for us.

I respect: Integrity, candor, wisdom, doing one's best, following through on commitments, punctuality.

My hot buttons: People who lack the above characteristics.



**Julie Virgo,
Director**

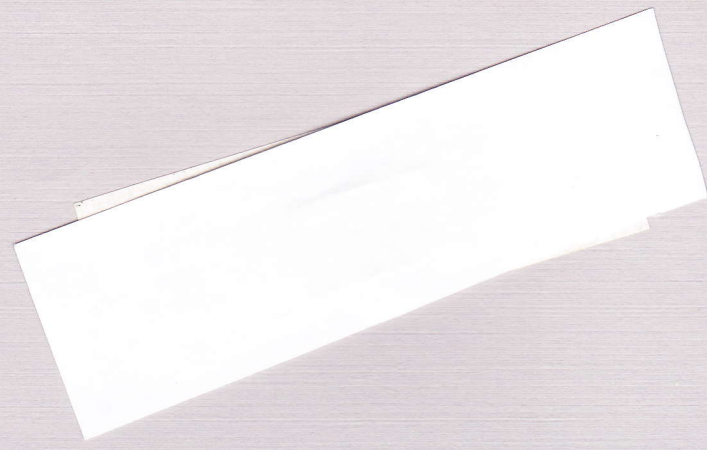


1986 BOARD MEMBERS

The 1986 UCWBG Board Members are (left to right) SEATED: Jo Anne McCarthy (Administration), Sue Weeks (President), and Linda O'Bryant (Membership). BACK ROW: Marge Waterstreet (Internal Communications), Helen McCreery (Career Management), Kathleen Holoubek (Programs), Julie Virgo (Director), Irene Marquez (Finance), Sally Hughes (Director), Barbaragail Dancewicz (Past President), and Jane Ranshaw (Public Relations). NOT PRESENT, Irene Tesitor (Director).



THE UNIVERSITY of CHICAGO
WOMEN'S BUSINESS GROUP
 UCWBG • P.O. Box 637 • Chicago, Illinois 60690



CAREER CONNECTIONS

KRISTIN C. DULCAN, '81, 190: Promoted to Assistant Vice President, First National Bank of Chicago, from Personal Banking Officer.

ANN POLLACK, '84, Campus: Promoted to Project Coordinator, American Medical Association, from Research Analyst. New business telephone: 312-645-5336.

DOROTHY PREWITT, '79, 190: To Senior Manager, Management Consulting Services, Ernst & Whinney, from Manager, Management Consulting, Peat Marwick

Mitchell & Co. New business address: 150 S. Wacker Drive, Chicago, IL 60606, 312-368-1800.

JOAN MILLER ROGOZ, '76, Campus: Her firm, J. Miller and Associates, Inc., has moved offices to 6716 Navajo Avenue, Lincolnwood, IL 60646. New business telephone: 312-674-4180.

STACIE STUTZ WOOTEN, '79, Campus: Appointed to Board of Directors of Accountants Overload, where she is also Executive Vice President.

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:
 (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 _____