



The Exponent

MARCH, 1989

The University of Chicago Women's Business Group

Gordon Attributes Success to Persistence, Humor, People Skills and Creativity



Tootsie Roll President Ellen Gordon (center) poses with member Joan Steel (left) and Vice President-Programs, Adrienne Harvitt (right) before dinner.

by Jo Anne McCarthy

Ellen Gordon's multimedia presentation topped off the February dinner meeting at the Plaza Club. Gordon, President and COO of Tootsie Roll, Inc., President of both the Committee of 200 and the Confectioners' Association, shared her business and life with some old and new friends.

The evening began in the Potomac Room with conversation highlighted by news of UCWBG officers Nancy Bruggemeyer Gunder's and Lorena Blonsky's latest family additions (Andrew and Heather, respectively), and by shop floor control systems, book publishing operations, corporate restructurings, and

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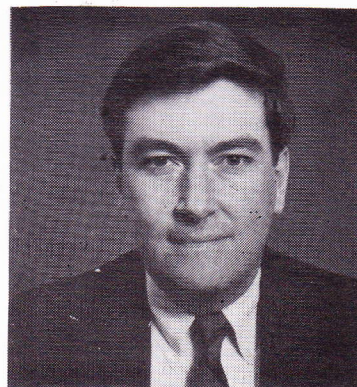
March Alumni Box Lunch

Who is This Guy RICO?

An Introduction to White Collar Criminal Investigations and Appropriate Management Responses

Robert W. Tarun, MBA '82, will address the March Alumni box luncheon program on Wednesday, March 22. Tarun, the former Executive Assistant United States Attorney in Chicago, is a partner with Winston & Strawn concentrating in Business and White Collar Criminal Litigation. He will discuss the Racketeer Influenced and Corrupt Organizations ("RICO") Act; business, regulatory, civil and criminal implications of grand jury investigations; the Chicago commodities exchange probe; government procurement fraud; and how managers can best cope with such investigations and related civil litigation.

The box luncheon series is held at One First National Plaza (Clark and



Robert W. Tarun

Madison), Suite 2718 from 12 noon until 1:30 pm.

To make a reservation for this topical discussion, send your check for \$11 (payable to the University of Chicago) to Box Lunch Committee, GSB Alumni Office, The University of Chicago, 1101 East 58th Street, Chicago, IL 60637.

For more information call the Alumni Office at (312) 702-7727

Space Remains in March 4 Career Management Seminar

At press time there were still a few openings for the March 4 career management seminar—Assessment/Resume Development (Session I) and plenty of space for the other two sessions on March 11 and March 25. Session I is an intensive, full-day workshop (8:30 am-3:00 pm) that includes a job evaluation and skills and interests inventory. Because of the intense nature of this workshop, enrollment is limited to 15 participants.

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From the President's Desk . . .

Update on Chicago Area Membership Survey

In keeping with this year's theme, "Reaching Out to Membership," the UCWBG Board of Directors is conducting a membership survey to assess members' needs. As of early February, 158 surveys had been returned, representing a 45% response rate. Not too bad.



The surveys are currently being coded and tabulated. Once the raw data is available, we will begin an analysis of the survey results. Highlights of the analysis will be published in the April issue of *The Exponent*, so stay tuned... and thank you again for your participation!

Who are We?

I am asked frequently "what is the UCWBG?" In our first Advisory Board meeting late last fall, this question was central to our discussion on membership. According to The UCWBG Constitution and By-Laws and the 1987 UCWBG Strategic Plan, the "mission" of the UCWBG is as follows:

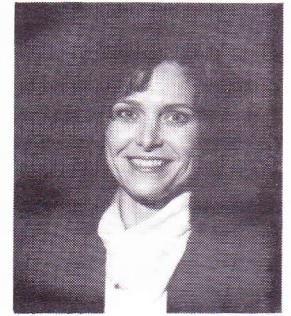
The University of Chicago Women's Business Group is a non-profit professional association organized exclusively for professional development and education purposes and support of The University of Chicago Graduate School of Business. To accomplish these ends, the Group is committed to promote cooperation and communication among its members. (Membership is drawn primarily from women graduates of the University of Chicago Graduate School of Business.)

Using the results of the survey and the collective wisdom of our members, we will be re-evaluating the mission statement, as well as the goals for the organization. In 1987, the following goals were defined for the UCWBG:

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Past President's Perspective

The UCWBG was founded in 1980 by a few women who wanted to meet and share experiences. It's hard to believe, but next year the organization will celebrate its 10th anniversary.



