



# The Exponent

November/December 1992

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

## Meet CMI, Our New Management Firm



(Front, L to R) Sandra McPhee, Kevin Boyer; (Rear, L to R) Debbie Woods, Betsy Storm, Kathy Mahoney

by Diane Dahl

Communication Management, Inc. (CMI) debuted three years ago when colleagues (and soon to be business partners) Sandra Ferguson McPhee and Kevin G. Boyer observed that a commodity was lacking in the not-for-profit marketplace: a tailor-made breed of management and marketing assistance. McPhee, a lawyer with experience in the not-for-profit sector and Boyer, a doctoral candidate in communication studies at Northwestern University with a special interest in marketing, were excited by their belief that many non-profit groups would benefit greatly from a unique hands-on style of management and marketing consulting. The pair believed that its approach would separate CMI from the crowd of traditional association management firms. And indeed, that hunch has proven to be correct. CMI was launched with one client, the fledgling National Association of Graduate-Professional Students, in January of 1990. With 1993 fast approaching, the client roster of more than a half-dozen includes the Chicago-area chapter of the National Association of Women Business Owners and their newest client, the UCWBG.

Wilmette-based CMI operates under the philosophy that its marketing and management services are efficient and organizationally strong, but are continually evolving in a manner that is creative, innovative, and fluid. CMI strives to assist clients in attaining their diverse goals and helping them identify new opportunities. Service development, membership growth, and increased influence within the community and among sister organizations are target areas for most CMI clients.

As the company name implies, CMI believes that effective communication is always a priority. That omnipresent goal is fulfilled in a number of ways — from improving interboard interactions to increasing event attendance by discovering what variety of programming satisfies member needs.

In summary, CMI's desire is this: To adopt our mission as its own. On a day-to-day basis, that is accomplished in seemingly small but ultimately significant ways: courteous telephone communication with members, prospective mem-

bers, and the "outside world;" attention to detail; and ongoing follow-up and follow-through. From a long-term perspective, however, CMI's principals anticipate working in partnership with the University of Chicago Women's Business Group in its aspiration to enlarge influence and make a difference in the Chicago business community.

Two members of the CMI staff who will help manage UCWBG's affairs are Debbie Woods and Betsy Storm. Wood's area of expertise is office management and data processing. She'll assist in the successful organization of our meetings and events, including taking reservations with Visa and MasterCard—a new UCWBG service. As director of creative services for CMI, Storm will coordinate event publicity, help us meet our public relations goals, and serve as the day-to-day liaison for UCWBG members. "I hope that any UCWBG member will feel free to call me with questions or concerns about service," says Storm. Betsy and Debbie can be reached on the new UCWBG dedicated line, 708/256-5804. ✍

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## From the President's Desk . . .

As I look back over this past year, I feel proud to have represented the UCWBG as president. In twelve years this organization has evolved into a savvy, diverse, fun, dynamic group of women... breaking molds and making a difference.

As you know, the theme for 1992 was "making a difference," and we have planted the seeds for so many exciting changes which will continue to have an impact on both the UCWBG and the constituencies we touch. For example, this year along with our Advisory Committee we formulated the concept of a Women's Leadership Symposium to be held in 1994 in the new downtown GSB building. We also were successful in securing approval from the Dean's office to design and sponsor one of the panels at the prestigious U of C Management Conference this coming April on issues facing American women in business.

As an offshoot of the above efforts, the UCWBG has recently been asked to provide input to the GSB Diversity Committee, advise the University on changes to the GSB curriculum (particularly those that would enhance the experience of women students), and to suggest guest speakers for the GSB entrepreneurial course and others. What a difference we will make!

Externally, we have launched an effort to involve more Chicago corporations in the UCWBG by co-sponsoring events with us. The first of these co-sponsored events will be in March of 1993 featuring a woman ex-governor, and it promises to be a show-stopper (details next issue).

