



# The Exponent

MAY / JUNE 1996

THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

## Women in the Workplace-An Update

by Valerie Anderson-Lewis '95

Please join us on June 13 for an insightful update on Women in the Workplace. This program addresses cutting-edge equal employment issues and how companies can enable access to the executive suite.

Our presenter will be Anne Ladky, Executive Director of Women Employed. Anne will discuss the work environment, corporate perspectives on what works and what doesn't, wage parity, best practices for reducing the glass ceiling, and what women can do to improve mobility and enhance career opportunities. She can also share Women Employed's findings on innovative programs for women's advancement, advocacy to improve women's economic status, the Family and Medical Leave Act, sexual harassment prevention, and career development and job search services.

The program is based on Pathways and Progress: Corporate Best Practices To Shatter the Glass Ceiling, a report released

by Chicago Area Partnerships (CAPS) on April 10, 1996. CAPS encompasses corporate, community, and government representatives, including members from the Fortune 100, the Chicago Urban League, Women Employed, the U.S. Department of Labor, and others.

This important report is the result of a four year effort. Copies of the report will be available to attendees. If you have any questions, please call Valerie Anderson-Lewis at 312-380-5753 or Dubravka Deppen at 847-729-2903.

*Anne Ladky is Executive Director of Women Employed and its affiliate, the Women Employed Institute. She is a nationally recognized expert on equal opportunity issues, career development, economic self-sufficiency, and women's organizing. Women Employed is a 23-year old organization of women at all employment levels that involves its members in advocacy on women's economic and employment issues and provides a full range of employment/career services. The Women Employed Institute has achieved national recognition for its efforts to increase opportuni-*

*ties for women through advocacy, policy analysis, program development, and economic research.*

*During her career at Women Employed, Ladky has directed national policy programs on equal opportunity enforcement, developed advocacy programs, designed model pre-employment training programs, and developed a comprehensive Partner.*

### Women in the Workplace- An Update

**Downtown Center**

**Thursday, June 13**

**5:30 - 6:15**

**Registration and Networking**

**6:15 - 7:00**

**Presentation**

**7:00 - 7:30**

**Q & A; Networking**

**\$25 members**

**\$35 guests**

### Women In the Workplace Thursday, June 13

Member Name \_\_\_\_\_ Company \_\_\_\_\_

Non-member Guest \_\_\_\_\_ Company \_\_\_\_\_

Member Tel. No. \_\_\_\_\_ Non-Member Tel. No. \_\_\_\_\_

Number of Reservation(s): \_\_\_\_\_ (\$25 members) \_\_\_\_\_ (\$35 guests) Total Amount: \_\_\_\_\_

Select payment option:  Check  Visa  Mastercard

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Return this coupon with check payable to UCWBG, 1805 North Mill Street, Suite A, Naperville, IL 60563-1275.  
Fax reservations to 708-369-3773. Voice mail: 847-256-5804.

### Inside This Issue

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Lisa Kieres '84

## Balancing it All

**Lisa Kieres '84** talks to **Kimetha Firpo, '86**, about her work to help companies find innovative solutions to work and family challenges, and life with flex-time.

*Like many of our members, I went out on my own a few years ago. Over 15 years of work experience, I had been searching for financial independence, flexibility*

*(that can now accommodate my two young children), and equity ownership. I came to the conclusion that I need to be an owner in a firm to find one that will meet my total needs. How else can we do it all? Maybe the firms I worked for could keep their best people if they were clients of Kimetha Firpo, a UCWBG member and nationally recognized expert in the area of work and family balance, benefits and trends. Kimetha has been featured in the Wall Street Journal, worked 13 years for a major bank in Chicago, in Operations Management and Human Resources, and is now a Senior Account Manager for Work Family Directions in Evanston. Her firm focuses on work/life issues, and provides employee support services, consulting services, and assists companies in making community investments to enhance dependent care for their employees.*

LK: Tell me Kimetha, are you hopeful about the changes that you see companies making in the area of work and family balance and benefits?

KF: I am. Over the past several years, I see changes in the right direction for the right reasons. Companies know they have to support employees now to stay competitive, keep their best people, deliver high quality products, and really impact their bottom line.

LK: Sometimes its hard for us to know what is going on outside of our companies. Tell us some examples of innovative practices that are being done by some companies today?

KF: For example, even while companies are cutting back on benefits, more and more companies provide services like ours, access to onsite and other day care, and make investments in community dependent care services for their employees. We also see trends for international firms to provide this kind of employee support globally, and an overall move by firms to create a more "virtual office" environment, with more employees working out of their homes.

LK: You have a husband who is an entrepreneur, two children, and a relatively new job. How is life treating you, and how have you adjusted to a 4 day work week?

