



The Exponent

April 1991

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

Life Balance—Part II:

Family Responsive Policies in the Work Force

By Nancy Kaplan

Many of our members are experimenting with methods of balancing family and business lives. For some of us, the concern is how to manage our business lives when we have children. Others are trying to adjust work schedules to allow for other personal interests. How are employers responding to the desires for increased work flexibility? How does the discord between work and home lives affect us emotionally? On May 15, 1991, Susan Lambert, Assistant Professor in the School of Social Service Administration at the University of Chicago, will speak to us concerning her research in the area of work and family life. Says Lambert, who



holds a Ph.D. in social work and organizational psychology from the University of Michigan, "I think everybody should be on the 'mommy track.' We shouldn't have jobs in which you can't have a satisfying personal life in order to succeed at work."

Professor Lambert's research has turned to the critical study of how "family responsive" company policies are related to job performance and satisfaction, both on the job and at home. She is currently studying the effects of worker support policies initiated by Felpro, Inc. of Skokie, Illinois. From her prior research, Ms. Lambert believes that discord between work and family is inherent in the structure of American business practices, producing a growing number of men and women whose job dissatisfaction spreads into their home lives. On the bright side, she also predicts that "with a projected

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- WHO:** Professor Susan Lambert
WHAT: "Family Responsive Policies in the Work Force"
WHEN: Wednesday, May 15, 1991
 6:00–6:30 P.M. Cash Bar
 6:30–7:30 P.M. Presentation and Discussion
 7:30–8:30 P.M. Stir Fry Buffet Dinner
WHERE: The Monroe Club
 111 West Monroe, 23rd floor

R.S.V.P. with coupon below by Friday, May 10, 1991.
For more information, call Nancy Kaplan at 708/835-0831.

Life Balance—Part II, Susan Lambert
May 15, 1991

Name _____
 Daytime Phone () _____
 Guest(s) _____
 Amount Enclosed _____ (\$20 members, \$22 guests; includes buffet dinner)

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 . . .

I've been noticing an increase in anxiety, fear, and anger in the marketplace. It seems that many individuals and companies temporarily put career decisions and business decisions on hold while the Persian Gulf war was raging. Now the war is over and decisions are being made.

In my role as a career counselor, I have seen a higher proportion of individuals who lost their jobs in the past three weeks than I have in the past three months. While my practice doesn't constitute a scientific sample, I don't think this is a fluke. Look around you. Do you know someone who has been impacted recently? Have you been impacted?

As career women, we need to be aware of alternatives and resources. What better resource than the UCWBG? With a current membership of approximately 500, we represent all levels of management, many professions, and a wide variety of industries. We have entrepreneurs creatively carving out new niches, and corporate career women creatively identifying new ways of participating in management and leadership. Collectively we possess a great deal of knowledge and market information. Why not tap in, whether you are actively conducting a job search or just want to be aware of your options?

I urge you to meet more of your fellow UCWBG members. Our directory is a good place to start. We've tried to include a bit of background information on each member to facilitate networking. Another way to meet others is to join a committee or special project. Communicate your ideas via *The Exponent*. Come to events when you can. I see more new faces each program. Join one of our emerging subgroups—or start a new one.

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Kitty Voss
President

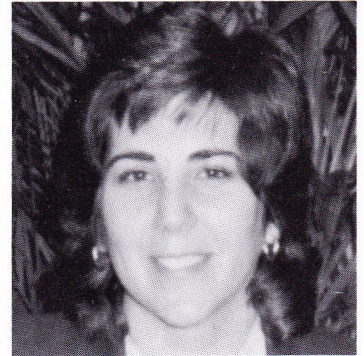
Vice-President's Voice

I recently participated in the UCWBG's annual membership drive. The purpose of the telethon is to recruit new members for the organization. Thinking about what I was going to say to prospective members made me reflect not only on my experiences as a member, but also on why I had joined the UCWBG. At the time I joined, I was two years out of graduate school, established at work, and felt I needed another dimension in my life. Most of my graduate school friends had moved away from the Chicago area, while I was fairly certain that I would be here for awhile. I was looking to join an organization in which I could meet other women with similar interests, develop friendships, and grow professionally.