We have also changed management companies (see story, front page), revamped our membership brochure, and updated our collateral materials and UCWBG stationery to project a more progressive, powerful UCWBG to prospective members and to

*continued on page 3*



Diane Dahl  
President

## Board Member Profile

**Name:** Karen Chromizky

**Current Board Position:**  
VP-Internal Communications

**Current Career Position:**  
Outage Management group  
at Commonwealth Edison.

**Greatest Personal Achievement:** Graduating with honors in mechanical engineering from I.I.T.

**Why are you a UCWBG**

**Member?** I enjoy the diversity of the membership.

Being an engineer in a male-dominated industry, it's nice to be around "just women" occasionally.

**What is your favorite type of restaurant?** I like food in general—but Chinese and pizza are my favorites.

**What is your favorite way to relax?** Doing construction work around the house and needlework.

**If I won a million dollars in the Lottery, I would...** invest wisely, take a few weeks off to travel, and go back to work.

**Why have you chosen to make Chicago your home?** I'm a Chicago native—the more I interviewed in other cities, the more I wanted to stay here.

**Have you ever had a mentor, and if so, how has she/he influenced your life?** After three years with Edison, I was on staff of one of the vice-presidents. During this assignment, I really learned how a big corporation worked (and didn't work). He also allowed me to participate in as much or as little as I felt comfortable.



Karen Chromizky  
VP-Internal Communications

## THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

### 1992 Board of Directors

**President:** Diane Dahl  
708/655-1232

**President-Elect:** Kathy Terman  
312/294-8065

**VP-Administration:** Peggy Hirsch  
708/382-0414

**VP-Finance:** Suzanne Keers  
312/942-7212

**VP-Membership:** Mary Beth Pinda  
708/967-4031

**VP-Programs:** Cindy Monroe  
708/244-9520

**VP-Career Management:** Mary Peterson  
312/781-6331

**VP-Internal Communications:** Karen Chromizky  
708/515-3270

**VP-Public Relations:** Shawn McGuinness  
312/368-5327

**VP-Marketing:** Chandra Greer  
312/220-5043

**Immediate Past President:** Kitty Voss  
708/864-5052

**Director:** Donna Sellin  
708/848-1262

**Director:** Tricia Lenehan  
708/940-2636

**Communications Management, Inc. (CMI)**  
708/256-5804

# 1992 Women's Symposium— Celebrating the Tapestry of Our Lives

by Donna Sellin

On Saturday, November 7, the University of Chicago Hospital's Women's Programs and the Chicago Lying-in Board of Directors co-sponsored the 1992 Women's Symposium. The theme was "Celebrating the Tapestry of Our Lives." Illinois State Representative Barbara Flynn Currie delivered opening remarks. She spoke about "What Matters to Women in the '90s." and discussed the impact of women voters in the recent local and national elections. Keynote speaker Nina Totenberg, legal affairs correspondent for National Public Radio and frequent contributor to the MacNeil/Lehrer NewsHour, presented "Beneath the Robes, Behind the Bench: Shaping Women's Lives Through the Courts." She concluded her remarks with a discussion of how potential Clinton nominees might influence the Supreme Court. Niki Tsongas, wife of 1992 Democratic presidential hopeful, Paul Tsongas, was scheduled as the afternoon keynote. Her topic was "Challenges, Changes, and Life in the Public Eye."

Of particular interest to UCWBG members was the small group session "Lessons from Women at the Top." Phyllis Apelbaum, president of Arrow Messenger Service, Inc. spoke of overcoming political barriers and gender bias to start her company. She persevered through seventeen hearings before becoming the first woman ever granted an operating license from the Illinois Commerce Commission. Founded in 1973 with a \$3,500 investment, Ms. Apelbaum built Arrow into a \$4.2 million company with 170 employees (65% women and minorities). She recently started Arrow Temporary Services.

