



The Exponent

FEBRUARY, 1987

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

President's Message

by Helen Hodges

At its January meeting, the Board selected *Expanding Career and Personal Visions* as the UCWBG 1987 theme. The selection of the theme was a healthy activity since the process helped give us direction and required considerable discussion of how the UCWBG best serves its members.

We explored a variety of thoughts and ideas including:

- The need for reaching out and connecting,
- The importance of role models,
- How self-management skills impact success,
- The quest for life balance, and
- The importance of maintaining close contact with the University.

The theme, we believe, encompasses these thoughts and ideas with many of the others that emerged at the meeting.

EXPANDING

Expanding is a key word since it requires that we go beyond what has already been done, that we stretch and that we push our perceived limits. The Board is already setting objectives to "expand" and we hope that you will do the same.

CAREER AND PERSONAL

The balance and growth of both our career and personal lives are clearly a concern to many UCWBG members. The 1986 survey and comments at our programs and other events indicate that an important element of the UCWBG's success is the ability to provide opportunities for connecting and communicating on both of these levels. The Board is committed to addressing this need for balance in the programs, activities and other benefits offered.

VISIONS

Several words other than visions were considered for the theme, but the Board felt *expanding visions* best expressed how the UCWBG will serve its members in 1987. Our hope is to provide role models, activities, and experiences that will encourage us all to explore new ideas and redefine, if necessary, our personal and career visions.

SAVE THE DATE...

April 21, 1987
Tuesday

Marjorie Lange Lucchetti
Senior Vice President Sales
R.R. Donnelley & Sons Company

Lucchetti will be speaking on the challenge of getting ahead. Please join us for what promises to be an informative and exciting program.

A REMINDER...

LAST CHANCE to join the UCWBG before the 1987 Membership Directory goes to press. Return your renewal form and the \$45 membership fee. If you don't have the renewal form, fill out the information below:

Name: _____

GSB Year/Program: _____

Mailing Address: _____

Phone, Day: _____

Eve: _____

Return with \$45 payment to:

UCWBG
c/o Diana Carpenter
1551 Ashland #403
Des Plaines, IL 60016

The Personal Touch

by JoAnn Hinz

The night was clear, the city lights spread out from the Sears Tower heightening our sense of perspective. So did Marilyn Miglin. She expanded her business from a tiny shop with a few products to a fragrance and cosmetics business, complete with lab, that produces over 400 products. Miglin spoke of the challenges and rewards of dovetailing her careers, business ventures, and family life. She is a firm believer that you can have your cake and eat it too.

Prior to her cosmetics business, Miglin was a professional ballerina, a chorus girl, a Jimmie Durante dance troupe member, and a TV model. Along the way, she earned her college degree. From her knowledge of theatrical and photographic makeup, Miglin opened a cosmetic salon years ago in Chicago that offered unusual products and taught patrons makeup application techniques.

Miglin's business acumen was balanced with a search for a dream. Miglin wanted to work with a perfumer to create a special perfume for today's woman. Undaunted upon being turned down by the experts from New York and Paris, Miglin turned to research about the history of perfume. This research ultimately led to a trip to Egypt where she found

hieroglyphics of perfume recipes in the temples. She had a perfumer in Cairo reproduce some of these ancient essences only to find that they were incredibly lasting and strong. She couldn't wash away the odor for three days. Later she had a perfumer work with her to keep the lasting quality but add a vibrant blend of ingredients to express today's energetic, sophisticated, but very real woman.

Marketing a perfume with an unusual name from a relatively unknown person was another hurdle. Fortunately, Miglin received publicity from an unusual source: The Wally Phillips Show. A woman had called him trying to locate a perfume with an unusual name that entranced her husband. With the help of other callers, the name was clarified and Miglin was interviewed on the show. The perfume was quickly sold out. It has been successful in market after market.

Marilyn Miglin is also active in working with burned and disfigured people. With effective makeup applied using special techniques it is easier for these people to get reintroduced to society. Toward this end Miglin works with the American Red Cross and the University of Illinois.

Miglin encouraged us in our networking efforts. She related positive experiences of networking within Committee of 200. At the conclusion of her talk, Miglin wanted us to remember that the road to success is always under construction.



THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

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

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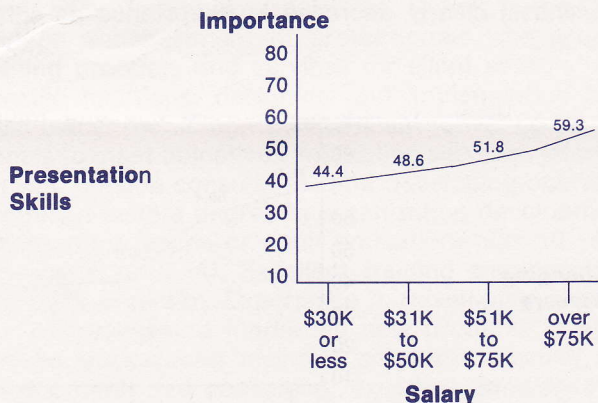
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UCWBG Survey of Members Results

The following survey findings on member program preferences are excerpts from an in-depth report prepared by Ezop and Associates, a market research consulting firm.

Definite patterns emerge from an investigation of the relationship between age, number of years experience, and salary and the importance rating for various topics.

