



The Exponent

FEBRUARY, 1988

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

Navistar Executive to Speak on Risk Taking in the Business World



ROXANNE DECYK
Navistar

Senior VP,
Administration
Started as:
Corporate
Secretary, 1981
Promoted:
Four times
Compensation:
\$200,000*
Education:
JD,
Marquette 1977
Age: 34
(June 1987,)
(*Business Week*)

Her pivotal role was discussed in Business Week:
"Yet other forces are at work that favor the continued progress of women in Corporate America. They are getting a boost from the wave of restructurings, spinoffs, and leveraged buyouts. These huge corporate reshufflings have broken up long-entrenched male cultures. Take International Harvester Co. (now Navistar International Corp.). Before it hit financial trouble in the late 1970s, female executives existed only in narrowly defined areas such as communications. But as Harvester peeled off division after division, a new culture was born. Now one of Navistar's top officers is 34-year-old Roxanne J. Decyk, a senior vice-president for administration who plays a pivotal role in everything from strategic direction to labor relations."

Attend our joint meeting with
the Northwestern Professional
Womens Association on March 15, 1988.

Location: The Palmer House
17 East Monroe Street
Monroe Ballroom, 6th Floor
Cocktails - 5:30 - Cash Bar
Dinner - 6:15
Presentation - 7:00

\$25 members \$27 guests

Send check to: Lorena M. Blonsky
522 Greenwood St.
Evanston, IL 60201

For information, call Lorena M. Blonsky
at 726-1841

In the June 22, 1987 issue of Business Week, Ms. Decyk was featured in the cover story entitled "Corporate Women: They're About to Break Through To The Top." Ms. Decyk will discuss her experiences at Navistar at the time when there was corporate financial pressure.

March 15, 1988 Program **Roxanne J. Decyk**

Co-sponsored by the Northwestern
Professional Women's Association

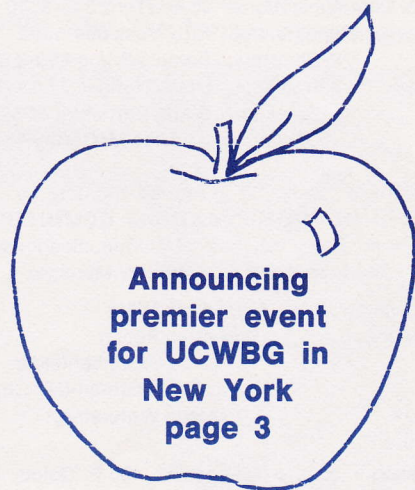
—RSVP FORM—

Name: _____

Daytime Phone: _____

Guest(s): _____

Amount Enclosed: _____



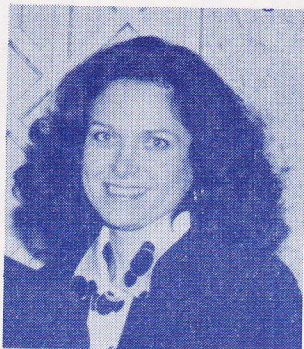
**Announcing
premier event
for UCWBG in
New York
page 3**

PRESIDENT'S MESSAGE

Career Conference

SAVE THE DATE....

October 15. The UCWBG has been working with the Graduate School of Business preparing for the 1988 conference. This day long event will be held at the Palmer House and will cover several topics related to career planning. Mark your calendars now.



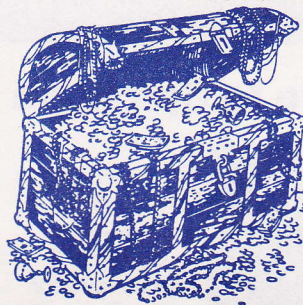
Advisory Committee

Work is being done to form an Advisory Committee. The committee will be a resource for the UCWBG on key issues such as growth, strategic direction and continuity and promotion of organizational objectives. The committee will be made up of distinguished women in business, previous board members, Honorary Members, and selected members based on expertise. If there is someone you think would be appropriate for the committee, please contact me.

1988 Committees

The response to requests for help with committees has been very good. Many new people have offered their help.

It's a great opportunity to make connections and find new friends. There is still time to join committees this year. Call any board member for information... or to share ideas.



