



# The Exponent

NOVEMBER / DECEMBER 1996

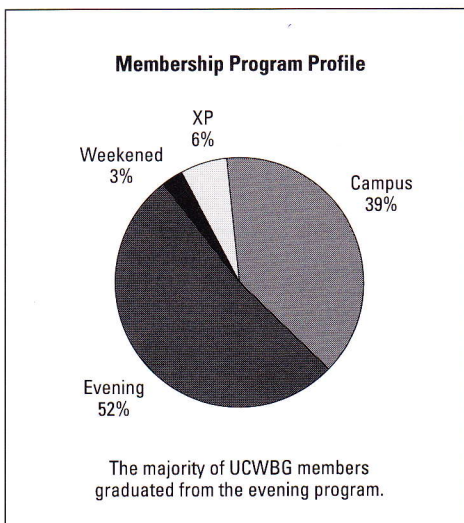
THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

## UCWBG Defines Diversity

by Kendra S.L. Mirasol '93

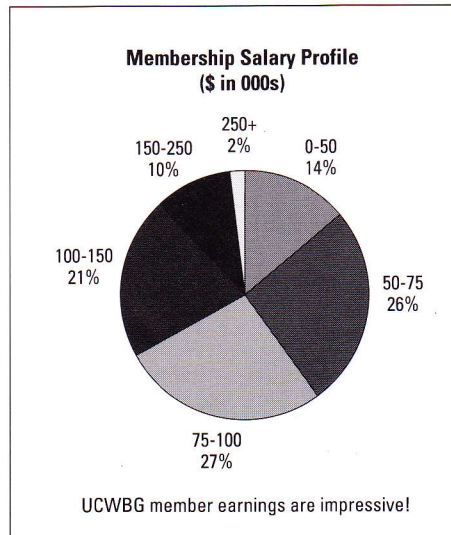
The 1996 survey shows that the UCWBG membership is just about as diverse as Chicago's climate. And, as the locals say, just stick around for awhile. It's sure to change.

What makes the UCWBG membership so diverse? Just look at what we do. (Or, perhaps an easier task is to look at what we don't do?) We're analysts, artists, business owners, daughters, CFOs, full-time mothers, HR managers, marathon runners, marketers, retirees, students, volunteers, wives,... the list is endless. And, in addition to our day jobs, we're members, on average, of at least two other organizations. Almost one quarter of the UCWBG population are also members of the GSB Club. Did you know that in 1986, only 22% of our members had children? Compare that with today, when almost half of us have chil-



dren, most of whom are under age ten. Can you say "busy"?

The survey revealed just who we are!



We come from different backgrounds, races, ages and programs. Some graduated in the 60s, while others will graduate in the year 2000. We live on all coasts, in all climates, and in all countries across the globe! Our salaries vary greatly, from nothing to well over \$250,000 annually. We are influential members of the economy considering that 60% of the members earn over \$75,000! Can you say "shopping"?

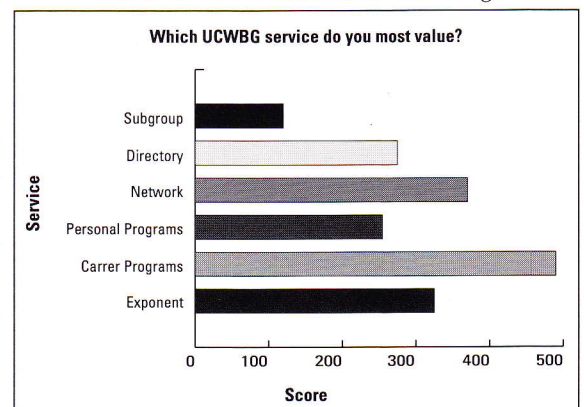
How does such a diverse group find a common bond? Surprisingly, despite the fact that we're a "women's" group, it's not just because we're women. The vast majority joins the UCWBG in order to participate in networking opportunities. Survey respondents are members of an additional 321 organizations! Just think of what kinds of additional formal and informal connections members can make in

other venues! Starting your own business? Over 23% of our membership can give you advice as business owners.