- Many topics decline in importance with age and experience, but the steepest drops occur for career planning, changing jobs, changing careers, and starting your own business.
- The only topic exhibiting a steady increase in importance as salary goes up is presentation skills.



- Topics such as women's health, stress management, and using personal computers become more important as age increases.
- There are no topics that steadily increase in importance with years of experience.
- The relationship between the importance of various topics and salary suggests the presence of three very distinct groups:

The ambitious novice—This group earns an annual salary of no more than \$50,000. Those who belong to this group seem to have an enormous appetite for learning about most topics. Still relatively early in their careers, they have high aspirations and want to learn whatever they can about doing things "right" in the business world.

The complacent, comfortable group—This group is likely to earn in the \$51,000 to \$75,000 salary range. Its members have a lower interest in most topics than any other group. Occupationally, they are probably either middle managers or very senior specialists (such as senior acquisitions analyst, senior engineer, senior data processing specialist, senior consultant in a special area or in some other senior lever position within their profession). Topics that this group ranked lower than any other group include:

Interacting with Superiors
Professional Dress
Time Management
Resume Writing
Women's Health

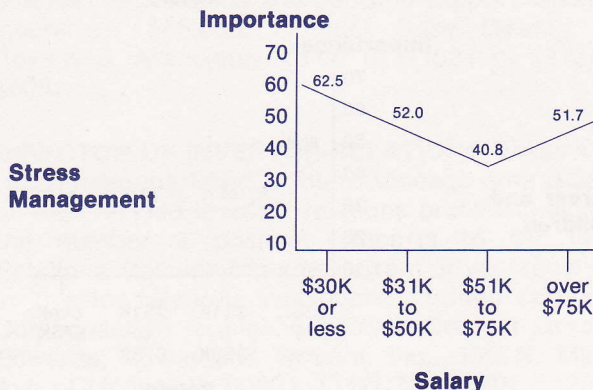
Using Personal Computers
Office Politics
Volunteering Your Skills
Evaluating Your Performance
Dealing with Recruiters
Dual Career Households
Stress Management
Attracting Customers/Clients

Relatively uninterested in most topics, members of this group seem to behave as if they perceive themselves at a career plateau—albeit a very comfortable plateau. They may not think improvement in the above areas will significantly help their careers or they may not really be trying to advance. They are comfortable in their current positions where they are not only well paid, but also seem to be under little stress and have no severe demands on their time. This complacent group's interests are distinctly different from those of the more successful \$75,000+ group. Perhaps, this suggests that many of the complacent group will have difficulty advancing into the over \$75,000 category.

The big successes—The most successful \$75,000 and over group has a relatively low level of interest in changing jobs, changing careers, career planning and starting a business. Compared to any other group those earning over \$75,000 are more interested in the following topics—all topics associated with successful high level executives:

Office Politics
Professional Dress
Business Entertaining
Time Management
Attracting Customers/Clients
Interacting with Superiors
Business Ethics
Health

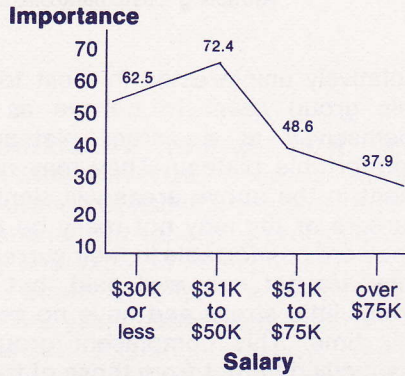
While the over \$75,000 group ranks stress management very high, those earning \$30,000 or less ranked it even higher. Apparently, handling a \$75,000+ position is not as stressful as surviving on a salary of \$30,000 or under.



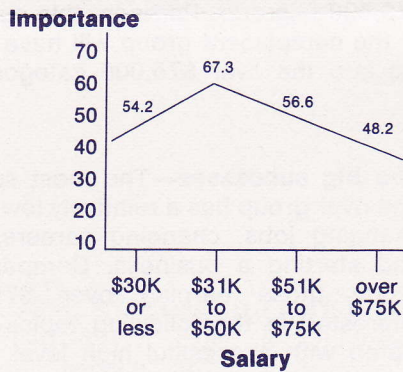
Relationship Between Importance of Topics and Respondent Salary

Two topics (career planning and managing subordinates) peaked in importance at the \$31-50,000 salary level, moving downward as salary rises beyond that point.

Career Planning

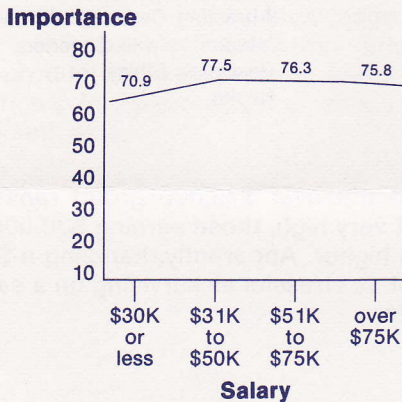


Managing Subordinates

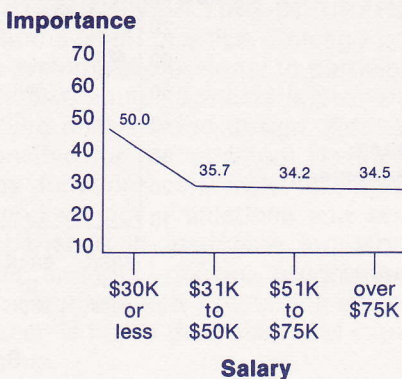


Three topics (negotiation skills, career and children and personal financial management) were relatively flat for the three highest income groups, but were considerably different for those under \$30,000.

