



The Exponent

May/June 1995

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

Developing Power & Influence: Managing Political Realities in the Workplace

by Christine Cantarino '92

The celebration of the 15th anniversary of the UCWBG is a time for all of us to reflect upon our theme "Approaching Change; Changing Approaches." Today's workplace is a dynamic, fluctuating environment that no longer allows managers to rest on past accomplishments. In order to successfully compete today, we need to develop a new set of tools which allow us to break through old barriers and reach new career heights.

On May 23, Dr. Linda Hill, professor, Harvard Business School, will present a career management seminar focusing on a power and influence model. To get things done and to acquire power in today's workplace requires an understanding of how to skillfully manage the political hurdles of the modern business organization. Dr. Hill will describe the act of developing power, present the importance of relationships and their interdependencies, and discuss methods and approaches useful for effectively influencing career path. At the conclusion of Dr. Hill's presentation an open discussion of these topics will follow. ➤



Dr. Linda A. Hill

WHAT:

Career Management Seminar with Dr. Linda Hill

WHEN:

Tuesday, May 23
6:00 P.M. Hors d'oeuvres and cocktails
6:45 P.M. Dr. Linda A. Hill

WHERE:

GSB Downtown Center
450 North Cityfront Plaza Drive, Dining Room, 6th Floor

COST:

\$25

*Please respond by
Wednesday, May 17*

Developing Power & Influence: Managing Political Realities in the Workplace Tuesday, May 23, 1995

Member Name _____ Day Phone () _____

Guest Name(s) _____

Number of Ticket(s): ___ \$25 each Total Amount: _____

Select payment option: Check enclosed Visa Mastercard

Card Number: _____ Expiration Date: _____

Signature (required): _____

To register: 1) Return this coupon with check payable to UCWBG or credit card information to: UCWBG, 1805 North Mill Street, Suite A, Naperville, IL 60563-1275. 2) Fax this coupon to: 708/369-3773. 3) Leave credit card information (Name as it appears on card, card number, and expiration date) on voice mail—708/256-5804.

Inside This Issue

Features

Living/Working in Switzerland	5
Balance Equation	6
Alegria - Cirque du Soleil	7

On-going

Message from Suzanne Keers	2
LifeWorks	3
Expose Yourself	3
Gift Update	4
Celebrate UCWBG	8

A Message from Suzanne Keers

Recently, I was invited to join other GSB alumni club presidents in a teleconference to introduce ourselves and to share information about our clubs. As I listened to the other club presidents, I realized that things have changed for the UCWBG and for GSB alumni in general in the past few years.

When I joined the UCWBG in 1986, we were the only game in town. The XP club existed, but that was clearly for a small percentage of the total number of GSB graduates. There was no Chicago GSB Club and any alumni clubs that might have existed outside the Chicago area were informal. The UCWBG was financially and administratively independent from the GSB. There was really not much reason to be in close contact.

Things have changed. The club president teleconference had representatives from 15 different clubs (the UCWBG, the XP Club, the Chicago GSB club, the Quality Club and clubs from almost every major city in the country). Numerous alumni activities and services have been building and expanding. The GSB Roundtables (which were started by the UCWBG), the Box Lunch Seminar Series, the Management Conference, the Business Forecast Luncheons, the free use of the Downtown Center to alumni clubs, the career conference held last Fall, and the many alumni career services are all examples of ways the GSB is reaching out. The Alumni Office handles our membership database, prints our directory for us, and involves us in many GSB activities.

Like every change, there are good and bad points to this turn of events. On the one hand, our increased involvement has given us more visibility and valuable input into programming of events. In addition, the added support from the GSB has helped us provide more services for members without raising dues or event prices. On the other hand, there is concern that we will lose our independence and ability to fulfill our unique mission. There is no question that the increased activities have the potential to dilute our impact, lower our event attendance and tax already overworked board members.

continued on page 4



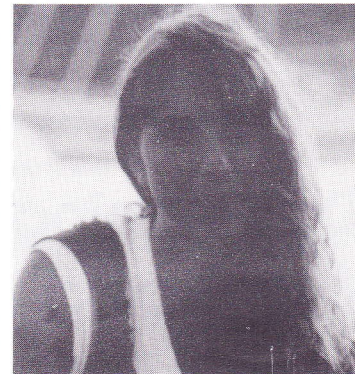
Suzanne Keers '88
President

Board Member Profiles

Directors-at-Large provide an important support mechanism for the rest of the board in assisting the group in meeting its objectives. Although the directors do not have elaborately specified duties throughout the year, Rae has chosen the GIFT philanthropic committee as her pet project.

Rae graduated from the weekend program in June of 1991, to which she commuted from her position in Milwaukee. After graduating, Rae worked as an independent consultant primarily in process re-engineering, TQM, and computer solutions. She is currently a product manager with ARDIS Company, Lincolnshire. ARDIS is a provider of wireless communication solutions.

continued on page 5



Rae Fischer '91
Director-at-Large

The VP-Finance is treasurer of the UCWBG. She prepares the annual budget by activity. In addition to a variance analysis from that budget, her monthly report details the disposition of funds and the general financial condition of the organization. She handles the filing for tax-exempt status and keeps financial records, while maintaining our relationship with the group's bank.

