



The Exponent

July/August 1995

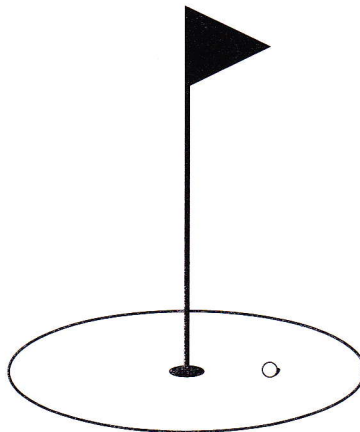
THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

First Annual UCWBG Charity Golf Classic

Reserve Saturday, August 26 for a day of golf, relaxation and friendship. The UCWBG is sponsoring its First Annual Charity Golf Classic on this day, beginning at 1:45 P.M. with a 9- or 18-hole scramble followed by a picnic buffet and awards ceremony. Players of all abilities are welcome. Proceeds will benefit the Woodlawn Maternal and Child Health Center.

Affiliated with Wyler Children's Hospital, Woodlawn Maternal and Child Health Center, 950 East 61st Street, was established by the University of Chicago in 1967 as a comprehensive community health facility dedicated to the medical needs of low income women and children of the Woodlawn, South Shore and Greater Grand Crossing neighborhoods. The Woodlawn Center is staffed with full-time faculty of the departments of pediatrics and obstetrics and gynecology at the University of Chicago who also conduct clinical training for residents and medical students in pediatrics and obstetrics and gynecology.

Woodlawn Center has approximately 13,000 patients: 60 percent are pediatric patients, 20 percent are maternal (OB) patients



and 20 percent are family planning patients. Nearly 65 percent of Woodlawn's pediatric patients are below the poverty level, as are an estimated 80 percent of maternal and family planning patients.

If you are unable to attend but would like to help this worthy cause, contact Rae Fischer at 708/913-4735. Hole sponsors, silent auction and door prize donors are still needed. ✍

**9- or 18-hole Scramble
Saturday, August 26, 1995
Tee times beginning
at 1:45 P.M.
Picnic buffet and
award ceremony following**

**Thunderbird Country Club
Barrington, Illinois**

**Entry fees:
\$60/18 holes \$40/9 holes
(optional: cart rental \$12;
pull-cart rental \$3;
club rental \$12)**

**Respond early as
tee times are limited -
ABSOLUTE DEADLINE JULY 21**

**Participants will be
contacted by phone
in August with tee times**

**Use the form below to register
(note: no phone-in registration will be accepted for this event)**

Name	Mailing Address	Phone
1 _____	_____	_____
<input type="checkbox"/> 18 holes <input type="checkbox"/> 9 holes	<input type="checkbox"/> Advanced <input type="checkbox"/> Intermediate <input type="checkbox"/> Beginner	
2 _____	_____	_____
<input type="checkbox"/> 18 holes <input type="checkbox"/> 9 holes	<input type="checkbox"/> Advanced <input type="checkbox"/> Intermediate <input type="checkbox"/> Beginner	
3 _____	_____	_____
<input type="checkbox"/> 18 holes <input type="checkbox"/> 9 holes	<input type="checkbox"/> Advanced <input type="checkbox"/> Intermediate <input type="checkbox"/> Beginner	
4 _____	_____	_____
<input type="checkbox"/> 18 holes <input type="checkbox"/> 9 holes	<input type="checkbox"/> Advanced <input type="checkbox"/> Intermediate <input type="checkbox"/> Beginner	

Total Cost: _____

Select payment option: Check enclosed Visa Mastercard

Card Number: _____ Expiration Date: _____

Signature (required): _____

Return this coupon with check payable to **UCWBG** or credit card information to: UCWBG, 1805 North Mill Street, Suite A, Naperville, IL 60563-1275. Fax: 708/369-3773. For information: 708/256-5804.

Inside This Issue

Features

Board Nominations	4
Dr. Linda A. Hill	5
Philanthropy Illustrated	7
Home Page	7

On-going

Message from Suzanne Keers	2
LifeWorks	3
Visibility Plus	3
Profile	5
Special Interest Groups	6
Celebrate UCWBG	8

A Message from Suzanne Keers

Summer has finally arrived and I hope all of our members find time to enjoy themselves with family and friends. The UCWBG had a very busy spring and in case you missed out on the fun – let me bring you up to date.

In April, I met with Dean Hamada to update him on the UCWBG. It was an excellent meeting and the Dean is very interested in our activities. One of Dean Hamada's priorities is to build a life-long relationship between the GSB and alumni. He wisely views the UCWBG as a strong asset in this area. We plan to keep the Dean informed of our concerns and activities on a regular basis.

For the fourth year in a row, the UCWBG has sponsored a panel session at the Annual Management Conference. This year's panel, entitled "Money isn't Everything: Non-Monetary Incentives in Organizations," was moderated by Linda E. Ginzler, senior lecturer in behavioral science at GSB. Panelists included Robert B. Cialdini, professor of psychology at Arizona State University; Sue McKibbin, vice president of education at the American Hospital Association; and Jerry I. Porras, professor of organizational behavior at Stanford University. The panelists discussed the power of informal, non-economic rewards for individual motivation and organizational effectiveness. The panel was well attended and got excellent evaluations.

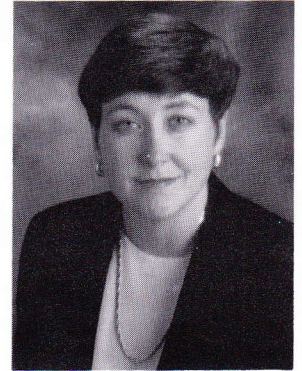
We then jumped into REUNION '95 activities as the UCWBG joined other alumni on an architectural boat tour of the Chicago River. It was still a bit chilly in May, but good fun anyway. A number of UCWBG members who were celebrating their reunions

participated in other REUNION '95 activities at the Downtown Center and on campus.