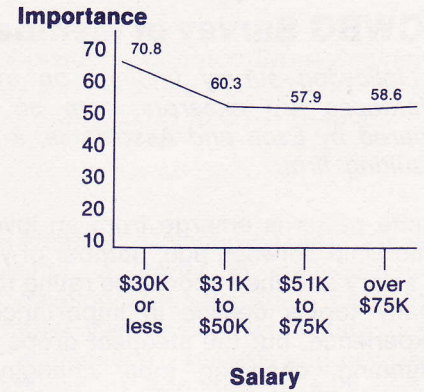
Negotiation Skills



Career and Children

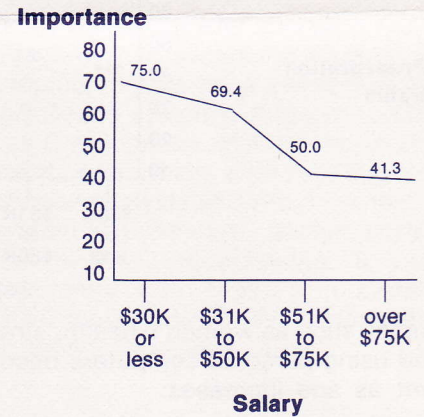


Personal Financial Management

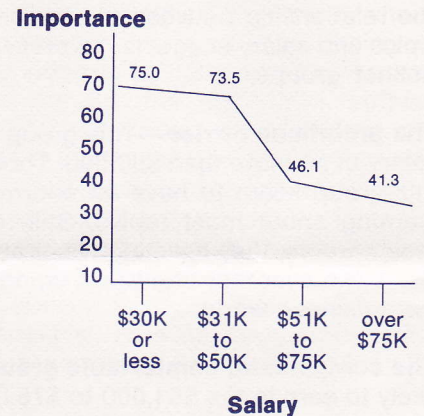


The three topics associated with changing ones present situation (changing jobs, changing careers and starting a business) clearly decrease in importance as salary goes up.

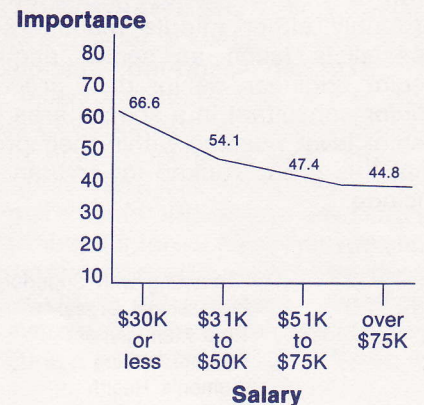
Changing Careers



Changing Jobs



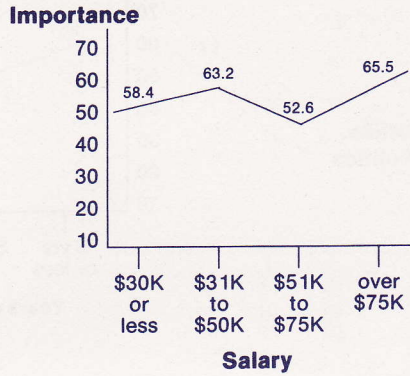
Starting A Business



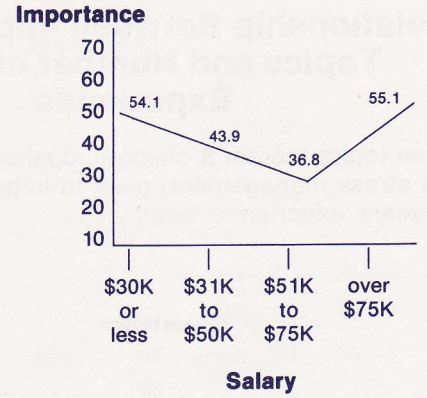
Relationship Between Importance of Topics and Respondent Salary

Most topics were rated highest in importance by the \$75,000 and over group and/or lowest in importance by the \$51-75,000 group.