KF: I really love it. I get a lot of satisfaction from my family and my work. My career really makes a difference in people's lives, and my company culture is wonderful. This is the first job that I have had where I am truly not hesitant about discussing my kids and family at work. The four-day work week gives me the extra time with my family that I love. I feel that the schedule lets me be a good employee and parent.

LK: Your environment sounds wonderful. Most professional women I know (including myself) sometimes feel the need to downplay their family life at work.

LK: If I was working for a large company and wanted to propose a flexible work arrangement, what steps would you recommend I take? How should I approach my boss?

KF: 1. **You have to think from your manager's perspective.**

Put yourself in his or her shoes and anticipate what his fears or concerns will be. Then come up with a response to each concern.

2. **Fight the urge to discuss your reasons for requesting the flex-time.**

**KF:**  
**This is the first job that I have had where I am truly not hesitant about discussing my kids and family at work.**

*continued on page 5...*

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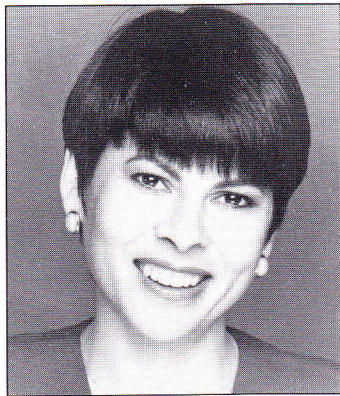
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## Tales From the Workplace

### Making Lemonade

Coming back to the office after another visit to the eye doctor with no clear diagnosis of the pain in my eyes, I was in a grouchy mood. But there was no time to be grouchy. I couldn't wait for the next rising of the sun to reshape my attitude. I had work to do. So, instead of stewing over my irritation and letting it affect my productivity I decided to try and make the best out of my blurry situation.



Julie Danis '84

We all know people who make lemonade out of lemons. They're the same people who don't cry over things that can't cry over them and find the silver lining inside the darkest cloud. With this hard-to execute attitude in mind I went to work on clearing the grouchy, gloomy mist settled over my head.

So what my eyes hurt. At least I still had them and one of them was pretty close to 20/20 too. And now I had a medical reason to go without eye makeup and a doctor's prescription to rest my eyes for 15 minutes every two hours - even at the office. That may seem like a weak pitcher of lemonade but I was refreshed as I donned new tortoise shell frames and tried not to squint at the computer screen.

This "find the bright side" philosophy is needed more and more to get through a workday. Heck, it's needed just to get to work. You say the traffic is so bad you could walk to work faster? Do like the sales rep who lives on the road. Instead of getting car sick from the stop and go she listens to her favorite tunes, the ones her husband doesn't like, and sings out loud, at full volume.

Is your company downsizing, rumors flying, morale sagging and the future and present looking pretty bleak? Dream of the severance package that will set you free to really figure out what's next. Say you're not promoted to department head, remember - managing large numbers of people can be highly overrated especially at evaluation time. If your bonus is bad and the pay raise worse look at it as less temptation to spend and more incentive to save.

And if your company's health plan won't cover the cost of the two root canals you just endured, make yourself feel better by naming all the flavors of ice cream you can eat again - without pain. Now that's making a milkshake out of milk.

Copyright, 1996 Julie M. Danis

Julie Danis is a writer, radio commentator and marketing executive. Her radio commentary, also titled *Tales from the Workplace*, is featured on public radio's nationally syndicated program *Marketplace*. She invites your comments about what's happening in your workplace. From the everyday tales to the bizarre stories, she's interested in how you manage the brave new world of work. She can be reached at: Julie Danis, 2130 Lincoln Park West, Apt. 15 South, Chicago, IL 60614, 312/528-4338 or [Jmdanis@AOL.com](mailto:Jmdanis@AOL.com).

## Working Success

### Moving Ahead-From Insight to Action

by Anita R. Brick

Insight is important, but solving problems requires action. Here are a few ideas to get you started. Remember that reading and knowing these approaches isn't enough. Be sure to use them.

#### Take BabySteps™.

Have you ever given up before you started? You probably took on too much, given your current circumstances. As you think about your goal and solutions to problems, envision the steps you'll need to take. If you're still overwhelmed, start smaller.

Does your planned follow-up phone call from last week scare you? Break it down into four BabySteps™ and it becomes easier. First, get your address book. Second, look up the number. Third, go to the telephone. Fourth, dial.

Maybe that seems silly, but think of it this way. If fear stops you from making the call, you've failed. However, if you pull out your address book, look up the number, and place it by the phone, you're three quarters of the way there. You've had three wins.

Okay, so you haven't made the call, but that's alright. Maybe you need encouragement. Call a friend. Then you may be ready. Either way, you've still moved forward.