Another commonality of members is seeking out professional growth Learning seems to be a part of every members vocabulary, and this is especially evident since survey respondents clearly indicated "career programs" as the service which members valued most. "The Exponent" was also cited as having a great deal of value in understanding what other women believe, do and dream. It is especially appreciated when members can't get to events or live outside of Chicago.

The UCWBG seems to provide a comfortable haven for women to debate issues as it relates to their professional lives and to discuss issues as it relates to their personal lives. All survey respondents are concerned with balancing the multiple facets of their life in some meaningful and maintainable way.

Many members are experiencing some sort of career transition. This ranges from



starting a business, to dealing with career boredom and seeking new challenges, to

*Continued on page three*



Lisa Kieres '84

## President's Letter

by Lisa Kieres '84

In a world of changing needs for women in business and many organizations vying for your membership, we constantly asks ourselves how the group can be more relevant to our members and better shape services to meet your needs.

### A Member Survey helped us Appreciate our True Diversity

We began 1996 with a survey of members. VP Kendra Mirasol, led the effort and received an outstanding 160+ responses. Thanks to all who took the time. We read every word. As you will see in Kendra's article, we are incredibly diverse, and very well balanced. We have all been pleasantly surprised that we have large percentages of diverse constituencies: Mothers, entrepreneurs, very experienced women, recent graduates, members in career transition, members working part-time, and full-time plus, even many out of town members.

### To set future direction, we initiated a strategic planning process

Armed with the survey results, and many one on one interviews, Susan Miner, President-Elect, recognized the challenges of meeting the needs of such a diverse membership. She took the lead and skillfully facilitated the board (and other members) to help us develop the plan. The several month-long process culminated with a formal all-day session using strategic planning tools to help identify member segments as well as ideas regarding UCWBG products and services. It was here that the board began mapping offerings to the different segments, and created the foundation for future plans.

### Many programs have been initiated to focus on our member segments

**We are developing plans to better meet member needs.**

Susan Miner is working with the Board and others to develop specific plans which will be continuing in 1997 (and beyond!)

Susan believes, "It is important to focus on our membership and ensure that we touch each member with products and services of value". These plans will be our initial roadmap.

### We are reinitiating the Entrepreneur's subgroup.

Due to ongoing demand, we are reinitiating this subgroup to support business owners and those interested in going out on their own. This group was successful in the past and we hope it to be so in the future. See the article in this issue for details.

### We are looking at ways to reshape services geared specifically to our more experienced (>15 years) members.

With nearly 20% of our membership in this category, and everyone else on their way, we are committed to meeting the needs of this segment. Lavina Gross will head up this effort for 97. Please see her article in this issue.

Our initiatives are based in part upon an approach articulated by Dubravka Deppen, VP, earlier this year. While discussing the strategic plan and survey results, she concluded, "We need to be there for our members throughout the continuum of their life and career. This cannot be a transaction-oriented relationship." I totally agree. Our group is diverse, because in part we are at different points in our lives- some are just starting out their careers, others are winding down. Our strength is our diversity, our experience and our willingness to share.

That's what I have always gotten out of my membership. As my personal life and career have progressed in their demands and complexity, I don't know what I would do without the emotional support and day to day help of people in the UCWBG. A friend told me recently, "I don't have the time to belong to a group like the UCWBG". It's funny, I think just the opposite. If you don't have the time, how can you afford not to be a member? I'd love your comments. Lisa@cmcusa.org

## Our Image

Are you interested in helping the UCWBG update its image? Do you have creative ability or know someone who does? Please call Kendra Mirasol at 312-868-1133.

