

The Exponent

JUNE, 1986

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

SUMMER PICNIC SUNDAY, AUGUST 24

PLAY TENNIS

SWIM

RELAX... ENJOY AN AFTERNOON
WITH OLD FRIENDS

MAKE NEW FRIENDS... TAKE THIS
OPPORTUNITY TO MEET MEMBERS
OF UCWBG

FAMILY AND GUESTS ARE WELCOME

LOCATION: PRIVATE HOME
LAKE FOREST

MORE DETAILS WILL FOLLOW IN THE
JULY EXPONENT

CAREER MANAGEMENT WORKSHOP CAREER PLANNING

Date: June 14, 1986
Time: 9:00 am to 12:30 pm
Place: 190 E. Delaware, Room 301
Price: \$10.00 for members and guests
Leaders: John Poynton, Vice President
Executive Assets Corp.
Joyce Knauff, President
Joyce Knauff & Associates
Kathryn McCague, Consultant

This is the second 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.

The seminar will cover resume preparation and personal marketing. The morning kicks off with two groups of 15 studying the art of resume writing. At 10:30 the groups will join for a fast-moving workshop on personal presentation skills.

Please sign up *now*. Attendance will be strictly limited to 30.

BE READY TO WORK! The speakers promise 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 **June 11, 1986**. Attendance is limited to 30.

For information call Kathy McCague at 312-528-8312 or Helen McCreery at 312-222-4522.

President's Comments

by Sue Weeks

As President of The University of Chicago Women's Business Group, I am also an *ex-officio* member of the Graduate School of Business Alumni Association Board of Directors. In that capacity I attended the Board of Directors 1986 Annual Meeting on Friday, May 2. At that meeting, Dean John Gould gave an update on the Business School activities in the last year. I thought a review of the topics would be of interest to you.

1. New Weekend MBA Program

This Fall, the Business School will begin an MBA program with Saturday only classes. This program has been designed for people who travel or do not live close enough to the 190 Building to attend weekday evening classes. They anticipate 50 students for this Fall. The students will be required to take a total of 20 courses to complete their MBA and will be taught by the regular Business School faculty.

2. Minority Relations Efforts

15 years ago George Schultz began a successful program for minority students. In the last two years the school has been looking at how it can be further improved and has developed a business plan for that purpose. To execute the business plan a new full time position, Director of Minority Relations, will be added to the Business School staff.

3. Use of Personal Computers

Beginning in the Fall, 1986 all students will be required to have a microcomputer. The school is developing software packages for students' use. A local area network will connect users to the Business School mainframes and will also support various applications being developed.

4. Chicago Business Fellows

The school has developed an outreach program at twenty liberal art colleges to interest their students in business studies. Students are brought to campus between their junior and senior years on a Fellow's scholarship for study. The participating colleges select the students, and the students then return to their college to complete their undergraduate degree. The Fellows then have 3 years to commit to completing their MBA at the University of Chicago. The Business School has introduced this program because businesses have said they are interested in people with liberal arts qualifications.

5. Alumni Placement Newsletter

As most of us are aware, the Business School has sent out its first placement letter. This is the first time there has been such an Alumni Office placement service, and the school had received 700 subscriptions as of April 25.

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

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

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Managing the Woman's Way

The following excerpts were taken from "Managing the Woman's Way," by A. Hughey and E. Gelman, *Newsweek*, March 17, 1986, p. 45-46.

"There is probably no more male-dominated, macho industry than aerospace. Yet in the electronics division of Northrop Corp. the 20 engineers developing the guidance system for the Midgetman missile work for a 43-year-old woman, Judie Forbes. She does a lot of the things women managers are supposed to do: she wears severe business suits and is always 110 percent on top of her subject because, as the cliché goes, 'women haven't earned the right to be mediocre.' But as some of her subordinates see it, Judie Forbes' success is also due to 'female' skills she didn't learn in engineering or business school. There is, for example, her intuitive ability to hire good people and match the right person to the right job. 'We all think it's black magic,' says Victor Moller, one of Forbes's system engineers. 'She understands her people and knows them better.' In addition, she is respectful of her employees, unlike many men who, Moller says, 'will point and say, *Go do it.*' Forbes, he says, 'generates, without even trying, a rah-rah spirit.'

"Generalizing about male and female styles of management is a tricky business, because stereotypes have traditionally been used to keep women down. . . . In fighting off these prejudices many women simply tried to adopt masculine traits in the office.

"As they have taken an increasing role in corporate life, however, many women have refused to fit the male mold. Now some are going one step further, suggesting that the female model may be superior. The very qualities that men have traditionally denigrated as feminine weaknesses—sympathy, sensitivity, a lack of the killer instinct—may often be advantages when it comes to getting the best out of people."