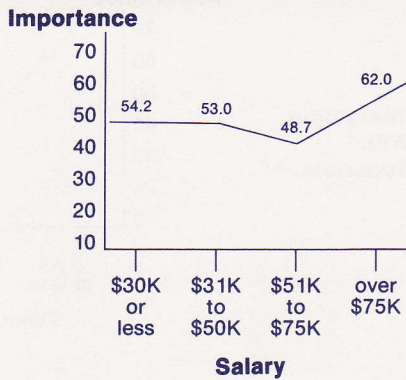
Office Politics



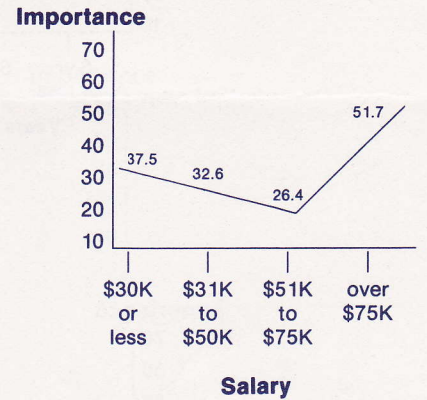
Dual Career Households



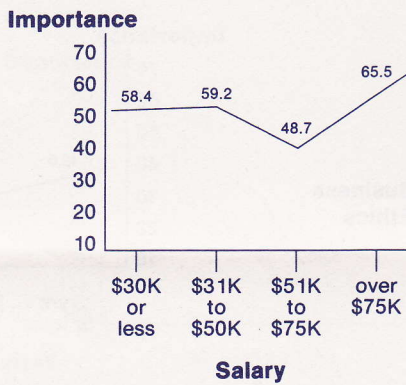
Attracting Customers/Clients



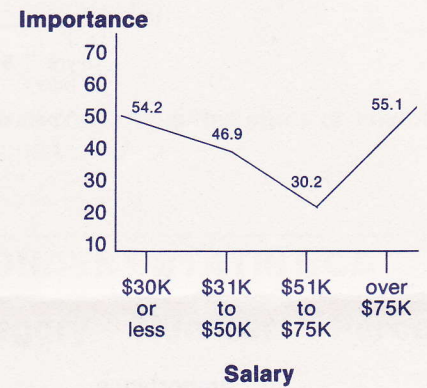
Women's Health



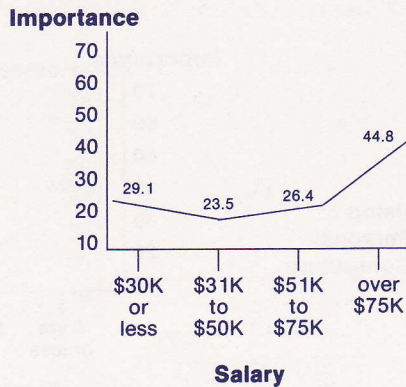
Interacting with Superiors



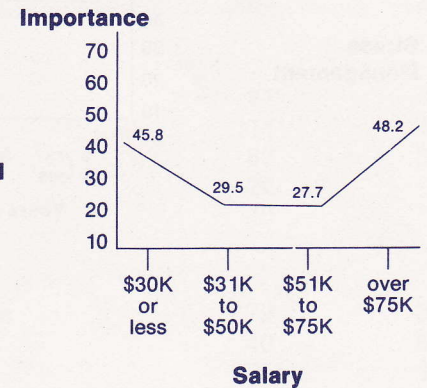
Time Management



Business Entertaining



Using Personal Computers

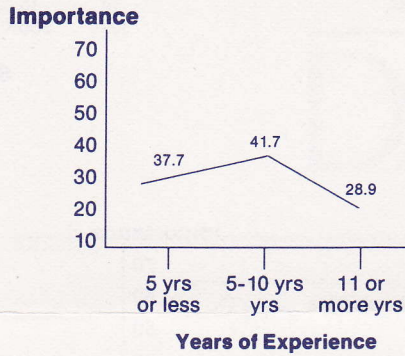


Relationship Between Importance of Topics and Number of Years Experience

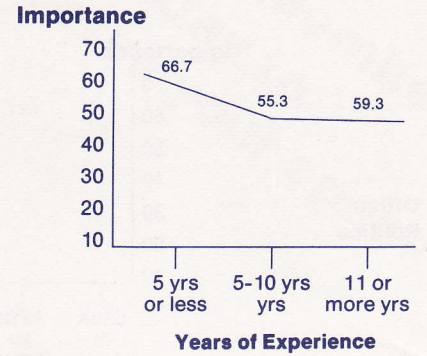
Several topics were of at least importance to those with 5-10 years experience.

Three topics (career & children, dual career households and stress management) peak in importance at the 5-10 years experience level.

