



# The Exponent

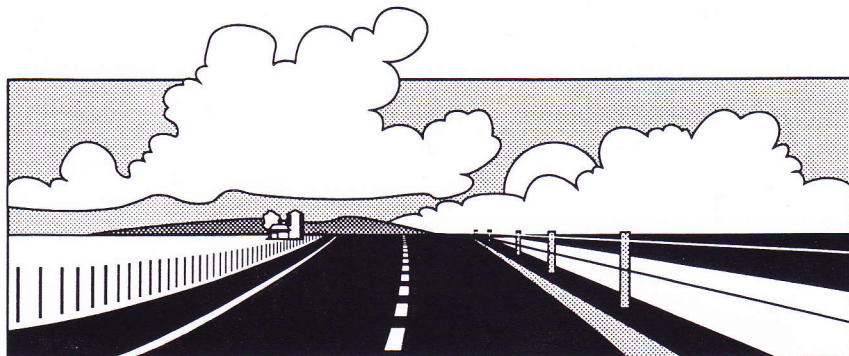
March/April 1994

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

## Exploring Alternative Career Pathways

by Danielle H. Palmer '92

Have you ever wondered how it would feel to jump off the corporate treadmill? Are you suffering from corporate "burn out?" Has a recent downsizing left you jobless? Do you suddenly feel vulnerable on your fortieth birthday? If any of the above apply to you or you would simply like to explore other options, our April panel presentation should be on your calendar. Ellie Workman, director of career management, University of Chicago Graduate School of Business will moderate a discussion with five panelists who effected profound changes in career direction, often in mid-life. They will tell us what they did, how they did it, and what the results were. The program, presented by the Career Man-



agement Committee, will include an ample question and answer period and provide opportunities for networking.

The program will be held Thursday, April 14 at The Original A-1 Texas Barbecue at North Pier, 401 East Illinois Street in Chicago. Cocktails and a Taco, Quesadilla and Enchilada bar will begin at 5:30 P.M. The program will begin at 6:30 P.M. and finish by 8:00 P.M. Time for networking with panelists or fellow UCWBG members is scheduled from 8:00 to 8:30 P.M. Take advantage of the opportunity to open doors to new and exciting possibilities at what is sure to be a lively and informative program. Use the coupon below to sign up for this event. Contact Danielle Palmer at 708/251-7968 with questions. ♀

- WHAT:** Exploring Alternative Career Pathways
- WHEN:** Thursday, April 14, 1994  
 5:30 P.M. Cocktails and TexMex Buffet  
 6:15 P.M. Attendee Introductions  
 6:30-8:00 P.M. Program  
 8:00-8:30 P.M. Networking
- WHERE:** The Original A-1 Texas Barbecue  
 North Pier—401 East Illinois Street, Chicago
- COST:** \$25 UCWBG members; \$30 non-members  
 Includes program, food, and all non-alcoholic beverages

RSVP by April 8

### Exploring Alternative Career Pathways Thursday, April 14, 1994

Name \_\_\_\_\_

Day Phone ( ) \_\_\_\_\_

**Payment Information** Total Amount: \_\_\_\_\_ (\$25 members; \$30 non-members)

Select payment option:  Check enclosed  Visa  Mastercard

Card Number: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Signature (required): \_\_\_\_\_

To register for this program, return this coupon with check payable to UCWBG or credit card information to:

Suzanne Keers, Unit K, 1919 North Bissell, Chicago, IL 60614. Voice Message: 312/942-7212.

You may fax a credit card reservation to: 312/942-2240.

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## A Message from Chandra Greer

Many thanks to Andrea Waintroob, attorney and GSB lecturer in industrial relations, for a lively and thought-provoking discussion—"Working Women and the Law." Recognizing that many, if not most, members of the UCWBG, are in management positions, Andrea presented a balanced perspective that spoke not only to the rights of employees but also to those of the employer. Using an interactive format (and believe me, questions from the audience came fast and furious), Andrea touched on a wide variety of subjects: from how to deal with an unfair performance evaluation to minimizing the possibilities of being sued by a terminated employee.

Congratulations to Melanie Joyce, Sue Keers, Lisa Kieres, and Danielle Palmer on organizing and presenting an outstanding event and to those of you who attended, I hope you found it as informative and enlightening as I did.

The Celebration Begins

### The Celebration Begins

I would like to welcome the many new members who have recently joined the UCWBG and to thank our renewing members for their continued loyalty. I promise you won't be disappointed. We have a number of exciting events planned for 1994 including a panel discussion of the globalization of American business moderated by Dean Bob Hamada and a UCWBG-sponsored panel at the 1994 GSB Management Conference. More on these and other programs later.

Keep in mind, attending UCWBG events is just one of many ways to capitalize on your membership. You can receive even greater value by serving on a committee, whether for one night or an entire year (I suggest the latter!). A still greater advantage is the powerful network of women you have at your fingertips. Take a minute to review your membership directory and familiarize yourself with the resources available to you as a member of the UCWBG.