#### Block Out Time.

A written schedule gives you greater control of your life. Are you putting off important career marketing activities? Getting them onto your schedule is an extra nudge to get you to do them. Spend too much time worrying? Make a "worry date" with yourself. Then focus your attention on more productive activities the rest of the day.

#### Plan For Success.

Pursue experiences to increase your skills, self-confidence, and enjoyment. Don't forget to include fun things. Everyone needs time to relax and rejuvenate. Some people run. Others read or go to the movies. Whatever you do, schedule it in.

Investing time in activities where you will be victorious is essential. These things don't have to be dramatic or monumental. Mail a career update to a colleague. Volunteer for a high visibility project. Or, start using e-mail. Acknowledge yourself and consider testing your limits a little more the next time.

#### Seek Solutions.

When you're stressed out, do your problems appear unsolvable? One of the most useful strategies in meeting challenges head on is to ask yourself: "What will it take to solve this problem?" Questions posed this way assume a solution exists and that you're going to find it. Talk to people, read, and observe others to identify possible solutions. Then try them out and determine which works best for you.

*continued on page 5...*

# Into the Web: Establishing a connection

by Irene Marquez

In the last issue of *The Exponent*, I listed the main reasons for going on-line as communicating with others, information, and fun. Once you've decided to get on-line, the next step is to establish a connection to the Internet. In the 'Into The Web' workshop on February 24, we compared two kinds of services to help you get on-line:

- value-added network providers, or VAN's, (such as CompuServe, America On-line, and Prodigy). A VAN is a commercial network that puts a computer on-line and offers unique programs and services.

- direct access, Internet service providers, or ISP's. An ISP is a service that provides direct access to the Internet. Examples of ISP's in the Chicago area are MCSNet, InterAccess, MCI, and Starnet.

It used to be easier to decide which type of service to use. If you wanted full Internet access (meaning not only e-mail, but logging on to other computers, 'surfing' the Web, uploading and downloading files, etc.) you had to hook into a computer that was networked into the Internet. An ISP provides a networked computer. A VAN would be sufficient if e-mail access were sufficient and you were satisfied with the programs and data services the VAN provided. By now, just about all the VAN's have not only e-mail but also some type of World Wide Web access to the Internet.

The following table presents some basic comparisons of the two types of services.

	VAN	ISP
<b>Cost</b>	Fee for use	Monthly fee
<b>Relative Cost</b>	Higher	Lower
<b>Installing</b>	Easier to install	Harder to install
<b>Internet access</b>	Yes, but may be limited	Yes
<b>Editing</b>	Censored	Uncensored
<b>Data services</b>	Unique services	Not likely to have

**Cost** Both types of services usually have a basic monthly fee for a set amount of access time. Extra costs come in when you exceed the month's basic access time or you use one of the VAN's services. You have better control of your costs with an ISP than with an on-line service. For some VAN's, going to the Internet involves an extra fee.

**Installing** Access to a VAN is far easier to install than Internet access through an ISP. I'm sure that many of you have been inundated with those diskettes from CompuServe, America On-line, etc. You load the software, run it and in a few minutes you are on-line with the service. It's no where near as simple with an ISP. However, ISP's usually have freeware or shareware (the software needed to connect to the Internet) available on their computers to download and install. Their telephone support staff can help you through installing it all. Some will even provide a service, for a fee, to come to your home to install the software and connection you need.

**Internet access** Access to the Internet through a VAN usually comes in one of three levels. The most basic is just e-mail. The next level is e-mail and the World Wide Web. The third level is full access in which you can send e-mail, telnet to any computer and browse the Web. However, you may have to use the software programs that they've provided and accessing the Internet is likely to be an extra charge. With an ISP, you can select the browser (and any other access software for e-mail, file transferring, telnetting, etc.) that you want.

**Data services** On-line services develop very good services to information on a huge variety of topics. Keep in mind that you have to pay a fee beyond your basic monthly charge for each time you use them.

**Editing** There is no effective censoring of anything on the Internet. If you have young children, the censoring of information could be important to you. On-line services may review and edit the information on the data services they make available to their customers. But if you get full Internet access with the on-line service, there will be no censoring of any Internet sites you visit. A VAN might allow you to determine when your account can access the Internet.

Some advice: seeing is understanding. Ask your friends and colleagues to show you what they're doing to get on-line. What would they recommend?