A TREASURE CHEST OF OPPORTUNITY

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

I am interested in serving on the following committees:

- | | |
|---|--|
| <input type="checkbox"/> Finance | <input type="checkbox"/> Internal Communications |
| <input type="checkbox"/> Programs | <input type="checkbox"/> Career Management |
| <input type="checkbox"/> Membership | <input type="checkbox"/> Chapters |
| <input type="checkbox"/> Public Relations | |

Name _____ Phone _____

Return to:

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



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

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

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

OTHER AREAS

Contact: Pamela Ewing
 (312) 280-8120



THE UNIVERSITY of CHICAGO
WOMEN'S BUSINESS GROUP announces a New York premier event:

**NOTED INNOVATIVE EXECUTIVE SPEAKS ON:
WHAT MAKES AN ACHIEVER ACHIEVE?**

In her present capacity as Vice President Director of Operations for the Roerig Division of Pfizer, Karen Katen directs the Marketing, sales and advancement of A \$300M annual sales division of 500 people.

Katen has captured her current position traversing various assignments in the marketing organization. Each time she fostered the development of forward thinking programs and creatively introduced industry reforming products.

Katen has been honored with several awards for her strategic leadership including the 1986 Women's Equity Action League Award for outstanding achievement in business and labor, and the 1987 award for Advertising Woman of the Year for her accomplishments in setting new standards for excellence in the advertising industry.

Katen holds an MBA from the University of Chicago and is currently a member of the Pharmaceutical Manufacturers Association and an active Board member of the U of C Diabetes and Endocrinology Research Foundation.



**HISTORIC ANNOUNCEMENT!
FIRST NEW YORK PROGRAM**

When: March 30, 1988
Where: Harvard Club of New York City
Mahogany Room
27 W. 44th Street
New York, N.Y.

Speaker: Karen Katen
V.P., Director of Operations
ROERIG Division of PFIZER, Inc.

Topic: What Makes an Achiever Achieve?

Come and bring guests
Cocktails and hor d'oeuvres: 5:30 - 6:30
Presentation: 6:30
\$17 members/\$20 non-members
For more information contact:
Elena Tallian - (212) 573-2814 (day)

For reservations send this coupon to: Laura Horstman
305 Second Avenue, Apt. #542
New York, N.Y. 10003

Please make the following reservations for the March 30 meeting at the Harvard Club in New York:

Number attending _____

Name: _____

Daytime phone: _____

Guest(s): _____

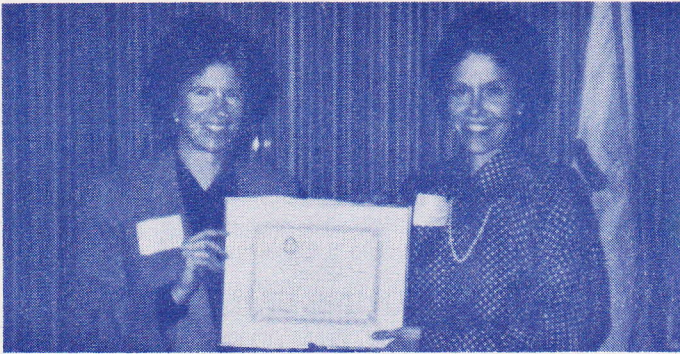
Amount enclosed: _____

Make check payable to the:
The Chicago Business School
Club of New York, Inc.

(\$17 members / \$20 non-members)

NEW YORK • NEW YORK • NEW YORK • NEW YORK • NEW YORK • NEW YORK

Past Speaker Inducted as Honorary Member at January Meeting



Past-President Helen Hodges presents Marjorie Lange Lucchetti with an honorary membership certificate.

Honorary Member: Marjorie Lange Lucchetti

At our January meeting Marjorie Lange Lucchetti was awarded an honorary membership into the UCWBG. She thanked us and said she is looking forward to becoming a resource to our group. Lucchetti, Senior Vice President of sales at R.R. Donnelly addressed our group last April. At that time she provided several practical suggestions for managing careers and dealing with corporate politics.

Lucchetti entered the business world as the first female sales representative at R.R. Donnelly. At the time, she had expected to remain with the company just long enough to show that she was capable of making a transition from academia to business. Although that was 1974, Lucchetti is still with Donnelly today and has progressed from her entry level position to upper management.

