



The Exponent

September 1990

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

September Program Will Feature Sherren Leigh

By Melanie Joyce

As the economy weakens and corporations begin to downsize, the rules for career management change. Sherren Leigh, President of Leigh Communications, believes that in the present economic environment, women in corporations need to employ entrepreneurial skills, which she defines as "more of a take charge, aggressive stance of career management."

Ms. Leigh will discuss "Using Entrepreneurial Skills to Survive in a Recession" at the UCWBG program on September 12. It will be held at the Monroe Club, 111 West Monroe Street, 23rd Floor. Drinks and a light buffet begin at 6:00 P.M. following the discussion at 6:45 P.M.

Ms. Leigh asserts that people who display entrepreneurial skills in the workplace, "use innovative thinking,
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Sherren Leigh

GSB Will Hold Reception at Spiaggia for UCWBG Members

Come help the GSB recruit prospective candidates! On October 2, 1990, the GSB admissions office will hold a reception for UCWBG members and their guests at Spiaggia, 980 North Michigan Avenue, Suite 300 from 6:00 to 8:00 P.M. Guests should be women colleagues or friends who are prospective candidates for admission to the GSB. **Please respond by September 18, to Carolyn Douglas at 312/702-7369.**

- WHO:** Sherren Leigh
- WHAT:** "Using Entrepreneurial Skills to Survive in a Recession"
- WHEN:** Wednesday, September 12, 1990
6:00 P.M.—Cocktails and Light Buffet
6:45 to 8:30 P.M.—Guest Speaker/Discussion
- WHERE:** Monroe Club
111 West Monroe Street, 23rd Floor

R.S.V.P. with coupon below by Monday, September 10, 1990.
For more information, call Carlette McMullan at 312/236-1600.

Sherren Leigh
September 12, 1990

Name _____

Daytime Phone () _____

Guest(s) _____

Amount Enclosed _____ (\$15 members, \$17 guests)

Send coupon with check payable to the University of Chicago Women's Business Group to:
UCWBG, 630 Green Bay Road, P.O. Box 350, Kenilworth, IL 60043.

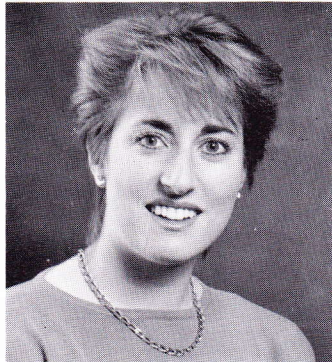
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From the President's Desk . . .

Many Thanks

Acknowledging several members who assisted in planning events over the last several months, I congratulate Carlette McMullan for a fabulous program, "Breaking Through the Glass Ceiling," and Karen Chromizky and Sherry Treston for their contributions to organizing this event. Additionally, past president Nancy Gunder organized a fun-filled evening of dinner and entertainment for our members. We enjoyed



Lorena Blonsky
President

Do the White Thing, an economic and political satire that left us laughing all the way home from the theatre. Thank you Nancy.

Most recently, Barbaragail Dancewicz hosted UCWBG members at her home for our fifth annual summer picnic. This year, Barbaragail opened her home indoors, since the rain was not conducive to an outdoor party. Thank you Barbaragail for your warm, gracious hospitality.

And On To The Fall

As fun in the summer sun sadly ends, we welcome autumn with a fresh, new calendar of exciting events for the rest of 1990. Some University of Chicago Law School alumnae have expressed interest in attending our programs and in actively soliciting other women law school graduates to participate in UCWBG activities. Law school alumnae will be attending our September event featuring Sherren Leigh (see front page) as well as our annual networking event in November.

A special thank you goes to Adrienne Harvitt for originally contacting University of Chicago President Hannah Gray to

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Vice-President's Voice

Self-Promotion: Why Not Do It!