## Questions to Ask a Service Provider

- Will the connection give you full access to the Internet, to send and receive e-mail, to use a Web browser, or to subscribe to newsgroups.
- Do they offer a local phone number to dial-in to? This will keep your costs down
- What is the fastest dial-in modem speed that the service supports? You want it to be at least as fast as your modem. Note that the slower modem on either side of the connection sets the speed.
- Does the service provide support in setting up all the software you need?
- What kind of support does the service have? It's usually over the phone, so here's another reason to have a second line.
- How busy is the service? When are their busiest times? Are these the times you're likely to log on?
- Does the service have regularly scheduled 'down' times when it's unavailable?
- Can you set up your own Web page on their computer?
- Do they have a free trial period?

Please call our voicemail on 847-256-5804 for a detailed list of questions to ask Service Providers.

**Have you developed a Web page?** Or, as an entrepreneur, have you put up a Web page for your company? We'd like to set up a list on the UCWBG home page of all the Web pages our members have developed. Please send me the URL at [sliptrip@mcs.com](mailto:sliptrip@mcs.com) or give me a call.

# The Trading Post

Thanks to everyone who responded to last month's questions! Although we had a lot of responses, we haven't received many new questions. So take a few moments to think of a question and send it in. This is a great opportunity to access our members. We are working to bring Trading Post to you on-line soon.

One question from the last issue receiving several response requests related to perennials for shady gardens. Below is a sampling of perennials that thrive in shade gardens along with their height, colors, and blooming season.

**Astilbe** - early summer flowering; white, salmon, rose-pink, raspberry and pomegranate; 18 to 36 inches; requires moist soil; remove spent flowers for reblooming

**Bleeding Heart** - spring, will rebloom; heart-shaped pink or white blooms; 18 to 36 inches

**Campanula** (bellflowers) - summer/fall flowering; blue, violet, and white; height ranges from 4 inches to 5 feet; color and height dependent on variety

**Coralbells** - one of the most famous American wild flowers; used as edging plants or in ground-covering masses

**Day Lilies** - late spring to fall depending on variety; grows to 3 to 4 feet; colors include yellows, oranges, reds, and pinks; likes moist soil

**Hosta** - used frequently for ground cover; leaves generally heart shaped and vary in length and width; foliage are richly green all over, or white- or yellow variegated; summer flowers in lavender, violet, or white are similar to small nodding lilies

**Hydrangea** - summer-flowering shrub with large 6 inch lace cup flower ensembles; plant sparingly in part shade; needs a backing of trees or wall; needs much pruning

**Lily-of-the-Valley** - spring flower; easy-to-grow deciduous ground cover, spreads well; 8 inches tall with fox-ear leaves and brief flower stalks carrying fragrant white bells

**Peonies** - flowers mid to late spring; best in moist, well fertilized soil; varieties for shade gardens include tenuifolia - 18 inches, crimson flowers, peregrina - 3 feet, crimson flower,

**Veitchii** - 12 to 30 inches, purplish red, pink, or white flower, Emodi - 2 to 3 feet, white fragrant flower

**Phlox** - mid to late summer; oval leaves flat on ground; 1 foot tall scapes topped with gray-violet, bright violet, rose or white flowers

**Sedum** - ground cover; pretty scalloped green or bronzed leaves packed in rosettes; summer flowers rose-pink, pinkish white, crimson-magenta lasts into the fall

*Recommended Reading -*

The Complete Shade Gardener by George Schenk

The Natural Shade Garden by Ken Druse

## This Month's Inquiries

### Property Manager.

I am looking for a property manager who is willing to manage a small building (6 condo units) in Chicago. Any recommendations? Jenny Quinn

### Insurance.

I am looking for a good source of professional liability insurance tailored to independent consultants.

### Just-In-Time Practices.

If your organization uses just-in-time practices, I would like information about how you communicate policies and share information. Elizabeth Duncklee

### Pet Sitter.

I will be vacationing for a month later this year and am looking for referrals for a pet sitter in the city for 2 cats and some fish. Danielle Carrier

Send Trading Post request and/or response to our address or fax them to: (708) 369-3773. You may also send email to: carrier%adm@mailgate.uhc.edu. Please include your name and phone number.

If you see a question that interests you, contact UCWBG for a copy of the responses.

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## Trading Post Request / Response Form

Name \_\_\_\_\_

Phone \_\_\_\_\_

Request / Response \_\_\_\_\_

\_\_\_\_\_

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Best way to contact you \_\_\_\_\_

Send request to UCWBG, 1805 North Mill Street, Suite A, Naperville, IL 60563-1275; fax: 708-369-3773; email: carrier%adm@mailgate.uhc.edu.

# What To Do With Downtime?

In today's busy working world, there is rarely time for any of us to catch our breath before we plunge into a new project. But when you do face a lull, are you wasting your time? Think about trying these tactics so that your downtime can be productive.