At the Christmas party this past December, Linda O'Bryant, a charter member who was being recognized for her distinguished service to the organization, commented on how the group has changed over the years. She observed that several members were expecting babies and that in the early years, this was rare. (It is interesting to note that three of these women are Board members.) Members, in the first years of UCWBG, were primarily concerned with developing their careers and wanted to focus on how to most effectively do that.

Today members are still concerned about their careers, but they are also concerned about balance—the balance between their personal and professional lives. In January of '88, Dr. Carole Wilk, a psychotherapist and author, spoke to UCWBG members about balance. It was not only a very interesting and informative meeting, it was also very well attended.

The group has also changed over the years because part of the membership has much more experience than in the early years. (I wouldn't want to suggest that any of us grew older!) Those years of experience are one of UCWBG's more valuable assets. There are members who have started their own business, moved up within corporate ranks, completely changed careers or perhaps changed companies. Some members are raising families, some not. Would you like to take with someone who has had or is having one of these experiences?

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THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

1989 Board of Directors

President: Nancy Bruggemeyer-Gunder
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Director: Diana Carpenter
998-2964

Director: Ann Rosenbaum
836-7572

Gordon, cont'd from page 1

happenings at the University. At dinner, talk continued, with topics as varied as serious ski vacations, individual career aspirations and personal experiences, the historical lack of business career orientation and planning by girls in grade school, high school and/or college, and the exceptional quality of the dessert served with dinner.

After dinner, Joan Steel introduced Ellen Gordon. Gordon began with the history of Tootsie Roll: from the 1896 arrival in New York of the secret Austrian formula up to *Forbes* magazine naming it one of the best run small companies.

Gordon then related her personal experience of growing up in the Depression and majoring in math at Vassar at a time when girls, for the most part, did not consider mathematics. Until the mid-sixties, Ellen and her husband Melvin Gordon, Chairman and CEO of Tootsie Roll, lived in the East and commuted weekly to work in the Midwest. In 1968 Gordon began managing the company pension plans. She was named Secretary in 1970 and President in 1978.


Gordon reviewed Tootsie Roll's strategy which emphasizes product quality, lean-running operations, reinvestment in state-of-the-art facilities, maximizing profits through vertical integration, people from diverse groups as its best resource, matching incentives with objectives, focusing on new ideas, persistence in problem solving, and growth. Gordon discussed growth 1) by acquisition, 2) by product extension, 3) by increasing distribution, and 4) by strengthening the existing brand.

Then she moved to the video portion of her presentation and reviewed Tootsie Roll commercials. She commented that people are attached, even



Vice President Kitty Voss (center) makes a point in conversation with Honorary Member Marjorie Lucchetti (left) and Past President Kathleen Holoubek (right).

addicted, to Tootsie Rolls from childhood. To respond, Tootsie is introducing an all-new product for adults—a soft-center Tootsie. In advertising, consumers are urged to see Tootsie Rolls in everything. "Whatever it is I think I see, becomes a Tootsie Roll to me." Sometimes the company uses

riddles in its advertising, such as "How many licks does it take to get to the center of a Tootsie Pop?" Tootsie Roll products, including Cella's cherry and peanut butter chocolates, Tootsie Pops and Tootsie Rolls were served as part of the presentation. 



Director Diana Carpenter (left) enjoys the conversation with members before dinner.




Cash for the bar was collected by Pat Sterbling.

Public Relations Bats a Double for Gordon Presentation

Hard work, persistence and connections enabled The University of Chicago Women's Business Group to score two coveted mentions in *The Chicago Tribune* (George Lazarus' *On Marketing*) and *The Chicago Sun-Times* (*Kup's Column*) for the February 1 Ellen Gordon presentation.

Gordon announced plans for an "Adult Tootsie Roll" at the group's February meeting. Her announcement was picked up by Lazarus, who attended the Wednesday evening presentation and it was the lead story in his Friday morning column. The mention in *Kup's Column* came in the *Tonight's Action* section for February 1.

Kudos to Idell Feldstein, VP-Public Relations, for getting some solid publicity for our organization and to Lorena Blonsky, Adrienne Harvitt and their '88 and '89 Program Committees for organizing an event of the stature to attract media attention. 