## The University of Chicago Women's Business Group 1996 Board of Directors

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UCWBG home page [http://www-gsb.uchicago.edu/gsb/clubs/alumni/ucwbg\\_home.html](http://www-gsb.uchicago.edu/gsb/clubs/alumni/ucwbg_home.html)

# Preparing for a Successful Networking Event

by Tom Smith

Business related social gatherings provide the opportunity to make lasting connections. But many people get anxious at the thought of entering a room full of strangers or approaching someone whom they have not met. By preparing a strategy for the evening, much of that anxiety will dissipate.

Prior to the meeting, ask why you are attending. Is it to make contacts to expand a business, learn about different employment opportunities, learn about education or volunteer programs?

Bring plenty of business cards. In general, people never throw away cards and they are a handy, small device for writing notes about a conversation you had with someone.

Leave your brochures, or if you are job searching, your resumes, at home. These are quite cumbersome to balance along with a glass and plate. Besides, offering to supply one later gives you the perfect opportunity to make another connection with the new contact.

Prepare some conversational questions before hand. "Planned Spontaneity" is a term coined to encourage people to prepare small talk topics. Professional networking events are designed to bring together people who do not know each other. Starting a conversation, though, is tough for many people.

At the meeting, approach someone who is standing, or wandering the room, by themselves. Most likely, they will be thrilled you approached to start a conversation.

Put that person at ease in the beginning of a conversation. Encourage them to talk about themselves. "Have you been to a UCWBG function before?" "What are you hoping to gain from this evening?" It is also good to talk about the weather, an event in today's news, or even the buffet table ("I haven't had a chance to eat all day, how was your day?").

Once the person has spoken of themselves, they probably will be more open to hearing why you are there and will in fact ask!

Behave as a host, introduce people to others, especially if you know someone who can be helpful to your new contact.

Making connections at these gatherings may also trigger the need to move away from someone who is monopolizing your time. This can be awkward if not handled smoothly. Remember, you have set some goals for meeting people this evening and need to stay on target. In general, 5 to 10 minutes is long enough to chat during the informal session. "I'd love to continue this conversation but I need to connect with some more people this evening. Can I have your card and phone you later in the week? Are you available Friday?"

In this fashion, the new contact will feel good about the conversation and this provides you another opportunity to build a long term relationship, the goal of a networking event.

So get your goals set, questions ready and business cards packed and have a successful meeting making important connections.

*Tom Smith is Manager of Counseling Services for Career Directions, Inc., an individual and corporate career development agency. He also teaches a career development course through the Center for Continuing Studies at the Gleacher Center.*

# Annual Networking Event

Date: Tuesday, November 12, 1996  
Location: Gleacher Center  
Time: 6 pm to 6:45 pm Presentation on improving your networking skills. (optional)  
7 pm to 9 pm Dinner in a progressive format, featuring a variety of ethnic cuisines.  
Cost: \$30 per person  
Rsvp: by 5 pm, on Friday November 8  
Call: Mary Lynn Faunda 630-323-6351

# Annual Meeting and Party

The UCWBG has traditionally held its annual meeting in conjunction with our holiday party. This year we'll be doing things a little bit differently. Hopefully this will ease the scheduling burden we all face in December.

We are going to have an annual meeting and a 1997 "kick-off" party to celebrate the UCWBG in January, 1997. We'll have food, a cash bar, and entertainment (possibly). We'll introduce the 1997 Board of Directors, who will highlight all of the wonderful plans they have for 1997. It will also be an opportunity for you to learn about our various sub-groups and programs. We will have copies of our strategic plan and survey results available at the party. Most importantly, it will be a chance for you to connect with the UCWBG, see old friends, and make some new ones!

Details will follow, but save the date...January 16, after work, at the Gleacher Center. We look forward to seeing you there!

*Continued from page one*

## UCWBG Defines Diversity

copied with the stress related to corporate reorganizations, to preparing to return to work after taking time off to raise children, and to outplacement. Other concerns shared by several members relate to technology. The majority of members converse with e-mail and have access to Internet. Members place an importance on keeping up with technology and feel that the technological arena often lacks women.