Nancy has a B.S. in accounting from the University of Florida and a B.S. in finance from Florida Atlantic University. After spending nearly 20 years in South Florida she moved back to Chicago with her husband, Michael. She was a senior accountant with Deloitte Haskins & Sells (now Deloitte and Touche) in the Fort Lauderdale office for over three

continued on page 5



Nancy Dschida
Director-at-Large

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

1995 Board of Directors

President: Suzanne Keers '88
skeers@axiom.com 312/525-7559

President-Elect: Lisa M. Kieres '84
312/472-9366

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murbis@aol.com 708/978-9432

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312/938-8778

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susan.miner@att.com 708/713-7587

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kendras@ibm.net 312/326-8979

VP-Internal Communications: Kathy Bailey '91
kabailey@lanmail.rmc.com 708/387-8822

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Immediate Past President: Chandra Greer '90
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Director: Rae Fischer '91
fischer.ardis@radiomail.net 708/604-1627

Director: Julia Hathaway '90
312/281-6396

UCWBG (voice mail) 708/256-5804

LifeWorks: The "R" Word

by Julie Danis '84

Reengineering - the "R" word. The 1993 book, *Reengineering the Corporation, A Manifesto for Business Revolution*, by Michael Hammer and James Champy did three things: revolutionized corporate America, introduced new jargon to the business world and caused many sleepless nights, especially in the homes of middle managers.

A recent conversation forced me to confront this topic. My best friend Virginia, in the midst of her company's current

reengineering efforts said, "There is nothing funny about reengineering." "But," I said, "there's a lighter side to any subject." She challenged me, "I dare you to find it."

I picked up the gauntlet and set out to define reengineering and find its lighter side. Some say reengineering is just another word for restructure, downsize, rightsize, and outplace. A *Fortune* magazine article said: "Reengineering, a.k.a. process innovation and core process redesign, is the search for, and implementation of, radical change in business processes to achieve breakthrough results." How can you trust a revolutionary business approach with an alias? It makes me wonder who is really behind this "start with a blank page" theory.

Managers I spoke to said living through reengineering is like riding an emotional roller coaster. One day you're up because the rumor mill says your operation is safe, the next day morale is, in the words of Virginia, "as low as a snake's belly in a gutter," because the underground reengineering fax update says everyone is at risk.

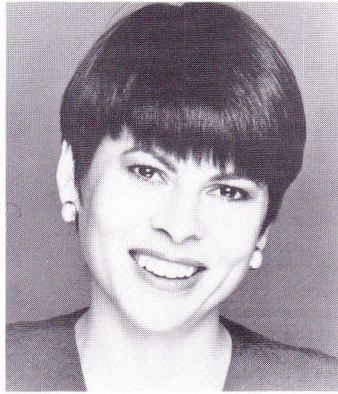
Does reengineering work? Look hard enough and there's a study to say yes, no or maybe. Bigger question—how is it suppose to work? Don't ask Hammer and Champy. They differ as to the how. Now that's at least ironic. Two guys together turn corporate America upside down by selling a manifesto for revolution but don't agree on the instructions.

I concede. I'm not sure there really is a lighter side to this topic. At least not while it's close or present in your life. But I hope the day will come when perspective and time have dimmed the anger, disappointment and confusion caused by reengineering, and people will gather and exchange war stories about the good old days of the revolution. That's where the lighter side will be heard.

Virginia told me she's the leader of the continuous improvement team whose job is to cut management layers, probably even her own. I said, "It's an honor to be on the team and better yet to be the leader." "Great honor," she replied, "I get to cut off my head with my own guillotine."

That's it, I thought to myself, she's seeing the lighter side, making a joke, surviving—but she doesn't know it yet. Reality is too close. But I know and I'm making a note to remind her when it's her turn to reminisce at the reengineering reunion. ♪

Julie Danis is a marketing consultant and business writer. She invites your comments and stories about trends and issues in the workplace for her radio features "Tales from the Workplace" and "Tales from the World of Money." Contact her at Danis-Sliter Enterprises, 2130 Lincoln Park West, #15 South, Chicago, IL 60614, phone: 312/528-4338, fax: 312/503-1362. © Copyright 1995, Julie M. Danis



Julie Danis '84

It's Time to Expose Yourself

by Anita R. Brick '81

Are you ready for a little Visibility *Plus* success? Here's a hint. Start with what's easy, comfortable, and fun! Here are a few low risk ways to get your feet wet:

