

The Exponent

APRIL 1986

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



Thomas D. Gleason
Chairman and C.E.O., Wolverine World Wide

Wednesday, May 14, 1986

MANUFACTURING OFF-SHORE

a presentation by

THOMAS D. GLEASON

Chairman & CEO

Wolverine World Wide

Palmer House & Towers 5:30 p.m.
Crystal Room, 3rd Floor

17 E. Monroe St. Cash Bar

\$22, members 6:15 p.m.

\$24, guests Dinner & Presentation

All reservations and cancellations must be received by noon, Friday, May 9, 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.

MANUFACTURING OFF-SHORE

An informal survey of the Program Committee members about topics they would like to hear about at future meetings, identified off-shore manufacturing as an area of interest to many of us—what are the considerations, the pitfalls, the rewards, and the likely future. How does one identify, negotiate, and ensure quality and timeliness in off-shore opportunities?

We are therefore particularly pleased to have obtained Thomas D. Gleason, Chairman and Chief Executive Officer of Wolverine World Wide, as our May speaker.

While most commonly associated with Hush Puppies, other brand names of Wolverine's products include Brooks (running shoes), Wolverine, Wilderness, Bates, Kaepa, Tru-stitch and Town and Country. The company tans pigskin leather for its own use and for sale to other manufacturers and licenses. In 1985 the company had net sales and operating revenues of approximately \$390 million. Imported footwear accounted for about 35 percent of WWW's mix, a figure destined to increase according to the March, 1986 issue of *Footwear News Magazine*, which featured Tom Gleason and Wolverine World Wide as its cover story.

Tom Gleason joined WWW in 1970 at age 34 as executive vice-president of finance. Two years later he was named chief executive officer of this Rockford, Michigan Fortune 500 company.

Mr. Gleason holds a Bachelors Degree in English Literature (Holy Cross College) and MBA from the Harvard Business School. Between 1960 and 1970 when he joined WWW, he held various financial and marketing positions with Proctor and Gamble, American Bakeries, Quaker Oats, and Group Four Inc. (a financial consulting firm). He currently serves on the Board of Directors of the Huffy Corporation, Foremost Corporation of American, and the Union Bank and Trust Company.

Please join us for a substantive and interesting presentation.

RSVP for May 14, 1986

Manufacturing Off Shore

Name _____

Daytime phone _____

Guest(s) _____

Amount enclosed _____ (\$22 members; \$24 guests)

Send form with check payable to University of Chicago Women's Business Group by noon, Friday, May 9, 1986 to: University of Chicago Women's Business Group Program Committee, P.O. Box 637, Chicago, IL 60690.

President's Message by Sue Weeks Issues Affecting Women in Business

The University of Chicago Women's Business Group exists to promote the business interests of its members and their formation of business and social contacts. UCWBG also provides a resource for career management and information. As a part of these UCWBG objectives, a goal of mine is to create an ongoing awareness among members of the issues unique to women in business so that we can understand them and incorporate them into our career planning.

Today, 53% of all women over the age of 16 work, and women are continuing to move into the workforce in unprecedented numbers. At the same time, 60% of all women earn less than \$15,000 for year-round, full-

time employment compared to 28.1% of all men in the same circumstances.

Barriers still exist in the work place which limit the earning power of women. To succeed in our respective careers, we need to understand the issues that are restricting both our earning potential and our advancement.

If women want to be fully integrated into all management levels, what will it take to make that goal a reality? Are women reaching middle and upper management but then being restricted from movement into the highest corporate positions?

Over the next few months I want to talk with a variety of women who can give me insight into these issues. My goal is to then provide a member's forum for the discussion and understanding of these issues. I believe they are important to all of us.



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

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

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

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DO YOU DELEGATE AS MUCH AS YOU SHOULD?