J. Cunyon Gordon was the first black woman to be named a partner at Jenner and Block, a leading Chicago law firm. After graduating from Yale Law School, she joined the U.S. Navy. Her experiences in the practice of military and civilian law gave her valuable insights on success. First, look at the model of success within the organization. What are the educational requirements? What "tickets" need to be punched to be successful in the organization — what specific experiences and goals need to be achieved? What is the paradigm for success? If the answers to these questions are not obvious, cultivate relationships with those individuals who may be able to provide you with the "secret decoder ring" or to give you the necessary historical perspective. Next, look at individuals who have been successful within the organization. What is the success pattern? Do they possess attributes that you have or can acquire? Are they all the same or is there diversity? Does the paradigm for success include me, exclude me, and is it flexible? Finally, ask yourself how badly you want to succeed there and can you do what is needed to succeed in that organization. She concluded her remarks by stating that we all need sponsors within our institutions and we need to be sponsors as well. ☞



# Making a Difference— The UCWBG Way The UCWBG Loan Fund

by Kathy Terman

While the activities of the UCWBG focus primarily on our members, part of our mission is to provide support to the University of Chicago Graduate School of Business. One way we are achieving that goal is through the UCWBG Loan Fund.

In October of 1987, the UCWBG donated \$3,000 to the University and asked that the donation be used to establish a short-term loan fund for 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. The fund has been used by students who are in need of temporary financial assistance or who are having timing problems on other loans or scholarships. Now beginning its sixth year, the UCWBG Loan Fund is just one way the UCWBG is making a difference to the University and its students. ☞

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## President, cont'd from page 2

the outside world. And to encourage GSB women students to join us *before* graduation, we instituted a special student rate, effective immediately.

There are so many other accomplishments we have made this year that I can't list them all in this column. But I would like to take the time to acknowledge and thank several women who made significant contributions to the UCWBG this year: Holly Berman for coordinating the Mothers MBA group; Judy Thornber for hosting the Entrepreneur group; Agnes Roach for orchestrating the North by Northwest activities; Lorena Blonsky for serving as the advisory committee coordinator; and Linda O'Bryant and Kim Whalen for their undying support from the GSB Alumni Office. And, of course, my excellent Board of Directors, each one of them a UCWBG star. As my term as president officially ends this month, I thank you all for the opportunity to have served as your president and wish the very best to Kathy Terman as she takes over.

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Diane Dahl  
President

## Did You Know...

that 22% of UCWBG members are business owners?

Here's what the rest of us are doing:

63% work for corporations full-time

6% work for corporations part-time

5% are not employed but are actively looking

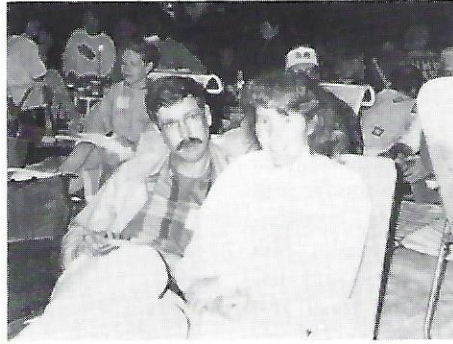
4% are homemakers

Source: 1991 UCWBG Membership Survey

# 1992 in Review



The "gavel" was passed to Diane Dahl as she became UCWBG's 1992 president.



Everyone enjoyed picnicking on the lawn and listening to the Ravinia Festival Orchestra and members of the Chicago Symphony Chorus perform some of Andrew Lloyd Webber's and Marvin Hamlisch's biggest hits at the Sunday evening August 16 concert at Ravinia.



## UCWBG Apparel Now Available: A Great Gift Idea



by **Kathy Terman**

Be the envy of your friends in a UCWBG-logo sweatshirt or T-shirt. The sweatshirt is a high-cotton, heavyweight crewneck (95% cotton, 5% acrylic) and the T-shirt is 100% cotton. Both are white and fea-

ture the UCWBG logo and the words "The University of Chicago Women's Business Group" in blue. The T-shirt is \$15 and the sweatshirt is \$35. Now available in adult sizes M, L, and XL.



