



The Exponent

July/August 1991

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

September Program to Explore Management Styles

By Linda Liscano

Women make lousy managers. . . Only aggressive women make good managers. . . The management style of women is perfectly suited to the new international environment. . . Women's greater intuition and empathy make them superior managers.

Is there any truth to these stereotypes? Could these stereotypes be based on the fact that men and women have fundamentally different management styles? Do women managers even strive for the same goals and objectives as their male counterparts? We have assembled a panel of women managers to explore the

concept of a female management style and invite you to share with them your opinions and experiences. The panel members were chosen to represent a variety of views on this topic, as well as a range of working backgrounds.

Marjorie Lucchetti is currently president of Metromail Corporation, a subsidiary of R.R. Donnelley & Sons Company, where she has been employed since 1974. As a member of the UCWBG Advisory Board, Marjorie has brought humor and insight to many different topics considered by our organization. She has several advanced degrees from the U of C and a masters of management degree from Northwestern University.

Lynne Smith is self-employed as a consultant to the real estate industry, specializing in the areas of institutional investment, real estate analysis, and asset management. Before forming her own company, Lynne was a vice-president with JMB Institutional Realty Corporation. She has a B.S. in finance from the University of Florida and an M.B.A. from the U of C.

Rosemarie Eck is the sales and marketing controller of Covia, a \$500M company that supports the Apollo Customer Reservation System. Her previous position included consulting work with 100% travel in typically male environments, which contributes to her strong feelings about management style. Rosemarie has nineteen years of experience in the financial, administrative, and consulting fields; she holds a B.S. in accounting from Loyola University and an M.B.A. from the U of C.

- WHAT:** Panel Discussion:
Do Women Manage Differently than Men?
- WHEN:** Tuesday, September 24, 1991
6:00-7:00 P.M. Cash Bar and Hors d'Oeuvres
7:00-8:30 P.M. Panel Presentation and Discussion
- WHERE:** The Monroe Club
111 West Monroe, 23rd floor

R.S.V.P. with coupon below by Wednesday, September 18, 1991.
For more information, call Linda Liscano at 312/368-6144.

September Program—Management Styles September 24, 1991

Name _____

Daytime Phone () _____

Guest(s) _____

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

Send coupon with check payable to the University of Chicago Women's Business Group to:
Holly Berman, 1012 Cherokee Road, Wilmette, IL 60091.

Inside This Issue

From the President's Desk	2
Vice-President's Voice	2
Job Search Support Group	3
North/Northwest Group	3
May Program	4
Advisory Board Suggestions	4
Connections	5
New Members	5
Volunteer Opportunity	5
Credit Card Information	5
Centennial Celebration	5
Calendar	6

From the President's Desk . . .

Presentation by Dr. Linda Hughey Holt

On June 12, Dr. Linda Holt addressed the issue of "How the Medical Care System has Failed to Meet Women's Needs" for our members and guests at The Inn at University Village. It was a stimulating and insightful presentation that traced the history of women as caregivers and progressed to the unique medical needs women have that are only now being discovered. She urged each of us to be active consumers of our own health care by "shopping" for the best providers, and voting for legislators and issues that support improved health care for the women of this country.



Kitty Voss
President

Supporting Each Other

We have often talked about the myriad ways UCWBG members support each other. That, in fact, is the strongest underlying aim of this group. Your board is looking at yet another way to facilitate support—the initiation of the Job Search Support Group.

If you have not personally been impacted on your job by changes in the marketplace and the economy, I'll bet you know at least one person close to you who has. Casualties abound, and it can be a frustrating, if not devastating, experience. I see this daily in my career counseling/outplacement practice. Professional job search assistance certainly abounds today, but professional guidance meets only some of the needs. What about the days when you've planned, rehearsed, networked, followed up, investigated, smiled from dawn till dusk—and no one responds. It's easy to feel isolated and discouraged, like "damaged goods."

Who is there for you, to reassure you, encourage you, be straight with you? This is what the Job Search Support Group can

continued on page 4

Vice-President's Voice

Summer is a blissful, kick-back-and-relax season, a time for savoring those places and people that give us happiness.

A plea: in a few weeks, you will be receiving the UCWBG biannual survey and a convenient, self-addressed envelope for returning the survey. While you are relaxing in one of your favorite hideaway spots, please take along the UCWBG survey and take a few minutes to fill it out.

Those few minutes spent will turn into an immense dividend for the group: programs with content better tuned to our interests, activities taking place at times that work out best for the majority of us, future directions for our group to explore as professional women.

To encourage you, here are some examples of concrete changes based on the results of past surveys.