Acquisition Considerations

by Helen Hodges

On January 23, 1989 I had a meeting with Bob Gould, President and CEO of National Graphics in St. Louis. Bob is a well-respected businessman there and has bought and sold a few businesses. We asked for his counsel and reassurance concerning our search for a business to buy. The following article is a synopsis of his comments.

Define your preferences

At least have a feel for what you like and don't like. Even if one plans to resell a business, it is best to like what you are doing. Also, by narrowing your scope, you may become more proficient at evaluating candidates.

Narrowing the scope too far, though, may be counterproductive since there may be a limited number of businesses in the area of interest and you may miss good opportunities that are in unspecified industries.

Marketing is often the key

Since marketing is often the key to making or breaking a business, look at candidates with marketing in mind. Is there a natural demand for the company's products or potential products? Specialty products generally have fewer competitors. Does the company

have a better idea (not necessarily revolutionary) about how to market; or can you come up with something different from what others are doing? DeKalb is a good example of doing something different in a business that had plenty of solid competitors. DeKalb used farmers to sell seed during their (the farmers') off season in the winter. The farmers were taught to sell and were offered a variety of incentives that were relatively easy to reach and gave them a certain amount of status among their peers. One example was an orchid for the farmer's wife at an upcoming DeKalb dinner—virtually every farmer had to be sure his wife had an orchid. Basically, DeKalb established a sales force in a business where no one else had a sales force.

Proprietary products are also a positive from a marketing point of view.

A marketing orientation means you provide what the customer wants and are continually listening for what the market needs. To prosper, you must also give the customer something different from everyone else:

- Different way of marketing
- Better price
- Higher, more consistent quality

- Service
- Better product in some way.

Keeping the sales force fresh is critical and can be done by:

- Moving territories around
- Providing new incentives
- Providing new challenges.

Find out why the owner wants out

Problems or potential problems are often the reason owners want out. If it is to straighten out the estate, find out why the kids don't see a future. Also, why don't the employees want the company?

Look at small business financials with caution.

Plan on getting fully involved

Even the best deal is going to have challenges once you get in. Having both husband and wife involved could have positive results as the business will often be totally absorbing. When only one partner is involved, the other may have a hard time understanding the time required to run the business.

Helen Hodges, 1987 UCWBG President, is president of Ambrose, Hodges & Associates, Inc., a general management consulting firm.

President, cont'd from page 2


- Provide professional development opportunities for members
- Enhance networking opportunities and skills within and outside the organization
- Expand our members' careers and personal visions
- Maintain continuing connections with the University of Chicago
- Build an organization of influence
- Maintain a professionally run organization.

If you have any comments or thoughts on our mission statement or goals as currently defined, please do not hesitate to contact me.

Nancy Bruggemeyer-Gunder
1989 President

Career Seminar, cont'd from page 1

Enrollment for the other two half-day workshops (8:30 am-12:00 noon) is open, up to the capacity of the room. Part II, on March 11, is about sourcing job opportunities. Part III, on March 25, deals with interview techniques.

The series, sponsored by the UCWBG Career Management Committee follows a very successful career management seminar given last spring by Robin Sherer. This year's workshops will be held at the 190 East Delaware building. Priority registration and a discounted price are being offered for this program. Participants may sign up for one, two, or all three workshops, according to needs and interests. If you want to attend any of these sessions, call Donna Seltin at 848-1262 immediately to reserve your place. 

Past President, cont'd from page 2

Whatever your experiences have been, there are many to share. Our challenge, as an organization, is to find ways to share—sometimes to share personal experiences as well as professional ones. I've met many very talented women since joining the UCWBG and have learned from some of their experiences. I have also found some special friends. I hope you will take advantage of UCWBG meetings to meet other members and "swap some stories."

Kathleen Holoubek
Immediate Past President

UCWBG Reaches Out To Students

by Diana Carpenter

The U of C Business students of today are the future members of our group, and we have been increasing our efforts to strengthen the ties between alumnae and students. Below are descriptions of four ways in which we are supporting this association, from which both students and alumnae benefit.

1. Campus Women's Group Career Conference

Last October, the Campus Women's Business Group sponsored their Third Annual Conference on Women in Business, titled "The Challenges Ahead: Risks and Returns." This afternoon conference consisted of a keynote address followed by two sets of "round table" discussions, and concluded with a reception.

Each round table was made up of about three professional women and seven students, and addressed a certain topic. Each person attended two such sessions. The participants were assigned together based on common interest in the topics, which included "Building Bridges on the Old Boys' Network," "Mastering Office Politics," "Ambition and Commitment," and "Opportunities in Financial Services."