Lucchetti currently supervises a division with \$140 million in sales. Five vice presidents report to her. At that level, her primary responsibilities entail maintaining high level contact with customers, developing strategic policy and planning for expansion.

Lucchetti's Views From the UCWBG April 1987 event:

On Advancement:

Lucchetti explained that as you advance higher in the organization, the supervisory element of your job changes considerably. At lower levels, supervision entails giving specific instructions to your staff. The higher you go, however, the more you must rely on your staff to use their judgment in determining what needs to be done. Your role at that level is to know who you can count on to work independently and whose judgment you will not be able to trust.

On Managing Down:

Managing by walking around is a technique that Lucchetti uses. She believes that it is essential to find out what the people in your organization think. For example, she likes to take sales representatives in her organization to lunch rather than relying only upon the sales vice presidents reporting directly to her for information about what is going on in the troops.

On Managing Up:

Lucchetti stressed the fact that you can never afford to ignore your boss. You should determine what his or her priorities are. You must figure out whether you are perceived as a threat or as a rising star that she can sponsor. You should adapt your style to hers— for example if she has a verbal style you should present recommendations verbally, but if she has a detailed style you might give her detailed written reports.

On Peers:

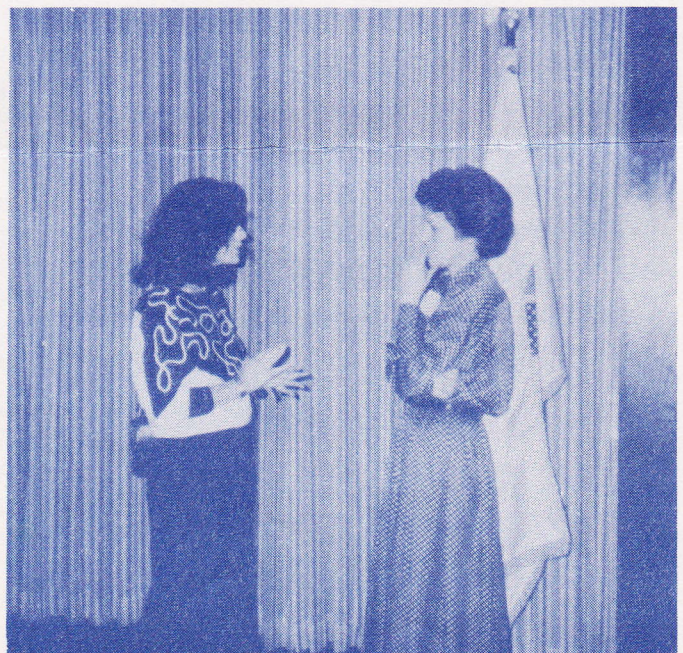
Lucchetti emphasized the importance of building good relationships with one's peers. She feels that the ability to reach compromises is critical. Only with good peer relations, will you come to higher levels with a solid power base. When dealing with middle aged men, Lucchetti first identifies men who are most receptive to a woman executive. Then she cultivates them to become allies.

On Mentors:

Lucchetti views the trend toward mentors as dangerous due to the many power shifts now occurring in these days of corporate restructuring. She believes it is best to have several mentors, rather than being associated with just one.

On Career Planning:

Lucchetti said that the first step is to decide what you want. This should not be based only upon your talents, but also upon what makes you happy. After you have outlined your objectives, you cannot just sit back. You must make your objectives known to those who can help you attain them.



Lucchetti offers herself as a resource to our group. Here, she confers with UCWBG President Kathleen Holoubek.



Contact Audrey Lynn, Latham International, Ltd., 156 Fifth Avenue, New York, New York 10010, for the following positions.

CONSULTING: (Seattle/Boston/NYC/Detroit/Chicago) Assignments will include strategy planning, market and financial analysis in all industries. Required: fast-track, high energy professional with 3-5 years experience in finance, marketing, operations or systems. Salary: \$50-\$70. Contact Audrey Lynn, Latham International, Ltd., 156 Fifth Avenue, New York, New York 10010.

SALES OPERATIONS MANAGER. (NYC/CTW) This position is responsible for product training, technical and marketing support in a highly entrepreneurial environment. Required: 10-15 years of sales/marketing/management experience in a computer related industry. Salary: \$80-\$95. Contact Audrey Lynn, Latham International, Ltd., 156 Fifth Avenue, New York, New York 10010.

