



The Exponent

DECEMBER, 1987

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

PSYCHOTHERAPIST AND AUTHOR CAROLE A. WILK MAINTAINS SPECIAL EXPERTISE ON CAREER WOMEN AND BALANCING PERSONAL AND PROFESSIONAL LIFE DECISIONS



Dr. Carole A. Wilk, a noted psychologist/psychologist, has focused much of her recent work on the career woman and her diversifying role in society. She has focused on balancing personal and professional decisions including the childbearing decision. Dr. Wilk has done extensive research and presents some of her finding in her new book, "CAREER WOMEN AND CHILDBEARING: A Psychological Analysis of the Decision Process" (Van Nostrand Reinhold, 1986).

A Ph.D. in Counseling Psychology, with a private practice in Highland Park, Illinois, as well as professional affiliation with the Lake County Mental Health Clinic, Wilk has more than 15 years of experience in individual, group and marital therapy. "The childbearing dilemma of the married career woman has an impact on the family structure, the marriage, the marketplace, and on society as a whole. Dual career women, unable to realistically look to the past for guidance, report feeling pressured but unprepared to reach a decision about children."

Wilk's book is based on her in-depth work with a group of women from dual career marriages, presenting a qualitative analysis of their lives and child bearing choices. It presents clear indications of why some women are confused or ambivalent about combining motherhood with a career, how intrapsychic development is linked to the childbearing decision, how women's early relationships with their parents influence

the ultimate choice, and the role husbands play in helping or hindering their wives' decision-making.

"The decision whether or not to have children is highly individual", comments Wilk, "and quite complex. The psychological factors—both conscious and unconscious—are further complicated by the external pressure to succeed in both personal and professional goals".

Sought after as a lecturer and group leader, Wilk offers suggestions for dealing effectively with women's diversifying role as well as with the changes in male roles, which naturally drive from them, while presenting challenges for the future for both men and women.

Dr. Wilk received her Master of Arts and Ph.D. degrees in counseling Psychology from Northwestern University. She will be discussing *The Balance Between Personal and Professional Priorities: Femininity and Careers* with us. Please join us for an interesting and introspective evening.

January 20, 1988 meeting

Plaza Club
Prudential Plaza
(top of the Prudential Building)
180 East Randolph

\$17 Members \$19 Guests

5:30 p.m. Hor d'oeuvres & Cocktails
6:15 p.m. Presentation

Call Lorena Blonsky for
information: (312) 726-1841

RSVP form for January 20, 1988 meeting: *The Balance Between Personal and Professional Priorities: Femenity and Careers.*

Name _____

Daytime phone _____

Guest(s) _____

Amount Enclosed _____

(\$17.00 members, \$19.00 guests)

Send form with check payable to UCWBG c/o Lorena Blonsky, 522 Greenwood St., Evanston, IL 60201

All reservations and cancellations must be received by 12:00 noon Friday, January 15, 1988. Thereafter reservations will be accepted as cancellations are received. Please use RSVP form or call Lorena Blonsky at 726-1841, then mail the RSVP.

PRESIDENT'S MESSAGE

Thanks to the hard work of a number of people, our accomplishments this year have been outstanding. I hope you will join me in applauding the Board, the many committee members, and yourselves—the general membership—all of whom have done a stellar job this year.

It is with pride that I present below some of our 1987 accomplishments.

MEMBERSHIP

The Membership Committee exceeded its goal of 10% growth by increasing 1987 membership to 487, 14% over the 1986 level. Membership records have been improved by strengthening ties with the GSB and combining the GSB and UCWBG Directory databases. The 1988 campaign has been launched and renewals are already being received.

PROGRAMS

The Program Committee followed through on its promise to “provide broad-based programs that addressed business knowledge and professional and social contacts.”

- The six programs offered this year covered entrepreneurship, management of the large corporate work environment, management of the smaller business environment, and merg-

ers and acquisitions, a picnic, and Holiday Party.

- Meeting places varied from the informal (Dixie Bar & Grill) to the more formal (The River Club).
- Events were cosponsored to increase our contacts with other professional groups.
- Average attendance was 50, a respectable turnout for an organization of 487 extremely busy members.

CAREER MANAGEMENT

Career management had a busy year also.

- Three workshops were offered: negotiating skills, leadership (Celebrating Our Strengths), and stress management.
- Exploratory work was done on a roundtable discussion series which would focus on issues for women in management; one sample roundtable was held.
- A marketing plan to expand listings in JobLines was developed.
- One Breakfast with a CEO was held (this highly acclaimed activity was dropped as a regular offering due to low attendance.)

ADMINISTRATION

An Administration Committee was set up this year to help handle the important issues of record retention and balloting under the new UCWBG bylaws.