Throughout my affiliation with the UCWBG, I continue to be impressed by the talent and diversity of the members of the group. Our members are intelligent, capable women who are obviously achievers. However, it seems to me there is a reticence to "promote" oneself; that is, to talk about personal accomplishments or to nominate oneself for a form of recognition such as an award. Is this an accurate perception?



Ruth Ann Watkins
VP-Public Relations

I raised this observation at one of the board meetings and asked if others had made a similar observation or personally felt uncomfortable in promoting themselves. The answer was yes.

Why does such a paradox exist? Is it a lack of confidence or a lack of experience? Perhaps this may be so with individuals at different times in their careers or personal lives. But why does this characteristic seem to be true of the group? And what impact does this reluctance to promote oneself, to serve as one's own PR person, have on women's ability to become CEOs?

I would speculate that such behavior limits our ability to overcome the roadblocks that exist in business in subtle and not-so-subtle ways.

Not being able to get to the top is a topic of interest to our members, and is a hot subject in the media these days. Our June program addressed the issue of breaking through the glass ceiling. The cover story in *Business Week*, August 6, 1990, is "The Best Companies For Women." This article explores the impact of the male-dominated corporate culture and companies that are trying to change. The cover story in *Fortune Magazine*, July 30,

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THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

1990 Board of Directors

President:

Lorena Blonsky
708/831-5990

President-Elect: Kitty Voss

708/864-5052

VP-Administration: Donna Seltin

312/702-3733

VP-Finance: Susan McPherson

312/782-5800

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VP-Career Management: Diane Dahl

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708/699-4893

Immediate Past President: Nancy Gunder

312/883-7003

Director: Adrienne Harvitt

312/726-4501

Director: Lynn Messinger

312/855-4614

Jean Allard and Susan Davis Discuss Breaking through Glass Ceiling


By Kim du Buclet

On June 19, the UCWBG hosted a ground-breaking program, "Breaking Through the Glass Ceiling." This exciting and informative program featured a discussion led by two of Chicago's most admired women leaders, Jean Allard and Susan Davis. Ms. Allard is a partner in the firm of Sonnenschein Nath & Rosenthal and serves on the boards of four major corporations. Ms. Davis is an innovator of national stature in the emerging field of social ventures, which are for-profit corporations managed equally for profitability and social problem solving. She recently launched her own social venture consulting firm, Capital Missions Company.

Ms. Allard began the discussion with her definition of the glass ceiling. The glass ceiling "Allard style" is a circumstance in which you meet all the requirements for a job, (i.e., skills and ambition), you demonstrate overwhelming motivation, but some unknown force keeps you from it. Someone less qualified usually gets the job, while you are told you are not qualified or not quite ready. "The company would love you to have it, but outside circumstances keep you from it." She then went on to list several factors that may help women to overcome the glass ceiling:

- 1) Your job must have a direct impact on profit and loss. A staff job will not get you to the top.
- 2) You must state your expectations of your career.
- 3) You must act as if you belong and that you are on the fast track.
- 4) Your goals should be identical to those of the organization.
- 5) You cannot afford to use personal excuses as a reason for no success.
- 6) You have to make a personal assumption that for you, the glass ceiling does not exist.
- 7) You cannot be ambiguous about your goals.
- 8) You must insist that all your superiors put their cards on the table as well.
- 9) You must have self-confidence that you are a marketable commodity.
- 10) You must not confuse sexual harassment with the glass ceiling.

Ms. Davis, on the other hand, gave a different perspective on the glass ceiling. Her views are for taking a more non-traditional route of breaking the glass ceiling. Her view of why we have not yet broken the glass ceiling is that men and women have different values; men value independence while women value interdependence. This difference in values contributes to different management styles. The challenge for women, in her opinion, is to look deep within ourselves at our own values and ambitions and to make a career decision based on this introspection.

For further reading on management styles, Ms. Davis recommended two books, *The Female Advantage: Women's Way of Leadership* and *In a Different Voice*. 