## 1. Update your Rolodex.

How many of us have several cards for one person or business in our files? Perhaps a person listed as being at one company has gone to a new company or relocated to another company site. It's a good idea to shuffle through all your rolodex cards periodically when you can follow up on the information to ensure its accuracy.

## 2. Thank-you letters.

Have you been diligent about thanking your clients or customers? If not, a period of less business is a perfect time for you to do so. First, come up with a fairly standard format for your letters, then simply plug in the applicable names. This is a very simple task for you, but think how much your clients and customers will appreciate the gesture—and remember it when they are thinking of giving you more business.

## 3. Those tons of paperwork.

How much of your paperwork have you been keeping off to the side for just such an occasion? Time to do it now. Fill out old forms, business reply cards and surveys and whatever other office paperwork you need to do.

## 4. Review customer/client files.

If you keep a record of every transaction or involvement with clients and customers, a downtime period is the perfect time to look over these records. Keep an eye out for any problems that you may have had dealing with these people in the past, and think about how you will alter your behavior if such situations ever come up again.

## 5. Meet with co-workers.

Sometimes people forget to get feedback and suggestions from various colleagues because they are simply too busy. During your lull, consider getting together with such co-workers and discuss either past or current problems and ask them how they would proceed in your position.

## 6. Catch up on recent products, policies or developments within the company.

Study the employee newsletter or other informational material to determine what you have been too busy to keep track of. Are there new products? New services? New policies? Take time to learn about these now so that you won't have to be under the gun the next time your workload increases. Don't neglect to also study any relevant changes or problems that are being experienced in the industry as a whole.

## 7. Spring cleaning.

Downtime is also "get organized" time. Clean out your desk, sort through your files, and empty your drawers. This is the perfect time to get all your affairs in order and to toss out anything that you no longer need or use.

# Effective E-mail

Electronic mail sent via the Internet is one of the newest communication tools around, but it's not foolproof. What can you do to improve your e-mail?

- If your recipient has more than one mailbox, send copies of your message to all of them.
- Make sure a knowledgeable employee is in charge of your organization's e-mail.
- Consider setting up your own Internet site if you expect to send and receive lots of mail (cost: \$30,000 up front and \$2,000 per month thereafter on average).
- Don't ignore regular mail. More than 99.9 percent of properly addressed first-class mail arrives at the recipient's location.

# Technology Sub-Group Forming

Are you interested in learning more about technology? Does your business depend heavily on innovative uses of technology? You should join the new UCWBG Technology Sub-Group. The group will have two main objectives. First, to build and maintain the technical infrastructure needed to keep the UCWBG on the cutting edge (i.e. our home page, e-mail lists, etc.). The second objective is to identify and plan for the technology related educational needs of the sub group and membership at large.

You do not need to be technical to join this group! It will be a forum for all group members to share and learn more about new technologies. If you are interested in joining the Technology Sub-Group, please contact Irene Marquez at 847-657-7818 or at [sliptrip@mcs.com](mailto:sliptrip@mcs.com), or Suzanne Keers at 312-95-6200 or [skeers@axiom.com](mailto:skeers@axiom.com).

## You Are What You Eat

Here are the recommendations from The American Heart Association for a healthy diet:

- Total fat: Less than 30 percent of total daily calories.
- Saturated fat: Less than 10 percent of total daily calories.
- Cholesterol: Up to 300 milligrams per day.
- Carbohydrates: 50-60 percent of total daily calories.
- Protein: 10-20 percent of total daily calories.
- Sodium: Up to 3,000 milligrams (or three grams) per day.

# Benefit For Chicago's Homeless and Abused Youth to Raise \$65,000

On May 4, 1996, Teen Living Programs will host "Sweet Home Chicago," its Annual Auction Benefit at Yvette Wintergarden. Jeffrey Zaslow, nationally syndicated columnist, will serve as the event's Master of Ceremonies. Chandra Greer (Campus '90), a past president of the UCWBG, is on the Board of Directors of TLP and is chairing the benefit. The Chicago Tribune Holiday Fund will be recognized during the evening for the long-term support and encouragement it has provided to Teen Living Programs.

Proceeds from the event will support the agency's work in support of homeless and abused youth.

As Chicago's oldest service provider for homeless and abused youth, Teen Living has encouraged self-sufficiency and built healthy, productive future for young people for more than 20 years. With programs in Lakeview, Albany Park, and Grand Boulevard, Teen Living Programs is a beacon of hope to the more than 10,000 youth who are homeless each day in Chicago.

Auction items for the event include autographed items from the Bulls' Dennis Rodman, the Bears' Christopher Zorich, and the Cubs' Billy Williams, along with travel and hotel packages. Many Chicago corporations are involved with sponsoring this event.

The event is expected to raise \$65,000 to support agency programs. Tickets are \$100 and \$200. Call (312) 883-0025 for details.

