



The Exponent

November/December 1991

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

Come Celebrate the Holidays with Us!

By Melanie Joyce

Plan now to celebrate the holiday season and the UCWBG's accomplishments in a beautiful and gracious architectural setting. The Wednesday, December 4 party will be held at The Fortnightly of Chicago, housed in the landmark Bryan Lathrop House at 120 Bellevue Place. Cocktails begin at 6:00 P.M., with informal tours of the building conducted by docents on the quarter hour. The program begins at 7:15 P.M., and is expected to last thirty minutes.

The program will review the group's activities during the year and our 1992 board of directors will be introduced. There will also be plenty of time to volunteer for committees in which you are interested.

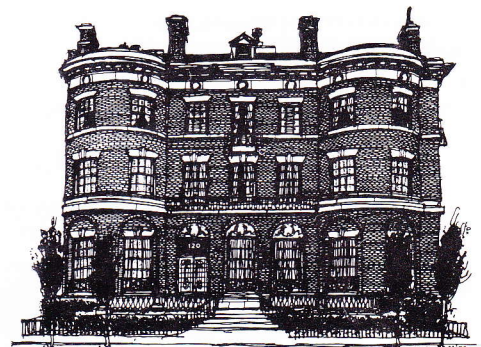
The setting for this year's party should add to the holiday feeling. The house has

been in the National Register of Historic Places since 1974. The Fortnightly purchased the Bryan Lathrop House in 1922, which was designed in 1891 by famous architect Charles McKim of the New York firm of McKim, Mead, and White. It was commissioned and built by Mr. Lathrop, an early Chicago real estate manager, trustee, and civic leader.

The Fortnightly was organized in 1873 as the first women's club in Chicago, with its members since that time consisting of "intelligent, able women, movers and doers in the affairs of Chicago"—an apt description of our own members.

Reserve your place at the party by using the form below. Come to the party and see old friends, meet new ones, and celebrate our achievements in the festive and beautiful Fortnightly. ✍

The Bryan Lathrop House



The Fortnightly of Chicago

WHAT: UCWBG Holiday Party and Annual Business Meeting

WHEN: Wednesday, December 4, 1991

6:00 P.M. Social Hour, Docent tours of The Fortnightly

7:15 P.M. Business Meeting

7:45 P.M. Social Hour

WHERE: The Fortnightly of Chicago
120 Bellevue Place

R.S.V.P. with coupon below by noon on Monday, December 2, 1991.

For more information, call Kathy Terman at 312/294-8065.

UCWBG Holiday Party and Annual Business Meeting December 4, 1991

Name _____

Phone () _____

Guest(s) _____

Amount Enclosed _____ (\$20 members, \$22 guests)

Send coupon with check payable to the University of Chicago Women's Business Group to:
UCWBG, P.O. Box 350, Kenilworth, IL 60043-0350.

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From the President's Desk . . .

A Farewell Message

As the year draws to a close, I find myself reflecting. Much has happened during my year as president of the UCWBG. Some things have been traumatic—the loss early on of two board members: Susan Chandler, VP-Finance, who became ill and had to resign her position, and Carlette McMullan, Director-at-Large, whose work responsibilities and travel schedule caused her to resign. But many have been high points. Let me briefly outline them for you, and express thanks to those responsible for making them happen.



Kitty Voss
President

- Maintaining a membership of almost four hundred. More importantly, seeing many new faces at programs, events, and new specialty group activities. I have personally received many calls from members offering their opinions and giving feedback. I perceive more members becoming involved—feeling that they belong and are getting more from their membership in this organization.
- Meetings with Dean Gould and the presidents of the XP and GSB clubs to find ways for the three alumni clubs to work together, and to gain more visibility with the GSB. These meetings will continue on a regular basis. One immediate outcome is a plan to broaden our Job Search Support Group to include members from the other clubs. I will be working with Ellie Workman, director of Alumni Career Management at the GSB, to develop guidelines and structure for beginning groups.
- The formation of a *Leadership Forum*, under the direction of Diane Dahl, and comprised of board and non-board members. This will be an ongoing group that will research and present recommendations to steer this organization and formalize the planning process. Thank you, Diane, for being my right hand (and left too, sometimes!) throughout the year. I couldn't have done it without you.

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Vice-President's Voice

Recently I have had discussions with many women regarding stress, success, failure, careers, and motherhood. I certainly do not proclaim to have all the answers; we face some very complicated issues. But I do feel that I have achieved a measure of success in balancing the many roles I have chosen to play in my life. The way I have accomplished this balance is through compromise and by making sure that, whenever possible, I take care of my own needs first. I am therefore able to take care of the needs of my child, my husband, my household, and my career.