*continued on page 4*



Chandra Greer '90  
President

## Profile: Julia Hathaway

**Current Board Position:**  
VP-Membership

**Current Career Position:**  
Owner, Hathaway Consulting Services. The firm offers technical computing consulting and training, and facilitation for large system developments.

**Typical Work Week:** It's truly not typical. Some weeks I work 80 hours, other weeks I work 20. I also give myself frequent vacations.

**Most Rewarding Feature of the Job:** I get to keep all the money.

**Greatest Career Challenge:** Keeping the marketing going while I am doing contract work. Also, it is difficult finding good administrative help.

**First Job:** Making hamburgers at Wendy's when I was too young to drive. It was a challenge. Working at Wendy's is why I decided college was a definite requirement for me.

**Future Vacation Spot:** Australia—for 18 days this spring

**Favorite Chicago Restaurant:** The Pump Room

**Personal Hero:** Terri Hemmert, DJ at WXRT. She does what she loves and is very successful. Plus, we share the same taste in music.

**Favorite Pigout Food:** French fries, lots of salt

**A Book I Highly Recommend is:** *Never Get a Tattoo* by Richard Carson. The book treats a serious subject—self-esteem—with a sense of humor.



Julia Hathaway '90  
VP-Membership

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## THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

### 1994 Board of Directors

<b>President:</b> Chandra Greer '90 312/220-5043	<b>VP-Career Management:</b> Danielle Palmer Capek '92 708/251-7968
<b>President-Elect:</b> Suzanne Keers '88 312/942-7212	<b>VP-Internal Communications:</b> Kathy Bailey '91 708/387-8822
<b>VP-Administration:</b> Karin Janowski '90 708/246-4347	<b>VP-Marketing/Public Relations:</b> Christine B. Cantarino '92 708/632-3395
<b>VP-Finance:</b> Connie Kantutis '90 312/942-2567	<b>Immediate Past President:</b> Kathy Terman '85 312/394-8065
<b>VP-Membership:</b> Julia Hathaway '90 312/281-6396	<b>Director:</b> Karin Kurp Halperin '87 312/461-5632
<b>VP-Programs:</b> Lisa M. Kieres '84 312/935-9383	<b>Director:</b> Melanie Joyce '80 312/461-2816

UCWBG (voice mail) 708/256-5804

# Meet the Board of Directors—Part II

by Karin Kurp Halperin '87

In the previous issue of *The Exponent*, part of the UCWBG board of directors was highlighted. We will now introduce you to the rest of these dedicated members to let you see how the UCWBG works and to profile the women who make such an important contribution.

**VP—Career Management:** As head of this committee, one of the most popular of the UCWBG, the VP—Career Management plans and schedules career-oriented presentations and workshops, usually three to four per year. This VP's duties include arranging speakers, with accompanying logistical tasks such as planning, publicity, etc. Her other main function is to disseminate career information, as it is available, to the group's general membership. She does so via the "Career Management Forum" and the "Information Exchange" column in *The Exponent*.

**Danielle H. Palmer** ('92, Campus) will assume this function for the coming year. Danielle joined UCWBG to maintain a connection with the GSB and to interact with other bright professional women. She has a particular interest in career growth and development, having herself evolved from design and space planning, to project management, to sales management and finally, to TQM. Danielle believes that UCWBG's role in presenting information, options, and networking opportunities to its membership will increase in importance, proportionate to the decade's expanding uncertainty. She hopes to build upon the impressive past programs to present a vibrant career management agenda for 1994.

Danielle lives in Wilmette with her husband and three geriatric cats and works as a management consultant and writer. Her daughter lives in Cincinnati and her son in Budapest. Interests include rehabbing their ninety-five year old house, piloting small aircraft, developing local community quality councils, as well as hiking, climbing, and canoeing.

**VP—Marketing/Public Relations:** Marketing functions are multiple and varied. This vice president contributes a marketing perspective to the group's activities, particularly with respect to new member recruitment. Her efforts may include developing a marketing plan. She assists the hospitality director-at-large with the new member welcoming package. She compiles, preserves, and keeps on file demographics on the membership. She maintains the bi- or tri-annual membership survey and any other smaller surveys, such as one of non-renewing members or a post-event evaluation. She solicits members' advertisements for the annual directory.

As public relations officer, she presides over the PR committee, promotes media contact, is in charge of the group's external publicity, and traditionally, what has been a most important function, provides a photographer at each group function for photos for *The Exponent*.



Danielle H. Palmer  
VP—Career Management

**Christine B. Cantarino** ('92, 190) joined UCWBG as a 190 student in the fall of 1991. Since then she has participated in various functions and believes the lectures and seminars sponsored by UCWBG are consistently excellent. She knows it takes time and support from membership and is therefore committed to giving something back to both the University of Chicago and UCWBG. Christine has taken on this important marketing position and hopes to assist other members in marketing UCWBG in two areas: (1) promoting awareness of current members' activities and needs and (2) targeting and recruiting new members.