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

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

BOARD MEMBERS

President: Helen Hodges 751-1454
President-Elect: Kathleen Holoubek 875-1679
VP-Administration: Jo Anne McCarthy 454-7503
VP-Finance: Nancy Bruggemeyer 477-6658
VP-Programs: Lorena Blonsky 726-1841
VP-Membership: Diana Carpenter 699-0712
VP-Public Relations: Marilyn Tedesco 835-0082
VP-Internal Communications: JoAnn Hinz 346-8640
VP-Career Management: Loretta Sanford 248-3678
VP-Chapters: Anne Cothran 338-3900 (x531)
Immediate Past President: Sue Weeks 875-8089
Director: Irene Tesitor 988-5598
Director: Irene Marquez 470-6414

The Exponent is published monthly by
INTERNAL COMMUNICATIONS COMMITTEE:

JoAnn Hinz, VP Internal Communications
Charlene Oaks, Production Manager

Mary Patricia Chapin Sandy Miller
Barbaragail Danciewicz Agnes Roach
Phyllis Ezop Karen Schenkenfelder
Pat Hackett Joan Treistman

Address correspondence to JoAnn Hinz, 193 E. Quincy, Riverside, IL 60546, (312) 447-0853.

WASHINGTON 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: Leslie Downey
(301) 294-5652

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

- A review of UCWBG's record retention and custody system was begun and initial recommendations were made.
- After a system for balloting and mailing of special notices was established, UCWBG's first election of Directors and Officers by mail ballot was coordinated.

PUBLIC RELATIONS

Public relations was able to set up contact with one national publication, *MBA Magazine*, and re-established regular communication with Northwestern's women's group. Contacts with the GSB Public Relations officer were strengthened and a list of candidate associations for future collaborative events was launched. House-keeping activities were also accomplished such as past UCWBG PR materials were gathered from a variety of sources and reorganized.

CHAPTER DEVELOPMENT

1987 was a year of planning, organization, and foundation setting for chapter expansion.

- New chapter concepts were explored including the possibility of joint meetings with other top business school alumni and miniconferences for current chapters.
- A survey of key geographic areas was conducted to determine alumni interest level and services desired. The survey covered:
 - New York
 - San Francisco
 - Los Angeles
 - Boston
- An improved system for day-to-day communications with chapters, called the "Chapter Development Hotline," was proposed.
- A new chapter packet was developed covering topics such as:
 - Things to consider when setting up a UCWBG chapter.
 - UCWBG Bylaw requirements.
 - Services provided by the Chapter Development Committee.

INTERNAL COMMUNICATIONS

While most of its time was spent streamlining production operations, Internal Communications made progress in focusing on UCWBG's own members:

- A marketing study was presented from the 1986 members' survey.
- A forum for roundtable discussions was begun.
- Channels for obtaining news from non-Chicago members were explored and will be developed next year.

An important step in production fine-tuning was a special investigation of layout and printing options available to the UCWBG; several approaches were identified and evaluated in terms of cost, convenience, and timing requirements.

FINANCE

Besides overseeing the finances of the UCWBG and maintaining financial records, the finance officer:

- Headed a task force which produced a policy for distinguishing national and chapter expenses

- and a policy for handling chapter finances.
- Revised report formats and budgeting procedures to facilitate cash management in the future.
- Reviewed our federal reporting status and explored our state sales tax exemption status.

SPECIAL COMMITTEES AND TASK FORCES

A number of highly productive special committees and task forces were established in 1987 to investigate, instigate, and ramrod (as the case required) various activities. You can thank the members of those bodies for the following:

- **CAREER CONFERENCE COMMITTEE.** This committee was set up in 1986 by Sue Weeks. Sue and her committee put on an outstanding conference in 1987, as evidenced by the over 300 attendees, accolades received from the University, and letters of appreciation received from attendees. A committee for a 1988 conference was established.
- **HONORARY MEMBERS AND DISTINGUISHED SERVICE AWARDS TASK FORCE.** One honorary member and four Distinguished Service Awards were recommended by this task force and approved by the board.
- **MINI CONFERENCES TASK FORCE.** A policy that would allow subsidization of small conferences was produced by this task force and approved by the Board.
- **STRATEGIC PLAN TASK FORCE.** The rudiments of a UCWBG strategic plan were developed and approved by the Board.
- **UNIVERSITY OF CHICAGO DONATION TASK FORCE.** This task force recommended and the board approved the set up of a \$3,000 loan fund at The University of Chicago for GSB students.
- **ADVISORY COMMITTEE TASK FORCE.** Based on the recommendation of this task force, the board approved the formation of an advisory committee that will take advantage of the expertise and resources of previous board members, members with special skills, honorary members, and distinguished professional women.
- **REGIONAL IDENTITY TASK FORCE.** This task force recommended that development of UCWBG regions was premature and that the regional identity concept be first tested for appropriateness and acceptance by using it as a reporting style in the newsletter.
- **UNIVERSITY INTERFACE TASK FORCE.** Schedules for the 1988 Directory and for mailing label production were developed with the GSB; this was a key step in continuing our efforts to improve records keeping and streamline the production of the UCWBG Directory.

I hope you will agree that 1987 has been a highly productive year. I am proud to have been your president this last year and truly thank you all—the Board and the UCWBG general membership—for your outstanding support.

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP MINUTES OF THE ANNUAL MEETING OF MEMBERS

December 8, 1987 at the East Bank Club, Chicago, Illinois.