1. *Talk about your career.* Make your work part of casual conversation without directly selling yourself. Let people know how important your profession is to you. Use "What do you do?" as an acceptable ice-breaker. After you learn about a new person's job, she'll more than likely ask about yours.
2. *Build an executive network of advisors.* Think of it as your personal brain trust. Houston-based training and development specialist, Donna Fisher, did just that when she marketed her book, *Power Networking*. "I needed expert advice and went to a master, Harvey Mackay (author of *Swim With The Sharks Without Being Eaten Alive*). He shared his 'secrets' to selling books and helped me avoid a lot of costly mistakes."
3. *Cultivate a personal style.* Find a style you feel comfortable with and meets the demands of your profession. In her book, *Daring To Be Yourself*, design consultant and columnist, Alexandra Stoddard, believes uncovering your style can be an invigorating and ongoing treasure hunt. "You can't bottle it, borrow it, or buy it. It isn't found by following external rules or fashions. Developing true personal style means turning in to yourself and expressing your individuality."
4. *Establish yourself as an authority.* Develop a unique database of information. Become a recognized expert in your field. It may be a matter of acknowledging what you're already good at and building on it. Financial and insurance consultant David Mishkin, did just that when he set out to establish a lucrative career. Capitalizing on his analytical skills and creativity, Mishkin positioned himself as a financial product development specialist. Creating the first non-smoker's life insurance discount set his career on course. Leveraging his efforts paid off. In the 1980s, multi-national financial institutions employed Mishkin's product development talents to keep them ahead of the competitions.
5. *Branch out.* Reach new audiences by developing new and lucrative uses of your talents. Consider the arenas of public speaking, corporate consulting, writing, and teaching. Several years ago, Trans-Form Corporation President David McNally set out to discover his purpose and ended up creating a new, multi-dimensional career. McNally combined his business successes with a strong desire to teach companies how to be profitable while making a contribution to their community. His consulting practice began a public speaking career. He then authored the book *Even Eagles Need A Push*, which continues to sell well in hard cover and paperback. His book spawned a video series used by corporate training departments all over the world. His Visibility *Plus* efforts landed McNally in magazines, on-the-air, and as a keynote speaker for national conferences.

Like McNally, Mishkin, Stoddard, and Fisher, build on your interests and strengths. Start with an idea above or make up one of your own. Just get started. And don't forget to call me the next time you're on CNN! ♪

Anita R. Brick (MBA '81) co-founded a career consulting and outplacement firm and has guided thousands of middle-level managers through the career search maze. She teaches professionals how to access top management and the media. She's currently finalizing a book on this subject. Send your Visibility *Plus* questions to: Anita Brick, Box 14115, Chicago, IL 60614, via e-mail at NMWbrickie@aol.com, or call her at 312/549-4662.

Philanthropy Illustrated



Cindy Monroe

by Kathleen Adamec '89

"Strange is our situation here upon earth. Each of us comes for a short visit, not knowing why, yet sometimes seeming to divine a purpose."

"From the standpoint of daily life, however, there is one thing we do know: that man is here for the sake of other men. Many times a day I realize how much my life is built upon the labors of my fellow men, both living and dead, and how earnestly I must exert myself in order to give in return as much as I have received."

Albert Einstein

You may know Cindy Monroe as an active UCWBG member. She has been a board member for two years, chaired the Programs committee for one year, and is a past member of the Career Management and Innopreneurship committees. But few UCWBG members know that she is a quiet but strong force in the community. This month, *The Exponent* features her for her valuable contributions to society.

- Cindy graduated summa cum laude with a BA in political science and psychology from Syracuse University. In Syracuse, she contributed many hours of volunteer service with the county juvenile detention center, the state's Prison Reform Program, and the Elderly Support Program.
- Upon graduation, she worked for the Bureau of the Budget and the Department of Corrections for the State of Illinois. In Springfield, Cindy became a "big sister" under the Big Sisters Organization.
- In 1982, Cindy graduated from the University of Chicago Graduate School of Business with an MBA, marketing, finance and accounting. After working for IBM Corporation, managing all as-

pects of client-IBM relationships for large and medium-sized accounts, she started up her own marketing consulting firm, Monroe Consulting. In December 1994, Cindy "closed" Monroe Consulting to accept a position as marketing manager, Central region, for Cambridge Technology Partners, headquartered in Cambridge, Massachusetts. While deeply committed to her professional activities, community service continues to be a key principle of her life. She donates time and energy to advancing the goals of the Juvenile Diabetes Foundation, and she is on the Board of Directors of the Visiting Nurse Association of Chicago.

At the moment, the Visiting Nurse Association of Chicago (VNA) is her biggest philanthropic commitment. The VNA shares a rich history with the city of Chicago. Providing health care in the homes and communities of Chicago's underserved has been the overriding mission of the VNA for over 100 years, and has paved the way for our current Public Health Department. As a governing Board member, Cindy is challenged by all the issues critical to adapting in today's continually changing health care environment.

Driven by a variety of activities, obligations and commitments, and juggling all these activities successfully requires quite a balancing act. In terms of organizational affiliations, Cindy focuses on three dimensions: social welfare, alumni connections, and professional development. Visiting Nurse Association, UCWBG, U. of C. Graduate School of Business Alumni Club, and the American Marketing Association provide her a balanced commitment. Cindy said "it requires courage to decide what is important, to make sacrifices, and to set personal objectives accordingly."

Philanthropy and volunteerism are part of America's history. In the early years of our country, people formed associations and communities before they formed governments. Out of that spirit came the tradition of giving and volunteering. Where does volunteering begin today? Often simply by reaching out to help a friend; Cindy's involvement with the Visiting Nurse Association of Chicago began at the request of a friend. Personal family problems also ignite an interest; Cindy's sister suffers the complications of juvenile diabetes.