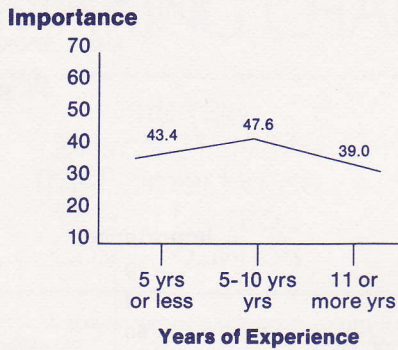
Career & Children



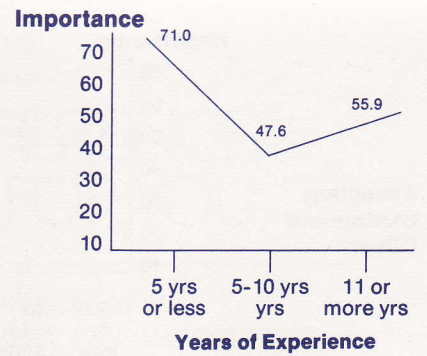
Office Politics



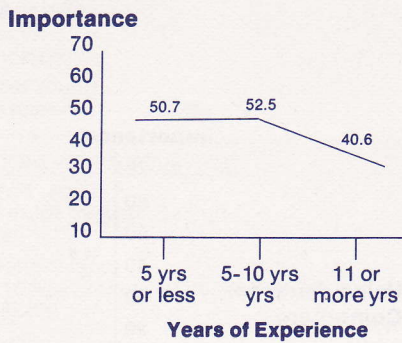
Dual Career Households



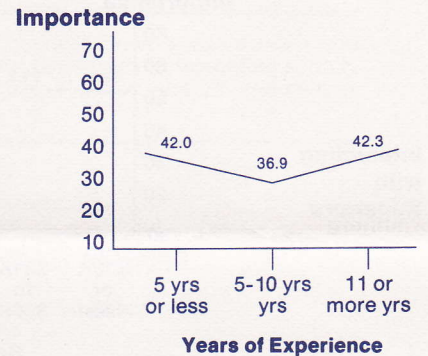
Interacting With Superiors



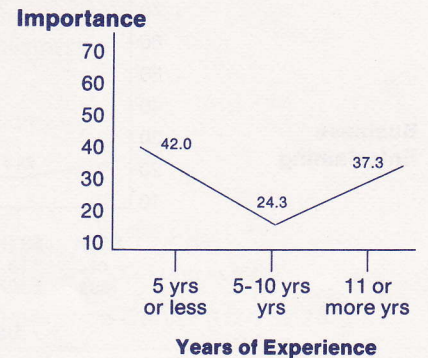
Stress Management



Business Ethics

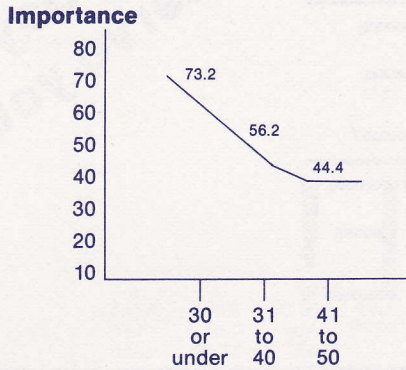


Using Personal Computers

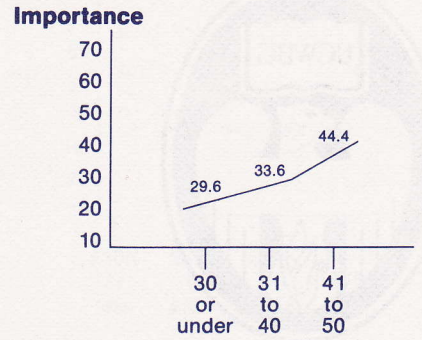


Relationship Between Importance of Topics and Respondent's Age

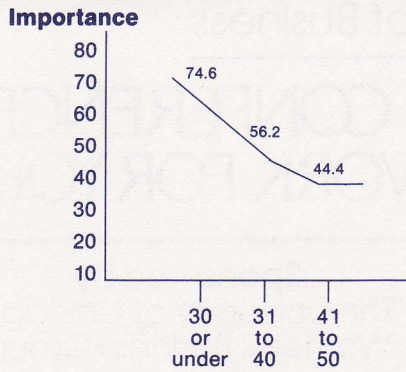
Changing Jobs



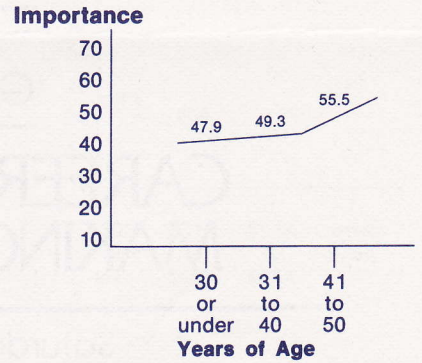
Women's Health



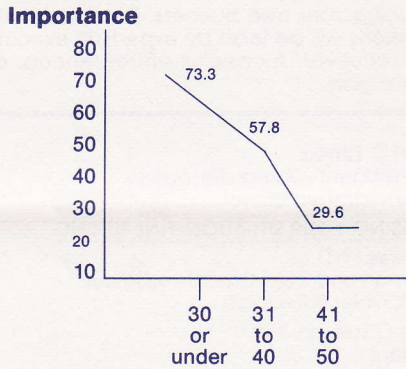
Changing Careers



Stress Management



Career Planning



Letters to the editor concerning this study or any other article are welcomed.

RESPONDENT STATISTICS

Survey Category	Number	Percent
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No. of years experience

5 or less	77	29.6
6-10	116	44.6
11 or more	66	25.4

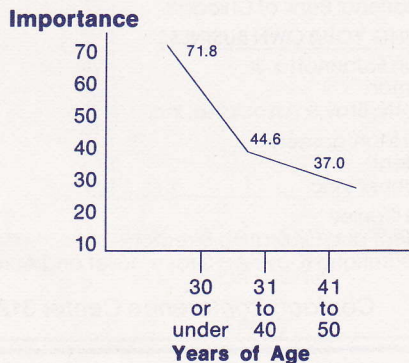
Salary

\$30,000 or less	27	10.4
31-50,000	111	42.7
51-75,000	83	31.9
76-100,000	22	8.5
Over 100,000	10	3.8

Age

30 years or less	79	30.4
31-40	40	53.8
41-50	35	13.5
51 or older	5	1.9

Starting Your Own Business





SAVE THE DATE!

**UCWBG Members:
call today to
reserve your space**

The University of Chicago
Graduate School of Business

CAREER PLANNING CONFERENCE MAKING CHANGE WORK FOR YOU

Saturday
March 21, 1987
The Palmer House
17 East Monroe
Chicago, Illinois

Sponsored by
The University of Chicago
Women's Business Group
&
Executive Program Club

The Career Planning Conference will be a forum for discussing strategies for managing your career by managing change in today's intensely competitive business environment. Topics range from moving up within your company

to starting your own business. Panel presentations and discussions will be lead by experts in executive search, top executives, successful entrepreneurs, and clinical psychologists.

Keynote Speaker:

Ferdinand Nadherny
President and Chief Operating Officer
Russell Reynolds Associates, Inc.

