



The Exponent

July/August 1993

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

Women Make History—Even at the U of C

by Diane Dahl

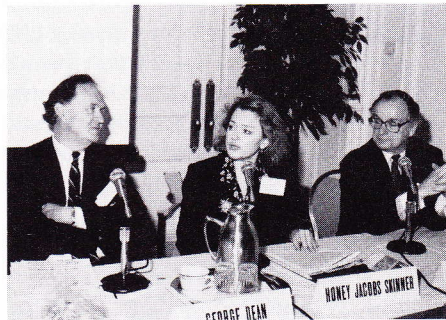
Those who were present at the panel discussion *Sphere of Influence: How Women are Impacting Global Business, Politics, and Society*, April 28 at the U of C Annual Management Conference witnessed history in the making. The panel was a smashing success: the panelists' answers were provocative, the moderator (Abbie Smith) extraordinary, and the audience impassioned.

The panel was the first in the forty-one-year history of the prestigious GSB Management Conference dedicated to the subject of women's influence on business. And the impact was not lost on the GSB. Several staffers noted that never before had there been so many talented, intelligent women at the conference luncheon—due in no small part to our panel. We plan to be even more visible at next year's management conference.

The panelists for *Sphere of Influence* were:

Joline Godfrey, top-tier executive at Polaroid, business owner, author, and now vehement champion of entrepreneurial women. In 1990, at the request of *Inc. Magazine*, Joline interviewed hundreds of women entrepreneurs across the U.S. about their definitions of business success and obstacles to achieving it, which she chronicled in her best-selling book, *Our Wildest Dreams: Women Entrepreneurs Making Money, Having Fun, Doing Good: A Whole New Definition of Success and an Entirely New Paradigm of Working Life*. She now runs another company called the Knowledge Network, which last year launched a program called "An Income of Her Own," designed to introduce teenage women to entrepreneurship, which received a landslide of interest across the country and was recently profiled in *The Wall Street Journal*.

George Dean, a retired Madison Avenue advertising executive and Harvard MBA, who in 1988 founded a bipartisan advocacy group called "50/50 by 2000" with the goal of boosting the number of women



George Dean, Honey Jacobs Skinner, Ernie Wish

holding state and federal government office to half by the year 2000. After spending his entire career trying to convince Americans that Bounty is the "quicker picker-upper" and that "gentlemen prefer Hanes," he is now equally zealous about convincing the nation it needs more women in public office. Because their life experiences are often different from men's, Dean said, women can be more willing and capable than men in handling such issues as health care, child care, education and other compelling problems facing our nation.

Honey Jacobs Skinner, a partner at Sidley & Austin and director and co-founder of the Women's Leadership Network, a national organization engaged in advancing women leaders in politics and government. She also serves on the advisory board of the National Women's Political Caucus (Chicago Chapter), and returned recently to Chicago after serving several years in the Bush administration in Washington along with her husband, former Secretary of Transportation and White House Chief of Staff, Sam Skinner.

Ernie Wish, (XP '29) well known to many of us at the University of Chicago, served as managing partner of the Chicago office of Coopers & Lybrand for seventeen years, and is a past recipient of the Distinguished

Alumnus Award of the Graduate School of Business. Discouraged by the statistic that although 40% of all managers, executives, and administrators are women, only 4.3% of the corporate officers of Fortune 500 companies are women, Ernie has been an advocate of integrating women into the mainstream of American business decision making at the corporate level.

Bottom line: There is a strong need and desire for more panels like this one—not only to celebrate the successes of women in business, but to keep at the forefront the frustration and clear obstacles still faced by women, particularly in the corporate sector. The pent-up anger and sense of powerlessness to effect real change in America's largest corporations permeated the largely female audience, and the question-and-answer session reflected that heartfelt frustration. With the overwhelming success of women entrepreneurs over the last decade and the dramatic emergence of powerful women politicians in the 1990s, the last frontier for real progress remains America's largest corporations. ☞

Inside This Issue

Features

GSB Management Conference	1
Program Review	3
Women & Power	3
Membership Directory	3
Connecting with Others	7

On-going

From the President's Desk	2
Board Member Profiles	2
Mothers' Network	5
North/Northwest	5
Networking Connections	6
New Members	6

From the President's Desk . . .

