

The Exponent

JULY, 1986

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

You Are Cordially Invited to...

UCWBG

Summer Picnic

Sunday

August 24, 1986

1:00 p.m. - 5:00 p.m.

Private Home in Lake Forest
35 Miles North of the City

\$12.00 Members

\$13.00 Guests

FREE - Children under 12 Yrs.

- Bring Family and Guests
- Food and Drink
- Tennis, Swimming, Volleyball, Croquet, Baseball
- Bring a Blanket for Sitting on the Lawn
- Directions Provided upon Receipt of Reservation
- Carpooling Will Be Organized
- Train Schedule Provided

All reservations and cancellations must be received by 12:00 noon, Tuesday, August 19, 1986. Thereafter, reservations will be accepted as cancellations are received. Use RSVP form or call Martie Monahan or Bernie Kolski at 875-7115; then mail the RSVP form and check.

RSVP for August 24, 1986

UCWBG Summer Picnic

Name _____

Interested in Carpooling?

Address _____

Need Ride _____ # People _____

Phone _____

Host Ride _____ # People _____

Guest(s) _____

Need Train Schedule _____

Amount enclosed _____ (\$12.00 Members; \$13.00 Guests; Free-Children under 12 Yrs.)

Send form with check payable to University of Chicago Women's Business Group by 12:00 noon, Tuesday, August 19, 1986 to:

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

President's Message

by Sue Weeks

1987 BOARD OF DIRECTORS

It is hard to believe that my term as President is now half completed. There are many goals I want to accomplish before the year ends. One of the most important goals is identifying the officers who will carry our organization forward in 1987.

The Board is now beginning to address the identification of members to serve on our 1987 Board of Directors.

The purpose of this president's message is to ask you to think about becoming a 1987 member of the Board of Directors or a committee member. The Board positions include President, Vice President - Administration, Vice President - Finance, Vice President - Programs, Vice President - Membership, Vice President - Internal Communications, Vice President - Public Relations, Vice President - Career Management, and three Directors. The Directors take on special assignments that are identified by the Board. For 1987, we will be submitting a by-laws change to our membership to convert one Director's position to a Vice President - Chapters. The Chapters function is currently being handled by Julie Virgo, a 1986 Director. Members interested in the Presidency need to have served on the Board the year prior to assuming this position.

We are also very interested in identifying members

who are interested in serving on one of the following committees: Programs, (obtaining speakers and organizing meetings), Career Management (handling *Job Lines* and career seminars), membership (organizing the membership drive and producing the Membership Directory) and Internal Communications (producing the *Exponent* and other internal member announcements). In 1987 we also plan to add a committee to assist the Vice President - Administration.

The Board of Directors meets one Saturday morning a month to review overall direction for our organization, to exchange ideas and to be updated on each board member's activities and the work of committees. Participation on the Board of Directors is excellent experience that will also serve you well in your general business career. It gives you the opportunity to run your functional area and participate as a policy maker in the decisions of an organization.

In addition to the benefits to you personally, your participation will help build the future of our organization. Without the contribution of members' time and energy, we cannot sustain the exciting growth we have achieved over the last five and one-half years. Please feel free to contact any current officer to find out more about her responsibilities or committee activities. If you would like to discuss the opportunities further or volunteer your time as a board member or committee member, please contact Barbaragail Dancewicz at 944-0595.



**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 786-0400
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 351-5950
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
Karen Cody-Hopkins
(800) 241-3669
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-Chair Woman: Melanie Smith
(301) 587-6484
Program Co-Vice-Chairwomen: Marjorie Adams
(301) 951-2571
AnnMarie Gannon
(301) 951-2389
Secretary/Treasurer: Lisa Lecker
(703) 841-6180
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
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



CAREER MANAGEMENT WORKSHOP

by Nancy Bruggemeyer

Thanks to the UCWBG Career Management Committee, several experts in the area of career planning - John Poynton, Vice President, Executive Assets Corporation; Joyce Knauff, President and Kathy McCague, Consultant, Joyce Knauff & Associates - were available to the UCWBG membership on Saturday, June 14, to discuss issues related to career planning. The focus of this career management workshop was effective resume writing and job search strategies.

The first workshop on resume writing was divided into two groups lead by John Poynton and Kathy McCague. The primary purpose of a resume in John's view is "to present the individual in an orderly fashion". According to Kathy, although primarily a communication tool on an individual's professional history, the objective of a resume is also "to advertise why that person is the best candidate for the position".