When we give service to others, sooner or later it comes back to us tenfold. From Cindy's perspective, community involvement creates an appreciation of your own good fortune. She believes that "our lives are supported by several props: a job, mar-

GIFT Giving



Joan Downing (L) and Pamela Olson (R) collect clothing for the Bottomless Closet

by Rae Fischer '91

In conjunction with the March 18 Balancing Event, the GIFT Committee sponsored a clothing drive for the Bottomless Closet. Over 400 pounds of women's career clothing and accessories were collected. The clothing will be put to good use in assisting disadvantaged women to transition into new employment.

The GIFT Committee is grateful to all who assisted in the clothing drive. Special thanks and appreciation go to Harris Bank for volunteering drop-off sites.

This drive was such a success that Harris Bank proposed another event with the GIFT Committee later in the year (perhaps at the time of our fall wardrobe transition!). This is a tremendous opportunity for our committee to continue its mission. Watch *The Exponent* for more information.

The GIFT Committee extends a warm thank you to Nancy Dschida and Susan Radzinowicz who chaired this event. Their efforts and relationship with Harris Bank were critical components in this spectacular success. ☺

riage, family, our health and friends. Community service builds an awareness of the vulnerabilities in that support structure. People have unanticipated things happen to them, their lives drastically and permanently changed. It happens in a moment. You learn to count your blessings."

The payback from service may be the lasting relationships that evolve through committee involvement or the valuable insights learned from exposure to others' lives and circumstances. Being involved in community service enriches both the giver and the taker.

Cindy challenges each of us to develop an interest and become involved ourselves. ☺

Living and Working in Switzerland

by Amanda Loeffen '91

Switzerland is not one of those go-getter type of places. Which is why, when I was asked to write an article for this newsletter last year, it has taken me so long to decide what to write about. I imagined a stimulating article full of references to the Swiss culture, anecdotes about my work and lifestyle here, and ending with an important or thought-provoking message about a woman-in-the-workplace type of issue. I work for a US company, and have to say that my work is not so unusual. However, with attitudes to women there being positively nineteenth century, I eventually decided that it would be enough just to give you a few of my experiences while adapting to the country.

Perhaps I should discuss the cultural differences between the US and Switzerland, of which there are many. I certainly had some trouble initially dealing with the subtle change in gender treatment when I first arrived. After dancing about around numerous doors while men held them open for me, I have to admit that I now walk straight through. It saves a lot of time. It still doesn't stop me from holding doors open for men when I can—to their dismay. More seriously, I had real trouble coming to terms with the idea that I wasn't a person in my own right here, even though I have kept my maiden name (an added challenge to the Swiss system). Swiss law takes away many married women's rights, and I found myself getting very angry in the first few months. For example, I wasn't allowed to have a joint account with my husband (at

least not one with both our names on it, where I had the same usage rights). My car is registered in my husband's name (Madame, why don't you want to use your husband's name? Are you divorced?!). More of a problem for most women is the lack of legal maternity leave (since most women don't return to work afterwards), so I was fortunate that I work for an international company where there is such a program. This has been essential for me to be able to continue work after having two children. None of these issues are at all surprising when you find out that women in Appenzeller, a small Swiss canton, only just got the right to vote at the end of the nineteen eighties!

I did not know all this before I arrived. The first sign of trouble emerged when I was looking for a job here. When I phoned Nestlé, the immediate response that I got was, "Well why should we give you a job when you are coming over with your husband? You are only going to go and get pregnant and leave us straight away." Needless to say, I did not pursue that job prospect, and neither did many other women I suspect. I did persevere on the job hunt regardless (never being one to turn down a challenge), and was won over by the prospect of skiing at weekends and living in central Europe. These are activities that I still enjoy.

One of my greater challenges right now is the effort to balance work and home life. I returned to work after maternity leave in January, and even with the benefit of a live-in nanny, I still find the stresses of balancing a full-time job with young children quite a juggling act. For those of you in the US who do this, at least you have the supportive infrastructure of other mothers and colleagues who return to work. I am regarded somewhat as a freak here, and receive numerous comments such as "We think you should be at home looking after your children." You can imagine how it makes me feel sometimes. You probably don't realize how easy it is for working mothers in the US!

Everything here is geared up to suit families with one spouse at home to do the shopping and care for the kids (guess who). Shops shut at 6 P.M. and Sundays.

Fischer, cont'd from page 2

She joined the UCWBG in January of 1993 and became active after attending the new member brunch in July. Rae was a member of the Innopreneurship Committee in 1993 and the Career Management Committee in 1994, and is currently involved in launching the Philanthropic Committee.

Her vision and plans for the group, to the extent of her ability and position, are the following: She is interested in increasing participation in events by all members, sponsoring new member brunches, capitalizing on the initiative of new members, and helping to make the flow of information more graceful within the group. ♪

Dschida, cont'd from page 2

years, she took a year off to work for her father's medical practice (much more relaxing) and then moved to Chicago where she joined the Harris Bank Corporate Audit Group. She is currently an auditing officer with the Investment Management Audit Section.

She joined the UCWBG as a 190 student to meet other professional women, make new friends, and also develop some networking contacts. As a member of the Innopreneurship Committee, Nancy enjoyed being an active part of the organization. She hopes to contribute new ideas to the group, build on the exciting projects already developed, and to build the financial independence of the group by increasing membership. She also hopes to follow up on the groundwork started by Connie Kantutis and incorporate the UCWBG to attain state exempt status.