Development of delegation skills is a key element in managing your career. Being the only one who can do a job will eventually limit your upward progress. The quiz below may be a real eye opener. If you are not a manager, answer the questions anyway and rate your supervisor. Perhaps you can have more responsibilities delegated to you thereby making you more knowledgeable and more valuable; that can mean better earning power.

Yes No

- ___ ___ Do you have to take work home almost every night?
- ___ ___ Do you often have unfinished work piling up?
- ___ ___ Do you feel it's a sign of weakness to need subordinates' assistance to keep up with your work?
- ___ ___ Do subordinates often interrupt you for help and advice?
- ___ ___ Do most of them feel they should bring problems to you rather than make decisions themselves?
- ___ ___ Is as much of your time spent on details as on planning and supervising?
- ___ ___ Do you reserve those details for yourself that you particularly enjoy, even though someone else could do them?
- ___ ___ Do you feel you must keep a close tab on details to have a job done right?
- ___ ___ Do you lack confidence in subordinates — i.e., are you afraid to risk giving them more responsibility?
- ___ ___ Are you a perfectionist about details that do not affect the final outcome of a project?
- ___ ___ After delegating a project, do you grow apprehensive and hover over the subordinate who's doing the job?

CAREER MANAGEMENT WORKSHOP CAREER PLANNING

Date: April 12, 1986
Time: 9:30 am to 11:30 am
Place: 190 E. Delaware, Room 301
Price: \$6.00 for members and guests
Leader: Suse Delsing, President
Mark Boyens & Associates

This is the first of a series of Career Management programs to be offered in 1986. Our objective is to give the experienced career woman better tools for looking at where she has been, determining where she wants to go now, and developing a plan for getting there.

BE READY TO WORK! Suse promises to challenge and enlighten us with tough questions and exercises.

NAME: _____

GUEST(S): _____

DAYTIME PHONE: _____

AMOUNT ENCLOSED: \$ _____

Send this form with check made out to UCWBG to: Career Management Committee, P.O. Box 637, Chicago, IL 60690 by **April 5, 1986**.

For information call Irene Marquez at 312-982-7000 or Helen McCreery at 312-222-4522.

- ___ ___ Are your subordinates unprepared to take on more responsibilities — either because of lack of training or self-confidence?

"YES" answers indicate the need for more delegating.

Source: *Women In Telecommunications Newsletter*,
March, 1986

STRATEGIC PLANNING/SENIOR PROJECT MANAGER - for major consumer product, food industry company in Metro Chicago. Qualifications: MBA plus 4 years' minimum subsequent experience in consulting or corporate positions dealing with: strategic planning, business development, product management, new product development, merger/acquisition planning, financial analysis, top management potential and ambition. Responsibilities: Manage strategic planning projects (including supervision of staff analysts) for the Corporate Strategy and Development Group. Prepare and present reports to top corporate management. Salary: To \$70,000's (competitive). Contact: Gordon B. Edwards & Sowers, Inc., (312) 266-1100.

ATTORNEY - Loop bank seeks Attorney with 2-4 years experience in drafting and documenting commercial loan transactions, preferably in a banking environment. A knowledge of federal and state banking laws and regulations is essential, as well as excellent communication skills, and the ability to deal with all levels of bank management. Salary to 40's. Call Nancy Zambon, (312) 443-2117.

DIRECTOR OF DEVELOPMENT & MARKETING - promote services and develop sales with new accounts. Participate in market planning and in the implementation of direct mail, seminars and trade show promotional activities. Market emphasis will be on corporations and legal firms in the Chicago area. Successful candidate may come from a variety of backgrounds, but will have certain characteristics and skills: 1) a strong consulting style, interest, and capability; 2) an ability to persuade - to sell intangible services; 3) an ability to identify key decision-makers; 4) a broad knowledge of business and business practices. Compensation for this position will be competitive and commensurate with professional commission, and benefits. Contact: Thomas Sundell or Charlotte Flinn at Flinn Consultants, Inc., (312) 433-7830.