The article discusses "paramilitary managers" and "the human factor." Under "subtle vibrations," the article notes:

"Women 'pick up the subtle vibrations, the undercurrents,' . . . Their sensitivity to personalities also can make women better lobbyists. Politics is an irrational business, . . . and success depends greatly on having good 'political instincts.'

"Child rearing, . . . teaches the arts of compromise, conciliation and listening. Motherhood is good training for crisis management, too. Anne Wexler thinks that working mothers are more efficient, better organizers because they have to have 'the capacity to have more than one ball in the air at a time.' "

POSITIONS

DIRECTOR OF FINANCIAL PLANNING, CONTROL AND ADMINISTRATION. Top financial position of largest group in company. Reports to VP of Consumer Packaging. Rapidly growing Fortune 300 packaging corporation located in the Carolina's. Requires strength in acquisition; analysis and leadership, financial control, strategic planning. Preferably from consumer products industry. Salary: \$65,000 base, plus up to 25% bonus. Send resume, then contact: John Grantham, 727 Eastowne Drive, Suite 100A, Chapel Hill, North Carolina, 27514 (919) 489-1991.

ONE SENIOR AND ONE JUNIOR PROJECT MANAGER - Plastics blow-modeling industry North and South Carolina. Take large project (plant) from design to construction and equipment purchase and installation. Potential for advancement to plant manager. Up to \$49,000 at senior level. Send resume, then contact: John Grantham, 727 Eastowne Drive, Suite 100A, Chapel Hill, North Carolina, 27514 (919) 489-1991.

PRODUCT MANAGER/NEW PRODUCT DEVELOPER - Fortune 250 packaging corporation in the Carolina's. Reports to Director of Marketing for largest and fastest growing group in company. Deal with all major consumer products corporations. Requires product management experience with ability to provide leadership to R&D, Engineering, Production and Marketing. Salary: \$45K to \$49K base, plus bonus up to 25%. Send resume, then contact: John Grantham, 727 Eastowne Drive, Suite 100A, Chapel Hill, North Carolina, 27514 (919) 489-1991.

TWO PRODUCT MANAGERS - Financial Services Corporation in Connecticut. Responsible for complete product line: write and implement business plans; profit/loss responsibility. Marketing or product management experience preferred. Salary: \$40K. Send resume, then contact: John Grantham, 727 Eastowne Drive, Suite 100A, Chapel Hill, North Carolina, 27514 (919) 489-1991.

SENIOR FINANCIAL ANALYST (accounting) - Principal responsibilities involve: conducting and managing special projects directed mostly at acquisition activities. Our client is a large privately owned holding company located in publishing and communications. They seek a professional accountant with a minimum five years experience; Big-Eight public accounting firm experience strongly preferred; CPA and/or MBA preferred. Salary: to \$70's. Contact: Gordon Edwards, Edwards & Sowers at (312) 266-1100.

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CONSULTING - Opportunities in consulting—information systems as well as general management consulting—with the large public accounting firms and general management consulting firms. Relevant experience required. Salaries: to the \$60's. Contact: Gordon Edwards, Edwards & Sowers at (312) 266-1100.

MANAGER OF EDUCATION PROGRAM DEVELOPMENT - Responsible for the needs analysis, design, development or procurement, and pilot tests of management. Education/development courses. Excellent major employer; desirable suburban Chicago location. Training function is being revitalized and expanded and is viewed as a "change agent" in the company. Five+ years related experience in industrial/corporate environments required. Salary: to \$60's. Contact: Gordon Edwards, Edwards & Sowers at (312) 266-1100.

FINANCIAL CONSULTANT - Make a real impact in the financial services industry in Minneapolis. Design and implement profitability measurement information systems that range from micros for analysis to large mainframes for overall information integration. Typical elements: organization, profitability, cost accounting and allocation, product and customer profitability, account analysis and transfer pricing of funds. Requires 4 to 6 years of profitability measurement experience in a financial institution, knowledge of financial data processing and operations in the financial services industries and ability to design and develop information at a detailed level. Contact: Richard Foxman, Midwest Region recruiter at (312) 368-1800.

SENIOR PLANNING ANALYST - Fortune 500 Manufacturing Corporation in Chicago. Financial and operations analysis, reviewing capital requests and developing short and long-range financial plans. Salary: upper \$30's. Contact: Kevin Foley, Foley Associates at (312) 830-2977.

SENIOR OPERATIONS ANALYST - Fortune 100 Manufacturer in Chicago. Four to five years experience in capital planning, pricing, and cost analysis. Salary: \$50's. Contact: Kevin Foley, Foley Associates at (312) 830-2977.

NATIONAL SALES MANAGER - Industrial Sales Division of Fortune 300 company with dominant market position, Southern section of U.S. Salary: up to \$65K base, plus bonus up to 50%. Send resume, then contact: John Grantham, 727 Eastowne Drive, Suite 100A, Chapel Hill, North Carolina, 27514 (919) 489-1991.