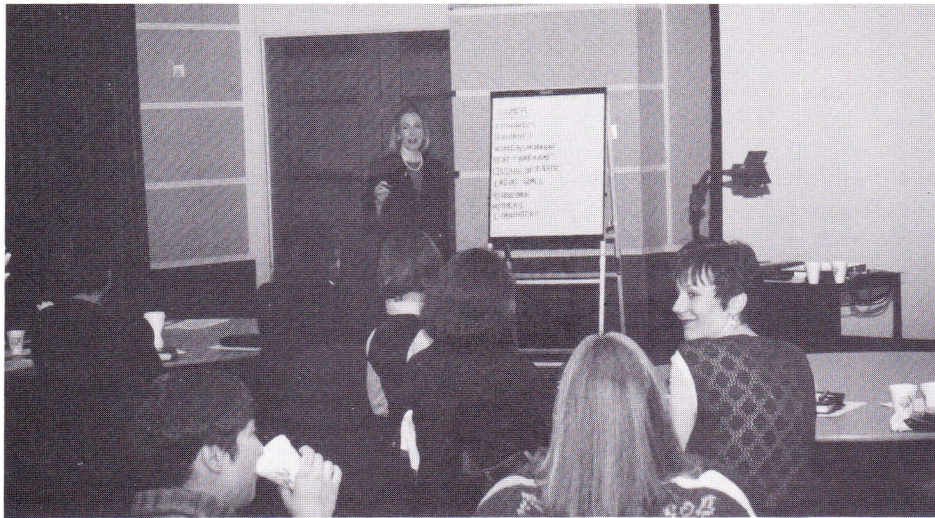
She is also active as the Education and Ritual advisor for her sorority's chapter at Northwestern University. Her interests are traveling, reading, biking, collecting alligators and following collegiate sports, especially for her alma mater—the University of Florida Gators. ♪

Refrigerators are only big enough to hold two days food. Child-care facilities are hard to come by. Not to mention the school hours, which include a two-hour unsupervised lunch break for children to go home to mother.

There are some advantages of living in Geneva. However, if someone were to ask me if I would advise a career-minded woman to live here, I would be hard pushed to give it a carte blanche recommendation. You really need to have more than a wonderful job to survive without losing your sanity. A love of clean mountain air, a strong sense of self worth. . . and a sense of humor! ♪



The Balance Equation Equals Success!



Rosemary Charny, Director of Organization Development at TransUnion

by Susan Miner '93

On Saturday, March 18, thirty-six UCWBG members and guests came together to participate in *The Balance Equation: New Variables, Different Outcomes* led by Rosemary Charny. Rosemary, Director of Organization Development at Transunion, provided a dynamic presentation. Her presentation was chock full of insightful exercises to help individuals develop their own balance equation. Participants developed their own balance timeline, personal and professional vision and values statements, time pie charts, and balance alarm indicators. There were break out sessions whereby members gathered in smaller interest groups to share

"balance highs and lows."

Feedback about the seminar was very positive. Rosemary received high marks as an excellent speaker and facilitator. "It was a chance to self reflect and to gain new insights," a participant stated in the survey. Others expressed a desire to meet in their interest groups for further discussion. Please leave a message on our voice mail or fax us a request if you are interested in meeting with one of the three interest groups. This will provide the Programs committee with information as to the possible interest for a follow-up event. ☺

Any Interest in Meeting with Your Balance Group?

- Women working who are mothers
- Women working who are in mid-career
- Women working²

If yes, please call UCWBG on 708/256-5804 or fax 708/369-3773.

UCWBG Internet Survey Results

by Kendra Leindecker '93

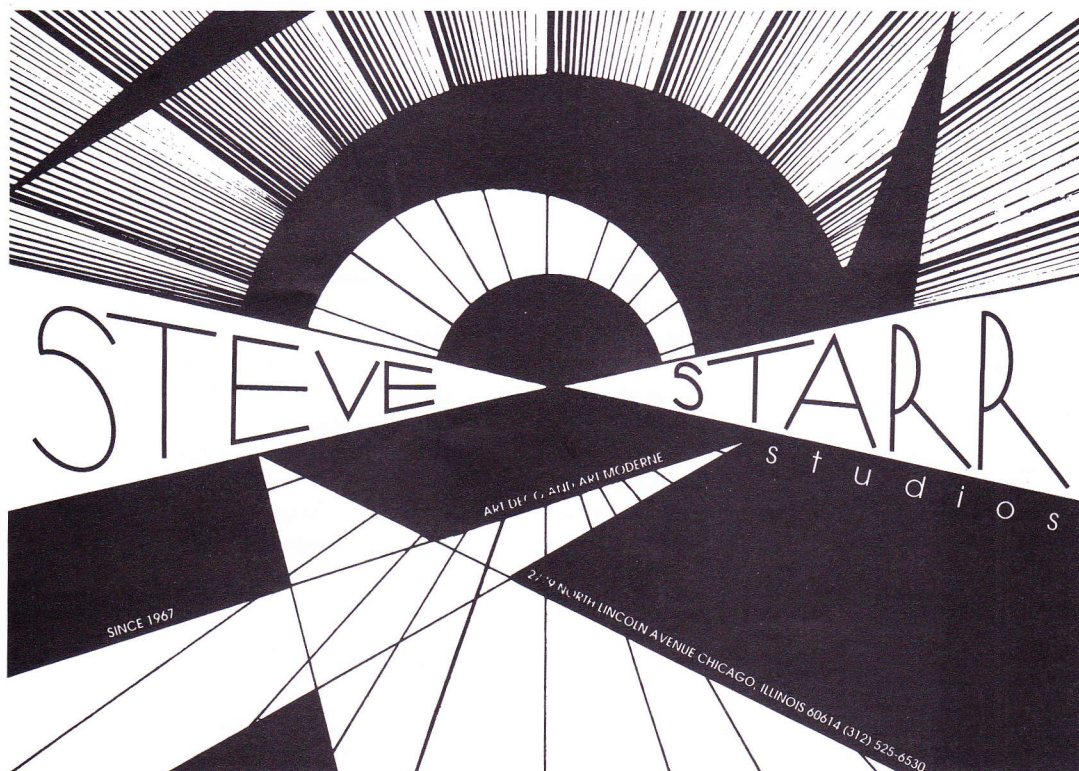
UCWBG members are prepared to take on new technology! Based on 61 responses, all UCWBG members have access to a computer, the majority of whom (87%) use an IBM-compatible. Although over half of the respondents have access to Internet, most of the users (62%) are not familiar with it. Approximately 25% feels somewhat familiar and only a small portion (15%) feel that they are rather proficient at using Internet. 89% of the women who have access to Internet are interested in receiving UCWBG information online. Members are most interested in accessing job postings (80%) and event announcements (72%). Respondents are also interested in event registration (65%) and reviewing *The Exponent* on-line (54%). However, several women suggested that the Internet postings should not replace the "old-fashioned" methods of mail and telephone.