Meanwhile, in the spirit of REUNION '95, the Alumni Office helped the UCWBG host a reunion luncheon for past board members. As part of our ongoing 15th anniversary celebration, twenty-seven past and current UCWBG board members met to reminisce and have lunch at the Downtown Center.

Finally, on May 23, Dr. Linda A. Hill, professor in the managerial behavior interest group at Harvard Business School, was our guest for a dynamite presentation on power and politics in the workplace (*see article on page 5*).

With the first half of the year almost over, the UCWBG board and committees are busily planning events for late summer and the rest of the year. Look forward to more celebrations, more education and more networking—hope to see you there.



Suzanne Keers '88
President

Suzanne Keers
President



UCWBG Reunion:
Past and Present
Members

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
VP-Administration: Maureen Brown Thomas '87
murbis@aol.com 708/978-9432
VP-Finance: Nancy Dschida '94
312/938-8778
VP-Membership: Karin Janowski '90
708/246-4347
VP-Programs: Susan Miner '93
susan.miner@att.com 708/713-7587

VP-Career Management: Kendra Leindecker '93
kendras@ibm.net 312/326-8979
VP-Internal Communications: Kathy Bailey '91
kabailey@lanmail.rmc.com 708/387-8822
VP-Marketing/Public Relations: Christine B. Cantarino '92
christine_cantarino@wes.mot.com 708/576-4965
Immediate Past President: Chandra Greer '90
312/220-5043
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: No Bother at All

by Julie Danis '84

Have you ever wanted to leave work just to get away from people asking questions and bothering you? Well I have. And I did—escaping to the peace and quiet of my home with a borrowed office laptop to get some work done.

3:30 P.M. Home alone. Time to work without bothersome questions—until the computer crashes. “I don’t have time for this,” I grouse, pressing multiple keys and praying the words re-appear. Not my luck today.

4 P.M. Turn the computer off. Turn it back on. Clean screen. Start over. Crash. Another pile-up on the information superhighway. “Drat,” I mutter and dial the office for help. But no one can be bothered with my problem. “Better call the 1-800-help-me-hotline,” my secretary says and recites the number by heart.

4:30 P.M. An automated receptionist answers. I press 4, then 1 and finally 3. The message I will hear every 30 seconds for the next 30 minutes basically says: “Move your feet, lose your seat. We’ll talk soon, promise.” I’m really bothered now.

5 P.M. Finally a real person answers. After my highly non-technical description of the problem, followed by many diagnostic key strokes guided by the nameless expert and executed by an increasingly frustrated me, the real person says he thinks I might have a hole in my disk. “Great,” I say, “I’ll patch it with tape.” “No,” he says, “it’s an invisible hole.” “That’s okay,” I reply, realizing he’s missed my slight attempt at computer humor, “it’s invisible tape.”

Mr. Customer Service searches for a way to explain the invisible hole concept. He makes an analogy using shoes. He starts, “You label and organize your shoes in a shoe rack by the day of the week.” I interrupt, “Not really.”

He continues: “The shoe rack falls, labels fly everywhere. When you reload the rack you find a day missing. And there’s your hole. Understand?” “No,” I confess while wondering if anyone really uses this shoe organization system.

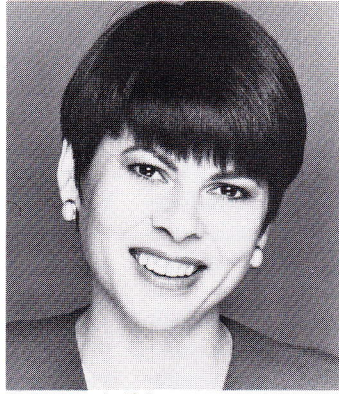
6 P.M. James (Mr. Customer Service and I are on a first-name basis now) and I are hunting for holes to fill. Finally, all systems are go. He wishes me luck and gives me his direct line for future questions.

6:30 P.M. The future is here. “Sorry to bother you,” I start, “but the shoes fell again and this time I think I’m missing Monday through Friday.”

7 P.M. James concedes defeat. He gives me more numbers to call and says he’s sorry. I assure him, “Nothing to be sorry about. I’m sorry to bother you with so many questions.” And he responded simply and wisely, “If you don’t bother to ask, you probably won’t bother to know.”

“Good point, James,” I said, “so if it’s really no bother, could you explain that shoe rack system again? My closet is a mess.” ☹

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

Visibility Plus From the Inside Out

by Anita R. Brick '81

Regardless of where you open your briefcase each day – at a large corporation, a small business, or at the end of your dining room table – the message is the same. You and you alone are in charge of your career. Visibility is an important part of your career development.

How a manager should make herself “internally” visible varies from company to company, but certain things are universally applicable. Here are a few to get you started.

1. *Be a regular resource.* Are you developing expertise on a particular topic in your present company? Make management aware of your special knowledge and the extent which people can depend on you. If your department or company lacks expertise in a particular area, figure out if it’s a priority. If it is important to your firm, be the one to fill the gap and reap the rewards of career advancement.

2. *Manage your performance reviews.* The key to a successful review is keeping vigilant track of your performance throughout the year. Don’t forget to write down what you’ve done. It takes time, but is a terrific memory jogger for those of us who don’t remember everything we do each day. Keep a folder or notebook with all of those “goodies” about you.

If you share concrete accomplishments during your performance review, you will increase your chances of having your boss remember what you’ve done. Consider providing an outline of your achievements for future reference. You enable your boss to take this information and make a case for your advancement to those higher up.