Lorena Blonsky
Immediate Past President

At different times in my life, I have needed to focus on different aspects of my life and needed to figure out how best to handle a given situation. From a career perspective, what did I really want to do? How did my career goals fit in with my personal goals? What compromises was I willing to make to achieve most of the goals I had set out for myself? These issues and questions were difficult to face at times, but having gone through the process, I feel that I understand myself and my needs. I also have realized that this process is ongoing and that I must continually evaluate where I am and where I want to be.

Over time I have learned that, for me, taking care of myself financially is important; adult interaction on a daily basis is important; a career that I can build and call my own is important; my relationship with my husband and its ongoing development is important; raising my child and spending a significant amount of time with her on a daily basis is important; managing my household is something that I enjoy and is important for me and our family unit; and fostering special relationships with a core group of friends is important.

I don't profess for one second to suggest that I get to each and every one of these issues every single day. What I do believe is

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THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

1991 Board of Directors

President: Kitty Voss
708/864-5052

President-Elect: Diane Dahl
708/655-1232

VP-Administration: Mary Beth Pinda
708/966-4031

VP-Finance: Suzanne Keers
312/942-7212

VP-Membership: Lynn Messinger Brundza
312/855-4614

VP-Programs: Kathy Terman
312/294-8065

VP-Career Management: Holly Berman
708/251-8817

VP-Internal Communications: Karen Chromizky
708/515-6563

VP-Public Relations: Chandra Greer
312/220-5043

VP-Marketing: Peg Conway
708/729-3765

Immediate Past President: Lorena Blonsky
708/831-5990

Director: Donna Seltin
708/848-1262

Vice-President's Voice

Women's groups have a bad image. I am reminded of this occasionally when trying to interest other female GSB graduates in the UCWBG, or more often, when a male GSB graduate tries to compare the UCWBG to an exclusive male-only club. They usually state that they don't believe in "women-only" organizations. I can see them conjuring up in their minds the media myth of a room full of man-hating women whining about how unfair life is. Luckily, one UCWBG event or meeting is enough to convince them that there is something different about this group. (I can usually convince the women to attend as a guest, but seem to have less luck with the men.)

When you look around the room at an event, you quickly realize that the members have not come together because they could not make it on their own. Most of our members are already successful in their careers and will make it no matter what. We have gotten beyond trying to imitate men in business. While it is acknowledged that women have unique challenges and problems, there is not a lot of complaining about how unfair the game is. Rather, ideas are exchanged on how to handle problems or redefine the rules.

It becomes clear that the focus of the UCWBG is not on excluding men, but rather on seeking out people with common interests and issues—namely, professional women in business. We all have contact with men in our jobs and at home, and we value those experiences. But in the same way that the emerging men's movement claims that only men can teach each other what is unique about being male, we need other women to help us explore the unique contribution we make as women in business.

Sue Keers
VP-Finance

Do Women Manage Differently Than Men?

By Karen Chromizky

On September 24, Marjorie Lucchetti, Lynne Smith, and Rosemarie Eck led UCWBG members in an enlightening discussion on the difference between management styles of men and women. None of the panelists felt there were tremendous differences based on gender; however, management styles do make a difference in effectiveness. There is a difference between "good management" and "leadership."

Good managers encourage participation, share power and information, enhance self-esteem, and create enthusiasm. Ms. Lucchetti believes any women focus on process rather than results, and how the results of the process fit into the organization overall.

Ms. Smith felt she may be better received as a woman entrepreneur by a large firm than a man because of the perceived reasons why women become entrepreneurs.

Ms. Eck had taken an informal study on this issue and found that birth order and parental or other role models were more influential on a person's style than gender.

A lively discussion followed, with many members contributing comments and anecdotes. ☺

U of C Highlights

- Kitty Voss represented the UCWBG at the University of Chicago Centennial Dinner held at the Palmer House on Saturday, October 5. Fifteen hundred guests were present, including fourteen Nobel laureates.
- President Hanna Gray was interviewed and the university and several alumni were profiled in the "Perspectives" section of the Sunday, September 22 *Chicago Tribune*. President Gray was also profiled as the central cover story of the October 28 issue of *Crain's Chicago Business*.
- The development of several Illinois colleges, including the University of Chicago, was profiled in the "Real Estate" section of the Sunday, September 22 *Chicago Tribune*.
- The U of C Graduate School of Business was ranked second in the country according to *Business Week* magazine's first survey of executive MBA programs. ☺

UCWBG Gears Up for Membership Telethon

On Saturday, January 25, the UCWBG will be conducting its fourth annual membership telethon. The telethon will target women graduates of the GSB who are not presently members of the UCWBG. Approximately twenty-five volunteers are needed to help us do this.