After a masters in science in engineering from the University of Texas in 1986, Christine is working for Motorola as manager of Pan-American sales and marketing for the cellular infrastructure group.

**VP—Internal Communications:** One of the most demanding board positions, albeit most appreciated by the general membership, is VP—Internal Communications. It is this vice president who deals most with deadlines throughout the year, for she produces *The Exponent*. Her committee work is assiduous: writing and soliciting articles; riding herd on members of her editorial staff; dealing with layout work, publishers, printers, mailing guidelines; and editing. She arranges for written coverage of UCWBG programs and events.



Kathy Bailey  
VP—Internal Communications

**Kathy Bailey** ('91, Campus) plans to build upon the current strengths of *The Exponent* while incorporating new and fresh ideas to meet the changing and growing needs of membership. Kathy brings familiarity of the internal communications committee and newsletter experience to her new role. Kathy has an undergraduate degree in metallurgy from the University of Illinois/Urbana as well as her MBA from U of C. Kathy is currently a brazing sheet product manager with Reynolds Metals Company in McCook, IL.

**VP—Administration:** The administrative duties of this vice president start with functioning as the secretary of the board of directors, which includes giving notice of, providing rooms for, and doing the minutes of all meetings. The VP—Administration maintains the group's and any tangential mailing lists. She also preserves all records and reports, administers balloting, updates the by-laws as required, and handles the logistics of letterhead stationery and envelopes, etc. All of the above require a good deal of coordinating with the president, board, committee chairs, GSB, and the association management company.

**Karin Janowski** ('90, 190) is ready to serve in this demanding capacity and brings to the board substantial credentials as well as a



Karin Janowski  
VP—Administration

*continued on page 4*

vision of efficiency and timeliness. Karin's past UCWBG experience includes serving on the Marketing/Innopreneurship Committee during 1993 and the Marketing Committee in 1991 and 1992. Born and raised in Germany, Karin came to Chicago in 1970. Karin has been married since 1970 and two lovely children and two lovely grandchildren. In addition to her U of C MBA (mostly night classes while working full time and raising a family), Karin received a BA from University of Illinois in 1984. Karin is currently taking a leave of absence from the working world where she was assistant vice president and manager, corporate services with Westpac Banking Corporation.

**VP-Programs:** Once she has organized and formed the year's Programs Committee, this vice-president spends her term planning and executing the schedule of programs. This twelve-month schedule must be coordinated with the president, VP-Career Management, and the GSB. With suggested input, the VP-Programs selects the speakers and topics three months in advance. She and her committee attend to all details of these meetings from speaker biographies to facilities planning to *Exponent* announcements to thank-you note/gift conferring.



Lisa Kiers  
VP-Programs

**Lisa Kieres** ('84, Campus) is the VP-Programs for 1994. Lisa's experience as an active Programs Committee member during 1993 provides a clear vision for 1994: 1) help shape programs which enable members to grow personally and professionally; 2) build attendance and participation in UCWBG programs; and 3) assist in creating an environment of relationship building among the members through its programs. In addition to her U of C MBA, Lisa has an undergraduate degree in business from Notre Dame. Lisa is currently VP-Operations for Eaglebrook Products in Chicago. Lisa and her husband Frank Salathe live in Chicago with their newborn son Tyler. Congratulations!

**VP-Membership:** The VP-Membership spearheads the annual recruitment drive. She produces the annual directory and coordinates the UCWBG membership records with the association management company and the GSB alumni office. She also establishes membership benefits where possible.

Our VP-Membership comes to this office with many great ideas and lots of energy. **Julia Hathaway** ('90, 190) graduated from Bowling Green State University with a degree in computer science, worked as a programmer for Amoco Corporation, and "went out on her own" after receiving her MBA. Julia owns her own company, Hathaway Consulting Services and is a gym fanatic. She says she always takes plenty of time to eat and drink and be merry.

**Directors-at-Large:** These members of the board provide an important support mechanism for the rest of the board in assisting the group in meeting its objectives. Although these directors do not have elaborately specified duties throughout the year, this year they plan on working closely with the VP-Membership and VP-Marketing to ensure members' expectations are met and new members feel welcomed into the group.

Our two Directors-at-Large during 1994 will be **Melanie Joyce** ('80, 190) and **Karin Kurp Halperin** ('87, 190). Melanie has been an active member of the UCWBG since 1990, participating on the Career Management and Programs Committees and Leadership Forums from 1990 through 1992. During 1993 Melanie did a fantastic job as VP-Programs. For this year, Melanie's goals are twofold: to understand better the expectations of our membership and seek to meet those needs through the activities of the group, and to develop means by which the members can leverage their relationships with each other to enhance their professional and personal lives.

As vice-president at Harris Trust and Savings Bank, Melanie is responsible for marketing to outside buyers a quality training program designed by the bank. She is also on the Discovery Board of the Goodman Theatre and participates on the Resources Committee at St. Clement's Church. Other interests include tennis and reading.