Jean Allard (left) and Susan Davis discussed their individual perspectives on breaking through the glass ceiling at the UCWBG's June program.

President, cont'd from page 2

request her presence at a future UCWBG program. President Gray will attending our upcoming networking event at Bub City.

Our Link with the GSB

The GSB Admissions Office has cordially invited our members and their guests to a reception on Tuesday, October 2. Guests should be women colleagues or friends who are potential candidates for admission to the GSB. What an easy way to meet interesting members and friends and to introduce potential GSB candidates to the school and to other graduates! And at the same time, we can assist the GSB in identifying outstanding women candidates for admissions. Please consider who you know who might be interested in learning more about the GSB and bring her! I'm looking forward to seeing you there!

Lorena Blonsky
President


UCWBG Annual Picnic Receives Thunderous Applause

By Eileen Burza

The day of the UCWBG annual picnic dawned cloudy and rainy, but with a promise that the weather would improve. That promise was never fulfilled.

Undaunted, our hostess Barbaragail Dancewicz welcomed us into her lovely home. Toys were brought down from an upstairs playroom for the youngest of the picnickers, while the older children amused themselves playing Nintendo and watching "Duck Tales." The caterer set up his barbecue operation in the storage garage nearby. Soon everyone was munching popcorn, greeting old friends, and making new ones.

We were unable to enjoy the tennis courts and swimming pool outside, but the rooms we gathered in had large windows with views of the surrounding landscape. The lunch of hamburgers, brats, chicken, and all the trimmings tasted just as good as if eaten outdoors, and there were no bugs!!


All of us who attended thank Barbaragail and her husband for their gracious hospitality. 



Chef Thomas prepares picnic fare indoors while Diane Hagen, next to husband Neil, talks to Nancy Gunder at the rained-out UCWBG annual picnic.

Meeting of M.B.A. Mothers is Planned

By Holly Berman

Are you interested in meeting other UCWBG members who are mothers? Join us for an informal get-together on Monday, September 17, at 7:00 P.M. to share coffee/tea, dessert, and parenting experiences. The location is the home of Holly Berman at 1012 Cherokee Road in Wilmette. We expect to arrange future meetings at both a city and a west suburban location. Dates and places for those meetings will be announced in a future *Exponent*. However, all interested members are invited to join us for our kick-off meeting on September 17 in the north suburbs. **Please contact Holly Berman at 708/251-8817 if you plan to attend.** Also, if you live in the western suburbs and are willing to host a meeting in October or November, please contact Holly within the next two weeks. 


Welcome to New Members

The UCWBG extends a warm welcome to the following new members who recently joined us. We look forward to meeting you at UCWBG programs and activities.

Margaret A. Blum
Virginia M. McDonald
Kristen L. Kaiser
Rose Rita Martin
Sarah M. Richardson
Danielle L. Schultz
Susan M. Smoley
Teresa Turlek
Dyahanne Ware

September Program, cont'd from front page

display initiative, seek a niche, and utilize creativity in addressing mundane tasks." She speaks from her experience as an entrepreneur, having founded in 1978 Leigh Communications, which publishes *Today's Chicago Woman*. Prior to that time she worked in advertising and as a communications director for approximately thirteen years. Ms. Leigh has been recognized both nationally and locally as a leading spokeswoman for women's economic and employment equality. She has also been recognized numerous times for her achievements as an entrepreneur and in service to women.

According to Ms. Leigh, "If your job description has not changed in three years, you have become a liability to your company." Come ready to engage in a stimulating dialogue with Sherren Leigh on September 12. Please use the coupon on the front page to reserve your place. 

Founding Members: Profiles in Success and Diversity (Cont'd.)

By Mary Condon, Nancy Kaplan, Patti Mortland, Randi Stillman, and Marge Waterstreet

As part of the UCWBG's year-long tenth anniversary celebration, profiles of twenty-two out of forty-four founding members were published in the July/August issue. Additional profiles follow in this and subsequent issues of *The Exponent*.