During the first year of membership, I attended some programs and read the newsletter. I would go to an event, enjoy the program, meet a few people, and then go home. Something was still missing. Just about the time I thought I should get more involved, I was recruited by Lorena Blonsky, then president-elect, to be one of the 1990 directors-at-large. Never having served on a committee for the UCWBG, I was a bit hesitant to accept the Advisory Committee's nomination. In addition, my schedule was already busy and I was concerned about the time commitment. However, I thought that if I wanted more from the group, I would have to give more. Putting my concerns aside, I accepted the nomination.

I worked on many projects last year and found that, although it was hard work, being on the board was gratifying and fun. I had the privilege of getting to know other members of the group more intimately. Serving on the board also gave me the opportunity to develop managerial skills that I had not had the chance to

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Lynn Brundza
VP-Membership

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

1991 Board of Directors

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Kitty Voss
708/864-5052

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708/655-1232

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312/236-1600

Director: Donna Seltin
312/702-3733

Job Flexibility not Just a Female Issue

By Holly Berman

"What I want to do is take a break, think through what I want to do next, and enjoy my kids while they still want me at home." This sounds like the statements made by many women who decide to get off the "fast track" and stay home for awhile. What is surprising is that the speaker was John Rau, president and chief operating officer of La Salle National Bank. Rau is in his early forties and has three children, ages eight, five, and two. He goes on to say, "I'm in a kind of special position, to be able at my age not to have to worry about the economics and to take some time to be home and play with the kids and have a more flexible structure." In an interview in the *Pioneer Press*, dated March 14, 1991, Rau cites as inspiration the example of Peter Lynch, the successful fund adviser at Magellan Funds, who also left his position to have more personal time. He might also have noted that Scott Turow requested and was granted a part-time arrangement at his law firm in order to have more time to write his best-selling novels.

It has long been my contention that employers will become more accommodating to flexible job structures when both men *and* women demand it. Therefore, I am encouraged when high-profile men like Lynch, Rau, and Turow decide that there's more to life than working twelve hours per day, six to seven days per week for thirty to forty years, and act on their convictions. Unfortunately, both Rau and Lynch left their positions rather than staying and changing their institutions so that the corporate norms would be more

accommodating to a personal life. Also, both had the important advantage of accumulating great personal wealth by their early forties, allowing them the freedom to make the choices they did. That particular avenue is much more difficult for women because few of us become CEOs in our thirties. Nevertheless, changes in corporate structure that emphasize productivity and performance in contrast to just "being in the office" for long hours would certainly be a welcome change for many of us who are striving for a satisfying balance between personal and professional interests and responsibilities.

Professor Susan Lambert of the School of Social Service Administration of the University of Chicago, has conducted research on the relationship between satisfaction at work and satisfaction at home. We have invited her to share her findings and personal views on desirable changes in the work environment at our May event. I do not see this as an issue that affects only working mothers, or even as a "female" issue. In fact, at a recent campus women's M.B.A. event, I spoke with a male student who related to this issue from his experience working at a large accounting firm. There, the expected working hours precluded time to develop a personal life. Certainly, associates at the large law firms have similar complaints. Our goal at the May event is to discuss these issues, share our thoughts on whether change is desirable, and if so, how to work toward greater flexibility in our work environments. ☞

UCWBG April Event Taped

Letitia Baldrige, well-known expert on the subject of appropriate behavior, spoke to the UCWBG on April 9. For those who were unable to attend, this event was taped. If you are interested in hearing Ms. Baldrige's address on ethics and manners in the globalized business environment of the 1990s, please contact Chandra Greer, VP-Public Relations, at 312/220-5043 for details on obtaining the taped presentation. ☞

Membership Telethon a Ringing Success

Ten UCWBG members spent the rainy Saturday of March 2, 1991 on campus participating in the third annual UCWBG membership telethon. Despite disconnected numbers and answering machines, thirty-eight new members were signed up. Proving that UCWBG members are hard working, some prospective members were reached at their business numbers. Thanks to all who made the telethon a success. ☞

North Shore Mothers Network to Meet

By Holly Berman

The North Shore Mothers Network will meet on Tuesday, April 23, 1991 at 7:00 P.M. at the home of Holly Berman, 1012 Cherokee, Wilmette, Illinois. Holly has invited a special guest, Connie Magnuson, to share with the group insights from her career. Connie has two daughters, ages three and seven. She worked full time until the birth of her second child. Connie was recently promoted, while working part time, to senior vice-president at the Northern Trust Company. Please call Holly at 708/251-8817 if you are planning to attend this very interesting discussion. ☞