Karin Kurp Halperin  
Director-at-Large

Karin was VP-Internal Communications during 1993. As Director-at-Large she hopes to assist the members in feeling connected with the GSB and to support women in business. Karin is a senior financial analyst with the Capital Markets Group of Harris Bankcorp. In addition to her MBA, Karin holds an undergraduate degree in industrial engineering from Bradley University. Karin is married to Matthew Halperin ('87, 190). Toddler Basil hopes to continue the tradition started by his parents by graduating from the U of C in class of 2010. ♪

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**President, cont'd from page 2**

**A Salute to the 1994 Board**

I would also like to express my personal admiration of the 1994 UCWBG Board of Directors. Already I have been awed by their creativity, energy, enthusiasm, and initiative. I assure you, you couldn't find a better group to represent your interests.

I hope you will always feel free to call any of these outstanding women or me with questions, comments, or ideas. Our doors (and voice mails) are always open.

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Chandra Greer '90  
President

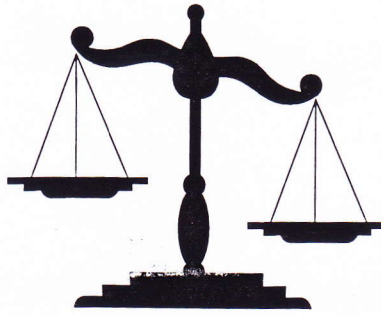
**Help Wanted**

**Bright, creative MBAs looking for an outlet to share their expertise and express their opinions. *The Exponent* is looking for writers to help keep UCWBG members up-to-date on group events and relevant issues. If you think this could be your way to "Celebrate the UCWBG," contact Kathy Bailey at 708/387-8822, fax: 708/387-8565.**

# Avoiding Legal Minefields in the Workplace Terrain

by Danielle H. Palmer '92

Those attending the February 3 presentation "Working Women and the Law" with the expectation that Andrea Waintroob JD '78 would illuminate and clarify the legal morass of today's workplace were not disappointed. Thirty-two members and guests braved the cold to hear Ms. Waintroob, an attorney in industrial relations and a lecturer at the University of Chicago Graduate School of Business, speak at the Monroe Club. Attendees enjoyed a salad and pasta bar, after which Ms. Waintroob, a sixteen-year veteran of industrial law, provided an overview of current employment law: its effect on hiring, firing, and workplace relationships. Issues discussed ranged from



discrimination, harassment, and tyrannical bosses to managerial and employer liability. Judging by the level of participation, the

lively question and answer period could have extended far beyond 8:00 P.M.

Some program excerpts:

## Employee Grievances

- Document in writing all incidents in the fullest detail. Chronicling a pattern of abuse rather than citing an isolated incident increases the credibility of your grievance.
- Tell someone about the abuse so as to substantiate the charge. Had Anita Hill not told others of her harassment, it is doubtful that her story would have been regarded as credible. However, be aware that fellow employees are required to report their knowledge of any incidents to the human resource department. Unless you are ready to have your allegations investigated, describe the abuse to someone outside the firm.

## Limiting Employer Liability

- Again, document everything. Avoid informal verbal reviews of employees. Follow protocols.
- After terminating an employee, try to hire a replacement from within the same demographic group.
- If a new hire appears unsatisfactory, terminate them sooner rather than later. A poor fit generally degrades rather than improves. The longer the employee is kept on, the greater the likelihood of a lawsuit when you finally terminate them.
- Take care when asked to recommend former employees. Sharing negative information—even to friends—about present or past employees is risky. To avoid charges of character defamation, the safest course is to confirm only the length and time of tenure. ✍

## Profile: Christine B. Cantarino

**Current Board Position:** VP-Marketing/  
Public Relations

**Current Career Position:** Manager, Latin  
American Sales and Marketing with  
Motorola, Inc.

**Greatest Personal Achievement:** Finish-  
ing my MBA at U of C while working  
full-time at Motorola

**Why are you a UCWBG member?**

UCWBG offers the best women's net-  
work: friends and acquaintance with  
whom to share experiences and ideas

**What teacher made the greatest impres-  
sion on you?** In his international business  
class, Marvin Zonis lectured on para-  
digms. He gave us tools with which to  
understand and to realize change by  
challenging the givens and by thinking  
about the world with different para-  
digms.

**Why did you move to Chicago?** Chicago  
offers many opportunities and challenges:  
people, music, arts, architecture, educa-  
tion, lake, style, and shopping. The thing  
that it lacks is warmth in the winter and a  
longer summer, but Chicago's attributes  
outweigh the negatives.

**Who is your role model?** My first and  
foremost role model is my mother. She is  
a super mom with a super career, three  
sons, and a husband. Thirty years ago, she

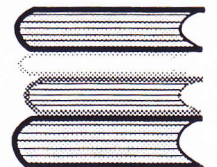
was a career mom when it was neither  
accepted nor understood. Her most  
important role is to be a mother first, yet  
she still manages to have an outstanding  
career and a wonderful life. I respect and  
love her for all her accomplishments and  
the role model she is for other women and  
for me. However, I must mention that my  
father has always supported my mother  
in achieving her goals. His continued  
encouragement in her career makes the  
difference.