JOAN GEBHARD ALLISON ('80, 190) is a self-employed personnel consultant. She currently works part-time doing recruiting as well as benefits and compensation work. She finds the handling of a full range of personnel issues to be very satisfying. Her arrangement allows her to be home with her two young children while maintaining a professional life.

Joan worked in recruiting for the consulting firm A.T. Kearney, and later did compensation work for G.D. Searle & Co. The biggest professional hurdle she had to overcome was gaining respect and acceptance at A. T. Kearney, a predominantly male firm. Her personality and strong communication skills have been the key to her success.

Joan has maintained her affiliation with the UCWBG in order to make professional connections when she returns to full-time employment. She also enjoys reading about what other graduates are doing professionally.

ELISABETH S. ANDERSON ('78, XP-40) received her M.B.A. when she was Director of Corporate Social Responsibility at Illinois Gas Company. She moved on to become Director of Corporate Relations for Northwestern University. After nine years at Northwestern, Elisabeth recently left to look at other opportunities. While "looking," she is consulting in development and public affairs, and assisting with her husband's business.

In her development work, Elisabeth enjoys the challenge of working on a pro-



ject and eventually getting the gift. With a good "product" to sell, development work can be very goal oriented. She most likes making and surpassing her goals, and getting to know business leaders around the country.

Elisabeth is most proud of the successful campaign she ran for a catalysis laboratory at Northwestern, which allowed the University to construct a new building devoted to the development of catalysts.

She has maintained her affiliation with the UCWBG because of the friends she has made in the group.

CAROLINE E. BELLOCK ('79, 190) is Director of Consumer Products for the Molded Product Division of Packaging Corporation of America. With responsibility for the profit and loss of the business, she makes decisions involving sales (marketing was her concentration) and strategic planning, while also working with plant managers to control costs and efficiently utilize capacity. She finds the diversity of her job most satisfying.

Caroline (Carrie) is proud of her growth in self-confidence as well as her ability to motivate and function as a "guider." She helps people achieve things they don't think they are capable of doing.

Her philosophy of business is that you should have fun with your work.

Carrie feels that the key to her success is learning how to dream and getting others to buy into the dream. As a young data processing consultant (while working on her M.B.A.), Carrie learned to gain credibility quickly, despite her age. She has used this skill to gain credibility with new customers, suppliers, superiors, and subordinates. In addition to being prepared with business skills and principles, she is willing to take a "reasonable" risk in order to do things better.

Carrie has maintained her affiliation with the UCWBG because she knows that it is a group of women with similar experiences and concerns. The UCWBG is a resource she can tap for information on products, companies, and ideas.

PAT CHAPIN ('75, Campus) is currently a partner in the law firm of Peterson, Ross, Schloerb, Seidel. She is a commercial litigator, who does business litigation and counseling. After receiving her J.D./M.B.A. at the University of Chicago, she went to work for her current firm and has stayed with it.

What satisfies Pat most about her work is the professional independence that it allows her while handling a number of cases at the same time. She also enjoys the great intellectual diversity of the other professionals with whom she works.

The professional achievement of which she is most proud is representing her firm with a managing partner in Japan in connection with the development of the firm's insurance practice. There they met with a number of Japanese leaders in the insurance industry. The keys to Pat's success have been her University of Chicago education, which initially won her

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entry into her firm, and an aggressive pursuit of her profession since then. Her biggest professional hurdle has been to adjust to the change in the law profession where professional skills are no longer enough. Law is becoming a marketing profession, so firms must market the law as well.

Pat says that people have kept her affiliated with the UCWBG over the past ten years. She likes what the UCWBG is attempting to achieve. She also feels it is nice to have a sounding board of associates with some of the same problems and successes.