PLANT ENGINEERING MANAGEMENT - Chicago, \$40K. **PROJECT ENGINEER**, East Pennsylvania, \$45K. **SALES REPRESENTATIVE**, specialty packaging, Chicago, \$36K plus bonus. **AUDITORS** with second language of Spanish, up to \$30K, S. Carolina, Fortune 250. **TECHNICAL SERVICE REPRESENTATIVE**, Blowmolding, \$40K, S. Carolina. **PRODUCTION SUPERVISOR**, plastic thermo-forming (new process), Southern Ohio, to \$38K. Send resume, then contact: John Grantham, 727 Eastowne Drive, Suite 100A, Chapel Hill, North Carolina, 27514 (919) 489-1991.

PROJECT MANAGER - Information Services Group for Chicago-based, private company in consumer and industrial printed materials. As the primary user interface, you will communicate with staff, peers, and management. Planning and control of key projects. Requires experience in systems analysis and programming, and project management, including systems implementation, documentation, and training. Salary: mid \$40's. Contact: Tom Misch or Steve Sackley, Crosly & Associates at (312) 940-4800.

CHIEF ENGINEER - For north suburban manufacturer of high quality fluorescent and special lighting fixtures. Candidate must be degreed with eight years experience in commercial and industrial lighting. Supervisory experience in new product design/development UL testing. CAD knowledge and cost evaluation a plus. Contact: Rita Rice, MKM Consultant at (312) 644-5100.

INTERNAL BUSINESS CONSULTANT - Major financial corporation; Chicago. IBM systems experience is required, although this is not an MIS position. Salary in the 40's. Contact: Synergistics Associates at (312) 346-8782.

ASSISTANT TO CFO - Major real estate developer. Assist in deal making, bank relations, treasury-related projects and client development. Two to three years experience with real estate lending, treasury or cash management experience a plus. Mid 40's and bonus. contact: Ed Westfall, ELSKO, at (312) 792-3400.

PROJECT MANAGER—STRATEGIC DEVELOPMENT: Consumer products company. Analysis of critical business issues and the development and implementation of the resultant strategies. Marketing and some strategic planning experience helpful. Interface with both operating and corporate staff personnel. Compensation commensurate with experience. Contact Ed Westfall, ELSKO 394-2400.

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 database experience. Various locations. Salaries to \$50,000. Contact Pat Pedicone, The Clayton Group at (312) 953-2299.

PROGRAMMER ANALYSTS AND SYSTEMS ANALYSTS: COBOL, CICS, or fourth generation language (FORCUS, RAMIS, NOMAD). 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.

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6. Placement Office Activities

There have been organizational changes and increased resources allocated to the placement activities in the Business School. Barbara McGloin, the Director of Placement, is establishing an outreach program with Chicago firms. She is making direct contact with them to determine their needs and to expose the Graduate School of Business to them. Formal questionnaires are also being used to see what works and doesn't work in the placement process and new material and procedures are being developed.

7. Capital Campaign

The goal of the current Capital Campaign is \$21.5 million by December, 1986. To date \$19.3 million have been raised, and Dean Gould is optimistic that the goal will be met by the end of the campaign.

I found the morning meeting very interesting and enjoyed the opportunity to meet other alumni. In terms of alumni club activities, the University of Chicago Women's Business Group is viewed as one of the most successful Graduate School of Business alumni groups. We can all be very proud of our excellent reputation.

Using the Directory for contacts: professional courtesy reminder

by Linda O'Bryant

Now that you have your "little silver book" of contacts, please remember to use it as you would any other valued resource... with professional courtesy.

Just a few reminders when you call for information:

1. Always ask if you can set up an appointment to call back at her convenience (and on YOUR dime unless she indicates otherwise). The exception is when you have already established a professional relationship, and she is willing to give you on-the-spot information.
2. Ask the amount of time she thinks it will take to discuss the matter, and if that is agreeable. This gives the person time to review materials and prepare for your call if necessary, at a more convenient or relaxed time.
3. If your contact doesn't have the information or time to spend talking with you, ask if she can recommend other people that you could contact. Our members, are busy, on-the-go people, so don't feel discouraged if they can't help you in YOUR timeframe. Maybe they know of someone outside the group who can.

Just remember to be thoughtful, courteous and professional when you use any form of business networking. It benefits and reflects on us all.

A BOARD MEMBER YOU SHOULD KNOW

Name: Sue Weeks

UCWBG Board Title: President

Works for: Sears, Roebuck and Co.