Other comments included:

- 1) to use Internet as a way to learn about UCWBG forums,
- 2) to download files,
- 3) to look up members in a directory, and
- 4) to access the University of Chicago databases.

Since many members are not familiar with Internet, it is difficult for them to place a value on an on-line service. A significant majority of the respondents are willing to pay for the use of Internet: 30% are willing to pay between \$25 and \$10; 58% are willing to pay \$10 or less; only 11% are not willing to pay for Internet access.

If you have additional comments on the topic of Internet, please contact Kendra Leindecker at 312/326-8979 or by e-mail at kendras@ibm.net. ☺



Mothers' Network: "What Do You DO All Day, Anyway?"

by Diana Carpenter '82

Those of us who have spent full-time (or even part-time) in the enormously demanding job of caring for children and home have had to face this question. We will share our experiences and strategies for answering this question to ourselves and to the outside world. For more information and directions, call Susan Pinkus, 708/940-0579.

Next Meeting:

Wednesday, May 31, 7:00-9:00 P.M. in Lake Forest.

Future Meeting Dates:

Tuesday, July 11, 7:00-9:00 P.M.

Thursday, September 21, 7:00-9:00 P.M.

North/Northwest Networking Group

by Agnes Roach '80

Date: Wednesday, May 31
Time: 6:30 P.M.
Place: SHAW'S BLUE CRAB RESTAURANT
660 Lake Cook Road
Deerfield, IL
708/948-1020

R.S.V.P. by 12:00 NOON Tuesday, May 30 to:
Agnes Roach 708/356-0575 or
Virginia Tomasek 708/835-8475

The North/Northwest Networking Group met at Stefani's Restaurant in March to network. The May meeting has been scheduled for a Wednesday as desired by members at our January focus group. Shaw's Blue Crab Restaurant specializes in seafood, but there are other things on the menu. We will solicit members for suggestions on good ways to celebrate the fifth anniversary of the North/Northwest Group and the fifteenth anniversary of the UCWBG, and we will network. The cost of dinner will be \$18-25 plus. Any UCWBG member or prospective member is welcome.

Please note it is important to RSVP, so we know who to call about any last minute changes, possibly due to bad weather. It also assures sufficient places are set for us at the restaurant.

Directions when coming from the:

South/Southeast: Take I-94 north to US 41 and exit west at Lake Cook Road. Drive west about 4 miles, past Waukegan Road. The restaurant is about .5 miles west of Waukegan on the north side of the road.

North/Northwest: Take I-94 south to Waukegan Rd. (IL 43). Exit and drive north on Waukegan (this requires a turn around before Dundee). Go north on Waukegan to Lake Cook Road. Turn left on Lake Cook and drive about .5 mile to #660.

Northeast: Take US 41 south to Lake Cook Rd. Drive west (about 4 miles) to Waukegan Road, then about .5 miles farther west to the restaurant on the north side of the road. ☺

President, cont'd from page 2

As a group that prides itself for approaching change, I am confident we will come to terms with our new situation. To date, the guiding principle for the UCWBG Board in making decisions has been to ask, will this provide increased value to OUR MEMBERS and promote OUR mission? In most cases the answer is yes.

The Board would love to hear from our members on this subject. Please feel free to call or e-mail me if you have an opinion on the UCWBG approach to alumni activities.

Suzanne Keers
President

Bridgeport Computer Services, which produces *The Exponent*, has moved. The new address and phone number are:

Bridgeport Computer Services
1238 West 31st Street
Chicago, IL 60608
312/927-3587 (voice/fax)

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP
PROGRAMS COMMITTEE IS PROUD TO PRESENT:

ALEGRÍA CIRQUE DU SOLEIL

Please join us for a wonderful experience!