How important is a job objective in a resume? According to both John and Kathy, the job objective or "positioning statement" is the most important part of the resume. It defines not only what your goal is, but also provides the "main theme" for the remainder of the resume. A rule of thumb is: "If it does not support the positioning statement, don't put it in the resume".

The main focus of the resume should be on a person's achievements. If necessary, Kathy suggests rewriting job responsibilities into job accomplishments by using action verbs that support the positioning statement (e.g., "designed national sales training programs" versus "responsibilities included developing a national sales training program.")

Other helpful pointers which will strengthen a resume include:

- Formatting the resume so that it is easy to read;
- In the case of "unknown" companies (e.g., little name recognition) provide a brief description of the nature of the business, etc.;
- Add "sizzle" to a resume (e.g., creates interest on the part of the reader/interviewer) by stating dollar figures or percentages, and by describing specific projects;
- Place other facts such as job history, education, interests (optional), memberships, etc. at the end of the resume;
- Remember to proofread the resume to ensure that it is free of errors.

The second workshop, conducted by Joyce Knauff, focused on the actual job search process. She outlines a five-step approach which represents a market plan for "getting the job you deserve." (This approach presumes that you already have a resume, know what you want in a job and can market yourself effectively.) The five steps are:

- 1) Finding a search firm/recruiter to be your

"agent";

- 2) Locating a good business library to ensure access to resource materials;
- 3) Networking with friends, social and business acquaintances, alumni groups, etc.;
- 4) Answering ads; and
- 5) Targeting corporations for a direct mail campaign.

Joyce emphasized that in order to achieve the desired result "all five steps must be undertaken—not just one or two". She also stressed the importance of being "loyal to yourself". Job search in her opinion is like any other worthwhile effort; it requires that you have an objective, interim goals, a systematic and orderly approach and the ability to market yourself.

POSITIONS

MANAGER - Plastic Development Center. Fortune 300, rapidly growing corporation in the Carolinas. Requires a background in thermo forming, blow molding, excursion, and injection molding, etc. Proven ability to manage technical people of many different levels. Good written communication skills; able to interface with other corporate people including top managers, peers, customers, visitors and subordinates. Major Project/Program Manager skills. Good developer of people; will develop a plastic development center into a true and effective show place. Salary: \$60-70,000 plus bonus up to 25% of salary. Please enclose resume and give me a call: John Gratham, Gratham and Company, 727 East Town Drive, Suite 100A, Chapel Hill, NC 27514, (919) 489-1991.

ORD Engineer - Resins/Processes. Minimum B.S. degree in technical field. Indepth polymer knowledge (P, PE, PET, PS, PVC, Nylon). Extrusion experience; understanding of tooling/dies. High interest in developmental work. Supplier/customer contact. Technical leadership and communication skills necessary. Thermo forming experience helpful. Plans and manages technical projects. Must be creative and innovative. Salary: \$42-45,000. Please enclose resume and give me a call: John Gratham, Gratham and Company, 727 East Town Drive, Suite 100A, Chapel Hill, NC 27514, (919) 489-1991.

ORD Engineer - Plastic Packaging. Minimum B.S. degree in engineering. Experience in plastic forming, thermo forming essential; extrusion, blow molding, injection molding desirable. Need materials knowledge; must be innovative, and creative with a high interest in developmental work. Hands-on machine/process work. Supplier/customer contacts. Technical leadership in communications skills necessary. Plans and manages technical projects. Salary: \$42-45,000. Please enclose resume and give me a call: John Gratham, Gratham and Company, 727 East Town Drive, Suite 100A, Chapel Hill, NC 27514, (919) 489-1991.

STRATEGIC PLANNER - Major financial service company. Business planning market/product analysis at a corporate level. High visibility fast track to management within business group. Ideal candidate should have 2 years business planning in sophisticated environment. Financial services or related industry a plus. Salary open. Contact: Ed Westfall, ELSKO, at (312) 394-2400.

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.

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.

SENIOR PROJECT MANAGER - INFORMATION SYSTEMS - To assume responsibility for a large (staff of 60) system development project. Our client is a major (and healthy) financial services company located in Chicago. Experience managing large system development projects required. Salary: to \$60's. Contact: Gordon Edwards, Edwards & Sowers at (312) 266-1100.

SUPERVISOR OF COMPUTER OPERATIONS - Major utility company in western suburban area. Hire/fire and budget authority for a 3-shift operation. \$40-45K. Please call Guy Desaulniers or Greg Powell, O'Shea Employment System at (312) 987-2669.