So, for as much diversity as there is within one group, there is common ground for all members. When asked, "What one word comes to mind when you think of the UCWBG?" 20% of the respondents said "professional"; 15% said "networking"; and another 15% said "women". The UCWBG is a professional women's network!

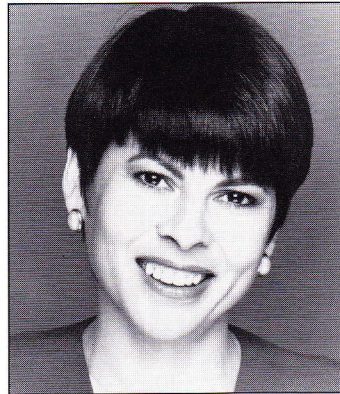
# It Takes A Village

by Julie Danis '84

It takes a village to prepare a worker for the workplace. It takes a village and a dry cleaner, and a morning weather report, and a gourmet coffee shop, and a franchise bagel store, and a commuter train schedule, and a newspaper business section - and sometimes three alarms and a wake-up call.

It takes a village to run a workplace. It takes a village and a copier repairman, and a computer help desk, and a flying fax machine, and a postal-voice-e-mail system, and a reliable office grapevine and after-hours Fed Ex pick-up - and sometimes an old-fashion electric typewriter.

It takes a village to organize a workplace. It takes a village and a management theory expert with an organizational chart planner



Julie Danis '84

to pick a hierarchical, horizontal, matrix or virtual structure—and sometimes a full-time cubicle construction crew just to keep up with the changes.

It takes a village to develop an employee. It takes a village and a mighty mentor, and a supportive support staff, and a project team, and an employee morale committee, and a management training program—and sometimes an executive coach for intense, one-on-one work.

And it takes all types to make a workplace village work. It takes a village and a leader, and a follower, and a right-brainer, and a left-brainer, and an old-timer, and a new hire—and sometimes even a village idiot.

Yes, it takes a village to make the workplace hum from employees to equipment to physical organization, you name it. And sometimes it takes screening all calls or shutting the office door or leaving the village and working at home to ever get any work done at all.

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# Are You Ready For More Success?

by Anita R. Brick '81

Here's a Career Check-Up to help you see where you stand and Quickie Career Boosters to give you a jump on '97.

1. Is your updated resume ready to pass on? Grab your latest resume and highlight your accomplishments. Then write a paragraph including 1996 promotions and achievements. Revise, print, and go.

2. Does your Career Portfolio present your professional accomplishments at a glance? Buy an accordion folder. Copy documents that make your expertise tangible and toss them in. Include your resume, reports, performance reviews, letters of commendation, articles by or about you, and so on.

3. Can you describe your skills, assets, experiences clearly to others? Draft a Self-Approval Portfolio. Write down the best things about you—personally and professionally. Ask others for ideas. Use this ongoing list to remind yourself you have much to offer.

4. Do you have short and longer term career goals written in concrete and measurable terms? List three career goals for 1997. Why do you want to achieve these? How can you make these goals realistic given your personal and professional responsibilities?

5. Do you know your target audience and how to reach them? Who could benefit from your expertise? How can you attract their attention while enhancing your professional reputation? Define your target audience and how they would be most responsive to information by and about you.

6. Have you taken two classes or workshops? Choose one to stay current in your field. Make the other one fun. Take pottery, wind surfing, or Plato—whatever. Call for a continuing education catalogue today.

7. Have you met twenty new people and stayed in touch with at least two? Do something nice for three people with whom

you've lost touch. Make a call. Send a card. Splurge and buy flowers. Even if it's been a while, most people will be delighted to hear from you.

8. Did you enter a professional competition? You'll be an award-winner if you seek it out. Peruse trade publications for competitions in your field. Ask associations about competitions they either sponsor or are aware of. Tag your calendar to remind yourself to request an application.

9. Have you taught a class, made a speech, or volunteered in your community? What cause are you passionate about? How could they use your expertise? For inspiration, check out the book "What Can I Do To Make A Difference" by Richard Zimmerman.