**The last good movie I saw was *Aladdin*.**  
That movie has something for everyone:  
great music, fun story, cute characters,  
excellent comedy, and witty satire. The  
movie is a "must-see."

## Campus Update

by Kendra Leindecker '93

Applications to the GSB class of 1996 are up 11% over last year. The GSB traditionally admits between 32-36% of its applicants. This year's acceptance rate may dip to below 30% in response to the rise in the number of applicants. ✍



# 1993 Advisory Committee Meets

by Kitty Voss '80

November 2 marked the sixth annual meeting of the UCWBG Advisory Board. This group is comprised of dynamic women leaders from the business community and selected members of the UCWBG. The 1993 board includes:

Adela Cepeda, Managing Director  
*Abacus Financial Group*

Diane W. Dahl, President  
*The Hartell Group, Inc.*

Suzanne H. Farrand, VP, Account Director  
*Leo Burnett U.S.A.*

Chandra A. Greer, Account Executive  
*Leo Burnett U.S.A.*

Suzie Isaacs, President, Chairman & CEO  
*Society for Visual Education, Inc.*

Katherine D. Miller  
Former Sr. VP & Treasurer  
*Sanwa Business Credit Corporation*

Maribeth S. Rahe  
Dept. Exec, Personal Financial Services  
Division  
*Harris Trust & Savings Bank*

Antonia Shusta  
Group Exec., Office of the President  
*Household International*

Marie E. Sinioris  
Corp. VP, *Rush Medical Center*  
President, *ArcVentures, Inc.*

Kathleen B. Terman, Supervising Analyst  
*Commonwealth Edison Company*

Kathleen M. Voss, President  
*The Voss Group*

Joyce L. Watts, Sr. VP, Managing Director  
*Drake Beam Morin, Inc.*

Patricia A. Wier, President  
*Encyclopaedia Britannica USA*

This year's Advisory Board addressed the question: *How can we best leverage our group to the advantage of our members, while catapulting the GSB into the leadership position with respect to developing the best and brightest women in business?* A variety of thoughts emerged, falling into three categories.

## Relationship with the GSB

With a new dean at the helm, we have yet another opportunity to forge relationships with the GSB.

### Possible actions:

1. Become an organizing force to nominate women alumnae for the Distinguished Alumnus Award (each year and in sufficient numbers). We may need to review and attempt to modify the criteria. Insist a UCWBG member always be on the selection committee.

2. Create a new and different award to highlight the achievements of women alumni. Invite major corporations to sponsor an annual awards dinner.
3. Develop an advocacy role for current female students in the GSB, or perhaps in the undergraduate programs to expose them to business career options.
4. Endow a chair for a female faculty member.
5. Become more active in the recruitment process of women for the GSB. Need to determine: What are the targets? Applicant pool? Selection criteria? Do these need to be revised? We should always have a representative on the Admissions Committee.
6. Be a resource in curriculum development so courses are relevant for women and men and prepare them for the new roles in today's marketplace. Assist in curriculum design so the GSB is "female friendly" (look at product change and at marketing direction).
7. Explore an effective mechanism whereby corporations consult with the dean and/or senior faculty at the GSB for recommendations on board appointments, which should include female graduates.

## Mentoring

All of the Advisory Board members agreed that mentoring of younger women professionals is extremely important. We all need role models, and need to promote other women in positive ways.

### Possible actions:

1. Participate in the GSB recruitment of women from liberal arts colleges by

mentoring them while they are in their junior and senior years and taking business courses at the GSB (currently a formal program at the GSB.)

2. Set up a mentoring program for undergraduate women at the University of Chicago to introduce them to possible business career options.
3. Set up a loose structure in which mentoring is available for younger members of the UCWBG (e.g., forum for sharing resumes).

## Networking

It was agreed we need to continue our efforts to facilitate networking within our organization and without. This is how women help each other move ahead and be successful.

### Possible actions:

1. Reinforce this and other reasons to join more directly in the UCWBG mission statement.
2. Don't rotate members of the Advisory Board as frequently as we do, and meet twice per year. This allows the group to become more cohesive and assist the UCWBG in following up on selected actions.

This is a long list of possible activities that the UCWBG might undertake. It was recommended the list be reviewed and prioritized, a strategy and an agenda be prepared, and Dean Hamada be approached by our president, perhaps with an Advisory Board member, to develop a partnership and plan that better supports women in business and at the GSB. It was felt that in order for us to gain better support from the GSB, we need to present concrete ways in which we can support the school. ♪



Advisory Board Members (l to r) back row: Antonia Shusta, Kitty Voss, Maribeth Rahe, Suzanne Farrand, Chandra Greer, Pat Wier, Joyce Watts. Front row: Adela Cepeda, Suzie Isaacs, Marie Sinioris, Kathy Terman, Katie Miller. Not shown: Diane Dahl

# North/Northwest Networking Group

by Agnes Roach '80

The North/Northwest Networking Group will meet on March 10 for a networking dinner at Eduardo's Restaurant in Northbrook. One topic of conversation will be identifying role models and mentors in your field. If you are looking for a new job, bring along some resumé's. If you know of any open positions, please bring along the particulars. Any UCWBG member or prospective member is welcome.