Eight UCWBG members participated in the round table discussions and shared with students their experiences in the work force. The high ratio of professionals to students and the small size of the groups provided an unusual networking opportunity for all participants.

UCWBG member Polly Hallett, Director of Product Management at Quaker Oats, says that this format gives students a chance to get to know companies in a different context than the normal interview setting. She found that people had very different ideas of certain topics. For example, in the discussion of "Ethics in Business," some participants wanted to talk about office politics; others were concerned with bribes and kickbacks; still others mentioned major ethical lapses such as the Beech Nut apple juice scandal. Polly noted that the students as a group seem more mature than ever, have better work experience, and seem to be making smarter career choices.

Member Evelyn Wilk, head of ESW Inc., an office technology firm, also commented on how focused and perceptive the students were about career issues, and mentioned the quality of the questions raised. She led the discussion of "Women in High Tech," and contributed to "Starting Over without Starting Over," which was about career changes. Evelyn regretted, however, not having more time to talk with the other alumnae at the Conference.

Julie Virgo, COO of the Carroll Group, very much enjoyed meeting the other professional women at the Conference. She was impressed with the calibre as well as the number of alumnae in attendance, all with very successful careers. The tables she attended each included several men. One topic of interest was "Commuting Marriages." Julie pointed out that the Conference provides an opportunity for a smaller firm such as hers to meet with a large number of students and do some informal recruiting.

Joyce Rice, Director of Mass Market Sales for Memorex, lives in California, but managed to be in town on a business trip and attend the Conference. She was an ideal participant in the discussion on "Surviving the Acquisition Wars," and in fact suggested the topic. Her company has been through several different owners in the recent past, and she claims she could spend a whole day on the topic. Joyce enjoyed the lively interchange, the thought-provoking questions, and the informal continuation of discussions at the reception.

Overall, the Conference was a valuable networking opportunity for students and alumnae alike. We hope to see more of our familiar UCWBG faces at the one next year!

2. UCWBG Student Loan Fund

In 1987 the UCWBG contributed \$3,000 to the Business School to be used as a source of short-term loans for students. So far, 3 students have taken advantage of the funds, and all loans have been repaid on time.

One student sent this letter of thanks to the UCWBG.

"I am writing this letter to let you know how grateful I am for the emergency loan I received through the University from your fund. I recently transferred from the 190 program to the full-time program and have only 5 more classes to complete.

... I found myself with a real cash flow problem, as tuition is due at the beginning of the quarter, not in the middle like it was in the 190 program. All of the classes are only being offered fall quarter, and I would have been disappointed to have missed any of them.

... Thanks again for contributing to the Women's Business Group fund. You have been a great help to me."

Our group benefits from increased visibility to both the students and the administration of the school, and we, as alumnae, are able to help students complete their business educations.


3. UCWBG/Campus Mentor Program

A third activity of the UCWBG is participation in a mentor program for students, coordinated by the Campus Women's Business Group. This program matches students with alumnae in the Chicago area, as advisors in their fields of interest. In this way alumnae can help students explore job options or plan a career strategy.

We are currently gathering responses and matching students with alumnae based on mutual interests. Initial contact between students and mentors will take place in late March.

If you are interested in participating in this program, call Diana Carpenter, (312) 635-0707.

4. Student Membership Drive

As an incentive for students to join the UCWBG, in June we will hold a special mid-year membership drive for new graduates. 

Career Management Forum

Management Women and the New Facts of Life

by Diana Carpenter

A review of an article by Felice N. Schwartz in the *Harvard Business Review*, January-February 1989

"The cost of employing women in management is greater than the cost of employing men."

Did this statement get your attention? It is especially noteworthy since it is written by Felice Schwartz, the woman who founded and runs Catalyst, a non-profit organization devoted to "working with corporations to foster the career and leadership development of women."

This statement is followed later in the article by the assertion that, to remain competitive, businesses will have no choice but to employ women managers, and to learn how to get the most out of them.

Schwartz's article addresses an issue which is of critical importance to women in business, whether as employees or as supervisors, shareholders and executives.

Costs

Schwartz states that the higher cost of women managers is due to higher turnover, career interruptions, and advancement plateaus. Money spent by companies in hiring and training women is less likely to turn out top executives than is money spent on men.