10. Did you take on a highly visible project? Where are the growth areas in your organization? Who has a problem you could solve? If it's politically feasible, make a proposal and offer your services. If not, keep your ears and eyes open for opportunities. Then when the time is right, you'll be prepared.

11. Were you in print, on the radio, on TV, or on-line? Write an article for your favorite newsletter. What about The Exponent? Visit your local access TV station and propose a program with you as the star. Or get on-line and learn how to moderate a chat.

12. Did you advance professionally in 1996? Pull out your Internal Achievement List and write down five things you accomplished this year—no matter how small. Talk to people who want you to succeed and ask for ideas to add to your list.

You work hard. Celebrate every once in awhile. And don't forget to plan. Work in easy, quick wins throughout next year. They'll keep you motivated and successful in '97.

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# Dues News

By Nancy Dschida '94

It's that time of year again—membership renewal—and many of you are wondering, "Why are dues \$55 per year and where does the money go?" As Vice President—Finance, I know this subject well and hope to clarify a few misconceptions about UCWBG dues.

First, no membership dues are used to support our programs or events. All events are designed and priced to be self-supporting. Second, the GSB Club and XP Club are not affiliated with the UCWBG and, therefore, do not provide us with any support so there are no economies to be gained in mailings, charging dues, etc. Finally our budget includes many items of which you may not be aware so I have listed them below along with pie chart diagrams which summarize how your dues are spent. Expenses and interest income not incurred or received by August 31, 1996 are based on budgeted numbers. Dues collected for 1996 are based on the budgeted amount of \$20,625, of which \$19,995 has been collected through August 31, 1996. Interest income for 1996 is expected to be about \$76 and advertisements in our directory totaled \$750 this year.

- The Exponent, our bi-monthly newsletter, represents 36.6% of our expenses or \$7,975 annually.

- Fees paid to our management company, LRMT, which provides an invaluable service by organizing and maintaining our data base, handling event registration and membership tracking, total 18.3% of expenses or \$3,994 annually.

- Office expense which includes postage, telephone, office supplies, and photocopies for general mailings (i.e. not events or programs) takes another 13.5% of our annual expense or \$2,934.

- Printing expense for brochures and stationery needed for general use total \$4,205 or 19.3% of our expenses.

- The financial support we provide to our subgroups and committee support for the Career Management, Programs, and Marketing/PR committees represents 5.7% of our expenses or \$1,250 annually.

- Liability insurance, which is paid annually, takes another 3.3% of our annual expenses or \$715.

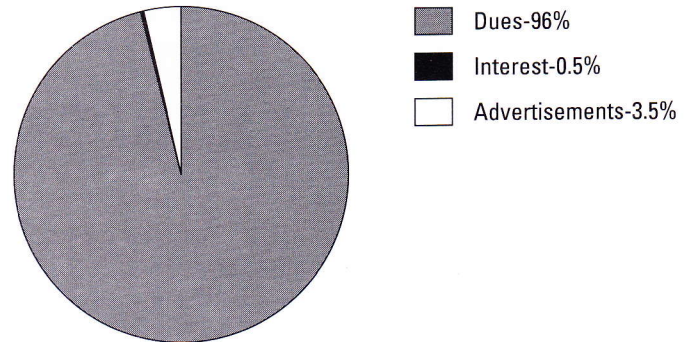
- Merchant fees, which are paid to the bank to process credit card payments on dues, and bank service charges total \$487 or 2.2% of our expenses. Merchant fees for events and programs are considered part of the events' expenses.

- Miscellaneous expenses represent 1.1% of our expenses, or \$231 annually.