One of the tenets of the new thinking on being competitive in today's global business environment is that it is of the utmost importance to reduce the innovation cycle time and to increase the rate of introducing new products or services into the marketplace. If you can do this at the same time as maintaining the quality of your products, you stand a much better chance of being successful and adding value to your customers' lives.



Kathy Terman
President

Here at the UCWBG, we have always been innovative in terms of the products and services we offer to our members—from our special interest groups to our mentoring programs, as well as our programs and career management events. Up until this point, however, we have never had a formal mechanism for implementing new ideas within the group. All this is about to change with the formation of a new committee, the Innopreneurship Committee. This committee is charged with acting as a "New Product Lab" for the UCWBG—generating ideas of new programs or services the group could provide, designing and implementing the program or service, and doing detailed follow-up analysis to determine if the concept was successful and if it should be continued. It promises to be a very dynamic and exciting committee. If you'd like to contribute, either with ideas or by being on the committee, please give me a call. I'd love to hear from you.

We had a number of successful programs in the last two months: Sue Keers and the Career Management Committee hosted a well-received panel on mentoring; Chandra Greer, Karin Halperin, and Karin Janowski organized a 190/Weekend Career Day; Sue Weeks, Peggy Hirsch and Tricia Lehehan put on our first-ever board reunion; and Diane Dahl coordinated our very successful panel at the University of Chicago GSB Management Conference on women's leadership. Thanks also go to Mary Beth Pinda for the wonderful job she did on the 1993 directory.

The UCWBG will hold its first new member brunch of the

Board Member Profiles

Name: Suzanne Keers

Current Board Position: VP-Career Management

Current Career Position: Director, Management Engineering, Rush Medical Center; Assistant Professor, Rush University

Greatest Personal Achievement: An "excellence in teaching" award from my students

Why are you a UCWBG member? Can't remember why I joined, but I stay because of the network and I am always learning from other members.

If I weren't an engineer, I'd be an actress

What teacher made the greatest impression on you? My high school swim coach—he was wise and demanding, but always compassionate

If I won a million dollars in the lottery I would. . . Give most of it to all the liberal and feminist causes that need money

The last good book I read was? *The Chalice and the Blade* by Riane Eisler and *You Just Don't Understand* by Debra Tannen

What is your favorite sport/athletic activity? Biking—I do at least one week-long ride per year

What is your favorite pigout food? Pasta of any kind

continued on page 3



Suzanne Keers
VP-Career Management

year on July 10. We invite all new members to join us to meet the board and other new members like yourselves. If you are not technically a new member but have been inactive for a period and perhaps feel like one, we would love for you to join us too. Please call Cindy Monroe at the number below for more information.

I hope to see all of you at our event on August 1 to see the Cirque du Soleil.

Kathy Terman
President

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

1993 Board of Directors

President: Kathy Terman 312/394-8065	VP-Career Management: Suzanne Keers 312/942-7212
President-Elect: Chandra Greer 312/220-5043	VP-Internal Communications: Karin Kurp Halperin 312/280-4682
VP-Administration: Tricia Lenahan 312/327-0846	VP-Marketing/Public Relations: Shawn McGuinness 312/368-5327
VP-Finance: Connie Kantutis 312/942-2567	Immediate Past President: Diane Dahl 708/655-1232
VP-Membership: Mary Beth Pinda 708/382-4763	Director: Karen Chromizky 708/663-7989
VP-Programs: Melanie Joyce 312/461-2816	Director: Cindy Monroe 708/864-6568

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

Profiles, cont'd from page 2

Name: Karin Kurp Halperin
Current Board Position:
VP-Internal Communications
Current Career Position: Work
at home

Greatest Personal Achievement: Graduating from the GSB; at work—converting prospects to customers who generate revenue; at home—fostering a fun environment for my family

Why are you a UCWBG member? The group offers a support system I couldn't find elsewhere

A few words that best describe me: Creative, enthusiastic and determined

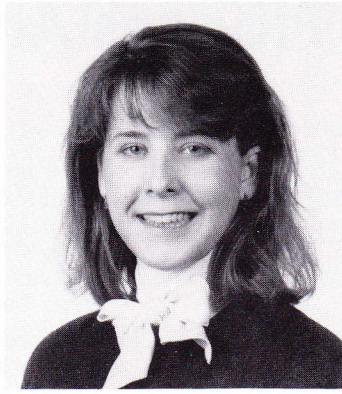
If you didn't have to work for a living, what would you do? Jazz dancing and performing