The President, Helen Hodges, called the meeting to order at 6:45 PM. Sixty-two members were present.

I. REVIEW OF 1987 ACTIVITIES.

Helen Hodges thanked the Board, committee members and the general membership for their part in making 1987 a stellar year. Membership increased by 14% to 487. Ties to the GSB were strengthened. Four broad-based programs provided business knowledge and contacts. Career management workshops developed negotiation skills, leadership and stress management. One Breakfast with a CEO was held in April. The Nominations Committee and the Administration Committee coordinated the Group's first election of Directors and Officers by mail ballot. Public relations were expanded. Foundations were set for chapter expansion. 600 alumnae in New York, San Francisco, Los Angeles and Boston were surveyed. 11 newsletters were issued. A \$3,000 short-term loan fund in the Group's name was established for students at the University of Chicago Graduate School of Business. The March Career Conference which was co-sponsored with the Executive Program Club and GSB was outstanding, as evidenced by the over 300 attendees, accolades from the University and others. The UCWBG was productive in 1987.

II. PRESENTATION OF AWARDS.

Helen Hodges announced that Mary Cipriano, Jo Ann D. Hinz, Chris Keely and Irene Marquez had been selected to receive Distinguished Service Awards. All personally accepted their awards except Chris Keely who was unable to attend.

Helen Hodges also announced that Marjorie Luccetti had been named an Honorary Member. She will accept her certificate at a later date.

III. RECOGNITION OF SERVICE.

Helen Hodges presented gifts of appreciation to the following out-going Directors and Officers: Sue Weeks,



1988 Board of Directors

Irene Marquez and Loretta Sanford. Anne Cothran and Marilyn Tedesco were unable to attend and receive their plaques of the University crest.

IV. ANNOUNCEMENT OF 1988 DIRECTORS & OFFICERS.

The Chairman of the Nominating Committee, Sue Weeks, first congratulated Helen on a job well done and then reported that the nominated slate of Directors and Officers received 256 affirmations and no disapprovals from the balloting of all members. The 1988 Directors and Officers are as follows:

Kathleen Holoubek, Director and President; Nancy Bruggemeyer, Director and President-Elect; Helen Hodges, Director and Immediate Past President; Irene Tesitor, Director and Vice President-Administration; Susan Larson, Director and Vice President-Finance; Lorena Blonsky, Director and Vice President-Programs; Lynn Russell, Director and Vice President-Membership; Pamela Ewing, Director and Vice President-Chapters; Kitty Voss, Director and Vice President-Career Management; Nancie Noie, Director and Vice President-Public Relations; Jo Ann Hinz, Director and Vice President-Internal Communications; Diana Carpenter, Director; Jo Anne McCarthy; Director.

V. ADJOURNMENT.

Kitty Voss made a motion, which Linda O'Bryant seconded, that the meeting be adjourned at 7:15 PM. All voted in favor. The meeting was adjourned.

Respectfully submitted,
Jo Ann McCarthy
Vice President-
Administration



1987 Board of Directors



Linda O'Bryant, Kathleen Holoubek, and Sue Weeks enjoying the party.

SUMMARY OF RESULTS FROM THE HONORARY MEMBER AND DISTINGUISHED SERVICE AWARDS TASK FORCE

Criteria

Honorary Member

An Honorary Member has had some association with the UCWBG in the past and would be an individual possessing one or more of the following:

- Prominence in the business or academic community.
- Provides an unusually effective role model or business contact for UCWBG members.
- Unusually strong ties with The University.
- Substantial contributions to the growth and success of the UCWBG.

Distinguished Service

Distinguished service awards are given to members that have devoted extraordinary time, effort and/or creativity to the UCWBG. Service generally, but not always, has occurred over a number of years.

Their service is marked by eminence, distinction and/or excellence which is unprecedented and sets a new standard for that position.

Selections

Distinguished Service Awards approved:

Mary L. Cipriano
JoAnn D. Hinz
G. Chris A. Keeley
Irene Marquez

Honorary Members approved: Marjorie Lange Lucchetti

Date of Awards

December 8, 1987 at the Annual Meeting.

*Mary Cipriano

- Board for 5 years.
- Founding Member.
- Head of one of the original marketing groups.
- 2-3 years as finance VP.
- President for 2 years.
- Set standards for Board meetings in some very difficult times.

*Jo Ann Hinz

- 1981 Steering Committee; co-chaired founding group with Agnes Roach.
- Organized the first Christmas Party.
- Very active committee member in the first and second years and has recently joined the Board in one of the toughest jobs, Internal Communications.
- Worked on the bylaws committee last year.
- She and Phyllis Ezop did career development roundtables in the early years.