PROJECT MANAGER IN DATA PROCESSING - Big 8 accounting firm. Supervise several data processing projects with opportunity to progress to partner. \$40-60K. Please call Guy Desaulniers, O'Shea Employment System at (312) 987-2669.

ACCOUNT EXECUTIVE CONSULTING SALES - Call on key accounts for a major national consulting firm, with opportunity to progress to partner. \$40-60K plus commission. Please call Guy Desaulniers or Martha Smith, O'Shea Employment System at (312) 987-2669.

PROJECT LEADER - Looking for an individual who projects the consultant image with 10 years of experience with financial systems development. Will be responsible for teams up to 20 people. IDMS is a plus. Salary up to \$60K. Call: Kathy McCague, Joyce Knauff & Assoc., P.O. 624, Wilmette, IL 60091, (312) 528-8312.

SYSTEMS ANALYST - 3 to 5 years of experience from either banking or manufacturing industries to work for systems consulting firm. 90% analysis and design. Projects include the Discovery card. \$39K middle range. Call: Kathy McCague, Joyce Knauff & Assoc., P.O. 624, Wilmette, IL 60091, (312) 528-8312.

DIRECTOR OF MARKETING - Computer terminal manufacturer is looking for a marketing individual who has a proven record of interfacing with engineers, customers and computer sales people to head up Marketing Department. Company makes terminals for data collection in factories and plants. Excellent opportunity. Salary up to \$70K. Call: Kathy McCague, Joyce Knauff & Assoc., P.O. 624, Wilmette, IL 60091, (312) 528-8312.

DATA PROCESSING PROJECT LEADERS - Prestigious major financial services firm located in near north suburbs is converting from mini's to IBM 30XX. Financial or brokerage applications is a plus. \$45,000 to \$55,000. Contact Synergistics Associates, 320 N. Michigan Avenue, Chicago 60601, (312) 346-8782.

FINANCIAL MANAGERS - Multi-billion \$, Chicago based, electronics manufacturer seeks bright, degreed accountants with MBA's. CPA and Big Eight experience a plus. Full P&L responsibilities. 20% travel. Base + incentives = \$40 - 45 K. Contact Tom Misch or Steve Sackley, Crosly & Associates at (312) 940-4800.

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, at (312) 394-2400.

ONE SENIOR AND ONE JUNIOR PROJECT MANAGER - Plastics blow-molding 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 Gantham, 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: Jim Gantham, 727 Eastowne Drive, Suite 100A, Chapel Hill, North Carolina, 27514 (919) 489-1991.

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: Jim Gantham, 727 Eastowne Drive, Suite 100A, Chapel Hill, North Carolina, 27514 (919) 489-1991.

PROJECT ENGINEER, East Pennsylvania, \$45K. **SALES REPRESENTATIVE**, speciality packaging, Chicago, \$36K plus bonus. **AUDITORS** with second language of Spanish, up to \$30K, S. Carolina, Fortune 250. **TECHNICAL SERVICE REPRESENTATIVE**, Blow-molding, \$40K, S. Carolina. **PRODUCTION SUPERVISOR**, plastic thermo-forming (new process), Southern Ohio, to \$38K. Send resume, then contact: Jim Gantham, 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.

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.

MANAGER OF COST ACCOUNTING & ANALYSIS - Division of Fortune 300 company in Chicago. Reporting to Division Controller responsible for cost, manufacturing budgets, and operations review. 3-5 years experience total 1-2 years in manufacturing environment. \$45-48K. Contact: Kevin Foley, Foley Associates at (312) 830-2977.

OFFERS AND COUNTEROFFERS

by Phyllis Ezop

According to the May 5, 1986 *Wall Street Journal*, companies now appear more willing to make counter-offers when their most valued managers receive attractive offers from other firms. A trend away from corporate loyalty is leaving many of the best managers receptive to the highest bidder. Consequently, companies are increasingly taking steps to retain top performers.

It is no longer rare for a manager to renege on an offer he/she has already accepted if the current employer persuades the employee to stay. In this new atmosphere, some companies do not seem concerned about the ethical considerations associated with encouraging employees to renege on offers.

The current employer may offer a promotion and salary increase to retain a valued employee. In other instances, an employee might be convinced to stay when the current employer demonstrates that the new company is a likely takeover target and, thus, the new job is less attractive than it appears. Sometimes, recognition alone will retain a manager: one recruiter recalls a bank executive who reneged on an excellent

offer when his boss told him how terrific he was.