Panels:

CHANGING CAREERS

Dianne Carter, Ph.D.
Clinical Psychologist

Beatrice Barnes Young
Senior Vice President
Harbridge House

CHANGING JOBS WITHIN YOUR FIELD

James J. Drury III
Managing Director, Midwest Region
Spencer Stuart

Frederick B. Rentschler
President and Chief Executive Officer
Beatrice U.S. Foods

Michael E. Murphy
Executive Vice President and
Chief Financial and Administrative Officer
Sara Lee Corporation

Robert C. Eimers
Vice President—Human Resources
Household International

ASSESSING YOUR SITUATION: FINE TUNING

Bill Meyer, Ph.D.
Chairman and Chief Executive Officer
Rohrer, Hibler & Repogle

Louise O'Sullivan
President
Groen/A Dover Industries Company

Richard Medland
Vice President of Human Resources
First National Bank of Chicago

STARTING YOUR OWN BUSINESS

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Chairman
Jannotta Bray & Associates, Inc.

Mead Montgomery
President
Herrschners Inc.

Diana Conley
President and Operating Director
Computerland (Downers Grove, Joliet and Aurora)

Price: \$45.00

Contact: Conference Center 312-962-7572



POSITIONS

DIRECTOR ORGANIZATION AND PROFESSIONAL DEVELOPMENT. Large for-profit, Chicago-based firm that provides services for effectively managing the needs of professional associations. Report to the CEO; manage a department of professionals who provide training products and services for client associations. Specific functions: designing and implementing strategic plans; recruiting, training and motivating professionals to meet objectives; marketing services, interfacing with outside consultants, and developing operating budgets. Masters degree in organization development, behavioral sciences or adult education, plus 10 years experience required. Excellent training and presentation skills essential. Experience in developing, designing, packaging and marketing new products is ideal. Desired background includes corporate training and development, and consulting. Excellent compensation package includes profit sharing. Contact Rita Rice at: (312) 644-5100.

INFORMATION SYSTEMS: Several new staff and management positions have been created at Kraft in information consulting, software and business applications development. If you are a career minded and self motivated professional, our state-of-the-art environment will provide ample opportunity for rapid advancement. For a challenging career with very competitive salaries and benefits, contact Loretta L. Sanford at (312) 998-3325.

CONSULTANT — STRATEGIC PLANNING: Unusual opportunity for consultants who have 1 to 3 years experience with one of the national management consulting firms recognized for their conduct of assignments dealing with strategic business issues. Contact Gordon B. Edwards, Edwards & Sowers, Inc., 150 N. Michigan Ave., Chicago, IL 60601, (312) 781-7370.

DIRECTOR, FINANCIAL PLANNING AND ANALYSIS. Fast growing, Chicago-based company. Report to VP-Finance. Interface with operating unit controllers; analyze P&L's. Financial analysis; acquisition analysis; direct & budget planning and forecasting. Develop and install new budget and financial planning system. 25% travel. Must know LOTUS; 8 to 10 years (including operations) experience. Excellent advancement opportunities. \$45,000 plus 10-15% bonus; company car. Contact Susan Reyman, S. Reyman & Associates, Ltd. (312) 580-0808; 20 N. Michigan Ave., Suite 520, Chicago, IL 60602.

MIS Manager with broad business scope. Renowned firm in the financial services field is seeking a number 2 person in management within the MIS organization. Must have a solid background in MIS, the ability to manage functions within MIS, have a proven management style coupled with an outstanding technical and business knowledge. Salary up to the mid-80's. Please call or send resumes to Joyce Knauff, Joyce C. Knauff & Associates, P.O. Box 624, Wilmette, IL 60091 (312) 251-7284.

CONSULTING - Information Services with a manufacturing environment. Top consulting firm is seeking an individual who has EDP systems within manufacturing, i.e. inventory control, distribution, time and materials. The select candidate should have 5-10 years experience in Information Services, having the life cycle of MIS, a consulting image, excellent communications skills; oral and written, and willing to travel. Salary 45 — 70K. Please call or send resumes to Joyce Knauff, Joyce C. Knauff & Associates, P.O. Box 624, Wilmette, IL 60091, (312) 251-7284

SENIOR FINANCIAL ANALYST. Chicago-based Fortune 500 Company. Reports to Director of Planning. Individual will be responsible for the corporate budget function. 4-5 years experience in budgeting and forecasting. Salary: Mid 30's. Contact Kevin Foley, Foley Associates, (312) 830-2977.

SENIOR COST ANALYST. Chicago-based 300M Manufacturer. Responsible for cost analysis, inventory, standard cost system design, operating budgets. 2-4 years experience in cost accounting. Salary: Mid 30's. Contact Kevin Foley, Foley Associates, (312) 830-2977.

MARKETING SUPPORT SPECIALIST. 4th GL-DBMS. Consult with clients and demonstrate capabilities of product. Be familiar with IBM operating system, financial applications and decision support. Salary and incentives: \$45,000. Contact Suse Delsing, Mark Boyens & Associates. (312) 677-1821 or (312) 677-8608.

DIRECTOR OF INVESTOR RELATIONS. Major Corporation headquartered in metro Chicago area is seeking an experienced investor relations professional. This is the number 2 position. Reports to VP Investor Relations. Position requires current or very recent work in investor relations in a publicly traded corporation. Compensation to high 5 figures. Contact Gordon B. Edwards, Edwards & Sowers, Inc., 150 N. Michigan Ave., Chicago, IL 60601, (312) 781-7370.