LORAYNE DOLLET ('80, Campus) is currently Vice-President of Human Resources at Packaging Corporation of America, a subsidiary of Tenaco. She has responsibility for hiring, compensation and benefits, management development and education, organization planning, and corporate communication. What satisfies her the most about her position is that her company allows her to integrate human resources into the strategic development of the corporation. She has impact on shaping the future of the company, rather than having only a staff level function. Prior to joining her present employer, Lorayne had been a management consultant for five years.

Lorayne is proud of having been able to hire and develop good people for her corporation, and that includes quite a few women! She makes efforts to get women on the lists for impact-type positions. (Her company now has four female Vice-Presidents, of whom she is one.) The key to Lorayne's success is that she gets results, and the key to getting results is to be a risk taker. She advises that one must be confident in her own ability and in what she wants to do and not to be easily deterred.

Lorayne admits to not having had to overcome too many hurdles in her career building, as consulting gave her a high-level entry precluding her having to struggle up the ladder. Prior to her M.B.A., however, she had been a college professor. Her biggest hurdle was making the decision to change careers.

What has kept Lorayne affiliated with the UCWBG over the last ten years is the networking opportunities it offers. She readily accepts the obligation to be a role model, saying, "we owe this to the younger women coming up after us."

JO ANN HINZ ('79, 190) is an independent database consultant for mainframes and personal computers. Having worked in database design since 1975, she established her own firm in January 1990. What satisfies her most about her work is being able to use her business and technical background in addition to her creativity.

Jo Ann acknowledges that her M.B.A. initially helped her land her ideal job as a business systems analyst at a Fortune 500 company. After being "merged out," she worked on military projects and "tower hopped" at major Chicago corporations as a consultant before starting her own firm.

Jo Ann is most proud of being able to start her own business after putting four children through college. Her key to success is self-fulfillment and making a unique contribution to the process or project she is working on. Her biggest hurdle has been "learning to be long-suffering, which is being patient with myself."

Jo Ann, who co-founded the UCWBG, expected nothing personally from helping to form the organization, except the fun of helping women develop team-building skills. She affirms, "Our UCWBG network presents me yearly opportunities for job interviews and client leads."

JO ANNE McCARTHY ('76, Campus) is Treasury Manager at Schwinn Bicycle Company. Since Schwinn is a middle-market company that distributes and manufactures bicycles and related fitness goods to independent dealers, Jo Anne enjoys wearing a lot of hats and working with diverse people. Her responsibilities include domestic and international cash management and planning, financing relations and agreements, global risk management, benefit plan investments, and trustee arrangements.

After receiving her M.B.A, Jo Anne gained financial accounting experience by working for McGraw-Edison as an internal auditor of divisions that manufacture consumer and commercial durables. Such broad, practical accounting experience coupled with her pre-M.B.A. experience on LaSalle Street in economic forecasting and investment analysis, gave Jo Anne a strong base from which to make a solid contribution to the successful restructuring of Schwinn.

The key to her success in business is her sincere friendliness ("When all else fails, charm 'em.") An interest in tennis and golf is also proving essential to her business success. The biggest professional hurdle she has overcome is learning to concentrate on what is really important and noting that the "urgent" things will take care of themselves. On a personal level, Jo Anne is most proud of being the single aunt who took time off in a heavy overtime period to be the adult supervisor of five ten-year-old Girl Scouts at a dude ranch weekend. She saw it as a training ground for office politics.

Jo Anne originally joined the UCWBG to see and meet other "women in suits." She has remained a member because she enjoys meeting and admires the many women who are affiliated with the group. As coordinator of the revision of the group's constitution and by-laws in 1986, she also has an interest in the group's success.

HELENE BAK SLOWIK ('79, 190) is Director of Human Resources Information System (HRIS) for Amoco Corporation, where she has worked for twenty-three years. Her work involves developing technical solutions relating to the management of people. What satisfies her most about her job is the opportunity to implement change. The biggest career change Helene has made was to move from information systems to human resources. Three years ago she moved into HRIS.