The telethon will be held on campus at the GSB, Edelstone Center, 6030 South Ellis Avenue (one block south of the midway) between 9:30 A.M. and 1:30 P.M. If you are interested in volunteering for this event, please contact Donna Seltin at 708/848-1262. Lunch will be provided. ☺

Advertising in 1992 UCWBG Directory

The *UCWBG Annual Directory* is "target-rich" in high-profile women: the UC Graduate School of Business and Law School graduates who are members of the UCWBG. To make a big impact while conserving dollars, simply advertise in the 1992 directory at the cost-effective rates that have remained constant for the past several years. The 1992 directory will be out near the beginning of 1992, so it will be easier to match a calendar year to the advertising year in the directory. If you are interested in maximum impact for minimum expense, contact the vice-president of marketing or send in your check (payable to the UCWBG—we do not bill) along with the advertisement to: Peg Conway, 3307 Meadow Lane, Glenview, Illinois 60025. We will typeset information from a business card, or we can print the ad with your own camera-ready artwork for that special look. Rates are:

| | |
|------|--------------|
| \$80 | Full page |
| \$50 | Half page |
| \$30 | Quarter page |

We look forward to seeing your ad in our 1992 directory. **Advertisements must be received by December 15 in order to be included in the 1992 directory.** ☺

1991 in Review



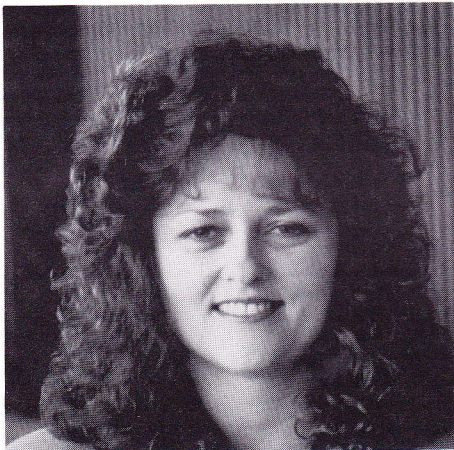
Thanks to the 1991 UCWBG board for another dynamic year.



Gayle Hanley, managing director of Henri Bendel's Chicago store, provided us with insights into the Chicago retail fashion industry on February 5.



On June 12 Dr. Linda Hughey Holt led a thought-provoking discussion on how the present medical care system has failed to meet women's needs.



Dr. Susan Lambert of the University of Chicago School of Social Administration discussed family-responsive policies in the workplace on May 15.



On April 9, Letitia Baldrige, noted business author, eloquently addressed the UCWBG on ethical behavior and manners in the business world. She also graciously autographed copies of three of her books.



Everyone enjoyed picnicking on the lawn and listening to the Chicago Symphony Orchestra perform some of Cole Porter's biggest hits at the Sunday evening July 21 concert at Ravinia.



Kitty Voss with panel from the September Program (l to r) Rosemarie Eck, Marjorie Lucchetti, Lynne Smith (see story on page 3)



Linda Liscano, arranger of September event, (left) with Lynne Smith



(l to r) Susan Smoley, Carol Sussenbach, Judy Meguire, Sally Hastings

Stage Two

(l to r) Chris Long, Diana Carpenter, Kathleen Holoubek, Lynn Marie Russell, Sally Hughes, Kate Niedner



In March 1991, a small group of UCWBG members met in Lynn Russell's home to discuss a variety of career issues. That meeting was the genesis of Stage Two, a group of eight to ten women who meet on a monthly basis to share experiences, challenges, and solutions. The meetings are informal and free form with no set agenda. The continuity provided by the small group size and regular meetings has made Stage Two a source of rewards and renewal for all of us and has added to the value of our membership in the UCWBG. We encourage others to seek out fellow UCWBG members with whom they share concerns and begin their own Stage Two odyssey. ♪

Entrepreneurship Committee



(l to r, standing) Caren Heller, Beverly Washington, Judy Thornber, Joan Downing, Paula Mikrut; (l to r, sitting) Peg Conway, Susan Glass, Lorena Blonsky, Diana Carpenter, Karen Chromizky, Mindee Wasseman (photo taken 11/11/91)

The UCWBG Entrepreneurship Committee, newly formed in June 1991, is finishing up the year with thirty-nine members and five successful meetings. The primary function of the group to date is as a think tank and support team available to its own membership. Future activities will be discussed at the first meeting in January 1992. In addition, the Entrepreneurship Committee appears about to give birth to a smaller group of those interested in working together to engage in a new business start-up. The last meeting on November 11 elicited several worthy product suggestions. Members of the Entrepreneurship Committee or of the UCWBG at large are invited to attend the business start-up meeting if they want to consider a serious business joint effort. The scheduled meeting dates and places are:

- First "Business Start-Up" Exploratory Session—Wednesday, December 11, 6:30 P.M.
- First 1992 Meeting of the Entrepreneurship Committee —Wednesday, January 15, 6:30 P.M.