The business conclusions, however, must not end with acknowledging these costs, Schwartz insists. We must look farther, to the causes of the business-related gender differences.

Schwartz categorizes these differences as ones related to maternity and

ones related to "differing traditions and expectations of the sexes." She says that the cost differential need not be so great, and that traditional expectations exaggerate the costs of maternity. Examples of these expectations:

- Men think of women as the natural and appropriate people to raise children
- Men think of men as the natural and appropriate people to have careers: long-term, unbroken advancement in employment
- Women think of women as free of responsibility for financial support of their families, and of men as having these responsibilities
- Women place particular importance on the intrinsic significance, social importance, and personal fulfillment of their jobs.

These expectations reinforce traditional behaviors and sex roles. Instead of a "glass ceiling" limiting women's advancement, Schwartz sees women's traditional expectations hitting up against those of men.

Demand

After setting out the causes of problems for women's careers, Schwartz points out that "women in the corporation are about to move from a buyer's to a seller's market," and that "80% of new entrants in the work force over the next decade will be women, minorities, and immigrants." Businesses will be forced to rely increasingly upon women to fill their managerial positions.

What to Do

Schwartz then lays out strategies for companies to use in dealing with these realities.

The first requirement is to understand that all women are not the same.


Some women put their careers above everything else in their lives. Business must accept these women as having made a legitimate life choice, and make sure they are allowed the same opportunities as talented and dedicated male managers.

Then there are the majority of women, who value both career and family. "These women are a precious resource that has yet to be mined." In order to take advantage of these resources, the company must:

- Plan for and manage maternity
- Provide the flexibility to allow them to be maximally productive
- Take an active role in helping to make family supports and high-quality, affordable childcare available to all women.

Conclusions

Why bother? Why not go back to men at work, women at home?

"Two fundamental benefits that were unattainable in the past are now within our reach. For the individual, freedom of choice—in this case the freedom to choose career, family, or a combination of the two. For the corporation, access to the most gifted individuals in the country." 

Interested in helping with *The Exponent*? Contact Charlene Paulus Oaks, 1340 North Dearborn #11-D, Chicago, IL 60610, (312) 280-9091.

JOB LINES

Vice President for growing entrepreneurial full-service marketing research firm. Minimum of ten years research experience. Able to handle qualitative and quantitative studies from writing proposals to delivering verbal presentations. Required: excellent sales, management, analytical, writing and presentation skills. MBA required. Travel nation wide. Client contact. Client base: healthcare, banking, agriculture. Salary range: \$50-60K. Send resume to Moosbrugger Market Research, 901 W. Hillgrove Avenue, LaGrange, IL 60525.

Study Manager for growing entrepreneurial full-service market research firm. Minimum of 3-5 years experience with research supplier or marketing research department of a firm. Able to handle qualitative and quantitative studies from writing proposals to delivering verbal presentations. Required: excellent analytical, writing and presentation skills. MBA preferred. Travel nation wide. Client contact. Client base: healthcare, banking, agriculture. Salary range: \$35-45K. Send resume to Moosbrugger Market Research, 901 W. Hillgrove Avenue, LaGrange, IL 65025.

Senior Business Analyst. Multi-billion dollar, Chicago-based consumer products manufacturer is looking for two analysts to join its financial team. Position would be responsible for business planning, financial analysis, strategy, operations analysis and special studies. Position requires 3-4 years experience and desire for visibility and interest in an unstructured "idea" generation-type environment. Salary is \$50-60K. Send resume to: Carl Kreutzfeld, IteX Executive Search, 2700 River Road, Suite 312, Des Plaines, IL 60018.

Corporate Tax Manager. Newly-formed holding company, approximately 300 million in sales, seeks a professional to build a complete tax function, domestic and international. Person will have a strong accounting and analysis background and 5+ years experience. Must want to work in an acquisition/LBO environment. Salary is \$55-60K. Send resume to: Carl Kreutzfeld, IteX Executive Search, 2700 River Road, Suite 312, Des Plaines, IL 60018.