FINANCIAL ANALYSIS/REAL ESTATE: (Boston) Report to the EVP of a major financial/real estate firm, responsible for product development and strategy planning. Required: 2-4 years experience in consulting or planning and a commitment to creativity. Salary: \$50-\$75. Contact Audrey Lynn, Latham International, Ltd., 156 Fifth Avenue, New York, New York 10010.

COMMUNICATIONS SPECIALIST: (Chicago) A creative/strategic writer is sought for this newly-formed position at a highly entrepreneurial, privately-held investment firm. Focus: internal and external communications in a constantly changing industry. Salary: \$50-\$75. Contact Audrey Lynn, Latham International, Ltd., 156 Fifth Avenue, New York, New York 10010.

STRATEGIC PLANNING/M&A: (CTW) This is a highly visible position with a very aggressive and profitable consumer manufacturing Fortune 500 company. Responsibilities entail: 1) evaluating divisional proposals for both product line expansion, M&A and new business areas, and 2) shepherding worthwhile investments through senior management. This is an excellent opportunity to have a direct impact along with the ability to move into a line position in 1-2 years. Required: a top-tier MBA with 2-4 years fast track experience in consulting, strategic planning or financial analysis. Salary: Open. Contact Audrey Lynn, Latham International, Ltd., 156 Fifth Avenue, New York, New York 10010.

MANAGER OF LIMITED PARTNERSHIPS/PRODUCT DEVELOPMENT. (NYC) This is an extraordinary opportunity to join the real estate subsidiary of a well-capitalized and highly entrepreneurial financial institution. Responsible for real estate and/or sponsor selection, due diligence, securities documentation and supervision of marketing. Required: an MBA and five to

ten years experience in finance or marketing. Salary: Open. Contact Audrey Lynn, Latham International, Ltd., 156 Fifth Avenue, New York, New York 10010.

BUSINESS SYSTEMS MANAGER. (Midwest) Reporting directly to the CEO of this very profitable, privately-held industrial manufacturing company (approximately \$150 million annually), this position is slated to lead to CEO when the President retires. Initially, this position will be responsible for an estimated 2 year project to recommend and implement state-of-the-art computer systems. Required: 5-10 years in a manufacturing environment, with experience in managing a manufacturing system implementation. Salary: \$60-\$80. Contact Audrey Lynn, Latham International, Ltd., 156 Fifth Avenue, New York, New York 10010.

PRODUCT MANAGEMENT/INFORMATION SERVICES INDUSTRY: (NYC) This is an excellent opportunity to join a world leader in electronic cash management services as a Product Manager, reporting to the Director of Marketing Development. Required: a top MBA and 5-8 years project-oriented marketing or business development experience in information services, management consulting or financial services. Salary: \$50-\$70. Contact Audrey Lynn, Latham International, Ltd., 156 Fifth Avenue, New York, New York 10010.

MANAGEMENT CONSULTING/STATE-OF-THE-ART-TECHNOLOGY. (Cleveland/Detroit/Chicago/LA/Boston/Seattle/Princeton/Fairfield County) Required: 3-10 years of fast-track experience in technology/information services. Focus: responsibility for bottom-line decisions and profit impact with each assignment, in an unstructured environment with high earnings potential. Salary: \$40-\$70. Contact Audrey Lynn, Latham International, Ltd., 156 Fifth Avenue, New York, New York 10010.

Contact Kevin Foley, Foley Associates, 241 Gingerbrook, Bartlett IL 60103, (312) 830-2977, for the following positions.

MANAGEMENT CONSULTANT for Chicago area firm. Advise manufacturing clients on a broad range of financial, operational & manufacturing issues. 2-5 years total experience with exposure to cost accounting and financial analysis. Salary: Med 40's. Contact Kevin Foley, Foley Associates, 241 Gingerbrook, Bartlett IL 60103, (312) 830-2977.

BUSINESS ANALYST, Chicago Fortune 200 manufacturing concern. Work with finance, marketing and development of business strategies. 2-3 years relevant experience. Salary mid 40's. Contact Kevin Foley, Foley Associates, 241 Gingerbrook, Bartlett IL 60103, (312) 830-2977.