The professional achievement Helene is most proud of is succeeding in getting top management to recognize that the HRIS process is critical to the success of the business; that it is a management issue, not a technical one; and that their participation is necessary. She feels her key to success in business is her persistence and her willingness to take risks. The biggest professional hurdle she has overcome was making a career change from a technical position in information systems to a generalist one in human resources and being recognized as a significant contributor in both.

Helene has continued her affiliation with the UCWBG because of her interest in supporting an organization that maintains a connection to the campus and allows individuals to develop and get recognition for their accomplishments.

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KATHLEEN MARIE VOSS ('80, Campus) is self-employed as President of The Voss Group. She offers tailored career counseling to individuals as well as corporate outplacement services. What satisfies her the most about her work is facilitating situations so that people take control over their lives and make conscious decisions. In addition, she enjoys being in control of her time more than in a corporate situation, and operating by her own value system.

After receiving her M.B.A., Kitty had worked in human resource management and corporate outplacement before starting her own business. She is most proud of succeeding in her own business; in fact, her entire business is based on referrals. The key to Kitty's success is "staying tuned into my feelings and being able to tune into other people's feelings." Her biggest professional hurdle was changing careers totally—out of psychiatric nursing and into business, an area she knew nothing about before enrolling in the GSB.

Kitty, who is President-Elect of the UCWBG Board of Directors, has stayed affiliated with the group because of the interesting and bright women from whom she can learn a lot. *[Signature]*

Vice-President, cont'd from page 2

1990, is "Why Women Still Don't Hit the Top." This article ends by saying that for the next few decades, women may want to heed the checklist for success, which does not carry a guarantee: "Look like a lady; act like a man; work like a dog."

I think women need to learn to overcome our conditioning that has led us to follow that formula, and to begin to "toot our own horns" in ways that will get us recognition, position, and power. Promoting ourselves effectively can be a plus.

Do you feel uncomfortable in promoting yourself? Have you successfully used self-promotion (self-PR)? If so, would you be willing to share your experience with us? The public relations committee is considering providing articles on the subject in future issues of *The Exponent*.

Please let me know if this topic is of interest to you.

Ruth Ann Watkins
VP—Public Relations

New Info Source Is Available To Entrepreneurs

The American Women's Economic Development Corporation (AWED) and Citibank have teamed up to offer information and assistance to entrepreneurs. A national hotline and in-depth telephone counseling service help interested entrepreneurs solve problems in a quick, cost-efficient way. The hotline costs \$10 for up to ten minutes, payable by credit card. The service is available Monday through Friday, 10:00 A.M. to 5:00 P.M. (EST). For an in-depth counseling session, experts in the problem area arrange a telephone meeting with the entrepreneur. These sessions can last up to ninety minutes and cost \$35. Both services can be arranged by calling 1-800-222-AWED. *[Signature]*

For Women Who Do Too Much

Meditations for Women Who Do Too Much by Anne Wilson Schaefer (Harper & Row, \$8.95) is for workaholics and other women whose lives are full of competing work demands and/or family responsibilities. It's a pocket-sized collection of 365 quotations by women for quick perusal to stir feelings, inspire thinking, and precipitate possibilities for positive change in your life.

Separately, Almay Cosmetics now has a weekly recorded message to help women build stress awareness: 1-800-99-ALMAY. *[Signature]*

Editor's Note

On page 5 of the 1990 UCWBG Membership Directory, Agnes Roach should have been listed as a distinguished service award recipient. **Please direct all corrections and updates to the directory to UCWBG Membership, 630 Green Bay Road, Kenilworth, IL or phone 708/256-4422.**

UCWBG Seeks Meeting Sites for Future Programs

By Nancy B. Gunder

One of the more time-consuming jobs for our programs and career management committee members is finding a good meeting site that is both conducive to holding programs and within a reasonable price range. Anyone who is involved in program planning in Chicago is aware of the high and rising cost of using area hotels and even restaurants. This year we are again taking advantage of using clubs (primarily through our board members and GSB administrators) and even some corporate conference facilities for our activities. To enlarge our list of potential meeting sites, we are asking you, our members, for any suggestions or recommendations you might have: whether it is the company you work for, a favorite club or spot, etc.