North/Northwest Networking Group

The third dinner meeting of the North/Northwest Networking Group will be held on Thursday, May 30, 1991. For location and other details, call Agnes Roach at 708/356-0575 or Nancy Gunder at 312/883-7003. ☞

Editor's Note

Any comments or opinions you wish to make known? Communicate with your fellow members in a *Letter to the Editor*. Send letters to:

***The Exponent*
c/o Karen Chromizky, Editor
P.O. Box 3123
Oak Brook, IL 60522.**

Faxes may be sent to 708/515-2990.

Entrepreneurship Committee Forming

Have you always wanted your own business or are you in the process of growing a small company? Under the chairmanship of Judy Thornber ('69, M.B.A.) a new Entrepreneurship Committee is being organized.

Focus of the committee will be three-fold: (1) to act as a support group for committee members engaged in or considering a business startup; (2) to provide a forum for speakers appropriate to the interests of the members; and (3) to plan and execute an actual business startup, provided enough members are interested in contributing their time and talent.

Introductory meetings will focus on getting acquainted and learning each other's skills, backgrounds, aspirations, and interests. Ongoing meetings will provide opportunity for the group to hear current business problems of its membership and act in an informal consultative and supportive capacity.

To become a committee member, please contact Judy Thornber at 312/642-9369 (home) or at 312/642-0961 (work). A first meeting will be set as soon as sufficient members indicate an interest. ✍

President, cont'd from page 2

Annual Telethon

Great work and thanks to Donna Seltin for organizing this year's membership drive telethon. And thanks to Sue Keers, Karen Chromizky, Lorena Blonsky, Mary Beth Pinda, Diane Dahl, Lynn Brundza, Holly Berman, and Kathy Terman for making all those calls. The result was thirty-eight new members and fifty-two requests for information. We look forward to meeting our newest recruits at the Spring new member brunch and seeing them listed in the 1991 Directory.

Board News

Our year is moving forward. We've had our membership drive telethon, we are about to have our first new member brunch of the year, our 1991 Directory is almost ready to go to press, and our programs so far are proving to be sensational. Looking forward, I have requested the formation of a task force consisting of board and non-board members to explore new and better ways to meet current members' needs. This task force will examine several of the recommendations that came out of our last Advisory Committee meeting (see the February issue of *The Exponent*). If any of you are interested in participating on this task force, please give me a call.

Kitty Voss
President

"A Retreat for Exceptional Women. . ."

. . . is how CenterPoint in Aspen, Colorado is described by its founder and leader, Jackie Farley. Jackie, a former Chicago executive, is a member of the Illinois Governor's Council on Fitness and Sports and a trained facilitator.

The purpose of CenterPoint is to allow women time to renew themselves and share insights with each other, all in a beautiful, peaceful setting. Participation is limited to eight to ten women per program.

Three-day (June, August, and September) and four-day (July, September, and October) programs are available. For more information, contact CenterPoint In Aspen, 278 Oak Ridge Drive, Aspen, Colorado 81611. Phone: 303/920-2596, fax: 303/920-1150. ✍

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.

Tamara Anderson
Beth Bader
Elizabeth Bassler
Sharon Condon
Rosemarie Eck
Trish Lenehan
Patricia Luscombe
Patricia Lynch
Rosalyn Meyers
Christine Pavel
Sherri Phillips
Karen Schilling
Sandra Shinall
Paula Speer
Diane Zoric

Life Balance, cont'd from front page

shortage in the 1990s of qualified personnel, businesses will need to be more accommodating in order to attract and keep good employees."

If you attended last year's life balance event, you may have enjoyed the presentations but been frustrated by the lack of opportunity for audience participation, questions, and discussion. For that reason, we have arranged the meeting to allow time for group discussion after the presentation and also during dinner. Please come and share your own views and experiences. If you actually love to work twelve-hour days, seven days a week, we'd love to hear from you, too. ✍

Vice-President, cont'd from page 2

develop at work. I also got first-hand experience working for a non-profit organization with close affiliations to other professional groups and learned how to manage those affiliations.

My experience as a member of the board had been so positive, I decided to accept the Advisory Committee's nomination for V.P.-Membership for 1991. So, here I am, working even harder and still having fun. I am very glad I decided to take the plunge and encourage anyone who is considering getting more involved in the organization to do so.