V.P. HUMAN RESOURCES. Fortune 300 company. Individual w/potential for additional advancement. Generalist that can develop and manage the corporate staff in a decentralized environment where functional activities are carried out at the group/divisional levels. This position will focus on planning, policy development and performance monitoring in all key HR areas. Prime candidate will be generalist with diverse exposure. Excellent compensation package includes up to 50% of salary bonus. Contact John Grantham, Grantham Assoc., 727 Eastown Dr., Suite 100A, Chapel Hill, NC, 27514 (919) 489-1991

Contact Sue Reyman, Reyman & Assoc., 20 N. Michigan, Suite 520, Chicago, IL 60602, (312) 580-0808, for the following positions.

SALES TRAINING SPECIALIST. Fortune 250 company NW Chicago Suburbs. 5+ years experience in sales training. Design & execute programs. Travel 12-14 weeks a year across the county. Training from top down scenario. Tremendous growth opportunity. Salary up to \$55,000. Contact Sue Reyman, Reyman & Assoc., 20 N. Michigan, Suite 520, Chicago, IL 60602, (312) 580-0808.

MANAGER RETIREMENT PLANS. Fortune 50 located in Downtown Chicago. Manage a variety of pension & 401K plans and serve as corporate consultant to over 40 divisions. Experience needed in pension planning and administration and ability to communicate well. Highly visible position. Travel 10-15%. Salary \$43-50,000. Contact Sue Reyman, Reyman & Assoc., 20 N. Michigan, Suite 520, Chicago, IL 60602, (312) 580-0808.

MANAGER OF BASE/INCENTIVE COMPENSATION. Consulting division of Big 8, located in Chicago seeks a base & compensation specialist with consulting or corporate background. 3-5 years experience in base/incentive. Salary up to \$85,000. Contact Sue Reyman, Reyman & Assoc., 20 N. Michigan, Suite 520, Chicago, IL 60602, (312) 580-0808.

Contact Ed Westfall, J. H. Dugan & Associates, 505 N. Lake Shore Drive, Suite 5511, Chicago, IL 60611 (312) 222-1566, for the following positions.

SR. BUSINESS PLANNER - Major Consumer Product Company. Position includes strategic assessment and evaluation of new markets and products in line with company's interests. Other duties include operations analysis and special project work for senior company executives. This is a staff job, generally considered to be grooming ground for future senior executives. 2-5 years experience, ability to work in an unstructured environment on a project basis. Contact Ed Westfall, J. H. Dugan & Associates, 505 N. Lake Shore Drive, Suite 5511, Chicago, IL 60611 (312) 222-1566.

STRATEGIC/BUSINESS PLANNER - Manufacturing Company, Chicago Location. Position involves business planning/operational reviews, acquisition analysis and various special projects for senior management. High visibility leading to line management. Require engineering degree (CHEME, ME, etc.) coupled with MBA plus 1-3 years background. Contact Ed Westfall, J. H. Dugan & Associates, 505 N. Lake Shore Drive, Suite 5511, Chicago, IL 60611 (312) 222-1566.

Contact Joyce Knauff, Joyce C. Knauff & Associates, P.O. Bos 624, Wilmette, IL 60091, (312) 251-7284, for the following positions.

SENIOR CONSULTANT - An outstanding consulting firm seeks someone with a strong MIS background coupled with a business orientation. Experience should encompass the life-cycle of data processing. Responsibilities include large mainframe engagements, proposals, and project management. Compensation: up to the 90K range depending on experience. Contact Joyce Knauff, Joyce C. Knauff & Associates, P.O. Bos 624, Wilmette, IL 60091, (312) 251-7284.

INFORMATION CENTER CONSULTANT: A top financial service firm seeks person with 5 years experience within MIS with a mixture of Mainframe and PC's to function as a consultant to the user community. Will be involved with analysis, problem solving, training (user), product development and feasibility studies. Should have experience with operating systems and mainframe and PC's, 3rd and 4th generation languages and one or more of the following: SAS, Tell-A-Graf, Nomad, Ramis, DBase, Lotus 1,2,3. Compensation up to the 50K range depending on experience. Contact Joyce Knauff, Joyce C. Knauff & Associates, P.O. Bos 624, Wilmette, IL 60091, (312) 251-7284.