- The annual networking function in the fall
- Regional meetings outside the Loop, such as the Mothers MBA group
- *Exponent* articles featuring members
- Listings of outside programs in *The Exponent*
- The fee charged for programs
- Law school graduates joining the UCWBG
- The preferred night for scheduling programs

While the board is always happy to learn what appeals to you about this organization, you will also be able to view the results in the months following the completion of the survey's tabulation. Those *Exponent* summaries of the survey will be a window on the evolution of the UCWBG. The board must take as a mandate for change what results from the survey. So, **please** help us make this as great a consensus as possible.

Peg Conway
VP-Marketing



Peg Conway
VP-Marketing

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

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708/864-5052

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708/848-1262

Vice-President's Voice

The other night I needed to bring an appetizer to a friend's party, so I began paging through all my cookbooks that contain the words quick, easy, or microwave in their titles. I needed a recipe with a minimal number of ingredients—which I still had to purchase—and the shortest cooking time. Sound familiar? Looking at the contents of my pantry, you would never know that I love to eat. It's not as if I live with the conditions in some of the foreign countries



Karen Chromizky
VP-Internal Communications

I have visited or that what I need is not available in the local market. It is not that I do not like to cook. It's just that with the type of schedule I have, along with many of you, I buy only what I use immediately. Anything left over becomes unidentifiable in the refrigerator before I am home long enough to use it again.

What does this have to do with the UCWBG? No, we are not starting a food column in *The Exponent*. But this year I have tried to include a variety of topics in our newsletter. Besides previewing and reporting on UCWBG events, we have publicized activities of our regional groups, the Mothers MBA group, and the Entrepreneurship Committee; listed volunteer opportunities and retreats for women; reprinted articles of interest from local/national publications; and printed book reviews and other articles submitted by our members. I thank all of you who have contributed *Exponent* articles during the past year. The week the copy is due can be hectic, but the support and the quality of the material I have received has made my job much easier.

I am always looking for interesting material for *The Exponent*. Do you have any comments on or ideas for UCWBG programs? Would you like to express your viewpoint on a topic? I want to hear from you. I understand that you may not have much spare time. But a quick note (mailed or faxed) or phone call to me or any of the other board members is all that is needed. This is your *Exponent*. I would much rather include items that you think are interesting than what I or the other board members think should be included.

This has been an exciting year to be a board member. We have spent hours discussing what direction we feel the group should take, what activities to invest our energy in, and how best to manage and capture the changing needs of our members. Please let us know what you think. The UCWBG survey mentioned by Peg Conway in her *VP-Voice* is scheduled to be mailed in October. This is another simple method of communicating with the board. I have participated on the Programs Committee for the past two years, and we often used the results of the last survey to tailor the programs and speakers according to the topics that our members told us they were most interested in. Allow us to help you benefit from your UCWBG membership as much as possible.

Karen Chromizky
VP-Internal Communications

Job Search Support Group Forming

By Holly Berman

The Job Search Support Group held its first meeting on June 25 at the 190 building. Eight members have expressed interest; six were able to attend the first meeting. Several members are currently employed, but in the market for a new position; therefore, future meetings will probably be held in the early evening at a downtown or near north location. If you are interested in joining the group, contact Holly Berman at 708/251-8817 or Donna Seltin at 708/848-1262. ☎

North/Northwest UCWBG Networking Group to Meet. . . and Eat

By Agnes Roach

At the May 30 meeting of the North/Northwest UCWBG Networking Group, participants got a preview of activities of the Entrepreneurship Committee from its chairman Judy Thornber. They also enjoyed Italian food at *Gusto Italiano* and a lively evening of networking.

On July 25, the group met at *Mexico Lindo* in Highwood. Kitty Voss, UCWBG president, led a discussion on "Potential Strategies for Job Change in the Current Economic Conditions."

The sixth meeting will be held on Wednesday, September 11, 1991 at 6:15 P.M., at *Uncle Tannous of Northbrook*, 242 Skokie Boulevard, Northbrook. Networking is the objective of this meeting, so bring your business cards.

Please R.S.V.P. by phoning Nancy Gunder at 708/433-3806, Virginia Tomasek at 708/835-8475, or Agnes Roach at 708/356-0575 to reserve by Monday, September 9. If you cannot attend this meeting, but want to be informed of future meetings, tell either Agnes or Nancy. New members are always welcome.

Directions:

From North: Take I-94 south to Waukegan Road. Go south to Dundee Road, then left (east) on Dundee to Skokie Boulevard. Turn left (north) on Skokie Boulevard to #242. This is about one block south of Lake-Cook Road. The restaurant is on the west side of the road.

From South: Take I-94 north to U.S. 41 and exit at Dundee Road. Drive east about one block to Skokie Boulevard. Turn left (north) on Skokie Boulevard to #242. ☎

Please Note That. . .

Your editor has a new phone number
708/515-6563
and a new fax number
708/515-6505
as of August 5, 1991.