*Chris Keeley

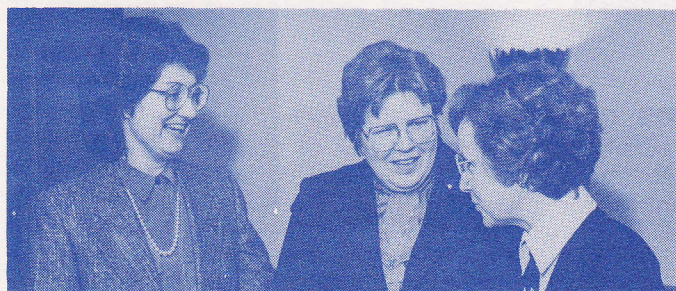
- Executive VP in 1982, president in 1983 and past-president in 1984.
- Indiana University now.
- Set up JobLines.
- Handled early political difficulties with nominations. (Nominating Committee nominated themselves).
- Lot of time put in early on.

*Irene Marquez

- Always makes time to do what you need done and does it well.
- Financial records and reports greatly improved—clearly set new standards.
- Board members 3½ years.
- Her personal commitment has been exceptional.
- Took over membership partly through the year.

Marjorie Lucchetti

- Excellent role model.
- Extremely honest about her philosophies and accomplishments.
- Holds an influential position in a major corporation.
- Well versed in the politics of corporate life.
- Expressed an interest in joining.
- Spoke to us April 21, 1987 on Managing Within the Organization.



Three of the four award winners discussing old times and wishing Chris Keeley could have been present. Left to Right: Irene Marquez, JoAnn Hinz, Mary Cipriano.



President Elect Nancy Bruggemeyer discussing future with Helen Hodges, our 1987 president.



POSITIONS

SUPERVISOR OF OPERATIONS ANALYSIS. Fortune 100 Company based in Chicago. Supervising five people, responsible for reviewing operating results, acquisitions analysis, capital expenditure reviews, and general business analysis. 5-7 years experience in financial analysis. Salary in mid 50's. Contact Kevin Foley, Foley Associates, 241 Gingerbrook, Bartlett, IL 60103, (312) 830-2977.

BASE AND INCENTIVE COMPENSATION MANAGER. Big 8 accounting firm is expanding consulting practice. 3-5 years experience, must have designed and implemented job evaluation systems. Must have experience designing bonus plans. Ph.D. in industrial psychology a plus. Contact Sue Reyman, Reyman & Assoc., 20 N. Michigan Ave., Suite 520, Chicago, IL 60602, (312) 580-0808.

SENIOR BASE AND INCENTIVE COMPENSATION CONSULTANT. 1-2 years experience in base and compensation consulting. Contact Sue Reyman, Reyman & Assoc., 20 N. Michigan Ave, Suite 520, Chicago, IL 60602, (312) 580-0808.

SENIOR PLANNING ASSOCIATE. Fortune 300 corporation. Packaging industry, headquartered in the Carolinas. Report to Director of Planning. High visibility position with fast track growth. 1-4 years experience, computer & PIMS experience a plus. Salary 45,000-50,000 plus bonus. Contact John Gantham, Gantham & Assoc., 727 Eastowne Dr., Suite 100A, Chapel Hill, NC (919) 489-1991.

SENIOR FINANCIAL ANALYST. (International Division) Fortune 500 company located in Chicago. Financial project evaluation of foreign business units. 2-4 years financial analysis experience with international exposure preferred. Salary low 40's. Contact Kevin Foley, Foley Associates, 241 Gingerbrook, Bartlett, IL 60103, (312) 830-2977.

DIRECTOR, FINANCE. Chicago based real estate developer seeks several individuals to coordinate financial packages for sale of properties, negotiate prices, structure deals. Also develop and expand new acquisition function. Strong real estate background required. Salary 60-70K plus bonus, also 45-55K. Send resume to Carl Kreutzfeld, Itex Executive Search, 2700 River Road, Suite 312, Des Plaines, IL 60018.

MANAGER, PRODUCTS MARKETING. Chicago based service company seeks several individuals to expand a product marketing function. Margin and market share performance, marketing analysis (structure segmentation, user values, competition). Develop integrated product support plans. Consumer products or high tech company preferred. Staff of five. Salary 60-70K plus bonus, also 45-55K. Send resume to Carl Kreutzfeld, Itex Executive Search, 2700 River Road, Suite 312, Des Plaines, IL 60018.

SENIOR CORPORATE PLANNER. Chicago based holding company seeks senior level individuals to lead major task force work in strategy, acquisitions joint venture, new product development. Light exposure to financial analysis. Salary 45-60K plus commission. Send resume to Carl Kreutzfeld, Itex Executive Search, 2700 River Road, Suite 312, Des Plaines, IL 60018.

INFORMATION CENTER MANAGER. For a top drawer corporation. Seeking an individual who has experience and knowledge of an Information Center within an MIS organization. Approximately 5-7 people reporting to the position. Must have strong management skills, coupled with excellent technical knowledge and outstanding communication skills. The ideal candidate would be an individual who presently is managing this function within a corporate structure, has been within the MIS function area and has in-depth understanding of what role the information center plays and interacts with the corporation. 5+ years experience within information center plus additional experience within MIS. Compensation: 70K range. Contact: Joyce C. Knauff, Knauff & Associates, P.O.Box 624, Wilmette, IL 60091, (312) 251-3844.