CAREER CONNECTIONS

Ellen Carnahan-Walsh, '84, Campus: has been promoted from Research Director to General Partner at William Blair Venture Partners. *Congratulations, Ellen!*

Alice L. Connors, '82, 190: has left G.D. Searle to become Manager, Market Research at Beecham Laboratories. New work address is 501 Fifth Street, Bristol, TN 37620, (615) 652-3284. New home address is 30 Compton, Bristol, TN, (615) 878-6897. *Thanks for the job listings, Alice.*

Kathleen Holoubek, XP-51: has been elected to the Board of the Executive Program Club where she will be chairing the Activities Committee. *Great job, Kathleen! We'll be watching you.*

Virginia A. Maycock, '86, Campus: has been promoted from Associate Brand Manager to Brand Manager, Spices & Extracts at McCormick & Co., Inc. Her new work address

is McCormick/Schilling Center, 211 Schilling Circle, Hunt Valley, MD 21031, (301) 527-6190. *Congratulations, Virginia!*

Carlette McMillar, '86, Campus: has changed jobs from Fixed Income Analyst to Institutional Fixed Income Sales Account Executive with Bear, Stearns and Company. Her work address is Three First National Plaza, Chicago, IL 60612, (312) 580-4161. Home address is 1400 North Lake Shore Drive, Chicago, IL 60610, (312) 642-4310.

Ann Pollack, '84, Campus: has moved. Her new home address is 655 West Irving Park Road, #1315, Chicago, IL 60613, (312) 525-3891.

Susan L. Rettig, '78, Campus: has been promoted from Director, Human Resources to Vice President, Human Resources at the Renal Therapy Division of Baxter Travenol Labs. *Congratulations, Susan.*

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 _____ 190 XP _____

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

| | |
|---|---|
| <input type="checkbox"/> CHANGED JOBS | <input type="checkbox"/> PROMOTED |
| <input type="checkbox"/> APPOINTED TO BOARD OF DIRECTORS | <input type="checkbox"/> RECEIVED AWARD/RECOGNITION |
| <input type="checkbox"/> OTHER (moved, started a new company, family, etc.) | |

Please indicate any changes to home or business address/phone. Write "Do Not Publish" next to any information you do not wish to appear in Career Connections.

HOME _____ PHONE _____

WORK _____ PHONE _____

Calendar

March

- 1 Business Leadership Breakfast
Swiss Grand Hotel, 323 East Wacker
Grand Ballroom, 8:00 am
Contact: Barbara Backe 702-7128
- 3 MBA+
Industrial Relations Update
190 East Delaware, 9 am-noon/1:30-4 pm
Contact: Sara Bittinger 702-7572
- 4 **UCWBG Career Planning Program Series
Part I - Career Assessment**
190 East Delaware; 8:30 am-3 pm
Contact: Donna Seltin 848-1262
- 8 *The Exponent* deadline (April issue)
- 8 Health Issues for Women - "Women and Stress"
301 East Chicago, 1st Floor Auditorium
Wine & Cheese 5:30-6:00 pm; program 6-7 pm
Contact: Prentice Women's Hospital 908-7503
- 11 **UCWBG Career Planning Program Series
Part II - Job Sourcing**
190 East Delaware; 8:30 am-12 pm
Contact: Donna Seltin 848-1262
- 11 UCWBG Board Meeting
190 East Delaware, 12:15 pm

- 22 Box Lunch 12-1:30 pm
Speaker: Robert Tarun, MBA '82
See article on page 1
1 First National Plaza, Suite 2718
Contact: Deborah Harrold 702-7727

- 25 **UCWBG Career Planning Program Series
Part III - The Interview Process**
190 East Delaware; 8:30 am-12 pm
Contact: Donna Seltin 848-1262

April

- 11 37th Annual Management Conference
Westin Hotel, 909 N. Michigan
Contact: Sara Bittinger 702-7572
- 12 Health Issues for Women - "Health in the Fast Lane"
301 East Chicago, 1st Floor Auditorium
Wine & Cheese 5:30-6:00 pm; program 6-7 pm
Contact: Prentice Women's Hospital 908-7503
- 14/15 Black MBA Conference
Ida Noyes
Contact: Deborah Harrold 702-7727
- 15 UCWBG Board Meeting
190 East Delaware, 9:00 am
- 15 *The Exponent* deadline (May issue)

May

- 10 Health Issues for Women - "When Conception Becomes a Challenge"
301 East Chicago, 1st Floor Auditorium
Wine & Cheese 5:30-6:00 pm; program 6-7 pm
Contact: Prentice Women's Hospital 908-7503

Send Calendar listings to Jo Anne McCarthy at the UCWBG address below or phone (312) 454-7503.



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Address Correction and Forwarding



**The Exponent is published monthly by
INTERNAL COMMUNICATIONS COMMITTEE**

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