## Balancing It All

*continued from page 2*

This will keep it as a business decision, and won't put your boss in the position of judging you and your situation.

### 3. Focus on the business implications

Say what you want to do, and what impact (if any) this will have on your work or clients. Be up front about the costs of what you want to do, or the steps that you will take to ensure that your work is not diminished (if that is your goal).

### 4. Offer to create a 3 or 6 month pilot.

**It is critical to define measures of success and determine how your performance will be measured.**

This will give you both a chance to try it out. It will also give your manager an out if he or she is not satisfied.

LK: What has been tough about the flexible schedule?

KF: The most difficult part (after negotiating a Flex Schedule) is to set limits to what you can and cannot do. It is a lot harder to say no to an existing project or opportunity, so set limits up front.

LK: Are there any other comments you would like to make to our members?

KF: The best advice I got from another working mother (outside the home) is to be aware of how your child care needs **change** over time. Keep your eye on the big picture when it comes to your kids and your family life- Sometimes that's the hardest thing to do in the reality of our busy lives.

## CONGRATULATIONS!

Chandra Greer '90 & Janet Hickerson '81  
Winners of the recent survey raffle to be pampered  
for three hours at Victor's European Spa.  
Thanks to those who returned your surveys.  
For those of you who haven't completed the survey,  
we are still accepting them.

## Working Success

*continued from page 3*

### Test the Water.

Is there something you'd like to be good at, but don't feel skillful yet? Give yourself opportunities to practice. No one expects the cast of a Broadway show to get a standing ovation unless they've spent time rehearsing.

What if you don't even know where to begin? Talk to people who have successfully done what you're now trying to accomplish. Reflect on their advice and start small. See how that goes and move ahead from there. Even if you feel out of your element, remember to practice, practice, practice.

### Lighten Up.

Take things less seriously. If you're stressed out, worried, or fearful, do something easy and enjoyable. Take a warm bath. Go for a walk. Listen to music. Close your eyes and think of your favorite place in vivid detail. Your aim is to take your mind away from whatever is causing internal pressure, shift your perspective, and ease your anxiety.

As you put these approaches into action, you begin to take responsibility for your personal and professional life. With each step forward, you'll gain confidence, increase your sense of self-worth, and, in doing so, expand your career opportunities. You'll feel more in charge because you are.

Anita R. Brick, a writer and award-winning producer, is a contributing editor for *The National Business Employment Weekly*, *Employment News*, and *Resourceful Woman*. Her book on professional visibility, *Exposing Yourself For Success* is due out next year. Ms. Brick is an Executive Coach for Hire Visibility Consultants. If you have a question or successful career marketing experience you'd like to share, please contact: Anita Brick, c/o No Matter What, P.O. Box 14115, Chicago, IL 60614 or send her an E-mail at [VisPlus@aol.com](mailto:VisPlus@aol.com)

# UCWBG Special Interest Groups

## North/Northwest Networking Group

**Date:** Wednesday May 15, 1996  
**Time:** 6:30 P.M.  
**Place:** Froggy's French Cafe  
306 Green Bay Road  
Highwood, IL  
847-433-7080

R.S.V.P. by 5:00 P.M., Monday, May 13, 1996 to:  
*Agnes Roach* 847-356-0575 or  
*Virginia Tomasek* 847-835-8475

This is a good opportunity to network, and to get to know fellow grads better over dinner. Froggy's is a favorite for many north suburban residents, and has a specially priced three course dinner on weekdays. If you would like to be on our phone fax notification list, please let us know when you call to reserve. Dinner is dutch treat!

### Directions coming from the:

*South/Southeast:* Take I-94 north to IL-41. Exit east from IL-41 at Route 22. Drive about 1.5 miles to Green Bay Road. Turn left (north) on Green Bay and go two blocks, to first stop sign (Highwood Ave.). Froggy's is just north of the intersection, on the left (west) side. Parking is on the street.

*West/Northwest:* Take I-294 or I-94 to Half Day Road, Route 22. Exit to go east on Rt. 22 (about 7 miles) to Green Bay Road. Then follow directions above.

*Northeast:* Take Sheridan Road or I-41 south and follow directions above.

*Chicago:* The Highwood train station is across the street from Froggy's.

## UCWBG West Group Dinner Meeting May 28 in OakBrook

The UCWBG West Group will meet on Tuesday, May 28 at 6:30pm at Zarosta's Grill located in Oak Brook Mall. The purpose of this meeting will be to kick off the summer and to network with other UCWBG members living/working in the western suburbs. All UCWBG members and prospective members are welcome. Please RSVP with Christine Cantarino (847) 576 4965.