If you have any suggestions or recommendations, please fill out the attached coupon and return it to Nancy Gunder, 3099 University Avenue, Highland Park, IL 60035 or call me at 708/433-3806. Also, please note that these suggestions are not limited to the Downtown area. *[Signature]*

Potential Meeting Sites for UCWBG

Name and Address of Potential Meeting Site* _____

Your Name _____ Phone _____

Contact Person _____ Phone _____
(if different)

*Please attach additional sheet of paper for more than one suggestion.

Using Recruiters When the Ax Has Already Fallen

By Diane Dahl

What do you do when you've been caught in one of the thousands of downsizings, spinoffs, LBOs, megamergers, and other similar traumas. In short, you're out of work (or soon to be) and need to begin to market that all-important product. . . you.

It can be tough to use a resume alone to begin building a relationship with the **right** recruiters, but there are some ways to dramatically improve your chances according to John Sibbald, author of *The Career Makers, America's Top 100 Executive Recruiters*.

What your new product needs, Sibbald points out, is a handle—a special attractor that positions your product and causes a recruiter to reach out and select it from all the others on the shelf. This handle can best be presented in the cover letter. Virtually all resumes that reach America's top recruiters are accompanied by cover letters; however not one cover letter in fifty contains an effective handle. According to Sibbald, himself an executive recruiter for over fifteen years, **finding the handle that makes your resume stand out to the right executive recruiters is the single most important objective for smart job seekers today.**

Handles can include overlapping industry expertise, functional interest, college attended, past company affiliations, knowledge of someone whom that recruiter has successfully placed, as well as personal interests, hobbies, place of birth, etc. Sibbald profiles the top 100 recruiters in his book, complete with personal commentaries from each on what they look for in job candidates.

Sibbald also highlights the "top two percenters" within the top 100 executive recruiters. These are exceptional recruiters, and we have several located here in the Chicago area:

Jack Clarey
President
Jack Clarey Associates, Inc.
1200 Shermer Road, Suite 108
Northbrook, IL 60062
708/498-2870

Peter D. Crist
Managing Director-Chicago
Russell Reynolds Associates, Inc.
200 South Wacker Drive, Suite 3600
Chicago, IL 60606
312/993-9696

Ronald Dukes
Partner & Director
Heidrick & Struggles, Inc.
125 South Wacker Drive
Chicago, IL 60606
312/372-8811

Bert H. Early
President
Bert H. Early Associates, Inc.
111 West Washington Street
Suite 1421
Chicago, IL 60602
312/236-6868

John T. Gardner
Managing Partner
Lamalie Associates, Inc.
123 North Wacker Drive
Chicago, IL 60606
312/782-3113

Carol Jeffers
Partner
John Sibbald Associates, Inc.
8725 West Higgins Road, Suite 575
Chicago, IL 60631
312/693-0575

Charles Kelper
Managing Director
Russell Reynolds Associates, Inc.
200 South Wacker Drive, Suite 3600
Chicago, IL 60606
312/993-9696

Laurence R. Massé
Partner & Manager
1250 Grove Avenue, Suite 201
Barrington, IL 60010
708/382-2206

Gerald D. Menzel
Chairman
Menzel, Robinson, Baldwin, Inc.
550 West Campus Drive
Arlington Heights, IL 60009
708/394-4303

Richard Sbarbaro
Lauer, Sbarbaro Associates, Inc.
Three First National Plaza
Suite 650
Chicago, IL 60602
312/372-7050

Gary W. Silverman
Managing Director
Korn/Ferry International
120 South Riverside Plaza
Chicago, IL 60606
312/726-1841

Donald C. Williams
President
Donald Williams Associates, Inc.
303 West Madison, Suite 1150
Chicago, IL 60606
312/332-6211

Connections

Phyllis Ezop, '77, 190, and Jo Ann Hinz, '79, 190, are building a marketing database for the American Marketing Association. They will also teach a one-day seminar in marketing databases this fall. Watch *The Exponent* for details.