What teacher made the greatest impression on you? Both my dad and high school calculus instructor encouraged me to be independent and to believe in myself

What made you choose the U of C Graduate School of Business? I wanted to attend the top business school located in Chicago with a quantitative approach

If I won a million dollars in the lottery I would. . . Invest it for my family and go teach mathematics and young people how to dance. I would also donate money to a children's hospital

The last good book I read was *The Vampire Chronicles* by Anne Rice.



Karin Kurp Halperin
VP-Internal Communications

Program Preview

by Melanie Joyce

The events delivered by the Programs Committee, along with those presented by the Career Management Committee, represent two of the most important values of membership in the UCWBG. The Program Committee's goals for 1993 are to enhance the value of membership in the UCWBG through the value provided in our programs and the networking and socializing that occurs at the events. I would like to briefly inform you of our efforts to achieve those goals.

First, we are interested in improving the value members perceive they get for the price they pay to attend events. However, we need to first understand how you define value. We will be collecting your views on that through a variety of means over the next several months: through short surveys as you check into events, through post-event evaluations, through a survey in *The Exponent*, and through phone interviews with a sample of the membership. Once we have a baseline understanding of what you expect and are currently receiving, we can begin to plan improvements. Please help us by sharing your thoughts when these surveys pass your way.

Secondly, we want to facilitate networking and information exchange with our members. We have a rich resource in each other which has been untapped by many of us through lack of awareness or the opportunity to make our needs known. At future events, where appropriate, we will provide a "sign-in" board, where you can list your name and number, area of concern, or area of specialty. Other attendees may then respond if they can solve your problem or require your expertise. Please look for the board prior to your sign-in at future Programs Committee events, and bring plenty of business cards.

Our committee is intent on increasing the range and number of members who find interest in our events. We are always open to good ideas and for new members to the committee to develop program ideas and plan and deliver them. Please call me at 312/461-2816 with your criticisms or recommendations, and especially if you are interested in joining us. Best of all, introduce yourself at one of our upcoming programs. I would love to meet you and better understand your interests. ☞

Women and Power

by Susan L. Miner

On June 10, Nancy Dodd McCann inspired fifty UCWBG members with her thoughts on women and power, highlighting how women can obtain and keep power. Ms. McCann enthusiastically recounted interviews she had with various women, illustrating the attitudes and skills successful women share.

Successful women see themselves as the center of their lives, and make decisions based on their own motives. Power comes from leading your life through vision, enthusiasm, and communication. Ms. McCann stresses the importance for an individual to focus and channel the raw power from within by establishing a mission statement and manageable goals. Decide what it is you want to do and then go for it. Know what and how to ask for what you need from others. Remember to "think big."

Ms. McCann feels decision making and organizational skills are critical. Women need to reflect and understand what is in their best interests. Perhaps it is important to take that promotion and eat out with the family four nights a week. Taking on an additional project may not be in your best interest even though it is encouraged by your manager. "The more responsibilities a person accepts may make that individual more unfocused (equating to less power). . . the more unfocused one becomes, the more likely a person is to take on additional responsibilities," McCann notes. Women tend to dilute and give away their power. It is critical to be focused and organized at all times to channel and grow power in the direction of one's goals. ☞

Membership Update

The 1993 Membership Directory was mailed to all members in mid-May. Please take the time to review your copy to see all the bibliographic and networking information that is available. Also, please verify the accuracy and completeness of your listing. Report any and all changes to our business staff CMI at 708/256-5804, fax 708/256-8954.

This year additional sections have been added in an attempt to more easily identify other members for networking purposes. These sections are: Business Owner Index, Maiden Name/Directory Listing Cross Reference, and Directory Advertisement Index. Our mission statement is also printed in the directory.

Twelve members have advertised in the directory in 1993, which is a 50% increase over 1992. Please review their ads and keep their products and services in mind for your needs. The advertising revenue helps underwrite the cost of the directory. We thank the advertisers for their support of the UCWBG.