Please note that it is important to RSVP early so we know who to call about any last-minute changes. For example, in January we had to postpone our meeting for two weeks due to bad weather. This also assures that a sufficient number of places are set for us at the restaurant.

**Date:** Thursday, March 10, 1994  
**Time:** 6:15 P.M.  
**Place:** Eduardo's Restaurant  
240 Skokie Blvd.  
Northbrook, IL  
708/272-5222

R.S.V.P. by 5:00 P.M., Wednesday, March 9:  
*Nancy Gunder* 312/296-7003 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 U.S. 41 and exit west at Dundee Rd. Drive west about 1 block to Skokie Blvd., then turn right (north) on Skokie to #240 which is on the west side of the street about 1 block south of Lake-Cook Rd.

**North/Northwest:** Take I-94 south to Waukegan Rd. (IL 43) and drive south on Waukegan to Dundee Rd. (next light), then east (left) on Dundee to Skokie Blvd. (about 2-3 miles). Turn north on Skokie and proceed to #240 as above.

**Northeast:** Take U.S. 41 south to Lake Cook Rd. Drive west (about 1 block to Skokie Blvd.), then south about 1 block to #240 on west side (your right) of street. ☛

# Breakfast Subgroup

by Allison M. Weldon '94

March's breakfast gathering will take place at West Egg Cafe at 1139 North State (near the corner of Elm and State) on Saturday, March 19 at 9:30 A.M. You may choose from a wide assortment of menu items, ranging from sandwiches and salads to gourmet breakfast dishes. The approximate cost will be \$10. Public parking is available near Elm and State. This is a great opportunity to socialize in a relaxed atmosphere while enjoying a great meal. If you'd like to join the UCWBG at West Egg Cafe, please call Pam Harrison at 312/477-0964 (h) or 312/880-7949 (w) by Wednesday, March 16. Seating is limited to 25 people, so make your reservations early. ☛



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# Great Food, Great Jazz, Great Cause

by Karen Swensson

Channel 32 Anchor Marianne Murciano (*Good Day, Chicago*) and Dr. Bertice Berry (*The Bertice Berry Show*) will co-host the Chicago Abused Women Coalition's eighth annual "Visions of Chocolate" gala to benefit Greenhouse Shelter on Friday, March 25, 7-11 P.M. at The Mid-Day Club, One First National Bank Plaza, 56th floor.

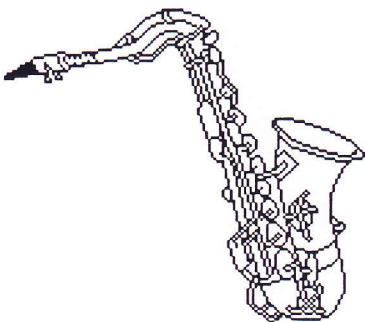
Dance or listen to the sweet sounds of the Mike Ross Jazz Quartet featuring vocalist Dee Alexander. Treat yourself to delicious hors d'oeuvres and a sumptuous chocolate buffet. There will be a silent auction, a raffle, and a host of other activities to entertain you and to elicit your support for victims of domestic violence.

A woman is abused in this country every 13 seconds. Seven thousand women are battered by their partners in the U.S. every day. Three or four of these women will die from their injuries—today. Children in homes where domestic violence occurs are abused or neglected at a rate 1,500 percent higher than the national average.

Fifteen years ago, the Chicago Abused Women Coalition opened Greenhouse Shelter, the first safe shelter for abused women in the city of Chicago. Since that time, Greenhouse has provided support and refuge for nearly 11,000 women and children fleeing abusive situations, and is always filled to its 42-bed capacity.

In the past year, CAWC has also launched early intervention programs with Cook County Hospital and the Chicago Police Department. Already, these programs have assisted hundreds of families and saved countless lives.

Please join us to celebrate and support CAWC, preserving its life-saving services and its steadfast spirit of survival. For more information call 312/489-9081. ☛



# Managing Your Financial Future

by Lisa Kieres '84

Harris Bank's Women in Business Banking Team is sponsoring "Managing Your Financial Future," a breakfast seminar for the University of Chicago Women's Business Group, Tuesday, March 15. In this seminar, the following topics will be addressed:

- How to protect your financial future
- How to use your banker as an advisor
- The life cycle orientation of banking products such as credit, trust, and investment
- How to manage your financial future, as well as that of elderly parents and/or young children

Harris Bank is holding the seminar in their private dining room at their downtown branch (111 West Monroe, 37th floor) from 7:30-9 A.M. Breakfast is included in the seminar fee of \$12. Sign up for this useful seminar by contacting Lisa Kieres at 312/935-9383. ☛



# Celebrating the UCWBG

## Welcome to New Members

The UCWBG extends a warm welcome to the following new members.