Both meetings are at the home of Judy Thornber, 110 East Delaware #1703. For additional information or to have your name on the business start-up mailing list, please call Judy at 312/642-9369 (home) or 312/621-8660 (office).

Survey on Women in Nontraditional Careers

As increasing numbers of women are entering the work force, concern with stress and its effects on women has emerged. The "superwoman" image is often depicted in the press. Women, through choice or necessity, are taking on responsibilities that are overwhelming. The pressures and demands of these choices can lead to a negative, stressful lifestyle.

Leslie Abrams, a doctoral student in counseling education at Fordham University in New York, has prepared a survey addressing the effects of nontraditional career choices of women. She spoke briefly at the networking dinner on November 7. The purpose of the study is to look at the question: As roles increase, does distress increase? Specifically, there seems to be a need to examine the effects of multiple roles for women who work in professions which are not traditional for women. The traditional nurturing professions of teaching, social work, and nursing have been studied more extensively with regard to the effects of multiple roles and stress.

There are four questionnaires to be filled out, taking approximately thirty minutes. The questionnaires examine demographics, rewards and concerns in different roles, stress, and well-being. The responses will be kept confidential and anonymous. The information from this research may be presented at professional meetings or published in professional journals, without personal identifiable data. Copies of the results will be made available when the study is completed.

For those of you who took a copy of the survey at the networking dinner and plan to mail your responses, please do so as soon as possible.

If you would like to complete a survey or know of someone who would like to do so, please contact Lorena Blonsky at 708/831-5990 for information. ♪

Save the Date!

Early February, 1992

UCWBG Program
at Orchestra Hall

Allied Arts Concert
and Reception

Details in January *Exponent*

What Kind of Life?

By Diana Carpenter

Recently I received a promotional mailing from Hyatt Hotels. It featured a picture of a man walking along the clear blue water of a beautiful tropical beach, clad in swim trunks, a white towel draped around his neck, a newspaper in one hand—and talking on a cellular phone. The text read: “Of course I’m working. I’ve returned four phone calls, confirmed two appointments, and even closed a big deal.”

I don’t know to whom they were trying to appeal with this ad. Not to me, that’s for sure. Something inside me rebelled at this scenario, above and beyond the pure obnoxiousness of the ad copy. Yes, it’s wonderful that technology is allowing us options we never had before, such as working at the beach. But we have to know when to say “Enough! I’m at the beach because I want to enjoy the beach.”

A series of such items have crossed my desk recently, and helped spark my thinking about what kind of life is best.

The Fast Track

Technology can allow us much flexibility in our lives. However, just as computer hardware capabilities generally outpace the software applications which make them useful, the options presented by technology, and by our diverse society and economy, greatly outpace our human ability to deal with them.

As technologies enable us to complete tasks more quickly and effectively, the tendency is to tackle more tasks. With all our labor-saving devices, we have gained no more leisure time. In fact, we may have to work harder to pay for the labor-saving tools. As we put in longer hours, we spend more for the laundry to do our shirts, for the maid to clean our homes, for restaurants and prepared food to feed ourselves, for day care or full-time care for our children, for cabs to whisk us from commitment to commitment.

Computers allow us to complete research and analyses we previously would never even have thought of, much less attempted. We attack questions which would never have been asked before. And doing more and more becomes an end in itself. “What have you done for me lately? Yesterday? In the past five minutes?”

We have examples, even in our hard-driving country, of less materialistic cultures, like the Amish, in which each generation expects to spend their lives pretty much as their parents did. Living is an end

in itself, not merely a transitory state to be passed through on the way to something “better.” And life is purposely kept free of the technology which would complicate it.

A recent *Wall Street Journal* article illustrates the opposite extreme. This article (October 2, 1991) contains excerpts from the new book *Den of Thieves* by James B. Stewart.

The book details the Milken/Boesky insider trading scandal. What struck me most about the story is the bottomless greed demonstrated by Milken.

... one day, Mr. Milken looked at the view across Century City and West Los Angeles to the coast and asked “What do you think it’d cost to buy every building from here to the ocean?”