Current membership is 377. Please help the UCWBG grow and talk us up to your U of C classmates and co-workers. Let's break the 400 mark for membership in 1993. ☞

1994 Board Nominations Process Announced

by Diane Dahl

As immediate past president of the UCWBG, it is my duty and pleasure to chair the Nominating Committee which will prepare a slate of officers for 1994. It is the time to review our goals and direction, and seek out members, old and new, who would like the opportunity to be part of a dynamic group of leaders moving the UCWBG forward.

This is my fourth and final year on the UCWBG board, and in retrospect, I can clearly see many advantages and experiences gained from serving on the board which can be yours, too.

- Opportunity to gain board-level experience in a low-risk environment
- Work side-by-side with talented, enthusiastic women
- Forge new paths, exercise creativity
- Form new, lasting friendships
- Open new business options through your relationships

This is a great growth experience. Think about it. If you're new to the UCWBG and don't feel comfortable nominating yourself for a board position, perhaps you would like to join a committee for next year. We welcome involvement at all levels.

For your convenience, a pre-addressed 1994 nominations form has been included in this issue of *The Exponent*. The only requirement for nominating yourself or someone else is that the candidate be a current UCWBG member.

Following is a list of Nominating Committee members, their home phone numbers, and a brief description of all UCWBG offices. Please feel free to contact current board members about their positions if you would like more information. You may call any Nominating Committee member with names and telephone numbers of potential candidates, or submit names directly to me using the form enclosed. **It is important that we receive names of all candidates before July 20 to prepare for our first Nominating Committee meeting.**

Nominating Committee

Diane Dahl	708/655-1214 (h)
	708/655-1232 (w)
Lorena Blonsky	708/831-0308 (h)
	708/831-5990 (w)
Kathleen Holoubek	312/248-7448 (h)
	708/286-2659 (w)
Linda O'Bryant	312/477-4929 (h)
Mary Beth Pinda	708/381-4763 (h)

Kathy Terman	312/281-2257 (h)
	312/394-8065 (w)
Chandra Greer (<i>ex officio</i>)	312/929-3832 (h)
	312/220-5043 (w)

Board Offices

President-elect

Serves on the Advisory Board Committee, chairs the Leadership Forum, and assists the president and immediate past president with any current or upcoming projects or activities. She also begins to formulate her goals and objectives for the next fiscal year, while fostering communications with the GSB, alumni office, and student groups.

Vice President-Finance

Keeps full and correct account of receipts and disbursements of the group. Prepares the annual budget. Prepares monthly financial status reports and analyses as needed.

Vice President-Administration

Serves as secretary of the board of directors, taking accurate minutes of all board meetings. Custodian of all records and reports. Prepares and mails ballots. Prepares updates of by-laws as needed. Coordinates and oversees activities of management service. She keeps us on the right track.

Vice President-Internal Communications

Forms and manages a committee that produces and distributes *The Exponent*. Coordinates publication of all other information communicated to the membership. Arranges for coverage at UCWBG programs and events. She effectively works with everyone on the board, as well as with her own committee to produce a very tangible and visible product.

Vice President-Programs

Conceptualizes and produces programs and events with the help of a diverse committee. She has the opportunity to personally meet speakers and presenters who are well respected in their fields. She stays in tune with the wishes and needs of our members.

Vice President-Career Management

Like the VP-Programs, she works through a committee that seeks new and creative ways of addressing the career needs of our members. Activities may take the form of programs or workshops, but recently they

have paved new ground: Career Management Roundtables with the Chicago GSB Club and the XP Club; Mother's Network.

Vice President-Marketing/PR

This position was created to position the UCWBG as the premier women's professional alumna organization in the Chicago business community. She and her committee make recommendations to the board regarding recruitment strategies and promotional efforts, conduct periodic surveys of the membership, and coordinate external publicity for the group. Establishes ongoing relations with business editors and writers, and works closely with other board members to effectively publicize UCWBG events and members.

Vice President-Membership

Forms and manages a committee whose primary objectives are organizing and conducting an annual membership drive and producing the directory. She works closely with the VP-Administration and the professional association management firm used by the UCWBG to maintain up-to-date membership files and mailing lists.