Lynn Brundza
VP-Membership

Connections

Evelyn Echols, Advisory Committee member, announced that Echols International Travel and Hotel Schools, Inc. has started a new Executive Training Program for people who wish to make a lateral move into the travel, airline, hotel, or cruise industries.

She has also been named chairman for the Cole Porter Centennial Celebration to be held on May 11, 1991 in Chicago.

Helen Hodges, '84, XP53, was recently quoted in *dba Magazine*, a new business publication in Houston. The short article described SSCI (Helen's company) and quoted her regarding her perspective on the environmental market.

Jeanne Holmes Kennedy, '85, 190, has recently expanded her family with the addition of new baby daughter, Michelle Kristen, born January 25,

1991. She joins her big sister, Brooke Kathleen, age two. Jeanne has taken a six-month leave from her position as product manager at Illinois Bell.

Agnes A. Roach, '80, Campus, president of AA Roach Financial Planning, Northbrook, Illinois, was interviewed in the April 15, 1991 issue of *Bottom Line Personal*, a magazine of personal business and personal life information. She and Terry J. Siman, president of Executive Financial Services, Spring House, Pennsylvania, recently participated in a two-day call-in program for readers of *USA Today*. The most recently asked questions were discussed in the magazine. Agnes also publishes *Financial Planning Quarterly*, a financial planning newsletter.

Apartment for Rent

One bedroom apartment with 2 balconies in Marina City (300 North State). \$620/month. Excellent security. Health club/pool, parking, laundromats, storage/bike rooms, party room, restaurant, grocery, cleaners. 312/836-0036.

Connections. . . Connections. . . Connections

Have you been or do you plan to be a panelist or guest speaker at an organization's event? Were you quoted in a publication? Interviewed on television? Have you published an article in your area of expertise? Let us know about it. We are proud of our members' accomplishments and want to celebrate with you. If we know of your upcoming event or publication early enough, we will try to help publicize it through our public relations committee.

Take advantage of this excellent networking opportunity. Use the coupon below and return to: UCWBG Connections, 630 Green Bay Road, P.O. Box 350, Kenilworth, IL 60043. ✉

Women's Health Care

By Holly Berman

On June 12, Dr. Linda Hughey Holt, Chairman of the Obstetrics/Gynecology Department of Rush North Shore Hospital, will present a program on "The Medical System and Women's Needs." Dr. Holt has strong feelings on the subject of women's relationships with their gynecologists and recommendations on how to improve your own treatment. The program will begin at 6:30 P.M. at The Inn at University Village, 625 South Ashland Avenue in Chicago. ✉

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

April

- 20 UCWBG Board Meeting and May *Exponent* Deadline
La Salle Partners, 11 South La Salle Street, 9:00 A.M.
- 23 North Shore Mothers Network
Home of Holly Berman, Wilmette, 7:00 P.M.
(See article on page 3)

May

- 10/11 GSB Follies
University of Chicago campus
- 15 UCWBG Program featuring Susan Lambert,
U of C School of Social Administration
"Family Responsive Policies in the Work Force"
Contact: Nancy Kaplan, 708/835-0831
(See article on front page)
- 18 UCWBG Board Meeting and June *Exponent* Deadline
La Salle Partners, 11 South La Salle Street, 9:30 A.M.
- 30 UCWBG North/Northwest Networking Group
Place to be announced, 6:15 P.M.
Contact: Agnes Roach, 708/356-0575 or
Nancy Gunder, 312/883-7003

June

- 7-9 Reunion Weekend
University of Chicago campus
Contact: Pat Powell, 312/702-7727
- 12 UCWBG Program featuring Dr. Linda Holt,
Chairman Ob/Gyn Department, Rush North Shore Hospital
"The Medical System and Women's Needs"
Contact: Holly Berman, 708/251-8817
(See article on page 5)
- 15 UCWBG Board Meeting and July *Exponent* Deadline
La Salle Partners, 11 South La Salle Street, 9:30 A.M.

July

- ?? UCWBG North/Northwest Networking Group
Date and place to be announced
- 20 UCWBG Board Meeting and August *Exponent* Deadline
La Salle Partners, 11 South La Salle Street, 9:30 A.M.

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



The University of Chicago Women's Business Group

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