Contact Management Arts, Box 547, Lake Forest, IL 60045, for the following position.

DIRECTOR OF EMPLOYEE RELATIONS. For leading Chicago-area manufacturer. Work with senior management to support worldwide expansion through organization and succession planning, change facilitation, executive recruitment, and training; also labor relations, EEO, compensation, and benefits. Prefer MBA, generalist with 5-10 years' substantive experience. Contact Management Arts, Box 547, Lake Forest, IL 60045.

Contact Marilyn Miglin, President & CEO, 112 East Oak Street, Chicago, Illinois 60611, for the following position.

MANAGER—WAREHOUSE OPERATIONS. Position reports directly to the president. Manage and coordinate purchasing, production, manufacturing, quality and inventory control, scheduling. Overseeing warehouse and laboratory for fast growing cosmetics and perfume company. The ideal candidate will have prior experience in pharmaceuticals and chemicals. Competitive benefits package provided. Please send resume and salary history to: Marilyn Miglin, President & CEO, 112 East Oak Street, Chicago, Illinois 60611.

Contact Laura A. Wangrow, Ltd. Rt. 1—Box 265B Leesburg, VA 22075 (703) 327-4115, for the following position.

MANAGING CONSULTANT. Rapidly growing Midwest healthcare information company. To serve as key liaison with new and existing clients. Primary function is to develop service and maintain client relationship with full P&L responsibilities. Emphasis on marketing & business development. Requires 5 years business experience in healthcare consulting or corporate management. Salary 40-65K. Contact Laura A. Wangrow, Ltd. Rt. 1—Box 265B Leesburg, VA 22075 (703) 327-4115.

Carole Wilk Addresses Group on The Balance Between Personal & Professional Priorities: Feminity and Careers

Carole A. Wilk, a psychologist/psychotherapist has focused much of her work on the career women and her diversifying role in society. She has dealt extensively with balancing personal and professional priorities. She presented some of her findings in a book CAREER WOMEN AND CHILDBEARING: A Psychological Analysis of the Decision Process (Van Nostrand Reinhold, 1986)

Dr. Wilk discussed her research with the Women's Business Group at our January meeting. She conducted a lively, interactive session with participation from nearly everyone present. Dr. Wilk attempted in one short evening to comment on the following concerns women often have.

- Not enough time
- Wanting to be perfect
- Children
- Marriage
- Professional acceptance

Although there were over 50 executive women at the presentation, only 4 had other women in their respective organizations who were in a higher position that could serve as models or mentors. In her research Dr. Wilk found no patterns for success. She found that women felt pressure from two contrasting social images:

- A woman can have it all, corporate success and a family all at once

As opposed to:

- Be a real woman, have children and stay at home to nurture them.

CAREER CONNECTIONS

Valerie E. Andria, '82, 190: has been promoted from Corporate Buyer to Product Manager at Navistar International Corporation, 401 Michigan Avenue, Chicago, IL 60611, (312) 836-2293. She also has a new home address: 2554 Bark Wood Road, Apt. 208, Schaumburg, IL 60173, (312) 303-6790. Valerie has been included in Who's Who in the Midwest, 1988.

Diana F. Bartlett, '83, Campus: has changed jobs from VP Marketing/Strategic Planning at the Mount Sinai Medical Center in Cleveland, OH to Market Development Manager, Johnson & Johnson Health Management, Inc., One Johnson & Johnson Plaza, K509, New Brunswick, NJ 80933, (201) 524-2538. Her new home address is 15 Burton Ave., Hopewell, NJ 08933, (609) 466-9586.

Kathleen Holoubek, XP51, has been promoted to Executive Development Training Manager, Sears, Roebuck and Company.

Martha Koch, '84, Campus, has started a business in videotape production for corporate communications. She produces and directs video programs for marketing promotions, sales, employee training and meetings. New company address is: Martha Koch, Producer, 1604 Chicago Ave., Suite 2, Evanston, IL 60201, (312) 864-9099. Continued on last page.

Dr. Carole Wilk expressed that we are embarking on a complex life style and offered these suggestions for approaching this new lifestyle:

Time Management:

- When adding a new dimension to your life—find something to drop. Multiple add ons alone cause serious stress.
- Map out time to foster relationships that are important to you.