This comment came in 1982 when he was already making \$45 million annually. Milken drove his people ruthlessly, always in pursuit of the next deal, the next million dollars.

The story goes on to detail Milken’s efforts to cover up the scandal and maintain his plea of innocence. He hired the high-profile public relations firm run by Linda Robinson, wife of the head of American Express, James D. Robinson III.

I remember seeing the result of these PR efforts in the press, portraying Milken as a family man and a contributor to the community. I remember reading these accounts, wondering if they had any basis in fact, and thinking “if he is such a family-oriented guy, how did he have the time to make all that money—legally?”

In another recent article in the *Journal* about the conflicts between work and personal life, a businessman was quoted: “I told my family that in ten years I could slow down at work and have time for them. But when I was ready for them, they weren’t there.”

Many of us have trouble living for the moment, enjoying it for itself and not always regretting the past or looking forward to a future that will somehow be better in some way. Just get out of high school, just finish college, just get my first promotion, just get through business school, just get married, just make a little more money, just make a lot more money, just have children, just get the children through college, then we’ll be happy. Each activity a step in a journey—toward what? Retirement, when we can do “what we

really want to?” Many people aim at retiring at a younger age, like 40 or 50; but is this possible, or worth what you miss along the way?

Slowing Down

The latest trend is fast-track people rethinking their priorities and values, and changing their lives to fit. People increasingly yearn to trade money for time. Time for their families, time for themselves, time for living, time to just *be* rather than to *do*.

This subject has been covered over and over in the press, from the *Wall Street Journal* to *Reader’s Digest*.

A series of articles in the July/August issue of *Utne Reader* (an alternative periodical) summarizes the issue nicely in its title: “Making a Living vs. Making a Life.” The new buzzword is downshifting, and yuppies are being replaced by “domos” (downwardly mobile professionals).

One of the *Utne* articles, “How Much is Enough?” is an excerpt by Alan Durning from *World Watch*. It reports a research finding of great relevance to this issue:

... the bulk of the survey data reveals that the upper classes in any society are more satisfied with their lives than the lower classes are, but they are no more satisfied than the upper classes of much poorer countries. . .

In other words, happiness is determined mainly by one’s status relative to the rest of society, rather than by the absolute level of material consumption itself. Money, indeed, does not buy happiness.

The other seven articles in *Utne* explore various aspects of the work/life dilemma. Several people who have jumped off the fast track are profiled, and discuss their life choices. Baby boomers talk about the expectations they had earlier in life and how they now find themselves in the same “middle class trap” in which their parents lived, which they had vowed to avoid at all costs.

There is much practical discussion of what we can do, as individuals and as a society, to release the stranglehold that work seems to have on us. But there are no easy answers.

There are several ways for people of even modest means to evade being trapped in an unrewarding career and to live more meaningful, more leisurely lives. All of them

involve making decisions about what is essential and what can be discarded.

All the ideas involve working less and making do with less.

The problem with this retreat from work is that in most cases it hasn't been accompanied by a retreat from consumer desires. . . We still believe that we are entitled to a better life than our parents had, although we remain confused about what 'a better life' really means."

One very thought-provoking piece questions the conventional wisdom of putting one's dreams aside "for the kids." People stay in secure, lucrative jobs which they hate in order to provide for their children. This article suggests that accepting reduced income in return for truly fulfilling work can have its upside: a much happier parent with fewer regrets about life, and a much clearer set of values communicated to the children.

Perhaps the most precious thing a provider can provide is an indifference to whether the car is new or the coat says Calvin Klein. What kids need most of all is love and attention, especially when they're young. These commodities are available at all income brackets.

Downshifting, however rewarding, takes a lot of adjustments, especially for friends of the domos.

One of my college roommates became a lawyer and married a lawyer. They are raising two children in Michigan on his salary as an attorney for the county. The family spends all their time together, and the children are happy and well-nurtured. My friend is very handy at making something out of nothing, and they do quite nicely.

At one of our biannual roommate reunions, the contrast in lifestyles became apparent. The rest of us, either two-income couples or high-income singles, are, without thinking about it, much freer with money than the Michigan family can be. For example, without much consideration of cost, I proposed we all go out to eat and take the kids to an amusement park.

The Michigan family was less than enthusiastic about the suggested activities. One of the other roommates took me aside and explained that they didn't have the money.

However, the next day we picked cherries right off the trees for a dollar a bucket, and my frugal friend whipped up the very best cherry pie I've ever had—from scratch.

I realized how used I was to having and spending money, even when it's not really necessary.