Rosetta Riley, director of continuous process improvement, General Motors Corporation, spoke on "Managing Your Career in Today's Corporate Environment" on April 6.

### UCWBG Apparel Order Form

Name \_\_\_\_\_

Day Phone (    ) \_\_\_\_\_

Shipping Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Number of T-Shirts \_\_\_\_\_ Size \_\_\_\_\_ Total Price \_\_\_\_\_

Number of Sweatshirts \_\_\_\_\_ Size \_\_\_\_\_ Total Price \_\_\_\_\_

Subtotal \_\_\_\_\_

Add 10% for shipping \_\_\_\_\_

Grand Total \_\_\_\_\_

If using Visa or MasterCard, please provide the following information:

Account Number \_\_\_\_\_ Expiration Date \_\_\_\_\_

Signature \_\_\_\_\_

Mail this form along with check payable to UCWBG to: UCWBG, c/o Kathy Terman, 2650 North Lakeview, Apt. 1905, Chicago, IL 60614. Please allow 2-3 weeks for delivery.



On February 16, UCWBG members and guests enjoyed brunch at the Artists' Restaurant. The "Country Vistas" concert: The Influence of Folk Culture on Music and Art, performed by the Symphony Chamber Soloists of Chicago, followed.

# Networking Connections

by Mary Condon

This begins a series of articles published in each issue of *The Exponent*, highlighting various networking organizations in the Chicago area. The aim of these articles is to inform our membership of opportunities beyond our valuable student/alumni career management office when job seeking or career advancing.

This issue's networking organization is The Career Resource Center, located at 300 South Waukegan Road, Lake Forest, IL 60045. The phone number is 708/295-5626; fax: 708/295-5430.

Caroline Hanks, director; Sam Beacham, Joanne Dunn, Ed Hood, Don Markham, Jackie Moore, Sid Paige, Jack Peterson, Tom Slocum, Jeanette Spires.

Hours: Monday, Wednesday, and Friday, 10 A.M. to 4 P.M. They are available for:

- Assistance in preparing professional, effective resumes
- Training in the use of various job search techniques, references, and resources
- Use of computer, literature, job listings, and directories
- Continuing support throughout the job search

Daytime and evening meetings are scheduled with topical presentations at each. The Center is a non-profit organization formed to help meet the needs of those who are conducting a job search because they are unemployed, changing careers or jobs, re-entering the job market, or have recently graduated. The Center is staffed by volunteers with backgrounds in career counseling, human resources, and job placement. With the exception of a twelve-week workshop, there is no charge for the services provided. They are funded by former clients, churches, and temples in the northern suburbs. ✍



Intensive discussion at the telecommunications table during the Networking Dinner

# Stage Two

The Stage II group of the UCWBG was originally started as a pilot to test the concept of providing an intimate forum for members to talk about career-related issues. We have completed our first full year. The group targets women who have completed at least one stage of their careers, and who, for a variety of reasons, have made different and interesting career choices in the second stage.

Stage II has served as a point of continuity and support for its members through life and career changes. Members have grown close and formed ongoing personal relationships that extend beyond the monthly meetings. We heartily recommend the formation of additional Stage II groups for those members who find themselves entering or in the second stages of their careers, and value this kind of alliance.

To that end, Shawn McGuinness, a Stage II member, has agreed to serve as the UCWBG board and membership liaison. She can be contacted at 312/368-5327 (days) and 312/649-9126 (evenings). Additionally, the Chicago Northside Stage II group will host an open meeting each



Front: Diane Dawson, Diana Carpenter and new baby, Alex. Back: Shawn McGuinness, Sally Hughes, Sue Weeks, Kate Niedner, Chris Long

spring so that members can talk to Stage II participants and have questions answered.