Directors-at-Large

Currently there are two director-at-large positions on the board. These officers coordinate special programs and activities as requested by the president; for example, the annual telemarketing campaign and new member brunches. Assist other board members in promoting activities and coordinating events where needed. Often tapped to participate in long-term planning discussions. ☞

Fun at the Big Top

We hope to see you and your friends and family on Sunday, August 1 to see the Cirque du Soleil production of Saltimbanco. The Cirque du Soleil performance begins at 1:00 P.M. at the Chicago City Center. Afterwards around 3:30 P.M., members will gather for fun at the Baja Beach Club at 401 East Illinois Street in North Pier Terminal. For further information, call 708/256-5804.

North/Northwest Networking Group

by Agnes Roach

The North/Northwest Networking Group is cooperating with the Career Management Group to present a seminar on protecting your privacy in a computer age. Barbara Dahl, our speaker, is a specialist in consumer education, and has many years experience as an educator.

This seminar will be held in the second-floor conference room of First Chicago-Highland Park. Food will be catered with an estimated cost of \$10-12 per person. Call for exact amount.

Date: Thursday, July 8, 1993
 Time: 6:15 P.M.
 Place: First Chicago-Highland Park
 850 Central Avenue

Highland Park, IL 60035
 708/433-2930

Speaker: Barbara Dahl
 Extension Educator, Consumer & Family Economics, Cooperative Extension Service, University of Illinois

Topic: Personal Privacy in a Computer Age

R.S.V.P. by 5:00 P.M., Tuesday, July 6 to:
 Nancy Gunder 312/296-5533 or
 708/433-3806

Agnes Roach 708/356-0575
 Virginia Tomasek 708/835-8475

Directions Coming from the:

South/Southeast: Take I-94 north to IL-41 and continue north to go east on Deerfield Road which runs into Central at a "Y" intersection. The First Chicago Bank is about three blocks east of I-41 on the southeast side of the street.

North: Take I-94 south; exit to go east on Rt. 22 (Half Day Rd.). Drive to IL-41 and go south about 1.5 miles to Deerfield Rd./Central, then three blocks east as above. Or take IL-41 south to Deerfield.

Northwest/West: Take I-294 to I-94 and exit east on Rt. 22, then follow directions above.

UCWBG Sweatshirts and T-Shirts— Just in Time for Summer



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.

UCWBG Apparel Order Form

Name _____

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.

Work/Family Benefit Issues

by Holly Berman

The Mothers' Network will meet at 7:30 P.M. on Monday, July 19, at the home of Joan Sherman, 605 6th Street, Wilmette. Joining us for an informal discussion will be Linda Foster, director for the Midwest region of Work/Family Directions. Headquartered in Boston, Work/Family Directions provides benefits consulting and program development to address family dependent care issues. New members are always welcome to join this subgroup. Light refreshments will be provided.

Place: residence of Joan Sherman
 605 6th Street
 Wilmette, Illinois
 708/256-8278

RSVP: Holly Berman at 708/251-8817 before Friday, July 16.

Directions

Joan lives at the corner of Greenleaf and 6th Street. She's four blocks west of Sheridan Road (almost directly west of the Ba'hai Temple). Turn west on Central at Sheridan. Turn south on 6th Street for one block. She is on the northwest corner.

From the Edens, travel east on Lake Street until 6th Street (about four miles). Turn south on 6th Street for three blocks until Greenleaf. ↗

Networking Connections

by Beth Grimm

A direct mail campaign targeting executive recruiters can be a valuable tool in a job search. For a reasonable investment in time and money, direct mail allows you to reach many job placement executives simultaneously, and can be tailored by geographic location and industry. As with any direct mail marketing, volume is essential to success. Recruiters typically manage only a handful of placements at a time, so expect an initial response rate of 1% to 2%. Although some recruiters do keep an inventory of resumes, repeat

mailing approximately every six months to regenerate interest.

Two of the more comprehensive sources you could use to compile your mailing list are *The Directory of Executive Recruiters* and *The Recruiting & Search Report*.