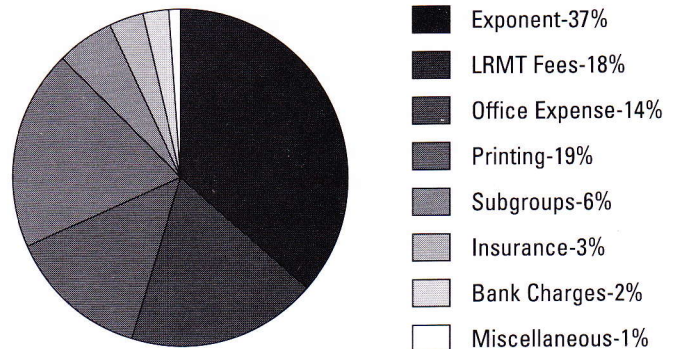
Based on estimated paid membership of 400 members, your dues are allocated as follows:

Exponent	\$19.95
LRMT Fees	10.00
Office Expense	7.35
Printing Costs	10.50
Subgroup/Committee Support	3.10
Liability Insurance	1.80
Bank Service Charges	1.25
Miscellaneous Expenses	0.60
<b>Total</b>	<b>\$54.55</b>

As you can see, our expenses are just covered by our dues and this is based on regular membership dues of \$55. We also offer a reduced membership rate to students of only \$30.00 (students comprise about 10% of our membership total). Also, although expenses have increased over the past few years (e.g. postage costs, management fees, insurance and overall inflation), our dues have not increased since September 1991. See the pie charts below for a clearer picture of income and expenses:



**UCWBG INCOME**



**UCWBG EXPENSES**

The board of directors carefully review the budget annually to ensure the UCWBG's expenses are reasonable and that the dues collected will cover those expenses. The UCWBG has been around for 16 years and our continued success is dependent on the support of our members so be sure to renew your membership for 1997!

# Leadership Opportunities

By Dubravka Deppen xp-60

Community and arts organizations are a great source of leadership opportunities. Transferring business skills into a nonprofit arena is not difficult. All you need is the right frame of mind and a sense of adventure. Here is my story.

I decided to volunteer because I wanted to add to my personal bottom line. After some reflection about where to volunteer, I chose the world of dance. Being a dancer was a dream that almost came true; but, as life would have it, I ended up in business. Choosing arts was an experiment in connecting the past and the present.

I joined Arts & Business Council as a volunteer. I was matched with Ballet Entre Nous, a dance company which has successfully involved aspiring young dancers and audience in the magic of their ballet for the past ten years. The group's desire to expand their repertoire, to bring in more outside talent to work with children and to reach more audiences, was hampered by the lack of on-going structured financial support.

My job was to help develop a strategy and recruit a Board capable of moving the group forward. Taking an entrepreneurial organization without a strategy, functional expertise, or "management team," and moving it forward was exciting. It seemed to me, this was the next best thing to being a CEO!

I approached the project as a business person. First, I completed a situation analysis. Next, I worked to get everyone to agree about priorities. Then, we examined short and long-term strategy, and developed an implementation plan for recruiting the Board. Part of the project required research to determine the best board structure for this organization. Finally, the Board was recruited based on the criteria such as the ability to address on-going financial support needs, functional expertise, personal attributes, and the commitment to the arts. To ensure the Board's effectiveness, we conducted orientation and training of the new Board with the help of another volunteer, who is an HR professional at AMOCO. We also revised by-laws to reflect the newly developing organization, with some help from a volunteer who is an attorney at Northern Trust Company.

And the result? Eight months after our first meeting, the group had nine diverse and very committed board members in place, developing new bases for support of the organization.

This assignment gave me an opportunity to play a vital leadership role, learn, and have fun. In turn, the dance group received expertise needed to move the organization forward, a sound base for addressing current needs and long-term goals, and a team to ensure on-going financial support.

Would I do it again? Absolutely! I had so much fun I agreed to be on the Board!

# Working With Executive Recruiters

by Elizabeth Duncklee '90

Every issue of the National Business Employment Weekly, the Chicago Tribune or any other major publication contains advertisements from executive search firms suggesting their firm can help you shave months from your job search. Fact or fiction? How can you effectively work with executive recruiters?