Time and Work

Time flexibility is becoming a major priority in people's lives. A fortunate few employees are beginning to have extended leaves of absence, sabbaticals, and the ability to trade pay for increased vacation time.

Businesses also crave flexibility. Full-time employees are being laid off through streamlining, but many are replaced by contract workers because much of the work still has to be done. Businesses are finding that full-time, long-term employees are becoming too expensive.

Flexibility is what both employers and employees are crying out for. It seems as if we ought to be able to make this work.

Companies must be able to hire high-quality people for six months, or for three months, or for the duration of a project. People must be able to contract out their services as needed by the hiring companies and by their own family and personal demands, whether it's for twenty hours a week for a year, or three months of twelve-hour days. We have somehow come to believe that the forty-hour week is sacred, but it will be in all our best interests to rethink it.

However, one major area must first be restructured: benefits.

Currently, a major downside of flexible work is the loss of benefits. The loss of basic health and life insurance coverage is a very high price to pay for personal flexibility. Few people can afford to either self-insure or to purchase insurance on their own for a family. As one contributor to the *Utne Reader* put it:

Insurance companies seem to think that if you don't belong to a "group," you must be a reckless anarchist prone to all manner of costly disease and injury.

In order for job flexibility to work, we must have the benefits follow the person, not the job.

One possible scenario could be the following. Each person is eligible to par-

ticipate in a national group insurance plan, paying a reasonable monthly premium for the coverage. The insurance plans are administered by the insurance companies in accordance with legislative guidelines. The private insurers accept the premiums and pay out the claims.

When a person is hired by an employer, the employer picks up the premiums, or a portion of them, for the duration of the employment.

As we all learned, everything gets paid for in one way or another. The costs of medical care will always eventually be borne by the producers in the economy: businesses and working people. Are there efficient ways to structure benefits so every productive person can purchase basic coverage at a reasonable cost? We need to creatively structure a system so that everyone is able to contribute to society, both personally and professionally.

Workers must know that their basic medical needs will be taken care of, and employers must be able to rely upon a stable, productive supply of flexible employees.

A Personal Note

I've found that the process of deciding what kind of a life I really want is, in itself, very time-consuming. Overcoming years of "what I ought to do" and "what I ought to like" and "what I *think* I like" has been exciting and exhausting, thrilling and depressing. And very scary. This process could never have occurred while I was tied up in the constant work, travel, and pressure of my former job. And I never even knew what I was missing. *z*

Ms. Carpenter is principle of Artemis Ltd., providing management consulting services to corporations and consulting firms.

The Exponent welcomes comments and responses on this topic. Send letters to The Exponent, c/o Karen Chromizky, Editor, P.O. Box 3123, Oak Brook, IL 60522, or fax to 708/515-6505.

If you left a woven black, maroon, and teal scarf at the networking dinner on November 7, please contact Sue Keers at 312/942-7212. Sue will bring it to the Holiday Party.

Giving Back—UCWBG Style

By Diane W. Dahl

We may not be an organization dedicated solely to philanthropic endeavors, but we do give back to society—and particularly to women in business—as part and parcel of our mission. For those of you unaware of the UCWBG Loan Fund, I would like to tell you a little bit about this valuable means of giving back, using a portion of your dues each year.

In October of 1987, the UCWBG donated \$3000 to the university and asked that the donation be used to establish a short-term loan fund for female GSB students. The name of this fund is The University of Chicago Women's Business Group Loan Fund, and funds are available

to GSB students interest free for no longer than a four-month duration. Now beginning its fifth year, the Loan Fund continues to make a difference.

Students have tapped into our Loan Fund and gained valuable assistance each year since 1987. During the 1989-90 academic year, a total of three students borrowed varying amounts from the Loan Fund, and this year one student used the fund to pay the balance of her spring quarter tuition, enabling her to continue her registration as a GSB student which would have been at risk without our loan.

A letter of thanks to the UCWBG from this GSB student follows. ♪

Dear Ms. Voss:

I am the recipient of a loan provided by your organization, and I wanted to thank you for your support. I am currently working twelve to fifteen hours per week to subsidize the cost of my education. Due to timing in cash flows, I did not have the available funds to cover 100% of my Spring course load. Thanks to your help I will not have to increase the number of hours I work.

I am also the treasurer of the African-American MBA Association and intimately involved in planning our 1992 DuSable Business Conference. I am sure you will agree that such activities are an important part of one's "B-School experience" and beneficial to the GSB community as well. Again, thanks to your contribution, I can continue to balance my academic work and extracurricular activities with my financial responsibilities.