To avoid losing or delaying their fees, recruiters work to guard against turnabouts. Recruiters may tell the employee that a change of mind appears immature, indecisive as well as disloyal, and will definitely tarnish any career. To make the employee feel more compelled to take the job, other recruiters congratulate the employee by sending flowers and also urge the employee's references to call and offer congratulations.

WOMEN MAKE LITTLE PROGRESS AT CHICAGO CORPORATIONS

Crain's Chicago Business' annual survey of Chicago's top corporations reports that only 8.6% of directors are women, compared to 7.6% last year. Only 2.6% were women when the first survey was published in 1977.

However, the percentage of women vice-presidents slipped to 2.95% from 3.1% in 1985. Ten years ago, the percentage of women vice-presidents was a minuscule 0.33%.

Not included in the statistics were the figures from First National Bank of Chicago (where 18.8% of its 905 vp's are women vs. 15.3 % last year) and Continental Bank (15% of 614 vp's vs. 12% in 1985), since banks have considerably more vice-presidential slots indicating "that the position doesn't command the same status and compensation at banks that it does at commercial corporations."

Editor Joe Cappo says this "shouldn't take away from the fact that the banks have led all businesses in promoting women to decision-making posts. Ten years ago, fewer than 2% of the vice-presidents at the two banks were women. On the corporate side, only Dart & Kraft Inc., with women accounting for 10% of its 20 vice-presidents, is close."

CNA Financial Corp. has no women directors or vice-presidents. Amoco elected its first woman director this year.

Here are the results of the 1986 survey:

Company	Total directors	Women directors	Total VPs	Women VPs
Ameritech	14	1	16	1
Amoco	16	1	13	0
CNA	10	0	5	0
ComEd	15	1	13	0
Dart & Kraft	14	2	20	2
IC Industries	15	1	16	0
Midcon	15	1	11	0
Motorola	14	1	63	1
Peoples Energy	12	1	7	0
Santa Fe So. Pacific	23	2	7	0
Sara Lee	18	2	25	1
Sears	15	3	12	0
UAL	17	1	63	3
1986 totals	198	17	271	8
1985 totals	198	15	258	8

CAR FOR SALE

1984 Nissan Sentra—2-door, 5-speed, air conditioned. 25,000 miles. Excellent condition \$4900 or best offer. Call Marge Waterstreet at 472-1159.

GLEASON ON OFF-SHORE MANUFACTURING

by JoAnn Hinz



Tom Gleason, C.E.O., Wolverine World Wide, discusses his March dinner speech with Helen McCreery and Sue Weeks.

Tom Gleason, C.E.O. of Wolverine World Wide, had one maxim for offshore manufacturers: A,B,C, — Always be Careful.

WWW has sales of over \$389 million and markets in 55 countries.

With clever slides and lively anecdotes, Gleason gave a brief history of the shoe industry along with the implications of offshore sourcing.

There is a growing list of countries involved in shoe manufacturing. A short time ago the major manufacturers were Spain, Italy, Japan, and the United Kingdom. Now Taiwan leads the list with 372.5 million pairs annually, followed by Korea, Brazil, Italy, Spain, Hong Kong, and China.

Depending on the circumstances, WWW varies the implementation of international sourcing. For example, WWW will source the complete shoe or just the labor-intensive upper. WWW will own 100% of the company, go into a partnership with a local business or contract the work. Key factors in the decision making process are opportunity, logistics, quality control, political stability, supplier stability, local laws, tax policies, and local expertise. Commonly, WWW sends a task force to insure quality control in foreign factories. The shoes are usually designed in the States and may also be assembled here.

Gleason's recommendations are to evaluate the pros and cons of international sourcing carefully. If viable, then go for it! It's as easy as A,B,C, — Always Be Careful.

A BOARD MEMBER YOU SHOULD KNOW

Name:	Irene Tesitor
UCWBG Board Title:	Director
Works for:	American Bar Association
As:	Director, Section of Corporation, Banking and Business Law
Lives in:	Evanston
Went to school at:	Aspen High School, University of Colorado, University of Denver
Other professional groups:	Chicago Society of Association Executives
Goals for UCWBG:	To support our members in clarifying and reaching their professional goals.
Most important thing to me:	Friends and companionship
I do my best when:	I have a goal that involves some challenge and some risk.
Hardest thing to do:	Balance work, recreation, and time with friends
For fun and relaxation I like to:	Read, cross-country ski, sail and bike—activities that provide a change of pace from city life and commuting on the Howard El
Favorite author:	Annie Dillard
Fascinated by:	The natural world—I was an elementary science teacher before my MBA incarnation
Few people know:	I failed a calculus midterm my second quarter in Business School
Biggest threat to my self-esteem:	Failing—I made a B in the class
I respect:	Individuals who make the "world" a better place even if their sphere of influence is limited to helping a single person.