3. *Be a solution thinker.* “It’s important to establish quality communication with more senior management,” relates Dorothy Pirovano, senior vice president of PCS, a Chicago-based public relations firm. Know when to walk into the president’s office (or in a large organization, the department head’s) and share a copy of a report demonstrating your excellent results. This shows you can solve problems and achieve your objectives. “Also,” declares Pirovano, “be a person who examines problems and presents well-researched and thought-out solutions.”

4. *Get published internally.* Has your area of responsibility achieved something of note – excellent sales, a new product launch, or a quality breakthrough? Or have you made a significant contribution to your community, a charity, or your place of worship? Your life could have the stuff that company publications love to profile.

Maybe you want to write an article or column. Internal publications are usually short-staffed, so a well-written piece will likely be appreciated. Consider interviewing others in the company. You’ll get to meet them and they’ll get to know you.

But before you start, study your company’s newsletter or magazine to see what is covered. Then with a few ideas, contact the publication’s editor. If you can’t find the phone number, start with corporate communications or human resources.

As always, do your best, work with integrity, and in appropriate ways, keep *Exposing Yourself*. If all else fails, pick up Michael Dainard’s book *Breaking Free from Corporate Bondage* (Dearborn, 1993). ☹

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 called *Exposing Yourself*. Send your *Visibility Plus* questions to: Anita Brick, Box 14115, Chicago, IL 60614, via e-mail at VisPlus@aol.com, or call her at 312/549-4662. ©Anita R. Brick, 1995/ALL RIGHTS RESERVED

1996 Board Nominations

by Chandra Greer '90

It's summer, the weather's beautiful, the garden's looking great, your vacation's coming up... Feeling relaxed? Great! You're in the right frame of mind to give thought to joining the 1996 University of Chicago Women's Business Group board or one of the UCWBG committees.

The UCWBG is in the process of preparing a slate of board officers for 1996. This process involves gathering nominations from the current board and members-at-large (you can nominate yourself or another member), reviewing the nominations, evaluating 1996 board needs and talking in-depth with each individual nominee.

I've been a member of the board for five years, including a stint as president, and I can't say enough about the advantages of board membership. Here are some potential benefits I think you might see:

- Build your skills base, particularly leadership, salesmanship, consensus-building and time management.
- Broaden your professional world beyond your immediate work environment.
- Make a real difference in the UCWBG through the power of your ideas and a commitment to making them a reality.
- Form lasting friendships with women who share your talent and goals.

I wouldn't trade my experience with the UCWBG for anything and, in fact, I attribute much of my personal career development to the fact that I had a leadership position on the board before I had a leadership position in my career.

Please think about joining the board. You don't have to be a CEO or corporate officer. You could be a recent graduate of the GSB. The only requirements are that you be a member of the UCWBG and have the energy and commitment to make a real difference on the board. And, if joining the board is a step you're not willing to take at this time, please think about joining a committee.

A nominations form has been included in this issue of *The Exponent*. Please fax or mail it to me no later than August 1. Feel free to also call me directly at 312/220-5043.

Following are brief descriptions of board positions and a list of available committees. Please call me if you need additional information. I'll be happy to hear from you.

Board Officers

President-elect

Serves on the Advisory Board Committee, chairs the Leadership Forum, which sets strategic direction for the following year, and assists the president and immediate past president as needed. Formulates goals and objectives for the next calendar year, while fostering communications and relationships with the GSB and student groups.

Vice President-Finance

Keeps detailed accounting of receipts and disbursements. Prepares annual budget and monthly financial reports. Also prepares special analyses as needed and generates ideas for improving financial operations of the group.

Vice President-Administration

Secretary to the board of directors. Takes detailed minutes of all board meetings and is the custodian of all records and reports. Prepares and mails ballots for annual board elections. Updates by-laws as needed. Manages association management company. Coordinates administrative activities with GSB Alumni Office.

Vice President-Internal Communications

Editor-in-chief of *The Exponent*. Forms and manages team of writers and editors for this award-winning publication. Manages information flow to the membership via *The Exponent* and the reporting of UCWBG programs and events.

Vice President-Programs

Creates concepts for and produces programs and events. Is group liaison for speakers such as Anita Roddick, Martha Layne Collins, and Letitia Baldrige. Is responsible for growth and development of large programs committee and for quality control of UCWBG persona as presented at events.

Vice President-Career Management

Similar to the VP-Programs, but, with her committee, specializes in addressing members' career development needs through programs such as the annual Networking Dinner, Career Management Roundtables and the recent event with Dr. Linda Hill.

Vice President-Marketing/Public Relations

Organizes and manages a committee that generates global marketing ideas for key constituencies - members, potential members, general public and GSB, members. Works with all board members as marketing consultant for individual activities ranging from specific events to *The Exponent*. Conducts periodic marketing surveys of the membership and establishes ongoing relationships with business editors and writers.

Vice President-Membership

With her committee, leads annual membership drive and produces the membership directory. Works with the GSB and management association company to maintain integrity of membership database, including recent initiative to incorporate Internet address information. With VP-Marketing/PR, formulates membership growth and retention strategies.

Directors-at-Large

These two officers create and coordinate special programs and activities, either self-initiated or as requested by the president. They assist other board members as needed and provide critical input for long-term planning and strategic direction. Directors serve as continuous improvement agents to bring new ideas to the group such as recent formation of G.I.F.T. (philanthropic committee).