Alice Bergmann XP-51  
*MidCon Corp.*

Mary Blossom '65, Campus  
*Wilmette, IL*

Karen Case '86, 190  
*LaSalle National Bank*

Elizabeth Duncklee '90, 190  
*Joliet, IL*

Janet Evans XP-60  
*Xerox Corp.*

Nancy Foster '88, 190  
*LaSalle Northwest National Bank*

Teresa Keyes '90, 190  
*Northern Trust*

Barbara Lawebrown '91, Campus  
*Mastery, Incorporated*

Janet Napoli '88, 190  
*Federal Reserve Bank*

Niva Oghigian XP-64  
*Xerox Corporation*

Roberta Parkhill XP-64  
*Ennis, Knupp & Associates*

Caryl Pederson '76, 190  
*Chicago, IL*

Margie Peereboom '78, Campus  
*Waddell & Reed, Inc.*

Victoria Radick XP-64  
*National Steel Corporation*

Jacqueline Richards '92, Campus  
*Eire Partners, Inc.*

Wendy Rosenholtz '78, 190  
*Citicorp Diners Club*

Sandra Rouhselang '82, 190  
*Edward Don & Co.*

Julie Voelker '78, Campus  
*Northern Trust Bank*

## Information Exchange

**Leisa Brown Aiken, '83, Campus**, has joined Dry Storage Corporation as a supervisor of budgets and forecasts. Her new work number is 708/259-2751.

**Katherine Anderson, '93, 190**, is an assistant vice president with Ong Asia USA, Inc. Katherine's initial focus will be on establishing the first US office of this Asian securities firm and developing institutional equity sales.

**Mary L. Cipriano, '77, 190**, has been elected president of the American Biological Safety Association.

**Diane Dawson, '80, 190**, has moved to 1120 North Lake Shore Drive, #4A, Chicago, IL 60611.

**Shawn McGuinness Gavin, '91, 190**, and husband James Gavin have been joined by a baby boy, John William Gavin born on February 8, 1994. Shawn is a real estate broker with Rubloff, Inc.

**Adrienne Harvitt, '76, Campus**, was recently sworn in to the Wisconsin Bar. She will be practicing law in both Illinois and her new home state of Wisconsin. Adrienne can be reached at 10708 Gazebo Pkwy., Mequon, WI 53092.

**Carolyn Lynch, '88, 190**, has a new Glen Ellyn address: 602 North Park Blvd.

**Christine Malcolm, '78, HAP**, has left the University of Chicago Hospitals to accept the position of vice president of managed care at the University Hospital Consortium (UHC). The UHC is a member-driven, not-for-profit alliance of academic medical centers.

**Carol J. Okamoto, '91, 190**, celebrates the birth of Katie Diane Okamoto on October 21, 1993.

**Gwen Pontikes**, formerly Gwen Lehman, has a new address: 2226 North Racine #1, Chicago, IL 60614 and phone: 312/871-6291.

**Katherine Scott Winter, '89, 190**, announces the arrival of Jackson Scott Winter born on December 7. Jake joins his father Matt ('89, 190) and his brother Ben at home. Kathy is a cellular infrastructure product manager with Motorola, Inc.

## Job Opportunity

Phoenix Home Life Mutual Insurance Company/W.S. Griffith & Company, Inc. is seeking an insurance and securities salesperson. Responsibilities include developing and implementing marketing strategies, selling financial products, and maintaining a client base. If interested, contact Harlan Loebman at 312/454-4555.

## Networking Connections

Networking is essential for the successful advancement of women in the business world. Listed below are member recommended networking/career development opportunities.

### Katten Muchin & Zavis Women's Forum

A six-program series is scheduled for 1994. All programs will be held at Katten Muchin & Zavis, 525 West Monroe, Suite 1600, from 4:45-7:00 P.M. The five remaining events will feature panelists, as well as an opportunity for group discussion.

March 14 *Your Professional Presentation*

May 16 *Breaking through the Glass Ceiling (Career Advancement in Large Organizations)*

July 18 *The Balancing Act—How to Get the Most Out of Work, Family, and Time for Yourself*

September 19 *Business Fundamentals*

November 14 *Pulling It All Together*

There is no cost to attend these events. Please call Debra H. Snider at 312/902-5227 with any questions.

### Professional Businesswomen's Golf Network

The Chicago chapter of the PBGN was formed in 1993 as an organization to promote the game of golf among executive-level business and professional women in the Chicago area. The group was founded by Chicago executives who recognized the importance of golf to social and business relationships and who recognized the difficulty women often have in obtaining access to golf. The Chicago chapter is soliciting interested women who are pursuing business and professional careers and who are owners, partners and managers in their organizations or companies.

## UCWBG Voice Mail

The UCWBG announces the availability of a new voice mail system. Interested members can call 708/256-5804 to leave messages or to get information on upcoming events. We hope all members will take advantage of this new communication vehicle.