MIS CONSULTANT. Outstanding consulting firm is seeking two different levels of consultant: One level requires 3-7 years experience in MIS, life-cycle, knowledge of a data base, excellent communication skills, and willing to travel. Also, seeking a Director level candidate who has a very strong MIS background with some consulting and knows how to develop business. 3-7 years experience compensations: 30-50 range. Director - up to six figures. Contact: Joyce C. Knauff, Knauff & Associates, P.O.Box 624, Wilmette, IL 60091, (312) 251-3844.

INFORMATION SYSTEMS CONSULTANTS. National financial consulting firm seeks staff and senior level consultants for its rapidly growing information systems group. This group provides a variety of services to clients, and it supports the other consulting arms of the firm. Wide variety of projects, ranging from PC to mainframe-based systems and including some 'hands-on' problem solving. Heavy travel is probable. Openings are in Chicago (headquarters office). Excellent growth opportunity in a prestigious firm. Salary to \$50K. Seeking 3-7 years' experience in information systems with some solid technical exposure in state-of-the-art systems. Contact: Gordon B. Edwards, Edwards + Sowers, Inc., 150 N. Michigan Ave., Chicago, IL 60601, (312) 781-7370.

BUSINESS PLANNERS. Large, leading consumer products company seeks high-potential financially oriented professionals for Business Planner and Senior Business Planner positions (at the division level). Positions are all at headquarters — East coast location. Responsibilities involve project work in forecasting, developing operating plans, financial reporting and analyzing competitor performance. Required: MBA plus 2-4 years subsequent experience in financial analysis or comparable responsibilities. Outstanding opportunity: highly regarded employer; excellent record of promoting staff within the corporation. Salary to \$50K's. Contact: Gordon B. Edwards, Edwards + Sowers, Inc., 150 N. Michigan Ave., Chicago, IL 606012, (312) 781-7370.

KEY CORPORATE TREASURY STAFF (3 new positions: MANAGER, CORPORATE FINANCE; MANAGER, SHORT-TERM CAPITAL FUNDING; CORPORATE FINANCE ANALYST) for a major (Fortune 100), leading consumer products company located in suburban Chicago. Salary to \$60's. Responsibilities vary by position and include: development of proposed financing strategies, participation in liability management, management of short-term asset & liability portfolios, management of pension, thrift plan and other similar investment assets. Qualifications: graduate level degree in finance or economics; minimum 2 years' experience in corporate treasury, banking, or other finance-oriented responsibilities; knowledge of contemporary corporate finance methods (e.g., capital markets strategies, investment/borrowing instruments, synthetics, futures, caps & collars, foreign exchange); knowledge of investment strategies and analysis methodologies; experience with applicable microcomputer hardware & software. Send resumes in confidence to: Gordon B. Edwards, Edwards + Sowers, Inc., 150 N. Michigan Ave., Chicago, IL 60601, (312) 781-7370. (Executive recruiters.)

SENIOR SYSTEMS ANALYST — LIAISON. **Qualifications:** MBA, plus minimum 5 years' experience in professional information systems positions. Experience with all phases of 'full-life-cycle' of systems development projects. **Responsibilities:** Internal consulting positions, assisting business units of firm in obtaining full benefit of available information systems technology. **Company:** Prestigious real estate services firm. **Location:** Chicago. **Salary:** To \$50K (plus bonus). **Apply:** Gordon B. Edwards, Edwards + Sowers, Inc., 150 North Michigan Ave., Chicago, IL 60601, (312) 781-7370. (Executive recruiters.)

INFORMATION SYSTEMS CONSULTANTS. National financial consulting firm. Wide variety of projects, ranging from PC to mainframe-based systems and including some 'hands-on' problem solving. Heavy travel is probable. Openings are in Chicago (headquarters office). Growth opportunity. Salary to \$50K. Seeking 3-7 years' experience in information systems with some solid technical exposure in state-of-the-art systems. Contact: Edwards + Sowers, Inc., 150 N. Michigan Ave., Chicago, IL 60601, (312) 781-7370.

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SENIOR SYSTEMS ANALYSTS - LIAISON. Minimum 5 years' experience in professional information systems positions. Experience with all phases of 'full-life-cycle' of systems technology. Prestigious real estate services firm in Chicago. Salary to \$50K (plus bonus). Contact: Edwards + Sowers, Inc., 150 North Michigan Ave., Chicago, IL 60601, (312) 781-7170.