Committees

- Career Management
- G.I.F.T. (philanthropic committee)
- Internal Communications
- Marketing/Public Relations
- Membership
- Programs

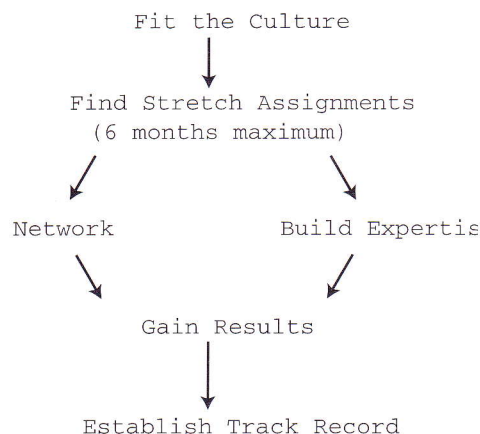
Dr. Linda A. Hill Delivers Talk on Power and Influence

by Kendra Leindecker '93

On Tuesday, May 23 at the GSB downtown center, the UCWBG career management committee and the Katten, Muchin, Zavis Women's Forum sponsored Dr. Linda A. Hill, professor, managerial behavior interest group at Harvard Business School, who spoke to a group of 200 on "Developing Power and Influence" in our career. Her academic viewpoint was supplemented by practical and tangible anecdotes from her consulting work.

Linda's primary message was that as we obtain power and influence in the workplace, we also become more dependent on the people with and for whom we work. All the hype that we've heard about "empowerment," for example, really describes just how much we must share influence within an organization and rely on peoples' expertise. In order to establish power and influence in this type of environment, we must first gain credibility. Linda suggested that in order to do this, it is necessary to learn how to manage groups of people, versus individuals, whether subordinates, superiors, or peers.

Just how do we establish credibility in an organization? Linda presented the following model, which should be used re-



(l to r) Suzanne Keers, Kendra Leindecker, Dr. Linda A. Hill, and Marcia Sullivan

Board Member Profile



Chandra Annette Greer '90
Immediate Past President

The immediate past president serves as a valuable resource to provide an historical perspective to the board, chairs the nominating committee, serves on the Advisory Board, and works on special assignments. Chandra Annette Greer ('90, Campus) is our immediate past president.

1995 is Chandra Greer's fifth year on the UCWBG board. She has also been VP-Public Relations, VP-Marketing, President-Elect, and President.

Chandra received her B.S. in marketing from the University of Illinois in 1986, then joined the Amoco Corporation as an oil movements analyst. She left Amoco in 1989 to pursue her MBA at the GSB. After graduating from the Campus program in 1990, Chandra joined Leo Burnett USA where she is currently an account supervisor.

Chandra's goals for 1995 are to assist the current president in any way possible, particularly in developing the UCWBG 15-Year Celebration, to act as unofficial creative director and to work on various special projects throughout the year.

In addition to her work with the UCWBG, Chandra is a board member with Teen Living Programs, a social service agency devoted to homeless and runaway teenagers. ♣

peatedly throughout one's career:

Linda stated that through her research, she has identified key success factors. First, a common characteristic among successful managers was that they attracted people to mentor them, rather than simply having a mentor assigned to them. Linda noted that this aspect is often more difficult for women, since it is a greater risk for a male in an organization to mentor a female, because up-and-coming women are more visible, and mentors tend to shy away from this in case of failure. Second, of those managers studied, each of them showed a passion for success. Third, stellar managers had excellent people skills, but were also considered to be tough in a situation when it was necessary. Fourth, each successful individual demonstrated career courage, which meant taking risks in obtaining stretch assignments. Finally, Linda stressed that successful managers were never perfect. Each one proved to have some failures throughout their career, but were considered intelligent by their peers and superiors.

As we progress through our career, Linda encourages us to ask ourselves the following set of questions at least once a year, which will allow us to recognize our development as managers.

- How much have you learned?
- Which new people do you know?
- Have you strengthened relationships or alienated people?
- Have you established a track record?
- Do you have a better reputation?
- Do people know what you've accomplished?

Many thanks to the career management committee and Katten, Muchin, Zavis law firm who helped organize this event. If you are interested in helping organize other career management events, please contact Kendra Leindecker at 312/326-8979. ♣

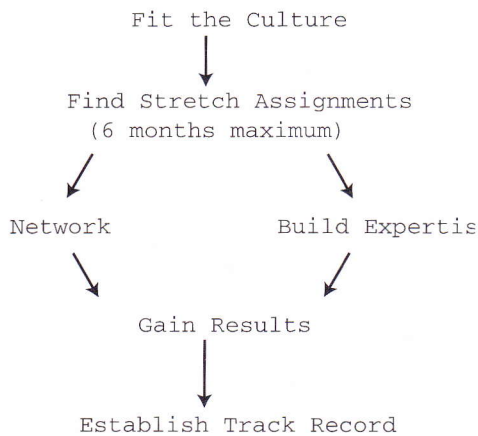
Dr. Linda A. Hill Delivers Talk on Power and Influence

by Kendra Leindecker '93

On Tuesday, May 23 at the GSB downtown center, the UCWBG career management committee and the Katten, Muchin, Zavis Women's Forum sponsored Dr. Linda A. Hill, professor, managerial behavior interest group at Harvard Business School, who spoke to a group of 200 on "Developing Power and Influence" in our career. Her academic viewpoint was supplemented by practical and tangible anecdotes from her consulting work.

Linda's primary message was that as we obtain power and influence in the workplace, we also become more dependent on the people with and for whom we work. All the hype that we've heard about "empowerment," for example, really describes just how much we must share influence within an organization and rely on peoples' expertise. In order to establish power and influence in this type of environment, we must first gain credibility. Linda suggested that in order to do this, it is necessary to learn how to manage groups of people, versus individuals, whether subordinates, superiors, or peers.