President, cont'd from page 2

- The ongoing production of *The Exponent*—almost single-handedly—by Karen Chromizky. Karen, we **will** get you a team in 1992. Anyone interested?
- The execution of a membership survey under the able guidance of Peg Conway. This was a considerable undertaking, and it will enable us to better serve you, because you've told us what you want.
- Four programs orchestrated by Kathy Terman, each drawing record crowds, and each generating a profit. Not only did Kathy achieve her goals "on time and under budget"—she did these things through a committee the size of a small city! Several of her committee members will serve on the 1992 board.
- Four career management programs created by Holly Berman and her committee, also extremely successful. Holly simultaneously helped launch the Job Search Support Group and kept the *MBA Mother's Group* running.
- A *Job Search Support Group* that meets biweekly was created, thanks to the ideas and energy of Lynn Russell, Donna Seltin, and Holly Berman. Though in its infancy, this group continues to thrive and will eventually be broadened to include members of the XP and GSB clubs.
- An *Entrepreneurship Committee* was formed, thanks to the creativity and energy of Judy Thornber. This group is comprised of individuals who run their own businesses or would like to. It has

- been most successful for those thirty-nine members who have attended one or more of the monthly meetings.
- Lorena Blonsky served as the board liaison for the Entrepreneurship Committee, chaired the *Nominating Committee*, and was a valuable resource to me as my year of presidency progressed. As she concludes her *fifth* year on the board, we wish her well.
 - *The North/Northwest Group*, under the coordination of Agnes Roach and Nancy Gunder, has met monthly for dinner meetings in the north suburban area. They are attended by members who find it difficult to come into the city for events, and have led to friendships that might not otherwise have occurred.
 - *Stage Two*, a forum for discussion and sharing of issues common to members who have achieved senior level status in their careers. The eleven members of this group have formed close and supportive friendships. It is my hope that more Stage Two groups will form in 1992, and this will be a means of retaining senior level members who might otherwise drop out of the UCWBG because of lack of programming to meet their unique needs.
 - Suzanne Keers joined our board early in the year, and has devoted many hours to systematizing our books and bringing us back into the good graces of the IRS. She will continue to keep us

- on the financial "straight and narrow" in 1992.
- Lynn Brundza managed the unwieldy task of keeping track of our members, producing our directory and a directory supplement. And she always had a smile on her face!
 - Chandra Greer offered her sparkle and fresh ideas, publicized our events in the local press, and had our pictures taken throughout the year. She made us laugh when we got too serious.
 - Donna Seltin was always there when I needed her, and always willingly volunteered her time and thoughts. She brought in a new UCWBG contingency, 190 and Weekend Program students, who will be forming a special interest group of their own in 1992. She also coordinated our annual telethon to reach out to potential members.
 - A very successful meeting of our *Advisory Committee* was held in October under the skillful direction of Nancy Gunder and Sally Hughes. This group accesses the vision and recommendations of highly successful business leaders to aid us in our planning.

What a list of highlights! As I review them, I am struck not only by how much we have accomplished, but that what we have done has been the result of cooperative efforts of so many of our members. It has been my privilege to be your president, and to work side by side with so many energetic and talented

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Connections

Anne Johnson East has recently been named president and CEO of the new Biltmore Investors Bank in Lake Forest, owned by Johnson International, the financial arm of S.C. Johnson Co. of Racine, WI. She is one of the few women bank presidents in the country. Her goal is to set "a level of personal service and commitment that will establish new standards of excellence in the Lake Forest market." Anne has a background in hospital administration and is a former vice-president of Continental Illinois National Bank. She was recently pro-

filed in the *Waukegan News-Sun*, *The Lake Forester*, and *The North Shore* newspapers.

Rosemarie Eck, '85, XP-54, has accepted the position of marketing controller for Covia in Rosemont, IL. She may be reached at 708/518-4948.

Nancy Gunder, '83, Campus, recently returned to work full time to accept a promotion to assistant administrator in finance at Illinois Masonic Medical Center. This change takes her from a staff to a line position, and Nancy is currently responsible for managing approximately ninety people. She may be reached at 312/296-5533.

Mary Beth Pinda, '85, Campus, has accepted the position of director of management information systems for

Schwarz Paper Company in Morton Grove, IL. She may be reached at 708/966-4031.

Agnes A. Roach, '80, Campus, CFP, president of A.A. Roach Financial Planning, Northbrook, has been elected North Central Regional Director to the Institute of Certified Financial Planners' 1991-92 national board of directors. Roach was also appointed to the Institute's communications and education committees. Appointed to the Institute's national board of directors in 1990, Roach has served the Institute in several roles, including terms as former president and chairman of the Kentucky Society of the Institute, and vice-president of the Tampa Bay Society of the Institute. Prior to founding her firm in 1989, Roach was a financial planner and manager for Stahel Financial Planning in Chicago. She also has over ten years experience as a consultant and manager in manufacturing and health care.