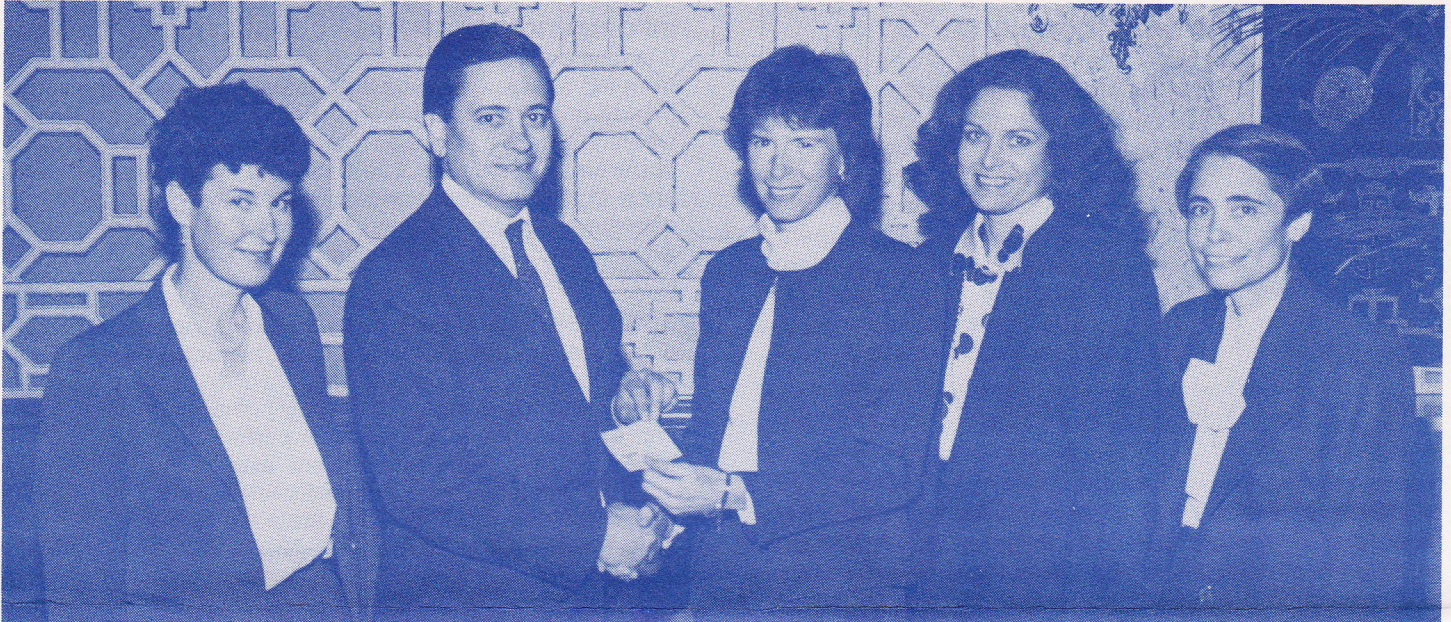
VICE PRESIDENT OF HUMAN RESOURCES. Fortune 300 company headquartered in the Carolinas. Must be strong functional administrator with strong knowledge of benefit, management development and compensation. Salary open plus bonus. Contact John Gantham, Gantham & Assoc., 727 Eastowne Dr., Suite 100A, Chapel Hill, NC (919) 489-1991.

QUALITY ASSURANCE MANAGER. Fortune 50 corporation. Strong growth position. Located in Eastern Pennsylvania. Good statistical control for 100 M year plant. Salary: 44-50. Contact John Gantham, Gantham & Assoc., 727 Eastowne Dr., Suite 100A, Chapel Hill, NC (919) 489-1991.

BUSINESS MANAGER, INDUSTRIAL PRODUCTS. Rapidly growing small division of large corporation. Unique startup opportunity in plastics industry. Strong sales and marketing, sharp image, plastics experience preferred. Manage 8 reps., report to VP sales and marketing. Salary 45-50 with up to 25% bonus and company car. Contact John Gantham, Gantham & Assoc., 727 Eastowne Dr., Suite 100A, Chapel Hill, NC (919) 489-1991.

SENIOR PLANNING ANALYST. Fortune 500 Company. Develop business plans for new products, budgeting, forecasting and capital planning. 3-4 years experience. Salary: 40,000. Contact Kevin Foley, Foley Associates, 241 Gingerbrook, Bartlett, IL 60103, (312) 830-2977.





Julie Virgo, Kathleen Holoubek and JoAnne Mc Carthy join President Helen Hodges in presenting John Gould, Dean of the GSB, with an Honorary Member certificate and a check to establish the University of Chicago Women's Business Group Loan Fund.

DEAN GOULD PRESENTED WITH CERTIFICATE AND DONATION

November 12, 1987

Dean Gould was presented with his Honorary Member certificate at an October 28th luncheon in his honor at the International Club. Dean Gould was inducted into the UCWBG for his prominent role in the academic community, his continuing help in expanding the business contacts of the UCWBG, and his many other contributions which have supported the organization's growth and success.

Present at the presentation were president, Helen Hodges, president-elect, Kathleen Holoubek, membership vice president, Diana Carpenter, administration vice president, Jo Anne McCarthy, and past board member, Julie Virgo.

Dean Gould expressed his appreciation of the award and confirmed his continuing support of the UCWBG, describing the organization as one of the most active and successful alumni groups at the University. He complimented the UCWBG for their wide diversity of programs and made special mention of the 1987 Career Conference, an event he described as both innovative and successful. Dean Gould was interested in our plans for the future and urged us to continue close contact with his office.