They can be effective. Between eight and thirty percent of executive level jobs secured through executive recruiters. But before incorporating them into your overall campaign, it's important to understand more about how they function.

Executive recruiters work best with those who anticipate staying in their current field or functional area. They are generally helpful for people looking for a position similar to the one they have. They are not useful when individuals are interested in making substantial career shifts.

All executive recruiter work for the client company, not you. Fees are paid by the hiring organization. Any recruiter that proposes to charge you a fee should be approached cautiously.

There are two kinds of search firms: retainer and contingency. Retainer firms are hired by the client company to find the right person for the job and are paid whether or not they are successful. They are generally more thorough in making the best match possible because it's important for them to maintain their reputation and generate further business. Retainer firms generally handle positions with salaries \$70,000 and higher.

Contingency firms generally handle positions in the \$40,000 - \$70,000 range. They are only paid if they are successful in placing a candidate. Because of this incentive structure, some may be quite aggressive and try to force-fit a candidate into a job.

Tell any recruiter you want him to get your OK before sending out your resume. If a hiring manager gets your resume from two sources, she may dismiss your candidacy to avoid the possibility of a lawsuit over who to pay.

Ask friends, GSB alums, or other contacts in your industry and function area for recommendations of reputable recruiters. The Directory of Executive Recruiters, by James Kennedy, is considered the industry bible. Your local public library may have a copy, or the Career Services Library at the Edystone Center (6030 South Ellis) has both an on-line and hard-copy version.

When you have chosen several recruiters you'd like to contact, prepare a cover letter that highlights your background, indicate the level and type of job you're seeking, your salary range and any geographic preferences. Attach a current copy of your resume. Plan to send amended resumes every 6 months, sooner if you move or have change jobs.

Don't be discouraged if you don't quickly hear back after contacting them. They are unlikely to call unless you are a fit for a position they are currently seeking to fill. However, they generally maintain large files of potential candidates and if they open a search where you are a good fit, they will contact you.

## Directory Updates Yield Better Services For Members

by Tammie Miller '94

Your 1997 Membership Directory will look the same from the outside, but will yield helpful new information on the inside. After our 1996 membership survey, several things were clear. First of all, UCWBG members like their Directory. It is a frequently used tool and a key benefit that many are looking for from our organization. Secondly, the survey revealed that our members are constantly looking for new ways to network and connect in a meaningful way with others.

For 1997, we have decided to put these two concepts together to create a greatly enhanced membership tool. The most significant change in the Directory will be a new section called The Network. In our renewal letter to every member, we will not only be asking you for the code that best corresponds to your occupation, we are also going to ask for areas of expertise. Not all the areas of expertise need to be work related either. We fully anticipate that members can use Network support on issues ranging from elderly care to gardening. If you agree to become a Network resource, your area of expertise will be listed by category in the 1997 Directory. Other members will then be able to ask questions of you regarding this topic. We feel that this could be an enormous new resource and could, in some situations, even allow members to direct business to other UCWBG contacts. For example, if you have a specialty in financial management, specifically estate issues, you would list this on your renewal form. Then other UCWBG members can feel free to call and ask questions about this subject.

In addition, we anticipate using the Directory to service our business owners more completely. We plan to expand and enhance our advertising section, to provide maximum exposure to the entrepreneurs who choose to advertise there. In addition, we will work to expand the Business Owners section of the Directory to include full descriptions of the businesses that the members own. We believe that once our total membership is

aware of the diversity of the businesses that are owned by our members, it will be easier to utilize their services and talents.

Make sure to look for these new information sections in your renewal letter and fill them out as completely as possible. We are really looking for these new sections to bring all the talent that exists in the group to the forefront and benefit everyone. Expect to be surprised with how many different types of resources are available within the new Directory, just a phone call away.

## Networking at Round Tables

by Chris Bates '80

Looking for a great place to polish your networking skills? Try the GSB Round Table Programs. Volunteers, panelists, "regulars", and interested "drop-ins" all benefit from these meetings and discussions.