Just how do we establish credibility in an organization? Linda presented the following model, which should be used re-



peatedly throughout one's career:

Linda stated that through her research, she has identified key success factors. First, a common characteristic among successful managers was that they attracted people to mentor them, rather than simply having a mentor assigned to them. Linda noted that this aspect is often more difficult for women, since it is a greater risk for a male in an organization to mentor a female, because up-and-coming women are more visible, and mentors tend to shy away from this in case of failure. Second, of those managers studied, each of them showed a passion for success. Third, stellar managers had excellent people skills, but were also considered to be tough in a situation when it was necessary. Fourth, each successful individual demonstrated career courage, which meant taking risks in obtaining stretch assignments. Finally, Linda stressed that successful managers were never perfect. Each one proved to have some failures throughout their career, but were considered intelligent by their peers and superiors.

As we progress through our career, Linda encourages us to ask ourselves the following set of questions at least once a year, which will allow us to recognize our development as managers.

- How much have you learned?
- Which new people do you know?
- Have you strengthened relationships or alienated people?
- Have you established a track record?
- Do you have a better reputation?
- Do people know what you've accomplished?

Many thanks to the career management committee and Katten, Muchin, Zavis law firm who helped organize this event. If you are interested in helping organize other career management events, please contact Kendra Leindecker at 312/326-8979. ☞

Board Member Profile



Chandra Annette Greer '90
Immediate Past President

The immediate past president serves as a valuable resource to provide an historical perspective to the board, chairs the nominating committee, serves on the Advisory Board, and works on special assignments. Chandra Annette Greer ('90, Campus) is our immediate past president.

1995 is Chandra Greer's fifth year on the UCWBG board. She has also been VP-Public Relations, VP-Marketing, President-Elect, and President.

Chandra received her B.S. in marketing from the University of Illinois in 1986, then joined the Amoco Corporation as an oil movements analyst. She left Amoco in 1989 to pursue her MBA at the GSB. After graduating from the Campus program in 1990, Chandra joined Leo Burnett USA where she is currently an account supervisor.

Chandra's goals for 1995 are to assist the current president in any way possible, particularly in developing the UCWBG 15-Year Celebration, to act as unofficial creative director and to work on various special projects throughout the year.

In addition to her work with the UCWBG, Chandra is a board member with Teen Living Programs, a social service agency devoted to homeless and runaway teenagers. ☞



(l to r) Suzanne Keers, Kendra Leindecker, Dr. Linda A. Hill, and Marcia Sullivan

UCWBG Special Interest Groups

Entrepreneurship Committee Gets a New Start

by Julia Hathaway '90

You are invited to attend a meeting of the UCWBG entrepreneur committee. The meeting will take place on Monday, September 11 from 6:30-9:00 P.M., at Judy Thornber's new condominium - 201 East Chestnut #14B. There will be a buffet dinner available for \$7. Whether you own your own business, or are curious about what it is really like, you are welcome to attend.

The entrepreneur committee provides an opportunity for UCWBG members to talk about all aspects of making their own business work. Things such as:

- brainstorming solutions to problems
- hearing stories about business successes
- discussing opportunities in the market
- reviewing plans and concepts for new ventures

The informal setting provides a comfortable venue for asking questions and discussing possibilities.

During our first meeting we will devote the first half to talking about the format, function, and meeting frequency of the group. The second half will be devoted to our hostess, Judy Thornber. Judy has just started a venture in the sculpture and decorative accessories market, and will talk about what it is like.

If you would like to attend please contact either Julia Hathaway at 312/281-6396 (e-mail: DRIESDALE@aol.com) or Judy Thornber at 312/642-9369. ☞

North/Northwest Networking Group

by Agnes Roach '80

Date: Wednesday, July 19
Time: 6:30 P.M.
Place: MARIA LUPETIN'S HOME
Glenview, IL

R.S.V.P. by 12:00 NOON Friday, July 14 and to get directions:

Maria Lupetin 708/390-6660 or
Agnes Roach 708/356-0575 or
Virginia Tomasek 708/835-8475

The North/Northwest Networking Group is having a "Bring Your Own Chair Backyard Pizza Party" at Maria Lupetin's home

Mothers' Network - Upcoming Meeting

by Nancy Gunder '83

The May meeting of the Mother's Network was fun as a handful of us sat around the kitchen table at Nancy Gunder's house and shared our experiences on how we spend our days balancing childrearing, household chores, and other jobs. As you might expect from a group of MBAs, the conversation often returned to our "outside" jobs, whether current or past ones. There was also a sense that in leaving the workforce to stay home, we still had to earn our way by taking on a majority of the household and childrearing functions. Other themes that emerged included the importance of having support (from a spouse, other family member and/or nanny) and carving out time for ourselves to do things that make us feel good.

Come join in the lively discussion at our next meeting of the Mothers' Network.

Date: Tuesday, July 11
Time: 7:30-9:00 P.M.
Place: DEBORAH PAUL BECKMANN'S HOME
808 Woodbine
Northbrook, IL 60062
708/498-1405

R.S.V.P. by Monday, July 10 to:
Nancy Gunder 708/295-4014 or
Debbie Beckman 708/498-1405

Directions when coming from the:

Southeast: Take I-94 north to Dundee West exit. Go west 2-1/2 miles to Western Avenue which is the first stop light past Waukegan

Road (IL 43). Turn left (south) on Western and go one block to Peachtree. Turn right (west) on Peachtree and go one block to Woodbine. Turn right (north) on Woodbine and continue to 808 Woodbine.

North/Northwest: Take the Tri-State south past Deerfield Toll Plaza. Stay left on I-94 to Chicago and exit on Waukegan Road (IL 43). Go south on Waukegan to Dundee. Turn right on Dundee to the first stop light at Western Avenue. Turn left (south) on Western one block to Peachtree. Turn right (west) on Peachtree and go one block to Woodbine. Turn right (north) on Woodbine and continue to 808 Woodbine.