How the Medical Care System has Failed to Meet Women's Needs

By Karen Chromizky

Dr. Linda Hughey Holt, chairman of the department of Obstetrics and Gynecology at Rush North Shore Medical Center, spoke to UCWBG members gathered at The Inn at University Village on June 12. Dr. Holt is a very respected member of the medical community, yet possesses fairly radical views about the medical treatment of women. She detailed the history of women's medical treatment. Now that the life expectancy of women is approaching eighty, Medicare is paying for more of women's health care. This, along with the women's movement, has caused more women's health issues to be discussed. Only recently has money been spent on scientific studies of endometriosis and PMS.

Before the turn of the century, many women died in childbirth. Consumer activism has brought us from medicalized childbirth in the 1950s to birthing centers today. The availability of blood banks and antibiotics has increased the margin of safety during birth, and birth control has allowed women to choose when to have their children. However, the Caesarean section rate still approaches twenty-five percent. Gynecological surgery is often suggested without consideration of the bodily integrity of the woman.

Many diseases affect women differently than men. Heart disease often afflicts men in their prime, while it afflicts women much later in life. Older and more ill when treated, women have less chance of survival. Heart disease tends to be undertreated, underdiagnosed, and understudied in women. AIDS is another con-

cern. It appears to travel a more rapid course in women than in men.

Insurance is a major health issue in this country. The majority of people without family insurance range in age from 18 to 24 years—men are basically healthy, but women are in their prime childbearing years. Women returning to the job market often are disqualified for insurance due to preexisting medical conditions. Medicaid patients struggle to find physicians who will accept them as patients.

How do we address these issues? Dr. Holt suggests we talk about them, so that the issues remain in the forefront. Choose doctors who provide you with the type of care that you want. If your present doctor is not fulfilling your care needs, be willing to switch doctors. Vote for political candidates who represent your position on family issues. We cannot afford to do all things for all people, but we need to make reasonable, rational choices. Work for a more "humanized" workplace, with adequate wages and benefits at all levels. Women make seventy to eighty percent of the health care decisions in this country, and are the recipients of sixty percent of the care. We have different expectations than our mothers with respect to health care. Nothing changes overnight, but if we work at it and keep demanding better care, we can change the system.

This event was taped for those who were unable to attend. If you are interested in hearing Dr. Holt's remarks, please contact Chandra Greer, VP-Public Relations, at 312/220-5043 for details on obtaining the taped presentation. ♫

President, cont'd from page 2

offer. A group of this kind meets regularly (weekly or biweekly), usually consists of six to ten individuals in various stages of job search (though some may still hold jobs), and discusses topics or ways to assist each other, based on their collective experiences. Sometimes career experts are brought in to talk on a particular issue, but this is basically a self-led group. Individuals make themselves available to each other by phone, so there is always someone you can call when you need to. I'm aware of one group where a mid-management level member couldn't bring himself to file an unemployment claim, and a fellow group member said, "I'm picking you up at 8:00 A.M. tomorrow, and we'll go down together." That's support.

Holly Berman and her Career Management Committee are facilitating the formation of the Job Search Support Group for UCWBG members. So far she has five to eight interested individuals. But I've got to believe there are many more members who could benefit from this type of group. I would like to hear from you. How do you see a group like this benefiting you? What kind of structure would you like to see? Perhaps we need to look at starting several groups in different locations, or with different foci. We are committed to supporting you. Help us figure out how. Contact Holly or me.

Entrepreneur's Group Forming

Speaking of support, a lot of interest has been generated in the formation of an Entrepreneur's Group. Lorena Blonsky and Judy Thornber are spearheading this effort. A first breakfast meeting was held June 26 at the East Bank Club. Anyone else interested in joining should contact Judy at 312/642-9369 or Lorena at 708/831-5990. This group is appropriate for you if you have your own business or if you would like to.

I hope each of you had a great summer. See you in the fall!

Kitty Voss
President

Seeking Member Suggestions for the 1991 UCWBG Advisory Board

By Nancy B. Gunder

Sally Hughes and Nancy Gunder are in the process of organizing the 1991 UCWBG Advisory Board meeting and would like to enlist your assistance in a number of areas. First, we need names of possible Advisory Board members including, according to the Advisory Committee Resolution, "previous UCWBG board members, honorary members, selected UCWBG members based on expertise, and distinguished businesswomen in the

community at large." In addition to names, we need a substantive list of issues to discuss at the annual meeting. Possible issues include growth of the organization, strategic direction, and continuity and promotion of the organizational objectives. If you have any ideas to contribute—either names or issues—please contact Nancy Gunder at 708/433-3806 or Sally Hughes at 312/477-5273. ♫

Connections

Lisa Page Harding, '83, Campus, participated in a panel discussion on "Developing Natural Gas Supply Portfolios" at GasMart '91 in Orlando, Florida on May 14. GasMart is the largest United States conference of natural gas producers, marketers, buyers, and pipelines.