INTERNAL CORP. BUSINESS CONSULTANTS; Publishing, Health, and Food Industries - approximately 50K - Tom Olson 312-787-2412.

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 (312) 266-1100.

DIRECTOR, DATA PROCESSING - U.S. Operations of a European Bank. Corporate Lending and Foreign Exchange applications in DEC environment. Send resume and salary requirements to the search firm, Synergistics Associates, Suite 1002, 320 N. Michigan Avenue, Chicago, IL 60601, 312-346-8782.

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.

FINANCIAL SOFTWARE PACKAGE SUPPORT. Experience with MSA, McCormack and Dodge, Integral Systems Inc. or other software vendor package experience. Various positions, including project leader, systems analyst, vendor support. Contact Pat Pedicone, The Clayton Group at 312-953-2299.

SENIOR CREDIT ANALYST: Evaluate a wide variety of major commercial loans, interface with lending officers and present analyses to senior management (domestic and international). Strong accounting background, excellent presentation skills, and experience in a financial institution are essential; MBA, law degree, CPA and/or lending experience are also valuable. Chicago location; salary hi 30's to 50's. Call Nancy Zambon, (312) 443-2117.

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.

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.

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

PROJECT LEADER AND SENIOR P/A - opportunities with outstanding Chicago area firm. IBM COBOL/JCL, VSAM required. 4th generation languages and database experience (ADR) A+. Contact: Jouce Knauff and Associates (312) 251-7284.

C LANGUAGE - On Line Programmers for options trading firm. Ideal work environment. \$40-60,000+. Reply to Al Borenstine, Synergistics Associates, Suite 1002, 320 N. Michigan Ave., Chicago 60601, 312-346-8782.

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.

SYSTEMS PROGRAMMER. OS/MVS experience. Suburban location. Salary to \$40,000. Contact Pat Pedicone, The Clayton Group. 312-953-2299.

PROGRAMMER ANALYST: Position requires 2 to 3 years of PL/I, OS JCL and light CICS experience. Candidate will participate in development and maintenance of Financial and Investment Portfolio Management Reporting Systems. Salary in high \$20s to lower \$30s depending on experience. Contact Helena Jakubec at (312) 930-7643.

A BOARD MEMBER YOU SHOULD KNOW

Name: Helen I. McCreery
UCWBG Board Title: V.P. Career Management
Works for: Tribune Company
As: Manager Corporate Development
Lives where: Chicago
Went to school at: BS - San Jose State University: Physical Science
 MS - University of Idaho: Chemistry
 MBA - University of Chicago: Executive Program
Other clubs: Director - County 4-H Counsel, The Executive Club, Women in Telecommunications, The Outdoors Club, Audubon Society
Goals for UCWBG: Make UCWBG a visible and influential force. Solidify our national networking.
Most important thing to me: Keeping in touch with the wilderness
Favorite movie: The Sting
I'd love to meet: An Ivory-Billed Woodpecker
When I feel sorry for myself: I call my dad.
Friends like me because: I am on the move
Hobbies: Bird watching, travel, real estate, hiking, tennis, backpacking, house remodeling, skiing.
Fascinated by: The intricacies of nature
I'm a pushover for: Untracked powder (snow)
In first grade I wanted to be: A cattle barron
Few people know: I used to make donuts for a living.
I respect: Positive, directed, aware people
My hot buttons: Time wasting.

MUGS HIGH TO DEBBIE HARROLD, UCGSB ALUMNI OFFICE

We were very fortunate to have Debbie Harrold, UCGSB Alumni Office, step in and coordinate the massive job of packing and shipping our handsome membership mugs.

Our thanks and a special toast (with your mugs of course) to Debbie and her staff for their continued help and support. I know Debbie is glad to have them literally "out from under her feet (desk)!"

We are currently out of mugs, but plan to order more. So here is a chance to complete your set! If you are interested in purchasing additional mugs at \$6.00 each, send a check (payable to UCWBG) to: UCWBG Mugs, P.O. Box 637, Chicago, IL 60690. Allow 6-8 weeks delivery.