Northeast: Take US 41 south to Lake Cook Rd. Go west on Lake Cook to first major intersection which is Skokie Valley Road. Turn left (south) on Skokie Valley Road and continue to Dundee. Turn right (west) on Dundee and go approximately 2-1/2 miles to Western (which is the first light past Waukegan Road). Turn left (south) on Western and go one block to Peachtree. Turn right (west) on Peachtree and go one block to Woodbine. Turn right (north) on Woodbine and continue to 808 Woodbine. ☞

Philanthropic Update

by Rae Fischer '91

Things have been humming along for us this year. Can you believe we're halfway into 1995? The Bottomless Closet collection in March was a huge success. We collected over 400 pounds of clothing and accessories. Harris Bank was so enthusiastic about their involvement, they've requested we do the event with them again in the fall.

On Saturday, July 22, ten UCWBG volunteers will be answering phones for the National Public Radio (WBEZ-FM) Phoneathon from 8:15 A.M. through 12:45 P.M. Our shift will include "The Car Guys" and "Whadda Ya Know," two very popular shows. A high-carbohydrate breakfast and a studio tour will be included in the package. We already have four people signed up, so call the UCWBG voice mail at 708/256-5804 ASAP if you're interested in participating. ☞

Philanthropy Illustrated

by Kathleen M. Adamec, '89

Recent editions of *The Exponent* featured the philanthropic activities of various members of the UCWBG. This month the focus shifts to The University of Chicago campus students by highlighting the philanthropic activities of the Giving Something Back organization. My goal is to illustrate the numerous opportunities for the UCWBG membership to extend the reach of GSB's volunteer and community service programs. Through your support, we can build a life-long relationship with the campus community and promote sensitivity to the importance of good citizenship.

What is the "Giving Something Back" Organization?

Giving Something Back (GSB) provides opportunities for students at the Graduate School of Business to contribute to their community. With over 200 regular members, GSB is the most active student organization at the business school.

GSB was established five years ago by a group of motivated graduate business students. While the organization receives a great deal of administrative assistance from the Dean of Students' Office, GSB has no formal university ties. It exists entirely on the selfless efforts of the students. It receives no financial resources from the university and there are no membership dues. Funding occurs only through the programs created by the students.

Recognizing the different time constraints and motivations of business students, GSB offers a wide choice of volunteer options. There are currently over 15 projects.

What Projects are Offered?

The projects are organized in three functional areas: one-time projects, educational support, and homelessness/outreach programs.

One-Time Projects

Appealing to students whose schedules preclude an ongoing commitment, one-time projects include activities like collecting toys for hospitalized children in conjunction with Toys for Tots or participating in the GSB Auction, which is a fundraiser for the GSB Public Service Fellowship.

The GSB Auction has become a popular annual fundraiser during which items collected from students, faculty, deans, staff, and businesses are auctioned. The proceeds, which go to the GSB Fellowship program, provide financial support to Graduate School of Business students who take summer internship jobs in the public service and non-profit sectors. The purpose of the

support is to encourage students to use their management skills to help public-oriented enterprises.

GSB also has a scholarship program that is funded through one-time events like the Used Book Exchange and participation in the Chicago Marathon. In the marathon fundraiser last year, approximately 30 GSB students secured pledges from classmates, friends, and family for each mile completed. This year five \$500 scholarships will be awarded to graduating high school seniors in the Hyde Park area to help with the expenses of moving to college and purchasing books.

Mike Miniati, a Giving Something Back co-chair, issued a personal appeal to UCWBG members: "Donating items for the GSB Auction, securing additional pledges from UCWBG members for participation in the Chicago Marathon, and securing corporate funding partnerships are convenient ways to contribute when time constraints prohibit continuous involvement. We would be grateful for any support your members could provide," said Miniati.

Educational Support

Passing on the benefits of an education through a variety of tutoring and mentoring programs requires an ongoing time commitment. GSB offers a number of tutoring projects for various Hyde Park elementary schools and recently expanded its geographical borders by initiating a "Chicago Tutors" project at The University of Chicago Graduate School of Business Downtown Center.

Chicago Tutors is a partnership between the GSB organization, the Jesse White Foundation, and Marshall's Place, the community center of Marshall Field Garden Apartment Homes, a subsidized housing complex. Once a week, business school students tutor elementary school students from Marshall's Place at the Downtown Center.

The one-on-one attention these children crave and receive makes the Chicago Tutors project a phenomenal success. To maintain its goal of one-on-one tutoring, GSB needs more tutors willing to spend a gratifying hour per week giving the gift of education at the Downtown Center. The location makes Chicago Tutors easily accessible to many UCWBG members and an obvious partnership possibility with GSB.

Homelessness/Outreach Programs

Giving Something Back helps the homeless through food and clothing drives. Through

Home Page on the Web for UCWBG

by Irene Márquez '80

Late last year, Suzanne Keers asked me to create a presence on the Internet for the UCWBG. I've been having lots of fun discovering all sorts of stuff about the Internet, Unix, and HTML documents. The end result? We now have a Home Page for the group available on the World Wide Web (Web).

From your Web browser (such as Chameleon, Mosaic, Netscape, etc.), locate the GSB's home page: <http://www-gsb.uchicago.edu>. From the list of options, select Alumni Organizations to display the list of alumni group home pages. Select the UCWBG and there it is. If you trust your keyboard skills, you can go directly to the document: http://www-gsb.uchicago.edu/gsb/clubs/alumni/ucwbg/ucwbg_home.html.