Peggy Hirsch, '89, 190, gave birth to her second child, Amanda Owens Hirsch, on March 5, 1991. Amanda joins her big brother, David Owens Hirsch.

Susan Larson, '80, 190, president of House O'Lite Corporation, a manufacturer of industrial light fixtures, has been appointed to a two-year term on the Small Business Advisory Council of the Federal Reserve Bank Board. The council's function is to serve as a liaison between small business, the Federal Reserve Bank, and the entire Federal Reserve System. Susan was nominated by the National Association of Women Business Owners (NAWBO).

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.

Susan Haddad

Nancy Scott

Linda Stowell

Elizabeth Stump

Our second 1991 New Member Brunch will be held on Saturday, October 12, 1991. Anyone interested in helping the board members welcome new UCWBG members, please contact Mary Beth Pinda, VP-Administration, 708/382-4763 no later than 5:00 P.M. Friday, September 20.

Volunteer Opportunity

The Chicago Abused Women Coalition (CAWC) is recruiting volunteers who are interested in working on our board of directors, advisory board, and as programming volunteers. CAWC provides housing, counseling, advocacy, referrals, and other supportive services to victims of domestic violence through a 24-hour hotline and the walk-in and residential programs. CAWC has decided to expand its programs to include second-stage housing which is a longer term residential program for abused women and their children. If you care and want to join us or want more information, please call 312/278-4110 for more information. ☎

Giving Away Too Much Credit Card Information

Many times we are asked to write a telephone number on a credit card charge slip or if we pay by check for an item, we are asked for a credit card number. The former practice violates your right to privacy, and the latter may expose a person to credit card fraud.

A nonprofit consumer advocacy group called Bankcard Holders of America advises that people should be careful and resist merchant's requests for identification by credit card number or phone number. Giving your phone number with a charge slip is unnecessary. Visa/Mastercard and American Express rules prohibit merchants from requiring it as a sale requirement. Merchants can see a credit card as a means of identification for a check, however there is no need for them to write the number down. For more information, you can call Bankcard Holders of America at 703/481-1110. ☎

Reprinted from New Woman Magazine, May, 1990.

U of C Centennial Celebration

The UCWBG will be joining the Centennial celebration of the University of Chicago. How? This is yet to be determined. If you have any ideas and/or would like to be on the UCWBG Centennial Committee, please contact Kathy Terman at 312/294-8065. ☎

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, 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

- 11 UCWBG North/Northwest Networking Group
Uncle Tannous of Northbrook, 6:15 P.M.
242 Skokie Boulevard, Northbrook
Contact: Agnes Roach, 708/356-0575
(see article on page 3)
- 13 October *Exponent* Deadline
- 19 GSB Club of Chicago Box Lunch with Harry Davis,
deputy dean for the M.B.A. program
"The New Product Laboratory"
One First National Plaza, Suite 2718, 12 NOON
- 21 UCWBG Board Meeting
Leo Burnett, USA, 35 West Wacker, 19th floor, 9:00 A.M.
- 23 GSB Mind Your Own Business series: "Start Up"
The Monroe Club, 111 West Monroe, 5:30 P.M.
- 24 UCWBG program featuring a panel of experienced managers
"Do Women Manage Differently than Men?"
The Monroe Club, 111 West Monroe, 23rd floor, 6:00 P.M.
(see article on front page)

- 28 Chicago GSB Club Grand Slam Alumni Party
Mid-Town Tennis Club, 2020 West Fullerton Avenue
7:00 P.M. to 11:00 P.M. (Tennis to 9:00 P.M.)
\$20 includes food, facilities, parking
\$25 includes above plus at least 45 minutes of court time
Contact: Jonathan Brookner, 312/472-4984 or
Ellen Schwab, 312/348-3621
Register by September 16

October

- 1 Women, Men & Media/Women in Communications, Inc.
(WICI); Conference on Women in Advertising
300 East Superior Street, Chicago, 9:00 A.M.-4:00 P.M.
Host: Northwestern University Medill School of Journalism
\$45 seminar fee
Contact: WICI, 100 East Ohio Street, Chicago, IL 60611
312/642-4331
- 2 Chicago GSB Club
Speaker: Merton Miller
Location to be determined
Contact: Pat Powell, 312/702-7727
- 3 Centennial Convocation
Rockefeller Memorial Chapel
Luncheon and university-wide birthday party
Main Quadrangle
- 7 GSB Mind Your Own Business series: "Team Up"
The Monroe Club, 111 West Monroe, 5:30 P.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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