Deborah Pyne is in the process of starting a Stage II group in the northwest suburbs. She can be reached at 312/407-4644 (days) and 708/825-2847 (evenings) and is most interested in taking your call. ✍

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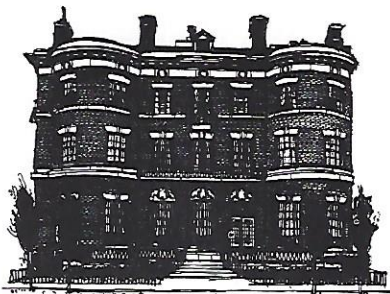
## North/Northwest Celebrates Second Year

by Agnes Roach

The North/Northwest Networking Group celebrated its second year with dinner at the Mykonos Greek restaurant, in Des Plaines. During 1992 the group enjoyed Chinese, Italian, and Greek cuisine and met in Vernon Hills, Gurnee, Northbrook, Highland Park, Highwood, and Des Plaines. We have a mailing list of about fifty, and usually a minimum of ten people attend each meeting. This year we were

happy to welcome some members from Milwaukee and to enjoy brunch at a member's home. We also jointly sponsored a program with the career management committee which was very successful. Because of the smaller size of this group, people are able to get to know others a little better. They can rejoice with each other at the announcements of new babies, new positions, and new jobs. In fact, several of our regular members added to their families this year, and we are happy to hear others will be doing so next year.

Our next meeting is planned for Thursday, January 21, 1993. We will celebrate the Chinese New Year at a Thai restaurant, Ruby of Siam, in the Bannockburn Green Shopping Center, at the corner of Waukegan and Half Day Roads [Rt. 22], at 6:15 P.M. Directions will be listed in the next *Exponent*. To be added to the mailing list, or to R.S.V.P., phone Nancy Gunder at 312/296-5533, Agnes Roach at 708/356-0575, or Virginia Tomasek at 708/835-8475. ✍



We returned to The Fortnightly of Chicago for the annual business meeting and holiday party.

## Social Responsibility: Where Can We Fit In?

by Debbie Pater

Panelists at the October 14 program on social responsibility supported the contention that responsible investments and profitability need not be mutually exclusive.

Anthony Carfang, president of Covenant Investment Management, described his involvement in the creation of a mutual fund which selects investments based on social values and ethical criteria as well as traditional investment criteria. After evaluating the 1,000 largest U.S. companies, 200 corporations are selected as "most responsible." Interestingly, these top 200 corporations outperformed the middle 600, and the middle 600 outperformed the bottom 200. The set of criteria defined a company meeting the highest standards of social responsibility as one responsible to the following groups: environment, communities, social issues, customers, employees, shareholders, and suppliers.

Jean Poggs of South Shore Bank discussed what it is like to work for a socially

responsible organization. To give you some background on the company, Shorebank's mission is to restore market forces in disinvested communities. Its goals are profit and social progress; its focus is the development of housing and small business. Although the bank is not a profit maximizer, they have been consistently profitable and its loan-loss figures compare favorably with those of similarly sized banks.

The third panelist was Susan Davis, president of Capital Missions Company, a venture consulting firm which creates networks of socially responsible business leaders. Susan urged us to bring our values to work with us. We should assert our values more strongly and take larger risks in realizing those values.

Social responsibility can be incorporated into our lives on several different levels: in our personal lives by our code of behavior, in our careers by becoming forces within our organization, and in our financial arena by investing our capital so that it is consistent with our values. ✍

## Dual-Career Couples: Mission Impossible?

by Kathy Bailey, Linda Gump, and Kathy Terman

At first glance, the idea of a dual-career couple seems to be an inviting situation. Two incomes, exotic vacations, large home, satisfying careers; the list is endless. Sold yet? No? Perhaps you are already one of a number of married couples juggling the demands of two often times divergent careers. Toss in children, household tasks, elderly parents, community service, friends, the need for spending quality time with each other — and you have a recipe for the dilemma facing these couples in the '90s. Reconciliation seems impossible. However, the traditional family has become more responsive to market forces and has evolved into a "work" family that delicately balances all these factors. But what happens when one partner is offered a promotion in a distant city?