Our Home Page has started out simple: a calendar of events, a list of officers, descriptions of special interest groups, information on how to join the group, and highlights of member activities. Soon, the UCWBG cameo will be added.

The question I have for you is: How can we best use our Web page to help the members network? Your suggestions and ideas are needed. What do you think we should include on the Home Page? And because the Web is a *very public* forum, what should we *not* put on the Home Page? Call me, write to me, or send an e-mail to sliptrip@mcs.com.

I'm also looking for anyone who would be interested in helping to develop and maintain our Home Page. The GSB has provided the space on their Web server but we've got to make it happen. We need to talk with the members about exploiting this opportunity. Experience on the 'Net isn't necessary. Give me a call.

We owe a special thanks to Danielle Palmer, a member and the director of alumni affairs at the GSB. Danielle has been a driving force at the GSB for getting space for alumni groups on the GSB server. Future plans for the GSB server include adding other clubs, publishing Roundtable calendars, and listing the GSB calendar. ☺

continued on page 9

Celebrating the UCWBG

Information Exchange

Linda Gump, Campus, '88, and her husband, Joe, are the proud parents of a baby girl, Amanda Jean, born March 16, 1995.

JoAnne H. Miller, XP-56, joined a start-up company as VP-software engineering in October, 1994. The company, Air Net Communications in Melbourne, FL, is in the wireless infrastructure business. Her son, Christopher Miller, runs several web sites and has just joined Hotwired! Her husband remains in Chicago and they alternate weekends between Chicago and Melbourne.

Agnes A. Roach, CFP, Campus, '80, was a featured speaker at the 1995 Spring Conference of the American Business Women's Association in Peoria, IL on the topic of "Money Matters."

Jan Thompson, 190, '92, has accepted a new position as vice president of marketing, Duff & Phelps Credit Rating Co., 55 East Monroe, Chicago, IL 60603.

Job Opportunity: Project Consultants

Are you seeking challenging, high-level project work on a flexible schedule? Fast-growing financial consulting firm seeks self-starters who want to apply their significant (10+ years) of work experience on a flexible schedule basis. CPA required and MBA a plus. Strong backgrounds in financial analysis, audit and financial systems required.

Send resume with salary history to:

The Johnsson Group
c/o Marcia Powers
Suite 1000
150 North Wacker Drive
Chicago, IL 60606

Seeking Candidates for the 1995 UCWBG Advisory Board

by **Kathy Terman '85**

The UCWBG Advisory Board consists of a group of distinguished, dynamic business-women who support and guide the organization as it grows and changes. The board meets once a year and each member serves a two-year term. We are in the process of organizing the 1995 UCWBG Advisory

Board and are looking for suggestions for possible members. Candidates can be previous UCWBG board members, honorary members, and distinguished business women from the community at large. We are especially looking for outside (non-member) candidates. If you have any suggestions, please contact this year's chair, Kathy Terman, at 312/394-8065.

Welcome to New Members

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

Pamela A. Bruce, 190, '78
Gordon-Bruce Realty Services, Inc.

Deborah Jones, JD, '85

The UCWBG After 15 Years - Focus Group Summary

by **Christine Canatrino '92**

The UCWBG was founded in 1980 by a group of University of Chicago alumni seeking to develop a professional network for women graduates. Today, the group has grown to over 400 members and provides a variety of member services and subgroups. Now that we are celebrating the 15 year anniversary of the group, what is it that we are actually celebrating? What is it about the UCWBG that our members like and dislike? Earlier this year, two focus groups were held to answer those questions, so we could better understand our members and their needs. The following is a brief summary of the focus group findings.

Most women join the UCWBG for networking and relationship building, both business and non-business related. "It is refreshing to talk to other women in the workplace and to have access to their insights in dealing with various issues." Because of the diversity of the UCWBG membership based on lifestyles and representation of industries, UCWBG offers a unique, high caliber network. In addition, many women indicated that their UCWBG involvement allowed them to develop their leadership skills and gave them opportunities to learn and to work on projects that they would not be able to in their own job. Recruiting women into UCWBG was viewed as an important, on-going process.

This included recruiting recent graduates as well as other graduates who had not joined (and/or renewed their membership). "I joined last year because she invited me to a program."

Many of the participants believed that UCWBG does a good job in fostering networking. The "off-shoot" groups, such as Northwest, West, MOMS, GIFT and Stage II, offer different networking opportunities in comparison to the downtown programs. The willingness to have so many programs and groups offers a variety of choices for the members. Redundancy was not seen as a negative; it was seen as more choices, especially for those women living in the suburbs. Many members do not have the time to go downtown; however, they are able to meet locally in the suburbs.

The directory and *The Exponent* were seen as major UCWBG assets. "They both are very professionally done." Also, the members felt that Internet access would promote even better networking.

"Activity levels should be allowed to wax and wane among the members." Depending on personal and business demands, such as new job, marriage, divorce, new house, children and elder care, the members. Many believed that a member is sometimes limited to their level of participation. Most believed that the focus of UCWBG has broadened its focus from exclusive professional business issues — just as companies have tried to broaden their focus as well.

So, what could we do to improve? The simple answer was to do everything more and better. In the spirit of continuous improvement, this answer did not come as a surprise. Some specific recommendations were made, but in general, the comments were geared towards making UCWBG even stronger and more visible than it is today. It was commented that as an organization, we should publicize the services, such as voice mail and Internet, etc. The members agreed that what makes the organization stronger and better is the active participation of anyone who can and will.

With that, I conclude my brief synopsis of the focus groups and say "Happy Anniversary, UCWBG!"

I want to express my sincere thanks to all the people that volunteered their time and homes in the focus group sessions. In addition, I want to thank the moderators, Cindy Monroe and Julia Hathaway, and the hosts, Diana Carpenter and Susan Pinkus. Special thanks to Holly Berman, Kathy Terman, Agnes Roach, for their mentoring in this project.