This world renowned troupe is not to be missed—a combination of theater and circus.

A perfect event for yourself, spouses, children, and friends!

We need to reserve tickets very early as performances sell out quickly!!

Reservations and payments due 5/12/95 —No reservations will be accepted after this date

SUNDAY, AUGUST 6, 1995 - 1:00 P.M.

455 NORTH McCLURG COURT, CITY FRONT CENTER, CHICAGO

Adults: \$38
Children: \$25

Send check payable to UCWBG or credit card information to:
UCWBG, 1805 North Mill Street, Suite A, Naperville, IL, 60563-1275

Fax credit card reservation to 708/369-3773; voice mail 708/256-5804.

Confirmations and information on apres-performance gathering to follow.

Celebrating the UCWBG

Information Exchange

Caroline E. Bellock, 190, joined Resort Condominiums International (RCI) as Director, Market and Product Development in February, 1995.

Phyllis Ezop, 190, '77, president, Ezop and Associates, authored the article "Database Marketing Research: Integrate Customer Databases and Survey Research for Maximum Benefit" in the quarterly periodical *Marketing Research: A Magazine of Management and Applications*, Fall 1994 issue, published in early January 1995. UCWBGers interested in obtaining a reprint of the article should call Phyllis at 708/579-1711. Phyllis is also conducting extensive research on "What Makes New Products and New Ventures Succeed," the subject of her speech to an audience that numbered well over 100 at the January 18 meeting of the MIT Enterprise Forum of Chicago.

Chandra Greer, Campus, '90, has been promoted to account supervisor from senior account executive at Leo Burnett, USA.

Suzanne Keers, 190, '88, recently accepted a position as a consultant for Axiom Management Consulting, Inc., 222 N. Huron St., 6th floor, Chicago, IL 60610, 312/951-6200, a firm concentrating in the areas of business renewal and reengineering. Her previous position was as the Director of the Management Engineering Department at Rush-Presbyterian-St. Luke's Medical Center, Chicago, IL. Suzanne will continue to hold her faculty appointment as an assistant professor in the Health Systems Management Program of Rush University.

Judy Thornber, Campus, '69, has been elected to the Board of Directors, Phi Beta Kappa, Chicago.

Job Opportunity: Director of Accounting (Chicago)

Reporting to the VP/CFO of this Fortune 500's leading international subsidiary, the Director of Accounting will be responsible for leading and managing accounting services activities; ensuring financial integrity by establishing policies and procedures to ensure internal controls; develop and maintain financial management systems; identify and analyze pertinent technical account-

ing issues and develop and implement theoretical and practical solutions to these issues; and determine appropriate accounting treatments and administrative impact of proposed transactions.

The ideal candidate will have a minimum of eight years experience, a BS in accounting and a CPA (MBA a plus). In addition, this individual should be strong in accounting theory; have the capability of examining and improving administrative work processes; revamping financial systems; analyzing transactions and business trends and interpreting and applying complex rules and regulations. An out-of-the-box thinker who can work effectively with all functions throughout the organization as well as with outside auditors, attorneys and customers is critical, as is a proactive, take-charge style who has excellent managerial and leadership skills.

This position offers a number of outstanding advancement opportunities (including CFO potential), as well as the opportunity to work for a progressive, industry leader. We offer an excellent compensation and benefit package.

For more information, contact:

Susan Reyman
S. Reyman & Associates, Ltd.
312/580-0808

Or send resume to:

20 N. Michigan Avenue, Suite 520
Chicago, IL 60602
Fax: 312/580-1181

The 1995 Spring Box Luncheon Series: Globalism and American Competitiveness

This event will be held Tuesday, May 16 from 12:00 NOON to 1:30 P.M. at the University of Chicago Downtown Center, 450 North Cityfront Plaza Drive, Chicago. Robert Z. Aliber, Professor, Graduate School of Business and director, Center for Studies in International Finance, will be speaking.

The U.S. Congress has just passed the enabling legislation for the World Trade Organization (WTO); a year ago it was NAFTA. Last November, President Clinton was in Indonesia for the meeting of APEC (not to be confused with ASEAN; even though all of the ASEAN countries are members of APEC, not all of the APEC member nations belong to ASEAN). The Finns and

the Swedes, but not the Norwegians, have voted to join the European Union (EU), formerly the EEC (and, very briefly, the EC). The IMF has been demanding that the Russians (FSU) raise taxes. And the IBRD is making large loans to the CIS (occasionally NIS) countries through its IDA window.

What is the meaning of all these alphabet agencies in international trade and finance? Why are there so many of them and who pays the salaries of these international civil servants? Why does the United States have a trade deficit that is two percent of its GNP? Why is the Japanese yen so expensive relative to the U.S. economy? Has America lost its competitive edge? Join us to consider these and other issues with Professor Aliber in a lively and enlightening seminar on America's position in the global marketplace.

The cost for this event is \$15 for XP, UCWBG, and Chicago GSB club members and \$25 non-club members. For further information, call the Alumni Office at 312/702-7727.

Stops on the World Wide Web

Once you are up and running on Mosaic, here are some interesting places to visit. Typing in these URL codes will take you to the sites.