Mary Lou Gorno, '76, Campus, was elected a vice-president at Leo Burnet Company.

Susan Moore Kitzerow, '84, Campus, has changed jobs to become a financial planner and analyst at Discover Card Services.

Nancy Bartels Kunkel, '88, Campus, gave birth to a daughter, Amber Grace Kunkel, on June 19.

Joanne Reott was promoted to Dean of Students at The University of Chicago Graduate School of Business.

Janine Wallin, '73, Campus, married George Moore on December 28, 1989 and moved to Glenview, Illinois. She is keeping "Wallin" as her professional name.

Editor's Note

Just a reminder. . . all address and phone changes will now be issued to members as quarterly updates to the membership directory. Now is a good time to check your name in the directory and phone in any changes or corrections (see *Connections* below).

Connections

If you have changed your home or business address or phone number, please notify us c/o Alumni Services at 708/256-4422. All changes will be issued to members in quarterly updates to the membership directory.

Please let us know if you have recently made any changes in your career or personal life (changed jobs, received promotion or award, appointed to board of directors, started new company, was/will be guest speaker, started/expanded family, etc.). Send information to UCWBG Connections, 630 Green Bay Road, P.O. Box 350, Kenilworth, IL 60043.

Name _____ Class Year _____ Campus 190 XP _____

Day Phone _____

Please describe any change in the space below.

Calendar

September

- 12 Women's Business Development Center
Fourth Annual Entrepreneurial Conference
Hyatt Regency Chicago, 8:00 A.M.-4:00 P.M.
Contact: Helen Brown, 312/853-3477
- 12 UCWBG Program: Sherren Leigh on "Using Entrepreneurial Skills to Survive in a Recession"
Monroe Club, 111 West Monroe Street, 6:00 P.M.
(see article on front page)
- 13 XP Club Panel Discussion Featuring
Robin Hogarth and Paul Schoemaker
Knickerbocker Hotel, 5:30 P.M.
Contact: Melanie Marhefka, 312/702-7727
- 15 UCWBG Board Meeting and October *Exponent* Deadline
LaSalle Partners, 11 South LaSalle Street, 9:00 A.M.
- 15 UC²MC Day at the Zoo
Lincoln Park Zoo at Cannon Drive, 11:00 A.M.
Contact: UC Alumni Association, 312/753-2175
- 17 GSB Mind Your Own Business Series Begins
Monroe Club, 5:30 P.M.
Series continues October 1, 15, and 22
Contact: Melanie Marhefka, 312/702-7727

- 17 UCWBG M.B.A. Mothers Meeting
(see article on page 4)
- 29 GSB Club of Chicago Arlington Racetrack Outing
Contact: Melanie Marhefka, 312/702-7727

October

- 2 GSB Admissions Office Reception for
UCWBG members and guests
Spiaggia, 980 North Michigan Avenue, 6:00-8:00 P.M.
Contact: Carolyn Douglas, 312/702-7369
(see article on front page)
- 10 GSB Club of Chicago Box Lunch with Ellie Workman
One First National Plaza
Contact: Melanie Marhefka, 312/702-7727
- 20 UCWBG Board Meeting and November *Exponent* Deadline
LaSalle Partners, 11 South LaSalle Street, 10:00 A.M.

November

- 7 UCWBG Networking Event Featuring Hannah Gray
(save the date)
- 17 UCWBG Board Meeting and December *Exponent* Deadline
LaSalle Partners, 11 South LaSalle Street, 9:00 A.M.

Send Calendar listings to *The Exponent* at the address below
or phone Jo Anne McCarthy at 312/454-7503.



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Address Correction and Forwarding

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