Philanthropy, cont'd from page 7

outreach programs, GSB makes a difference in the lives of children during weekly interaction and visitation at community centers like Wyler's Children Hospital, Ronald McDonald House, and St. Martin de Porres Shelter.

Sometimes these projects expand in unexpected directions. An example is the GSB outreach program at St. Martin de Porres Shelter. Originally, project leader Derick Teeking organized volunteers to spend quality time with the children staying at this shelter by reading, playing, and helping with homework while single mothers were undergoing rehabilitation. Derick then organized and ran a raffle at the GSB Winter Formal to raise money for books to create a children's library at St. Martin de Porres. They now have a small library.

The UCWBG hosts many dinner events that could facilitate collection of various items. Would you be willing to help with this type of one-time event? Your support would enable GSB volunteers to continue to help brighten the lives of children and to make a difference in the local community.

What Accounts for the High Student Participation Rate?

Derick Teeking, one of last year's co-chairs, estimates that nearly 500 students, over 40% of the Graduate Business School student body, participated in either a one-time event or an ongoing program last year. About 200 were actively involved on a weekly basis. These are remarkable participation rates.

GSB's decentralized structure has been suggested as key to the program's success given the disparate time constraints of busi-

ness school students. According to Scott Bills, one of this year's co-chairs, "students can participate in one-time events, they can commit themselves to more time-consuming ongoing projects, or they can even set up their own philanthropic project if GSB doesn't already have something they desire or that fits their time schedule. GSB serves everyone through flexibility and diversity of opportunities."

The opportunity to develop a plan, line-up resources, and make things happen is an entrepreneurial experience that draws many participants. According to Mike Miniati, "The flexible structure and openness to new projects enables students to explore different things and test ideas out prior to entering the corporate world. If you want to start up a new project and be the project head, you can."

Whatever the motives and intentions of graduate business students and the time limitations on their activities, GSB has succeeded in harnessing their enthusiasm and energy to help the community.

Summary

With five years of experience incorporating activities that combine activism and fundraising in an enjoyable and rewarding fashion, Giving Something Back successfully attracts the volunteers necessary to be a powerful force. They continue to need new outside sources of funding to expand the reach of their programs.


Darcey Dakers, a new co-chair of GSB, believes the organization is at the point where it must grow in order to have a major impact on the community. "We are confident that the next few years will prove to be paramount in the organization's history,"

said Dakers. The Giving Something Back growth goals include:

- enlarged fellowship awards providing additional opportunities in the public sector;
- expanded scholarship opportunities to additional high schools;
- greater emphasis and development of mentoring programs;
- additional one-time events, such as community service days involving Chicago-area corporations and business school students.

Darcey also indicated that GSB plans to explore alumni relationships (like the UCWBG) to increase human and financial resources necessary to provide quality programs that are meaningful for the community as well as the volunteer. "I challenge UCWBG members to participate in social events benefiting GSB projects," said Dakers.

Forging a liaison between the UCWBG and Giving Something Back would serve both organizations well by expanding the reach of their programs and by providing focused outlets for volunteer activities. The liaison could take many forms, from development of new social events with proceeds benefiting an established program, to assistance with corporate donations, to participation in ongoing projects. Through a life-long partnership, the benefits to the community are limitless.

As we are just beginning to explore ways in which the UCWBG GIFT committee can support Giving Something Back, your input is important. Just give us a call. Better yet, join the UCWBG GIFT committee. (Rae Fischer: 708/913-4735, Kathleen Adamec: 708/655-4499) 



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. 128 Stone Avenue, 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

July

- 8 UCWBG Board Meeting, 9:00-11:30 A.M.
U of C Downtown Center, 450 North Cityfront Plaza Drive
- 11 Mother's Network, 7:30-9:00 P.M.
808 Woodbine, Northbrook
For more information, call Deborah Paul Beckman
(See article on page 6)
- 19 North/Northwest Networking Group, 6:30 P.M.
Maria Lupetin's home, Glenview
To RSVP and for directions, call Agnes Roach, 708/356-0575
(See article on page 6)
- 22 National Public Radio Phone-athon, 8:15 A.M.-12:45 P.M.
For more information, call Rae Fischer, 708/913-4735
(See article on page 6)

August

- 6 Cirque du Soleil, 1:00 P.M.
455 N. McClurg Court, City Front Center
- 12 UCWBG Board Meeting, 9:00-11:30 A.M.
U of C Downtown Center, 450 North Cityfront Plaza Drive
- 26 UCWBG Charity Golf Classic, 1:45 P.M.
Thunderbird Country Club, Barrington
(See article on front page)

September

- 11 UCWBG Entrepreneur Committee, 6:30-9:00 P.M.
201 East Chestnut, #14B, Chicago, IL
For more information, call Julia Hathaway, 312/281-6396 or
Judy Thornber, 312/642-9369
(See article on page 6)

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

Forwarding and Address Correction Requested

**Become
a Board
Member**

The Exponent is published bimonthly by the
Internal Communications Committee
Address correspondence to:
The Exponent c/o Kathy Bailey, Editor
128 South Stone
La Grange, IL 60525
fax articles: 708/387-8565
e-mail: kabailey@anmail.rmc.com

JULY/AUGUST CONTRIBUTORS

Kathleen Adamec '89
Rae Fischer '91
Julia Hathaway
Irene Márquez, '80

Anita Brick '81
Chandra Greer '90
Suzanne Keers '88
Agnes Roach '80

Julie Danis '84
Nancy Gunder '83
Kendra Leindecker '93
Kathy Terman '85