Corporations are just now beginning to realize the difficulty of trying to relocate a dual-career couple employee. The demands of an ever-evolving marketplace coupled to the changing nature of the family are the two most important forces that corporations face as they try to grapple with this problem. The 1980s ushered in the dismantling of the Fortune 500 with frequent mergers, acquisitions, and downsizing that redefined the traditional idea of company loyalty. The phrase "pack your own parachute" became an essential component of the career survival lexicon. No longer are employees loyal to one company or one job. Juxtaposed to this development was a demographic trend toward dual career couples. This diversification of the work force resulted from a greater number of women entering professional and managerial positions. At present, dual-career couples account for 58% of all married couples. Their emergence has changed our notions of the traditional family.

The dual-career couple employee weighs several factors in accepting or rejecting a relocation offer. The key obstacle to relocation is chiefly financial. Paramount to the dual-career couple lifestyle is the need for two incomes. The re-employment of the spouse at the place of relocation is essential. The high cost of housing, the cost of living, or moving into a depressed real estate area are other con-

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## Negotiation: A Basic Means of Getting What You Want From Others

by Karin Janowski

On September 16, UCWBG members participated in the overview version of the Zehren-Ranshaw Enterprises Negotiating Skills Workshop. After a short introduction by Mary Peterson, VP-Career Management, Jane Ranshaw and David Zehren put the group right to work. We were divided into teams of three and given a set of instructions for either "Team One" or "Team Two." Each team was stranded on a remote island in this "Three Oranges" negotiating scenario.

Based on the instructions received, each team planned its strategy for the negotiation of actions necessary for their survival and rescue from this remote island. After all teams had developed their plan, each "Team One" went in search of a "Team Two" to share their island with and to negotiate how they could all survive and leave the island.

The time passed very quickly and soon each "island" was asked to present the results of their intense negotiations to the group. It is worth noting that this was the first time ever that attendees at a Zehren-Ranshaw Enterprises negotiating

session were all one sex, so Jane and David were as anxious as the UCWBG members to find out how we compared to the typical group.

Every group (island) negotiated successfully for survival in terms that were beneficial to all. Participants learned that you have to be very specific about your needs, revealing most of them, while at the same time finding out exactly what the other party's needs are. Keep looking for things that are of mutual benefit. Listen to what is behind the position. Ask questions any time you don't fully understand what is presented, because the more information you can gather, the more power you have. Of course this list is nowhere near complete, but it will give you a feeling for the information and skills that are necessary to help you collaborate with your negotiation party to create a win/win situation that will be mutually beneficial to all parties.

For further information about successful negotiations, call Zehren-Ranshaw Enterprises at 312/281-0932 or 708/940-7269. ✍

# Connections

**Helen Hodges, '84, XP53**, was elected president of the Houston Chapter of the National Association of Women Business Owners. Helen is owner/operator of SSCI, an environmental consulting assessment and cleanup firm.

**Renée Colwill Lovelace, '81, Campus**, recently left Jenkins & Gilchrist as an attorney in the corporate section, handling the trademark and copy-right area to join Needham, Johnson, Lovelace & Johnson, a medical malpractice and civil litigation firm in

which her husband is a name partner, to handle several legal malpractice and corporate fraud cases. Renée and her husband Joe recently co-chaired a major convention in the Dallas area for the Texas Alliance for the Mentally Ill, an organization in which they are active volunteers.

**Agnes A. Roach, CFP, '80, Campus**, was appointed to the Executive Council of the University of Illinois Extension Service for a two-year term, 1992-1994. She was also appointed to the

board of directors of the Chicago Society of the Institute of Certified Financial Planners. Agnes was quoted in the November 1992 issue of the *Ladies' Home Journal*, page 104, in an article titled "Making Ends Meet" on how to cope financially when you or your husband are out of work.