For the following 3 positions submit resume in confidence to: Mr. Richard Foxman, Ernst & Whinney, 150 S. Wacker Dr. Dept. WBG2A, Chicago, IL 60606. All inquiries will receive response.

For the following 4 positions contact: Steve Sackley or Tom Misch, Crosley & Associates Inc., 108 Wilmot Rd., Suite 230, Deerfield, IL 60015. (312) 940-4800.

FINANCIAL MANAGEMENT INFORMATION SERVICES CONSULTING-INSURANCE. Growing Chicago-based Midwest Insurance Consulting practice. Position responsible for management reporting projects, product line profitability and expense management, general financial systems implementation, and investment systems reporting. 3-5 years experience in accounting or internal consulting in insurance industry. Financial and accounting systems applications experience is highly desirable. IBM experience is a definite plus.

PRODUCT MANAGEMENT CONSULTANT-FINANCIAL SERVICES INDUSTRY. Ernst & Whinney, a leading professional service firm, is seeking an individual for their Chicago office. Responsibilities include assessing clients' market needs, product line, pricing and market planning, to enhance revenue through product offerings, pricing and delivery. 4-6 years product management experience in financial institution or consulting firm with knowledge of commercial and retail banking products, pricing financial services, product delivery systems and bank marketing. Experience in integrating bank products in a merger is a significant plus.

INFORMATION SYSTEM CONSULTING-INSURANCE. Expanding information system practice. Chicago position for information systems professional to participate in mainframe and minicomputer systems implementation projects, including analysis and design. Additionally, position responsible for management reviews of information systems functions, strategic information systems planning, and vendor evaluations and selection. 3-5 years experience in insurance industry in information systems analysis, design, programming and implementation. Financial and accounting systems applications experience is highly desirable. IBM experience is a definite plus.

ANALYST/PROGRAMMER. Chicago-based, privately held \$200M publisher, a leader in state-of-the-art software systems development, electronic publishing and digital cartography. Responsibilities include: product management, "application" analysis and programming, system specifications and design, and system testing, conversion and implementation. Minimum 3 years programming experience and proficiency in one or more programming and control languages. Salary: Mid 30's.

BUSINESS SYSTEMS CONSULTANT. Chicago-based, privately held \$200M publisher, a leader in state-of-the-art software development, data-base publishing and automated routing/mileage systems. Reports to Manager of Applications Development. Will be responsible for business segment, performing and directing segment analysis, supervise analysts and programmers on projects, design system requirements, design alternatives and technical system specifications. 8 years business data processing, with 4 years in systems analysis and project management. Prior consulting experience a plus. Salary: Mid 40's.

TECHNICAL CONSULTANT. Chicago-based, privately held \$200M publisher, a leader in state-of-the-art software systems development, electric publishing and digital cartography. Reports to Manager of Applications Development and to be the top level software technician specializing in particular business segment. Internal and external system design required to keep business "current", act as internal consultant, supervise analysts and programmers per segment projects and assume leadership of assigned short term projects. Minimum 6 years software design, analysis and programming. Experience in CICS, IDMS, ADS-0 and OLQ extremely beneficial. Relevant programming and control language proficiency. Salary: Mid 40's.

SENIOR ANALYST/PROGRAMMER. Chicago-based, privately held \$200M publisher, a leader in state-of-the-art software development, data-base publishing and automated routing/mileage systems. Reports to Manager of Applications Development, managing assigned projects, working at highest technical level within all phases of "application" analysis and programming, defining system requirements and design alternatives, and designing external and internal technical specifications. 5-6 years programming and application design experience in OS/COBOL environment. Significant exposure to any system development methodology. Exposure to SDM/70 is a plus. Salary: high 30's to low 40's.

Welcome to Our Meetings

Please join us for the next **Programs Committee** meeting on Wednesday, March 4, 1987. The meeting will be at 5:30 p.m. in the Korn/Ferry International Conference Room, 120 S. Riverside Plaza, Suite 918. Any questions, call Lorena Blonsky 726-1841.

In February there will be a joint meeting of the **Public Relations and Internal Communications Committees**. Come help us enhance visibility and communication both within our group and with the business community. Time and location to be determined.

Call Marilyn Tedesco, VP Public Relations
office: 835-0082
home: 835-3541

or JoAnn Hinz, VP Internal Communications
office: 856-6875
home: 447-0853

For Your Information

The **Illinois Department of Commerce and Community Affairs, Small Business Assistance Bureau**, is offering the following conferences:

WOMEN IN BUSINESS '87

Carbondale... "Greater Southern Illinois" ...
Wednesday, March 11, 1987 at Southern Illinois University, Carbondale— Student Center

Chicago... "Chicago Metropolitan Area" ...
Wednesday, March 25, 1987 at Chicago's Blackstone Hotel

Peoria... "Greater Central Illinois" ...
Wednesday, April 1, 1987 at Holiday Inn, East Peoria

Danville... "Greater Eastern Illinois" ...
Tuesday, April 7, 1987 at Ramada Inn, Danville

PLUS...