► <http://www.mcs.net>

► <http://www.ais.com>

► <http://www.interaccess.com>

These are the three local Internet access providers. From here you can download the Mosaic software.

► <http://www.careermosaic.com>
Career Mosaic is an on-line job placement service.

► <http://www.whitehouse.gov>
The White House home page can take you on a tour of the capital, give you a profile of the first family and show you manuscripts of speeches.

► <http://www.eff.org>
The Electronic Frontier Foundation is a major left-wing lobbyist of government for use of the infobahn. This site deals with how to stop hunger.

► <http://www.IRsociety.com>
In cooperation with the PBS radio station in San Francisco, this discussion with authors, politicians and journalists boasts "unfiltered access."

- ▶ <http://www.travelweb.com/travel.html>
Sponsored by Hyatt, Embassy Suites and other chains, this Web site gives you trip-planning information and soon will let you make reservations.
- ▶ <http://www.hotwired.com>
The Web version of *Wired* magazine is expected to be hot, hot, hot. But for now it's slow, slow, slow.
- ▶ <http://sunsite.unc.edu/ianc/index.html>
This very hip place to sample music offers everything from the latest indie releases to the complete lyrics of Pat Benatar.

Welcome to New Members

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

Michele L. Arnison, 190, '94
Premark International

Dorothy Byrne, Campus, '82

Rosemarie R. Eck, XP
Galileo International

Eileen M. Fanning, Campus, '91
Amoco Pipeline Company

Kathleen Friedman, 190, '96
Miles Inc.

Susan Gould, Campus, '89
First Chicago

Roxanne A. Grapsas, 190, '94
First Chicago

Shalini Gupta, Campus, '91
Kraft Foods, Inc.

Gayle Haller, Campus, '87
Motorola, Inc.

Dicie Hansen, 190, '84
First National Bank of Chicago

Vicki E. Jenkins, 190, '92
Deerfield.

Lynda M. Johnson, Campus, '91
NiOptics Corp.

Judy Juds, 190, '94
Tribune Company

Kathleen Kelleher, XP-83
CTI

Nancy Bartels Kunkel, Campus, '88
Freelance Market Researcher

Myrna J. Lane, Dean of Students and
Director of Campus MBA program
University of Chicago

Karen K. Larsen, XP-59
Argonne National Laboratory

Elizabeth Laszlo, 190, '93
Deloitte & Touche

Shari Holmer Lewis, 190, '84
University of Illinois-Chicago

Susan Long, 190, '94
Kraft Foods, Inc.

Marilyn G. Lorch, 190, '77
Bartlett

Patricia Luscombe, 190, '90
Duff & Phelps

Carol J. Madigan, '94
The Madigan Group

Patricia J. Martino, XP-49
Martino & Associates

Rosemary Mauck, Campus, '71
NBD Bank

Tommie Miller, Campus, '94
Alex. Brown & Sons

Diane Molinari Morefield, 190, '87
Deloitte & Touche

Donna M. Nelson, 190, '94
University of Chicago Hospitals

Lezlee S. Nuesca, 190, '94
AT&T

Denise Pagnucci, Campus, '90
Duff & Phelps Credit Rating Co.

Shelley Robbins, Campus, '77
University of Wisconsin

Ann Rosenbaum, 190, '83
Paine Webber

Mary Sheedy Pivek, 190, '91
Andersen Consulting

Christine O. Shollenberger, Campus, '93
Candle Corp. of America

Renuka Soll, Campus, '94
Searle Pharmaceuticals

Jerry Spiwak, 190, '68
Spiwak Assoc.

Jeanne Staudacher, 190, '92
Motorola, Inc.

Donna L. Stella-Edwards, XP-94
A.T. Kearney, Inc.

Sandra K. Weiskirch, 190, '93
Harris Trust & Savings Bank

Nancy Weston, XP-84
Highland Park

Lori Wittman, 190, '92
Heitman Retail Properties



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 or e-mail to kabailey@lanmail.rmc.com.

- 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

May

- 5 43rd Annual Management Conference; 11:30 A.M.-5:15 P.M.
U of C Downtown Center, 450 North Cityfront Plaza Drive
Contact: Nicole Geczy, 312/702-7572
- 5-6 GSB Reunion '95
Watch your mail for more details
- 13 UCWBG Board Meeting, 9:00 A.M.-12:00 P.M.
U of C Downtown Center, 450 North Cityfront Plaza Drive
- 16 Globalism & American Competitiveness, Robert Z. Aliber, 12 NOON
U of C Downtown Center, 450 North Cityfront Plaza Drive
(See article on page 8)
- 23 Dr. Linda Hill, Developing Power & Influence, 6:00 P.M.
U of C Downtown Center, 450 North Cityfront Plaza Drive
- 31 Mother's Network, 7:00-9:00 P.M.
For more information, call SusanPinkus.

June

- 10 UCWBG Board Meeting, 9:00 A.M.-12:00 P.M.
U of C Downtown Center, 450 North Cityfront Plaza Drive

August

- 6 Cirque du Soleil, 1:00 P.M.
455 N. McClurg Court, City Front Center

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

1805 North Mill Street, Suite A
Naperville, IL 60563-1275
Tel: 708/256-5804



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