**Nancy Young, '72, Campus**, has accepted a job as an equity analyst for the Colorado Public Employees Retirement Association, 1300 Logan Street, Denver, CO 80203.

cerns. The disruption of the family support system, such as friends, relatives, and child/elder care also contribute to the problem.

To keep valued employees, corporations are beginning to recognize the problem and are responding to the challenge. They are addressing "soft" relocation issues with flexibility and creativity. For instance, companies are giving employees more time to make a relocation decision. They are willing to provide job seeking assistance for the "trailing" spouse, to help in obtaining child/elder care, and to provide counselling for the stress of a move. A number of firms specializing in all aspects of relocation have also appeared and have made an impact in changing the approach many corporations take to employee relocation.

The willingness of corporations to consider all aspects of the problem make

it more likely that dual-career couple employee relocation will become more attractive.

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The following people were asked to respond to the question: What were the critical factors that led you to the decision you ultimately made?

**Kathy Bailey, U of C, 1991**. Currently employed at Reynolds Metals. Recently (11/9/92) made the decision to turn down an offer and stay in Chicago. The ultimate deciding factor was quality of life.

**Linda O'Bryant, U of C, 1979**. Currently seeking employment. Linda and her husband were both changing jobs at the same time. Their ultimate decision was to stay in Chicago. Linda and her husband took a team approach. The key factors were the combination of job satisfaction and

money, which is how they calculated their value quotient.

**Jan Stempel, University of Wisconsin at Madison, 1984**. Currently working at Stempel Consulting. Jan accepted a position in Chicago and her husband commuted between Madison and Chicago for a year before relocating to Chicago. There were no growth opportunities where they lived. Once Jan accepted the job in Chicago, logistics simply led them to the decision to commute until the house could be sold and job found for her husband in Chicago.

**Randi Stillman, U of C, 1986**. Currently working on jumping back into the job market after a two-year hiatus. Randi relocated when her husband accepted a job in Minnesota. The final decision came down to which community would provide the best long-term growth potential for each of their careers. *LN*

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## Connections

If you have changed your home or business address or phone number, please notify us c/o Communications Management, Inc. (CMI) at 708/256-5804. 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, c/o CMI, 825 Green Bay Road, Suite 270, Wilmette, IL 60091.

Name \_\_\_\_\_ Class Year \_\_\_\_\_  Campus  190  XP \_\_\_\_\_

Day Phone \_\_\_\_\_

Please describe any change in the space below.

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# Calendar

## January

- 11 UCWBG Board meeting  
Leo Burnett, USA, 35 West Wacker, 19th floor, 9:00 A.M.
- 21 UCWBG North/Northwest Networking Group, 6:15 P.M.  
Ruby of Siam Restaurant, Bannockburn  
Contact: Agnes Roach, 708/356-0575
- 26/28 Chicago GSB Club, "Keeping Your Options Open: Career Pathing for the '90s"  
Speaker: Ellie Workman  
Contact: Alumni Office, 312/702-7727

## February

- 2 UCWBG program featuring George Bateman  
Details in January/February *Exponent*
- 9 UCWBG *Exponent* deadline for March/April issue  
Contact: Linda Frigo, 219/399-4900
- 13 UCWBG Board meeting  
Leo Burnett, USA, 35 West Wacker, 19th floor, 9:00 A.M.

## March

- 13 UCWBG Board meeting  
Leo Burnett, USA, 35 West Wacker, 19th floor, 9:00 A.M.
- 16 Chicago GSB Club box lunch series  
Speaker: John P. Gould  
Contact: Alumni Office, 312/702-7727

Send Calendar listings to *The Exponent* at the address below or phone Karen Chromizky at 708/515-3270.

Thank You...

to all those who contributed to this year's *Exponent*.

The Editor



The University of Chicago  
Women's Business Group

825 Green Bay Road  
Suite 270  
Wilmette, IL 60091



Forwarding and Address Correction Requested

Don't Forget to  
Renew Your  
Membership for  
1993!

*The Exponent* is published bimonthly by the  
Internal Communications Committee

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