PBGN has scheduled a tee-off for Saturday, May 19 at Hotel Nikko from 8:30 A.M. to 12:30 P.M. at a cost of \$30 for members and \$45 for non-members. The event will include guest speakers who will discuss golf tips and networking skills as well as the first opportunity for members to register for events and outings. Call 312/715-5044 for more information.

### Money Matters for Women

Sponsored by the National Center for Women and Retirement Research, Long Island University, this event will be held Saturday, April 16 at The Midland Hotel, 172 West Adams, Chicago. Session A is from 9:30-11:30 A.M.; Session B is from 1:30-3:30 P.M. Call 800/426-7386 for more information.

## Volunteer, Volunteer

Get more involved with the UCWBG. Joining a UCWBG committee provides a great opportunity to network and to build long-lasting friendships. Time commitments are minimal and the rewards are great. Call a committee sponsor today.

### Internal Communications

Kathy Bailey 708/387-8822

### Marketing/Public Relations

Christine Cantarino 708/632-3395

### Programs

Lisa Kieres 312/935-9383

### Career Management

Danielle Palmer 708/251-7968

### Membership

Julia Hathaway 312/281-6396

### Innopreneurship

Kathy Terman 312/394-8065

# The Exponent Welcomes Your Advertising

## 1994 Insertion Schedule

Issue	Publication Mailed	Copy Deadline
May/June	29-Apr	8-Apr
Jul/Aug	30-Jun	10-Jun
Sep/Oct	30-Aug	12-Aug
Nov/Dec	28-Oct	7-Oct
Jan/Feb	30-Dec	2-Dec

## Advertising Rates

Standard Sizes	Size	Price	Member Discount @ 20%
One-half page	4-1/2" x 6-1/2"	\$100	\$80
One-quarter page	4" x 5"	\$60	\$48
One-eighth page	2" x 3"	\$25	\$20

Note: Prices based on supplied camera-ready copy. If typesetting is needed, \$15 charge per 50 words. Artwork is also additional. Prices available upon request.

## Exponent Advertising Insertion Order Form

Advertisement Size \_\_\_\_\_ (see above)  
 Price per Insertion \_\_\_\_\_ (see above)  
 # insertions (issues) \_\_\_\_\_ (limit 2 per one-year period)

Other services:

Typesetting \_\_\_\_\_

Artwork \_\_\_\_\_

Authorized representative \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

Billing Address:

Street \_\_\_\_\_

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

Telephone \_\_\_\_\_ Facsimile \_\_\_\_\_

Contact: Kendra S. Leindecker, c/o R.R. Donnelley & Sons, 77 West Wacker Drive-9th floor, Chicago, IL 60601-1696; 312/326-8979



## Connections



Has a special event occurred in your life? Have you been/will be a guest speaker, started a new company, been appointed to a board of directors, started/expanded family, etc.? We'd like to include the information in the next issue of *The Exponent* "Connection" section. Please write to UCWBG Connections, c/o Kathy Bailey, 90 S. 6th Ave. #204, La Grange, IL 60525 or fax changes to 708/387-8565.

- New Address
- New Job
- Promotion or Award
- Accomplishment

Name \_\_\_\_\_

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

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

Please describe any change in the space below.

# Calendar

## March

- 10 UCWBG North/Northwest Network Group  
Eduardo's Restaurant, 6:15 P.M.  
240 Skokie Blvd., Northbrook  
Contact: Agnes Roach at 708/356-0575  
(see article on page 7)
- 12 UCWBG Board meeting  
Rush-Presbyterian St. Luke's, 1700 West Van Buren, 9 A.M.
- 15 Harris Bank/UCWBG  
Managing Your Financial Future, 7:30-9 A.M.  
Harris Bank, 111 West Monroe, 37th Floor  
Contact: Lisa Kieres, 312/935-9383  
(see article on page 7)
- 19 UCWBG Breakfast Group  
West Egg Cafe, 9:30 A.M.  
1139 N. State  
Contact: Pam Harrison, 312/477-0964 (h) or 312/880-7949 (w)  
by March 16  
(see article on page 7)
- 25 Eighth Annual "Visions of Chocolate" benefit  
The Mid-Day Club, 7-11 P.M.  
One First National Bank Plaza, 56th floor  
Call: 312/489-9081  
(see article on page 7)

## April

- 8 May/June Exponent deadline
- 13 GSB Merton Miller event  
Watch for more information from the Alumni Office
- 14 UCWBG Exploring Alternative Career Pathways  
The Original A-1 Texas Barbecue, 5:30 P.M.  
North Pier, 401 East Illinois St.  
Contact: Danielle Palmer, 708/251-7968  
(see article on front page)
- 16 UCWBG Board meeting  
Leo Burnett, USA, 35 West Wacker, 25th floor, 9:00 A.M.

Send calendar listings to The Exponent at the address below or phone Kathy Bailey at 708/387-8822.



## The University of Chicago Women's Business Group

920 West Webster  
Chicago, IL 60614  
Tel: 708/256-5804

Forwarding and Address Correction Requested

Celebrate  
the UCWBG

—  
Join a  
Committee

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