The Directory of Executive Recruiters

Often referred to as the Red Book, the directory lists 3,600 offices of over 2,200 search firms in the United States, Canada, and Mexico. Updated annually, the direc-

tory is indexed by management function, industry, and location and includes information on working with search firms and conducting a successful job campaign. *The Directory of Executive Recruiters* is published by Kennedy Publications and can be ordered by calling 800/531-0007. The cost is \$39.95 plus \$5.00 shipping.

The Red Book is available as a reference in the GSB Career Services Library located in the Edelstone Center at 6030 South Ellis. Call 312/702-7406 to check on hours.

The Recruiting & Search Report

The Recruiting & Search Report is a free newsletter published by Kenneth J. Cole, class of 1983 (XP 50) describing search firm-related products.

The Report sells *The Executive Search Research Directory* which lists the initial candidate locating/screening/qualifying for retainer search firms. Search firm lists sorted by industry or function specialty are \$9.00 each, with a minimum of three lists. Call 800/634-4548 to place an order. For a special offering to GSB alumni on *The Recruiting & Search Report*, refer to the March 15, 1993 *Alumni Career Management Newsletter*.

Lastly, Elinor Workman, GSB director of alumni career management provides an excellent synopsis on contacting executive search firms in the August 1992 issue of the *GSB Alumni Career Management Newsletter*. ☞

Welcome to New Members

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

Diane Di Giovanni
AT&T

Kathryn Kendall
USG Corporation

Carol Pohled
Abbott Labs/Diagnostics

Rosaria Ponticiello
Harris Bank

Jennifer Quinn
Telephone/Data Systems, Inc.

Leslie Richman
Dean Witter Reynolds

Marie Ritland
General Motors Corp.

Stephanie Robertson
Citibank N.A.

Charlene Robinson
American National Bank

Elizabeth Rosenthal

Catherine Russe
Clintec Nutrition Co.

Laura Torres Ryan
Securities/Exchange Commission

Linda Sarros
Inland Steel

Suzanne Scherr
Energy Absorption Systems

Sonja Schillmoeller
Pacific Nuclear

Mary Schneider
Motorola Inc.

Susan Shaner
IBM

Susan Silverman
Hedlund & Handley

Cari Sleets
R.R. Donnelly & Sons Co.

Mary Somrak Arey
IHDA

Jeanne Staudaeher Arreazola
Motorola

Carol Steinkamp
Comdisco

Donna Lynn Stella-Edwards
Budget Rent-A-Car Corporation

Tracy Stock-Rothman
Baxter Healthcare Corp.

Karen Swoiskin

Debbie Toennies
First Chicago

Kristine Vazquez

Beverly Wallery
R.R. Donnelley & Sons Co.

Lenore Dorothea Waters
WLUP-AM/FM

Allison Weldon
Madden Services

Aloma White
Xerox Corp.

Lisa Will
Mead Data Central

Gail Williams
Chicago Board of Education

Minerva Williams

Roberta Williams
Northwestern Memorial Hospital

Naomi Zurek
First Chicago

Innopreneurship Committee Forming

It is the latest business buzzword, and the UCWBG has it. In keeping with the theme of this year, Connecting with Others, the UCWBG is putting into place a method of being more responsive to our members' needs and of being more innovative in programs, activities, and services we offer our members. The Innopreneurship Committee will act as a new product lab for the UCWBG—looking at different groups of members who share a common interest, we will brainstorm to meet those needs, and then will pick a subset of the ideas generated and implement them. Successful ideas may be spun off to new committees in 1994. This promises to be a dynamic and exciting committee. We are looking for members and ideas. If you'd like to contribute, call Kathy Terman, 312/394-8065. We'd love to have you join us—it will be a good way to network and meet people in the group. ☞

Connecting with Others

Making the Connection: Career Transition

by Chandra Greer

On April 10, in keeping with this year's theme "Connecting with Others," the UCWBG sponsored a 190/Weekend Students Career Event.

The purpose was to provide 190 and weekend students with insights into various career choices and strategies for making a successful career transition. Six speakers shared *their* career strategies and experiences: Diana Carpenter, principal, Artemis Ltd.; Chandra Greer, account executive, Leo Burnett, U.S.A.; Joyce Knauff, president/owner, Joyce C. Knauff & Associates; Christine Long, executive vice president, R.H. Missner & Company, Inc.; Susan O'Nan, partner, international group, Brinson Partners, Inc.; and Kitty Voss, president, The Voss Group.