Irene Tesitor, Suzanne Keers, and Lisa Callies

UCWBG'S NEW FLORIDA CHAPTER

Our newest chapter is off to a fantastic start.

The Florida Chapter Steering committee is headed by Agnes Roach and includes Nancy Clausen Kulp, Karen Cody-Hopkins, Sally Israel, Margaret (Marge) Powell, and Jane Renz.

They are inviting all Florida alumni and their spouses to attend a UCWBG brunch, cosponsored by the Alumni Office of the Business School, on September 20 at the Lincoln Hotel in Tampa. Dr. John Hodgson, Chairman of the Department of MIS at the University of South Florida will speak on "The Tampa Connection: Doing Business with the People's Republic of China."

The Steering Committee is also creating a list of all women graduates from the top twenty business schools who live in the area primarily served by the chapter. The goal is to develop a group of businesswomen who can meet with our small UCWBG in order to achieve a larger critical mass of women for certain events.

Both the Florida and Washington D.C. chapters receive a free subscription to the U of C Business School placement newsletter.

U OF C STUDENT CREDIT UNION

Crain's Chicago Business reports that the University of Chicago's Student Federal Credit Union is the largest of 13 student-run credit unions nationwide, serving about 1,700 members and possessing assets of \$1.2 million.

SFCU offers certificates of deposit, money orders, traveler's checks, an automated teller machine, and guaranteed student loans for entering freshmen.

A group of undergraduates established it 2½ years ago due to deep dissatisfaction with the minimum-balance requirements and withdrawal limits at local banks.

Hyde Park banks have adjusted to the new competitive climate but give little credit to SFCU.



Jan Moyer and Aleta Holub

Coming in the August issue. . .

Results of the 1986 Survey of Members



Sally Hughes and Barbara Shafer



*JoAnne McCarthy, Carolyn LeBlanc, Irene Tesitor,
and Kathy LaMere.*



The University of Chicago
Women's Business Group
 UCWBG • P.O. Box 637 • Chicago, Illinois 60690



CAREER CONNECTIONS

Mollie Cameron, '84, Campus: To Senior Product Manager, Consumer Credit, Atlantic Financial, from Assistant Manager, Citibank. New business address: 50 Monument Drive, Bala Cynwyd, PA 19004, (215) 578-5798.

Alison Chung, '86, 190: Promoted to Manager, Management Consulting Services, Price Waterhouse, from Senior Consultant.

Renee Colwill, '81, Campus: Has completed second year of law school at the University of Texas and will be a summer associate for Jenkins, Hutchison & Gilchrist in Dallas, then Meredith, Donnell & Abernethy in Corpus Christi.

Tzu-Chen Lee, '81, 190: To Vice President and Manager of Customer Profitability, Corporate Banking Group, Wells Fargo Bank, from Vice President, Marketing and Product Development, Crocker National Bank. New business address: 420 Montgomery Street, San Francisco, CA 94163, (415) 396-5833.

Louise Minervino (formerly Pittman), 190: To City Librarian, Bridgeport, Connecticut. New business address: Bridgeport Public Library, 925 Broad Street, Bridgeport, CT 06604, (203) 576-7779.

Agnes A. Roach, '80, Campus: CFP, President, AA Roach Financial Planning, has been appointed to the board of the Tampa Bay Chapter of the International Association for Financial Planning. She will edit the newsletter.

Mary A. Robertson, '79, Campus: To Manager, Corporate Credit Analysis, The Investment Centre. New business address: 5770 Powers Ferry Road NW, Atlanta, GA 30327, (404) 980-5165.

Miyako Yoda, '84, Campus: To Business Administrator, Volvo Monitoring Center, from Planning Analyst at Toyota Motor Sales, USA, Inc. New business address: 31416 Agoura Road, Suite 200, Westlake Village, CA 91361, (818) 991-4423.

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: CHANGED JOBS
 (Include old and new title, PROMOTED
 company, and other APPOINTED TO BOARD OF DIRECTORS
 background information.) RECEIVED AWARD/RECOGNITION
 OTHER (moved, started a new company, etc.)

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

HOME _____ PHONE _____

WORK _____ PHONE _____