At the same time the UCWBG presented Dean Gould with a check for \$3000 to be used to establish a short-term loan fund for GSB students. The name of the fund is "The University of Chicago Women's Business Group Loan Fund." Loans from the fund shall be interest free and restricted to a four-month or shorter term. This donation generated several letters of appreciation (printed at right) from officials at the University.

Special thanks goes to Julie Virgo for her help in arranging lunch at the International Club and to the GSB Office for securing a photographer for the event.

Dean Helen:

I was delighted to receive the gift of \$3000 from the University of Chicago Women's Business Group to the Graduate School of Business. We will gladly set up a loan fund as you instructed in your letter.

I appreciate all the UCWBG is doing for the School, from hosting the career conference to increasing the visibility of the School with a large and active segment of our alumni. This latest gift will mean a great deal to the students who find themselves in need of this kind of loan. Thank you for your concern for the School and its students.

Cordially,
John P. Gould

I write to thank you for the contribution from the University of Chicago Women's Business Group to establish the loan fund at the Graduate School of Business. This fund will provide assistance to students who find themselves temporarily in unexpected financial need, and may mean the difference between a student being able to complete his or her education, or being forced by circumstances to drop out. We are so grateful to you and your associates for making this assistance possible.

With best wishes,

Yours sincerely,

Hanna Holborn Gray
President

MISSION AND GOALS APPROVED

The Board approved the following mission and goals for the UCWBG at its November 21, 1987 meeting:

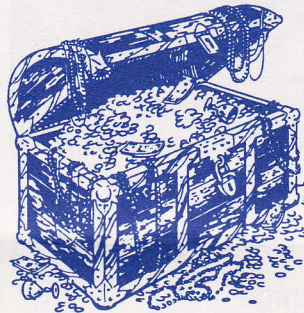
MISSION

UCWBG will provide opportunities for each member to attain her maximum potential and achieve her personal and professional goals through interaction with members, the business community, and The University.

GOALS

- GOAL 1:** Provide career development opportunities.
- GOAL 2:** Provide opportunities for expanding personal and professional contacts.
- GOAL 3:** Support members in identifying and achieving their personal and professional goals.
- GOAL 4:** Support The University of Chicago's Graduate School of Business.
- GOAL 5:** Broaden the exposure of members in their business communities and promote the advancement of women in business.
- GOAL 6:** Manage a professionally run organization that provides leadership opportunities and assures responsible stewardship of the organization's resources.

Photos from our festive Holiday Party.



A TREASURE CHEST OF OPPORTUNITY

That is exactly what UCWBG committee membership is. Begin (or continue) gathering your personal booty of contacts and experience by serving on the committee of your choice.

I am interested in serving on the following committees:

- Finance
- Programs
- Membership
- Public Relations
- Internal Communications
- Career Management
- Chapters

Name _____ Phone _____

Return to:

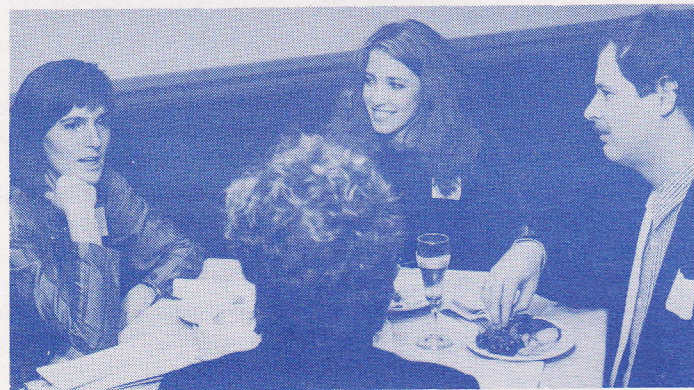
Kathleen Holoubeck, P.O. Box 637, Chicago 60694



Thanks for donating prizes raffled away at our Holiday Party to:

- Great Expectations
- Hyatt Regency—Chicago
- Louise W.
- Mithrus
- Motivational Systems
- Salman and Associates
- Schwin Bicycle Co
- Sears Roebuck and Co.
- The Professional Image

Over ninety members and guests enjoyed the UCWBG Holiday Party.



CALENDAR OF EVENTS

DATE	PROGRAM SPONSOR	EVENT	TELEPHONE	CONTACT PERSON
JANUARY				
7	Sauk Valley Bus & Econ Dev Center	Lotus 1-2-3 Programs	(815) 288-5511	Susan VanWelden
12	Illinois Minority Women's Caucus	Leadership Development Workshop	(312)922-8530	Joyce Short
14	Oak Brook Women in Management	Meeting: Women Moving Forward & Upward	(312) 963-0079	Judy Keel
20	UCWBG January Meeting	Balance of Personal and Professional Life Decisions	(312) 726-1841	Lorena Blonsky
27	Nat'l Asso/Women Bus Owners-Chi	January Dinner Meeting	(312) 670-4355	Carol A. Matjasich
28	Sauk Valley Bus & Econ Dev Ctr	Federal Laws Applicable to Supervisors	(815) 288-5511	Susan VanWeelden
MARCH				
SAVE THE DATE				
15	UCWBG and Northwestern Professional Women's Association	Keynote Speaker: Roxanne Decyk, Senior Vice President Of Navistar International	(312) 726-1841	Lorena Blonsky

An Invitation from the Women's Business Group on campus

Dear UCWBG Member:

We are pleased to invite you to participate as a panelist in "A Look to the Future", the second annual conference on Women in Business, sponsored by the University of Chicago Graduate School of Business and the campus Women's Business Group. This conference provides a forum for women professionals and students to exchange perspectives and foster new ideas. We will gather on Friday, January 29, 1988, on the University of Chicago campus at 11:00 a.m. and adjourn at 6:00 p.m. in Ida Noyes Hall.