The event was positively received by the students, with many stating they gained valuable learning which they would apply to their personal career development and job searches. The general consensus was that the event was extremely helpful and should be hosted annually. The UCWBG is happy to have "made the connection" and added value to an important constituency of our group. ☞

Pursuing the Connection: Mentors

by Suzanne Keers

About thirty-five members gathered on April 22 at the University Club for a lively

discussion with some of Chicago's own advocates of mentoring relationships: Marilyn Miglin, Richard Otto, and James Kepler. A mentor can be thought of as a coach, teacher, or role model. Often a mentor is helpful in establishing contact with useful networks, in giving help with career development, in gaining visibility, or in understanding and managing one's fit within an organization's culture.

Marilyn Miglin, internationally-renowned cosmetic and fragrance designer and president and CEO of Marilyn Miglin, Inc. opened the panel with a discussion of how mentors helped in her career and how she started the Destiny Institute as a way to "give something back." Marilyn launched the Institute several years ago in conjunction with the introduction of her Destiny perfume line. The Destiny Institute recruited some of Chicago's most successful women to mentor young aspiring women. The Institute publishes a book of the mentors and invites young women to write to a woman in a field of interest to them.

Richard Otto is an independent consultant in the area of training and organizational development and a former vice president at First Chicago. In addition to recounting his experiences with former corporate mentoring programs, Rick had some provocative comments regarding mentoring in less-hierarchical organizations trying to empower employees.

Jim Kepler is a partner in Kepler Associates, a corporate communications firm. Jim discussed a number of mentoring

experiences—some good, some bad. He also touched on the topic of when to end a mentoring relationship.

In the end, members were able to share how to find and maintain a mentoring relationship, as well as how to be an advisor. Other topics included whether a mentor who has come up through the "old school" could provide valuable advice for the current business reality, to the key factors for a successful mentoring program. ☞

Reviving the Connection: Board Reunion

by Patricia Lenehan

Many past and present board members took the opportunity to reminisce with old friends and meet new ones at the first-ever UCWBG board reunion brunch held on Sunday, April 25 at the Chicago Athletic Association.

During the event, which was extremely well attended, members held informal brainstorming sessions to think up ways in which the group's present leadership could take advantage of the wealth of knowledge possessed by those who had served before. Many good ideas were gained this way and, rest assured, they will be considered.

All who attended considered the brunch to be a roaring success—two hours after the event was scheduled to end, women were still present, catching up with old acquaintances. This may turn out to be an annual event. ☞

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.

Calendar

July

- 8 UCWBG North/Northwest Group and Career Management
"Personal Privacy in a Computer Age;" 6:15 P.M.
First Chicago-Highland Park
Contact: Agnes Roach, 708/356-0575
(see article on page 5)
- 10 UCWBG Board meeting
Leo Burnett, USA, 35 West Wacker, 19th floor, 9:00 A.M.
- 13 Finance/Accounting Career Roundtable
"Career Paths in Trust"
Coordinator: R. Charkovsky
Contact: J. McCarthy, 312/337-7142
- 19 UCWBG Mothers' Network
Speaker: Linda Foster, director, Midwest region of
Work/Family Directions; 7:30 P.M.
Contact: Holly Berman, 708/251-8817 or
Joan Sherman, 708/256-8278
(see article on page 5)

August

- 1 UCWBG Cirque du Soleil family/friends event
Chicago City Center and Baja Beach Club; 1:00 P.M.
Contact: 708/256-5804
- 10 Finance/Accounting Career Roundtable
"Quality Management and Financial System Impact"
Speakers: G. Geraci, N. Bonin
Contact: J. McCarthy, 312/337-7142
- 12 Chicago GSB Club Career Management Series
"Achieving Success in Your Career"
Speaker: Hank Johnson
Contact: Karl Buschmann, 708/310-0412
- 14 UCWBG Board meeting
Leo Burnett, USA, 35 West Wacker, 19th floor, 9:00 A.M.

Send Calendar listings to The Exponent at the address below
or phone Karin Kurp Halperin at 312/280-4682.



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Get Involved!

Nominate Yourself or Another Member

The Exponent is published bimonthly by the
Internal Communications Committee

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