President, cont'd from page 8

women. That is what our organization is about: support, friendships, learning, growing, teamwork, and sharing.

Thank you all for your involvement. To outgoing board members Lorena Blonsky, Peg Conway, Lynn Brundza, and Holly Berman, thank you for your board service. I wish you every success in your lives, and hope to see you often at upcoming events.

I look forward to supporting Diane Dahl as she takes the UCWBG forward in 1992. You are fortunate to have her as your president. I wish her every success, and as much happiness as the group has given me in 1991.

Kitty Voss
President

Vice President, cont'd from page 2

that I evaluate what I need and when, and if at all possible, try to focus on the area or areas that are the most important to me at the time, so I can feel the most secure, most accomplished, and happiest.

I do not have a formula. I do, however, have a strong belief that by evaluating your own needs both personally and professionally, and by executing whatever steps are necessary to accomplish those needs first, you will be much more able to be available to others, to take care of your family, to be available to your friends, and of course, to be able to succeed in the business environment you have chosen by giving it the maximum amount of attention and focus you can give.

Lorena Blonsky
Immediate Past President

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.

Christine Cantarino
Jill Davies
Stephanie Guthrie
Jennifer Larson

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 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, P.O. Box 350, Kenilworth, IL 60043.

Name _____ Class Year _____ Campus 190 XP _____

Day Phone _____

Please describe any change in the space below.

Calendar

December

- 4 UCWBG Holiday Party and Annual Business Meeting
The Fortnightly of Chicago, 6:00 P.M.
120 Bellevue Place, Chicago
Contact: Kathy Terman, 312/294-8065
(see article on front page)
- 4 Distinguished Alumnum Committee Breakfast
The Mid-America Club, 8:00 A.M.
200 East Randolph, Chicago
Contact: Kim Whalen, 312/702-7727
- 4 Chicago Business Forecast Luncheon
Chicago Hilton and Towers, 11:30 A.M.
720 South Michigan Avenue, Chicago, \$50
Contact: Evelyn Williams, 312/702-7572
- 10 Breakfast with Dean Gould
Stouffer Riviere Hotel, Thames Board Room, 8:00 A.M.
One West Wacker Drive, Chicago
Contact: Steve Gilmore, 312/702-8196
- 14 Job Search Seminar for Senior Executives
Speaker: Kenneth Cole (XP-50)
190 East Delaware, Room 305, 9:00 A.M., \$35
Contact: Ellie Workman, 312/702-3936
- 14 UCWBG Board Meeting
Hotel Intercontinental
505 North Michigan Avenue, 9:00 A.M.

January

- 10-11 Seventh Annual DuSable Conference
Sponsored by the African-American MBA Association
Theme: UJAMAA: Cooperative Economics—Building,
Maintaining, and Profiting
Contact: Twanya Hood, Conference Director, 312/288-2789
- 11 UCWBG Board Meeting and Jan./Feb. *Exponent* Deadline
Leo Burnett, USA, 35 West Wacker, 19th Floor, 9:00 A.M.
- 15 Chicago GSB Club Loop Box Lunch with Marvin Zonis
One First National Plaza, 12:00 NOON, \$15
Contact: Kim Whalen, 312/702-7727
- 25 UCWBG Membership Telethon
U of C Campus, Edystone Center, 9:30 A.M.
6030 South Ellis, Chicago
Contact: Donna Seltin, 708/848-1262
- 28 UCWBG North/Northwest Networking Group, 6:15 P.M.
Contact: Agnes Roach, 708/356-0575

February

- 7 UCWBG Program at Orchestra Hall
Allied Arts Concert and Reception
Details in January *Exponent*
Contact: Kathy Terman, 312/294-8065
- 6 Panel discussion and tour of Northwestern University/
Evanston Research Park, Evanston, Illinois, \$15
Details in January *Exponent*
Contact: Kitty Voss, 708/864-5052

Send Calendar listings to *The Exponent* at the address below
or phone Karen Chromizky at 708/515-6563.



The University of Chicago Women's Business Group

P.O. Box 350
Kenilworth, Illinois 60043
708/256-4422

Forwarding and Address Correction Requested

Reminder

Your 1992 membership form and dues must be received
by December 15, 1991 in order to secure your place in
the 1992 directory. If you need more information, call
Lynn Brundza at 312/855-4614.

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