Last year's conference received national attention and proved to be a rewarding experience for both panelists and students. It was the support and participation of dedicated professionals such as yourself that made the event such a success.

The framework for "A Look to the Future" will be provided by the keynote address, delivered by Freda S. Ackerman, Executive Vice President and Director of the Public Finance Department, Moody's Investor Service. Groups of approximately 10-12 panelists and students will participate in two discussions on selected topics. As a panelist, you are invited to assist a student moderator in guiding the roundtable talks. A brief list of topics is below; your contributions to this list would be most welcome.

- Women as Managers of Men and Women
- Breaking Through the "Glass Ceiling"
- Clients and Colleagues: Gaining their Confidence
- The Teamwork Approach: Networks and Mentors
- Women Running the Family Business
- The Subtleties of Sexual Harassment
- Single and Successful: Professionally and Personally
- Women in Politics
- Minority Women's Professional Needs
- Reflections of Women in the Marketing Media
- Women Entrepreneurs: The Wave of the Future?
- New Employment Horizons

We are unable as a student organization, to offer any financial compensation to our panelists. Nevertheless, we are confident that you will find your participation in "A Look to the Future" to be a rewarding opportunity for both personal and professional enrichment. The experience and perspectives of the professional world which you and your fellow panelists bring to this conference will play an integral role in its success.

If you will be able to participate, need a schedule, or have questions, please call immediately at 312-667-2431.

Sincerely,

Nancy A. Barlow
Chairperson, Special Events

Regina Raphael
Chairperson, Women's Business Group



The University of Chicago
WOMEN'S BUSINESS GROUP
 UCWBG • P.O. Box 637 • Chicago, Illinois 60690



CAREER CONNECTIONS

Roberta Bender, Campus '80: was promoted from Associate Director of Finance to Director of Finance for the University of Chicago Hospitals.

Lorena Blonsky, Campus '85: was promoted from Associate to Senior Associate at Korn/Ferry International.

Nancy Bruggemeyer, Campus '83: moved to 3099 University Ave, Highland Park, IL 60035. New phone is (312) 433-3806.

Darlene Montgomery Ryan, Campus '78: was promoted from Experienced Manager to Partner in the Tax Division of Arthur Andersen & Co. in Los Angeles. New business and home address and phone numbers are: Arthur Andersen & Co., 911 Wilshire Blvd, Los Angeles, CA 90017 (213) 614-6426; 826 Amherst Ave., Los Angeles, CA 90049 (213) 820-8911.

Stacey Singer Rood, Campus '86: changed jobs. She is now an Account Supervisor with McCann Healthcare, the medical advertising division of McCann-

Erickson. New business address and phone number are: 60 Washington St., CN 1951, Morristown, NJ 07960 (201) 898-9800.

Pamela Russell, Campus '86: changed jobs. She was Product Manager and is now Marketing Manager at Diversified Technology, Inc.

Carol Smith, 190 '82: has been promoted from Director of Consulting at CAPSCO Software, Inc., to Vice President of Product Marketing.

Bernadette Soems, Campus '81: changed jobs. She was Director of Business Analysis for Dart & Kraft, Inc. She is now Director of Administration at the law firm of Wildman, Harrold, Allen & Dixon.

Nancy Young, Campus '72: moved and started a new job. Nancy is now Portfolio Manager for the State Investment Council, State of New Mexico. New business and home address and phone numbers are: State of New Mexico, Suite 201, 1220 St. Francis Dr., Sante Fe, NM 87501 (505) 827-4788; 2273 Calle Cacique, Santa Fe, NM 87505 (505) 983-5897.

CAREER CONNECTIONS

Please let us know if you have **moved** or **made any changes** in your career lately. Send information to CAREER CONNECTIONS, Kitty Voss, 801 Hinman, Evanston, IL 60202, or call (312) 864-5052, with the information.

NAME _____ CLASS YEAR _____ CAMPUS
 DAY PHONE _____ AGE* _____ 190 XP _____
 *Crain's Chicago Business requires age

TYPE OF CHANGE:
 (Include old and new title, company, and other background information.)

CHANGED JOBS DID JOBLINES HELP?
 PROMOTED
 APPOINTED TO BOARD OF DIRECTORS
 RECEIVED AWARD/RECOGNITION
 OTHER (moved, started a new company, family, etc.)

Please indicate any changes to home or business address/phone. If you do not want any of the following information to be published in Career Connections, please check the box in front of that entry.

HOME _____ PHONE _____
 WORK _____ PHONE _____