The IDCCA is co-sponsoring the following conferences:

St. Louis, Missouri... "Smart Business '87—Women Entrepreneurs Shaping the Future" ...
Thursday— Saturday, March 12-13, 1987 at the Breckenridge Frontenac Hotel, St. Louis, Missouri

Springfield... "Opportunity '87" ...
Tuesday, June 23, 1987 at Holiday Inn East, Springfield

Small Business Hotline at 1-800-252-2923.

Sharing Items of Interest

We invite members to contribute shared items of interest. Please send a copy of the item or a synopsis of an article or book to JoAnn Hinz, Vp Internal Communications.

February contributor: Helen Hodges.

"What Do Women Want? A Company They Can Call Their Own—Corporate Woman." *Business Week*, December 22, 1986 p.60.

Contrary to *INC.*'s portrayal of the woman entrepreneur some month's back as rather meek creatures, *Business Week* says these women have very big ambitions and do not resemble previous generations of self-employed women. According to *Business Week*, at the current pace of new business startups, "women could own half of all U.S. businesses by the year 2000."

But women-owned businesses still face significant challenges. Total sales by women-owned businesses increased three times as fast as sales by businesses owned by men, from 1977 to 1983, but didn't keep pace with the rate of new startups by women. While women own 25% of U.S. businesses, these businesses only generated 10% of U.S. business receipts.

Raising capital remains a major obstacle to women-owned's especially capital to support service businesses. Stereotyping causes many women-owned business's to be considered glorified hobbies, making it tough to gain the respect of lenders, suppliers and employees. Home pressures still remain a debilitating burden for many women entrepreneurs.

"Agencies Sprouting to Aid Business Women," *Crain's Chicago Business*, December 8, 1986, p.44.

This article discusses several sources of services, including financing, available to women-owned businesses. Most of the discussion is of Illinois related aid, but the comments on philosophy and requirements are useful to anyone seeking aid.

"Women-Owned Companies," *INC.*, January 1987, p.11.

This article is a short description of trends in women-owned businesses from 1977 to 1982. Average receipts consistently lag receipts for the average of all businesses and in 1982 only 11% of women-owned businesses had employees other than the owner.



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

RESORTED
 1ST CLASS



CAREER CONNECTIONS

Diana F. Bartlett, '83, Campus: Promoted to Vice President, Marketing, at Mt. Sinai Medical Center, Cleveland, OH, from Product Manager, Lighting Business Group, General Electric Co., Cleveland. New business telephone: (216) 266-3433.

JoAnn Becker, '82, 190: Promoted to Second Vice President, Continental Illinois National Bank, from Systems Officer.

Caroline (Carrie) Bellock, '79, 190: Has a new job as Business Manager, Egg Packaging at Packaging Corp of America. Carrie was previously Director, New Business Development at Rusty Jones, a Beatrice Company.

Sandra Blau, '79, XP: To Program Director, Division of Hospital Governance, American Hospital Association. Business address: 840 N. Lake Shore Drive, Chicago, IL 60611, (312) 280-6698.

Diana Carpenter, '82, 190/Campus: Has been promoted from Manager, Systems Planning to Senior Manager, Systems Development at Kraft, Inc.

Irys J. Cottman, '74, Campus: To Bell South Services, from J.H. Filbert, Inc. New business address: 2101 6th Avenue North, 11th Floor, Birmingham, AL 35203, (205) 321-1890.

Rozanne Cunico, XP-51: Has a new job as Portfolio Manager at LaSalle Advisors. Rozanne was previously Manager of Investment Analysis at Homart Development Co.

Phuong-Hoa T. Do, '80, Campus: To Aetna Life & Casualty Co., Connecticut, from Harris Trust. New business telephone: (203) 275-2715.

Mary Lynn Faunda, '86, 190: Promoted to Senior Consultant, Internal Consulting Group, Inland Steel Co., from Project Consultant.

Nancy Gaul, '88, 190: Has been promoted to Specialist Environmental Compliance Coordinator from Specialist, Refining Studies at Amoco Oil Company.

Susan Glass de Padron, '81, Campus: Promoted to Assistant Vice President, Corporate Finance Division, Harris Bank, from Corporate Service Officer.

Claudia A. Martanicik, '76, Campus: To Manager, Hughes, Zillig & Wilson, P.A., from Vice President, Naron & Wagner, Chtd. New business address: 517 Benfield Rd., Severna Park, MD 21146, (301) 647-6545.

Kathryn Niedner, '81, 190: Started a new company, Cardinal Consulting Group, Inc.

Loretta Sanford, '83, 190: Has been elected Executive Vice-President of the Minority Economic Resources Corporation Council Loretta was also appointed to the Board of Directors of the Northern Cook County Private Industry Council.

Janet Hale Tabin, '79, 190: With partner Nan Healy, opened Small Business Market Services, offering strategic and tactical marketing guidance to locally based businesses. Business address; 2035 Wagner Road, Glenview, IL 60025, (312) 998-0458

Stacie Wooten, '79, Campus: Married John Aaron on 11/2/86 and now goes by Stacie Stutz Aaron.

CAREER CONNECTIONS

Please let us know if you have **moved** or **made any changes** in your career lately. Send information to CAREER CONNECTIONS, Loretta L. Sanford, 3900 N. Lake Shore Dr., #25-H, Chicago, Illinois 60613, or call (312) 248-3678, with the information.

NAME _____ CLASS YEAR _____ CAMPUS

DAY PHONE _____ AGE* _____ 190

*Crain's Chicago Business requires age

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

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

HOME _____ PHONE _____

WORK _____ PHONE _____