WATCH FOR THE 1986 NATIONAL DIRECTORY COMING SOON TO A MAILBOX NEAR YOU

by Linda O'Bryant, VP Membership

I had no idea what I was getting into, or otherwise I might plead insanity for "volunteering" for membership VP. But, fortunately I'll soon have the "worst" part over... the ubiquitous 1986 Membership Directory!

Even though it's the worst job — it's going to be the best directory yet with over 400 names and addresses listed alphabetically, followed by three indexes: employer, professional, and geographical (by residence).

The indexes should make it even easier to look up a professional contact for some needed information, or share a taxi from a meeting with someone in your area, or find out first-hand about a company you may be joining. These are just some of the ways to use your directory as a networking tool.

Don't be shy. By joining together as a networking group, we have all agreed to share our knowledge and expertise with others. And you may find yourself flattered that someone asked your opinion.

All joking aside, the directory is a tremendous undertaking, which we feel is vital to us as a networking group. Therefore I wish to thank my committee and various members of the board who spent their Saturday mornings comparing your "membership forms" to the printer's proofs. It was a time-consuming, eye-straining job, which we did to the best of our ability as "graphologists."

In the rare event that you should find a "mistake" in the directory, please let us know so that we can correct our records and publish a correction in the newsletter. And of course we'll add your name to next year's membership committee, so that it will never happen again.

Let us know your comments by calling me at 312-477-4929.

1986 MEMBERSHIP STATS

Chicago:	318 members	76%
Washington, D.C.-		
Baltimore Chapter:	19 Members	5%
National/International:	81 Members	19%
Honorary Members:	1 Member	—
Total Membership	419 Members	100%

LAKESHORE CLUB INITIATION FEE (\$500 VALUE) YOURS FOR THE ASKING

For anyone interested in joining the Lakeshore Centre Club, 1320 West Fullerton, Chicago, IL 60614, here's your chance to get the \$500.00 initiation fee FREE.

To be eligible, send your name, address and telephone number to UCWBG Door Prize, P.O. Box 637, Chicago, IL 60690 by April 14. A winner will be drawn at our April 19 board meeting... and you could be it. Send in your name today and be a winner.

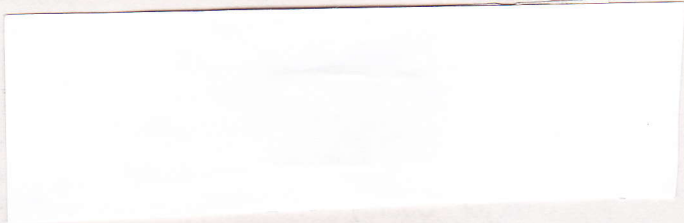
Note: In addition to the initiation fee, monthly dues are \$40.00 for an individual athletic membership and \$45.00 for a tennis membership at Lakeshore Centre.



THE UNIVERSITY of CHICAGO WOMEN'S BUSINESS GROUP

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

PRESORTED
FIRST CLASS



CAREER CONNECTIONS

Diana L. Carpenter, '82, Campus, 190: Promoted to Manager, Long Range Planning, Systems, from Systems Consultant, at Kraft, Inc. New business address: Kraft Court, Glenview, IL 60025, (312) 998-2964.

Judith Pfenninger, '84, Campus: To Consultant at Grant Thornton, from Staff Accountant, Price-Waterhouse. New business address: 2 East Gilman, P.O. Box

8100, Madison, WI 53708, (608) 257-6761. New home address: 726 W. Main St., #202, Madison, WI 53715.

Rosemarie Eck Springer, '85, Exec. Prog., XP 54: To Customer Support Analyst at Palladian Software, Inc., from Director, Corporate Accounting, Maremont Corporation. New business address: 4 Cambridge Center, Cambridge, MA 02142, (617) 661-7171.

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 _____ 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 _____