As: Director of Planning
Sears Merchandise Group

Lives where: 208 W. Huron

Went to school at: BA - Wellesley College
MBA - University of Chicago

Other clubs: American Marketing Association, Chicago Wellesley Club

Goals for UCWBG: To create a dynamic organization serving the needs of our members.
Keeping life in perspective

Most important thing to me:

Favorite movie: Witness

When I feel sorry for myself: I switch gears and do something fun

Friends like me because: I'm interested in their thoughts and feelings

Favorite cities: Large: Chicago, San Francisco, London, Hong Kong
Small: Charleston, S.C. and Santa Fe, NM

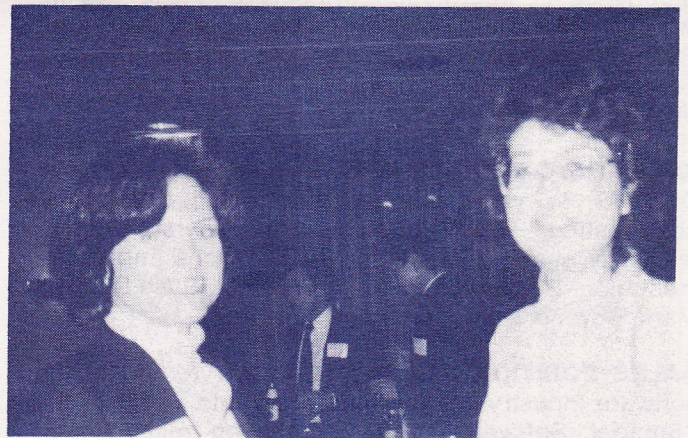
Hardest thing to do: Get vacations scheduled

Fascinated by: People, art and architecture

My fantasies: To travel around the world, have enough time to do whatever I want, make a fortune by age 50

I respect: People who respect others and have a sense of humor

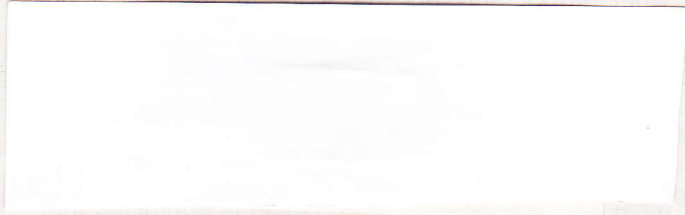
My hot button: Reckless drivers, especially in taxi cabs



Kathleen Holoubek and Irene Marquez discuss the upcoming Career Management Seminar on resume preparation and personal marketing June 14.



THE UNIVERSITY of CHICAGO
WOMEN'S BUSINESS GROUP
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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.

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.

INFORMATION SYSTEMS/PROJECT MANAGEMENT. In Chicago. Information systems professional who can manage teams of consultants through mainframe systems implementation. Will also conduct management reviews of the information systems function, perform strategic information systems planning and handle vendor evaluation and selection. 5-10 years experience in information systems analysis, design, programming and implementation as well as good communication skills needed. IBM experience is a definite plus. Richard Foxman, Senior Manager, Dept. UCWBG 5, Ernst & Whinney, (312) 368-1800.

IDMS ADS/O PROGRAMMER ANALYSTS - IBM 3033 OS/MVS, 2+ years experience designing, developing, and testing. Plan projects; train users; prepare feasibility studies, functional specifications and documentation. BS degree required. Contact: Suse Delsing, Mark Boyens & Associates at (312) 677-1821.

SALES POSITION - Successful career record in the software industry will facilitate entry into world of the "Smarter Software." 4GL information management tool with built-in analytical features. Be part of a sales team for state-of-the-art database management systems. Some travel. Contact: Suse Delsing, Mark Boyens & Associates at (312) 677-1821.

SYSTEMS ANALYSTS, PROJECT LEADERS, MANAGERS - ADABAS Natural, IMS/DB/DC, IDMS/ADS/O, CICS, ADR. BS degree required. Downtown Chicago location, 30% travel. Contact: Suse Delsing, Mark Boyens & Associates at (312) 677-1821.

OS/MVS/CICS SYSTEMS PROGRAMMERS - Suburban and downtown Chicago locations. All levels. Contact: Suse Delsing, Mark Boyens & Associates at (312) 677-1821.

FINANCE PROFESSIONAL—Alcar is a pioneer and leader in providing management education, software and consulting to businesses interested in implementing the shareholder value approach. We are seeking a manager in our management education department who will manage the design and development of seminars on concepts and applications of the shareholder value approach of strategic planning for major clients including financial institutions and corporations; deliver management education programs to executives, managers, and analysts; develop strategies for marketing education programs. Qualifications are 4-6 years experience in financial or strategic planning; MBA in finance; understanding of discounted cash flow analysis; strong writing and presentation skills. Attractive compensation package includes stock options in an entrepreneurial company. Send resume and current salary to:

Marcey Edison, the Alcar Group Inc.
5215 Old Orchard Road, Suite 600
Skokie, IL 60077