## Mothers' Network Meeting Summary: Mentoring

The topic of our most recent meeting was "Career Mentoring" - who has helped us in the past with our careers, and whom have we helped?

I will borrow some words from the Beatles, if I may, to summarize:

*When I was younger, so much younger than today, I never needed anybody's help in any way. But now these days are gone and I'm not so self assured,, Now I find I've changed my mind and opened up the doors. ...And now my life has changed in oh so many ways. My independence seems to vanish in the haze.*

The half-dozen of us who gathered at Katie Anderson's house in Lake Forest discovered that very little mentoring has actually occurred, either for us or by us. None of us had known, or had been, that mystical 'successful career woman' who helps other women along. Some of us had learned a lot from various men, but did not consider them mentors. One said that her husband, who was a few years older and in the same industry, was as close to a mentor as she had found.

And it seems that at this point in our lives, when many of us are welcoming the career disruptions posed by children and yet want to be sure we'll have something to go back to later on, we could use mentors more than ever. But where are they?

Several reasons for the lack of mentoring appeared in our discussion:

- Few women have existed at higher levels in our organizations, meaning that the pool from which to choose a female mentor was quite limited (or even non-existent).

The higher-level women were usually not married, and almost certainly did not have children, and so have not been helpful with career/family issues. And higher-level women have seemed more interested in their own progress than in helping other women along.

- We ourselves did not feel secure enough in our own positions to be comfortable championing the advancement of lower-level women. This insecurity may only be perception - or it may be a valid assessment of our situations - but it has evidently kept us from reaching out.

- Younger women don't seem particularly interested in having a mentor.

We see women starting out in careers as being somewhat arrogant, or thinking they don't need help. In fact, most of us remember being that way ourselves, and we have noticed how much has changed over the years.

One of us pointed out that "they (younger women) don't realize how tough it really is" to have a successful career. Another commented that becoming a mother has been quite a humbling experience. Another related how she had always assumed she would combine career and family, and never thought about the specifics, about how it would all actually work. It's important to remember that "nothing is forever," she reminded us, and one can always try something and then make changes.

- Few of us ever had any worthwhile career advice from any source, from high school on up. The University of Chicago GSB, alas, was not a good source of assistance in that area.

As usual in our Mothers' Network gathering, many other topics came up as well.

On the "wish I had known back then" front, one woman said she wished she had acquired more certifications such as CFA, CPA, etc. She feels that these credentials would give her more career options now. It would have been a lot easier to earn the credentials when she was younger and had much more time and energy (she has three children).

One of the more sobering topics was the realization that we will probably always be taking care of somebody. Many of us are facing the impending care of aging parents. Once we get the kids more or less taking care of themselves, we'll probably be looking after Mom and Dad.

Another topic was the challenges of raising children - especially daughters - free of sex-role stereotyping. Our society still strongly enforces different roles for boys and girls, although it appears that the schools have made some progress in overcoming bias in the classrooms.

One mom, who has valiantly tried to instill the proper values in her daughter, related a discussion the three-year-old had

*continued on page 7...*

# Celebrating the UCWBG

## UCWBG New Members as of 4/8/96

Karin R. Danganan, Campus, '93  
*The Quaker Oats Company*

Paula James Fasseas  
*Metropolitan Bank Group*

Lisette Jimenez Getzler, '81  
*New York Life*

Melea Lusk, Campus, '95  
*Coopers & Lybrand*

Jane Reynolds Schaller, '85  
*Manulife Financial*

Susan Tomilo, Campus, '92  
*Gemini Consulting*

Jane G. Witheridge  
*Resource Efficiency Association*

## Mothers' Network

*continued from page 6*

with other preschool children. The children were talking about "what we want to be when we grow up." Her daughter said, "I want to be a flower." One of the other children pointed out that she could not be a flower. The little girl then stamped her foot indignantly, put her hands on her hips, and announced in a loud voice, "My mommy told me that girls can be anything they want and I want to be a flower!"

So maybe we're doing something right after all! And maybe we'll continue to help one another the best we can. I know that for me, the UCWBG continues to be my best source of friendly advice, good examples, interesting ideas, and reassurance that I'm not alone.

## Information Exchange

**Shawn McGuinness Gavin**, 190, '89, has a new address: 701 Park Drive, Kenilworth, IL 60043.

**Susan L. Miner**, 190, '93, was recently promoted to director with Lucent Technologies, formerly AT&T. In her new position, she manages the Asia/Pacific market for intelligent network products.

**Agnes A. Roach**, Campus, '80 has been selected Retreat Dean for the second annual Windy City Retreat sponsored by the Chicago Society of the Institute of Certified Financial Planners to be held Sep. 26-28, 1996. Last year's retreat attracted 150 Certified Financial Planner professionals from six states.