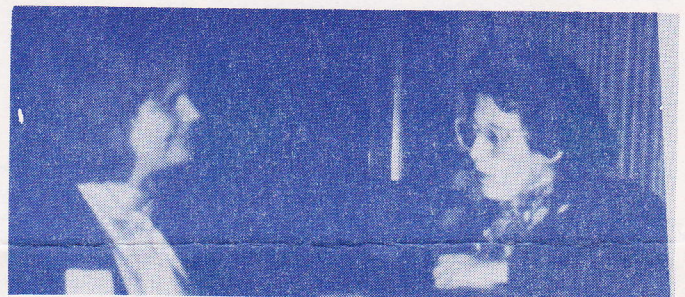
Communication:

- Learn how to talk and listen to those around you.
- Listen to yourself, especially concerning health matters.

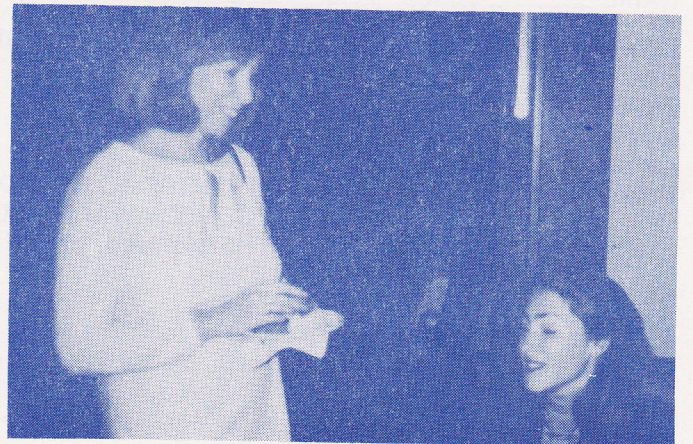
Finally, formulate a new life direction as you would a business strategy. Allow yourself your own personal dream: Although it may not be practical or sensible to have it all at once — you can have what you want sequentially.



Dr. Wilk spoke from her 18 years experience in counseling women—especially career women.



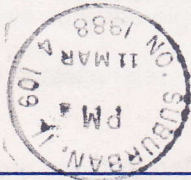
Marge Waterstreet and Dr. Wilk continue the discussion after the formal presentation.



Women's Business Group members discuss how they have struck a balance in their own lives.



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



CAREER CONNECTIONS

Kit-Yee Lim, '78, Campus, has been promoted from Manager, San Francisco office, to Principal, Los Angeles office of Arthur Young & Co. New business address is 515 S. Flower St., Los Angeles, CA 90071, (213) 977-3200. New home: 4007 Topside Lane, Corona Del Mar, CA 92625, (714) 721-1388.

Sandra A. Miller, '86, 190: formerly a Senior Sales Engineer of the Electric Utility Business Unit of Westinghouse Electric has joined the firm of K.J. Voelcker & Associates as a Senior Consultant specializing in the area of systems, accounting and general management. New business address is 300 W. Hill St., Suite 901, Chicago, IL 60610, (312) 951-6909.

Diana G. Salter, '82, Campus, has moved. New address is 3660 Kendall Ave., Cincinnati, OH 45208-1138.

Susan Bosworth Sheridan, '78, 190, has recently emerged from "retirement" to assume a part-time position as Special Assistant to the Director of Administration, Dole for President Campaign, 1823 L Street NW, Washington, D.C. 20005, (202) 223-9400.

Julia A. C. Virgo, XP50, has been promoted to Executive Vice President and Chief Operating Officer of The Carroll Group, Inc.

Kathleen M. Voss, '80, Campus, has left her position as Vice President, Executive Assets Corporation to start her own consulting business. Her new company is The Voss Group, a human resources consulting and career counseling firm, located at 801 Hinman, Evanston, IL 60202, (312) 864-5052.

Pamela M. Waymack, '79, Campus, has accepted the position of Executive Director of Northwestern HealthCare Corporation, a for profit subsidiary of Northwestern Memorial Hospital in Chicago. NHC is an independent practice association comprised of members of Northwestern's medical staff and serves as a vehicle for contracting with a variety of health plans. Her new work address and phone are 216 E. Superior, Suite 100, Chicago, IL 60611, (312) 908-5342.

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 _____