**Lisa Kieres**, at Daily Money Management, has received a contract to assist the Chicago Manufacturing Center in providing merger and acquisition assistance, financing referrals, and joint venture and alliance matchmaking assistance to small and mid-market Chicago area manufacturing concerns.

## Member Opportunities

### Sales Person- Flexible Hours and Part-time Arrangement Possible

"InfoMaker, Inc." is a family friendly firm, who provides computer system consulting to Chicago Area Fortune 200 Companies. Specializing in client/server and data warehousing design and development, InfoMaker is an Oracle Business Alliance Partner and an SAS Quality Partner.

InfoMaker is seeking a sales person who is interested in growing with the firm. The individual will be responsible for finding leads and generating new con-

tracts for computer system/database development. InfoMaker offers flexible hours and will consider a part-time arrangement. The ideal person must have knowledge of relational of relational databases and client/server tool concepts.

Please send or fax your resume with a cover letter discussing your qualifications to Maria Lupetin ('83), InfoMaker's President. Phone: 847.390.6660

## Matchmaking Board Openings and Members Interested in Volunteering for a Board. No experience necessary.

Many of us are seeking opportunities to grow personally and professionally, and board involvement can result in meaningful experiences and an opportunity to contribute to purposes bigger than ourselves. And all this while we grow and have fun doing it. If you are thinking ahead to ways to get more involved, please give us a call. We hope that you will consider the UCWBG, when we solicit nominations (including self nominations) this summer. In addition, we are also aware of some outside organizations (charitable, social, and cultural organizations) seeking Businesspersons for their Board.

Call us if your board is looking for candidates, or if you are looking for an opportunity to serve. Lisa Kieres, 312.472.9366, fax:312.472.9367.

## Business Owners:

Have you developed a Web Page? Please send us its location.

Call: Irene Marquez at 847-657-7818.

Looking ahead, we will be asking business owners for descriptions of their businesses later this year, so that we can advertise our capabilities to people who visit the UCWBG Web Page.

## Connections

**Has a special event occurred in your life? Have you been/will be a guest speaker, started in 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, 1805 North Mill Street, Suite A, Naperville, IL 60563-1275 or fax changes to 708-369-3773.**

- New Address     Promotion or Award  
 New Job         Accomplishment

Name \_\_\_\_\_

Day Phone \_\_\_\_\_ Class Year \_\_\_\_\_  Campus  190  XP

Please describe any change in the space below

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# Calendar

## May

- 11 UCWBG Board Meeting,  
9 A.M.-12 P.M. U of C Gleacher Center
- 13 44th Annual Management Conference and World  
Economic Forum third annual Industry Summit;  
8 A.M. to 5 P.M. U of C Gleacher Center.  
Contact Nichole Geczy 312-702-7572.
- 15 North/Northwest Networking Group at  
Froggy's French Cafe, Highwood, 6:30 P.M.  
R.S.V.P. to Agnes Roach at 847-356-0575.  
See details inside.
- 21 Mother's Network Meeting in Glenview  
Contact: Susan, 847-940-0579
- 28 UCWBG West Group, 6:30 P.M.  
Zarosta's Grill, Oak Brook  
Contact: Christine Cantarino, 847-576-4965.


## June

- 1 Career Management & Programs Committee Meeting,  
Contact: Dubravka Deppen, 847-729-2903.
- 8 UCWBG Board Meeting, 9 A.M.-12 P.M.  
U of C Gleacher Center
- 13 Women in the Workplace 5:30 P.M.-7:30 P.M.  
U of C Gleacher Center.  
Contact: Valerie Anderson-Lewis, 312-380-5753.

## July



- TBD Summer Social
- 14 Mother's Network in Lincolnshire Join for a  
COOKOUT! Contact: Susan, 847-940-0579.
- 13 UCWBG Board Mtg, 9 A.M.-12 P.M.  
U of C Gleacher Center
- 17 North/Northwest Networking Group.  
Call Agnes Roach at 847-356-0575 for details.

Send calendar listings to The University of Chicago Women's Business Group at the address below or fax 708-369-3773.



**The University of Chicago  
Women's Business Group**

1805 North Mill Street, Suite A  
Naperville, IL 60563-1275  
Tel: 847-256-5804



Forwarding Address Correction Requested

## Women In the Workplace

The Exponent is published bi-monthly by the  
Internal Communications Committee;  
fax articles: 708-369-3773  
email: [susan.miner@att.com](mailto:susan.miner@att.com)

### May / June Contributors

Valerie Anderson-Lewis '95	Anita Brick '81	Christine Cantarino '92
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Irene Márquez	Tammie Miller '94	Susan Miner '93
	Agnes Roach '80	