Traditionally, there is a formal period for networking, as each attendee in turn introduces him/herself, briefly describes their professional role and activities. All are encouraged to share consulting and job opportunities and to tell if they're seeking a job or additional consulting projects. Additional networking takes place before and after formal presentation.

The GSB Marketing Round Table has experimented with an article-sharing format for meetings. Each participant shares an article, book excerpt, Internet download, or other printed material that s/he feels would be of interest to the group. Each participant brings enough copies for the group and gives a brief informal presentation (typically three to eight minutes) on the article.

This format has proved to be flexible. A very large group can split into multiple discussion circles. Joint Round Table meetings can use this format, splitting into interest sub-groups as desired.

How does this format give networking benefits? In addition to the traditional Round Table "bonding", exchanging of business cards, sharing of career opportunities and needs, you invest a little time and thought in reviewing what you know that may be of professional value to others. You show your interests and insights while you practice presenting in a friendly, low-key context. You become an energized contributor, not just a passive meeting attendee.

Of special interest to career changers, these Round Tables have proven to be a great networking resource for people considering moving into a new field. The article-sharing format gives useful information, a broad sampling of current areas of interest in a field, plus a practitioner's take on each.

The Marketing Round Table's December 11 meeting will follow this article sharing format. Call Coordinators Bridget Hennebry '88 (312) 786-7558 or Rick Tazelaar '87 (312) 944-5094 for details.

The Consulting Round Table will host a traditional panel session Thursday, November 21, on a sensitive, rarely discussed topic, "Not Hiring" or "Firing the Client". Contact the Consulting Round Table hotline, 950-5708 x. 36438 from any Chicago area code, or (800) 321-7139 x. 36438 from outside the local area, to RSVP or with questions.

Polish those skills, and see you at a Round Table!

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## Trading Post Request / Response Form

Send Trading Post requests and/or responses to UCWBG, 1805 North Mill Street, Suite A, Naperville, IL 60563-1275; fax: 630-369-3773; email: [carrier%adm@mailgate.uhc.edu](mailto:carrier%adm@mailgate.uhc.edu).

Name \_\_\_\_\_

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# UCWBG Special Interest Groups

## North/Northwest Networking Group

Date: Tuesday Nov 19, 1996  
Time: 6:30 pm  
Place: Timbers Char House Restaurant  
295 Skokie Highway  
Northbrook, IL  
847-831-1400  
RSVP: by noon on Monday,  
November 18  
Call: Agnes Roach at 847-356-0575 or  
Virginia Tomasek at  
847-835-8475

The North Northwest Networking Group will hold its final networking dinner of 1996 on Tuesday November 19. Dinner is dutch treat.

Pam Russell will be the new Chair of this group. Agnes Roach has enjoyed coordinating it for the past six years, but has taken on another large commitment for 1997 in another organization and will not be able to continue in this role. Be sure to come in November to welcome Pam in her new Position.

Directions from:

*South/Southeast:* Take I-294 and I-94 north to U.S. 41 and exit west. Drive 1 block west to Skokie Blvd, then go north on Skokie Blvd. to #295. The restaurant is on the east side of the street about 1 block north of Lake Cook Road.

*North:* Take I-94 south Lake Cook Road. Drive east (4 to 5 miles) to Skokie Blvd. Turn left and Timbers is about 1 block north on the right.

*Northeast:* Take U.S.41 south to Lake Cook Road. Drive west, less than 1 block, to Skokie Blvd. Drive north 1 block as above.

Our first event in 1997 will be on Tuesday January 28, to celebrate the Chinese New Year.

## Mothers' Network

Date: Wednesday January 8, 1997  
Time: 7 pm to 9 pm  
Call: Susan at 847-940-0579  
for location, information,  
and directions.

On September 19 we met at Holly Berman's house in Wilmette. Holly enlightened us on what it's really like to be on school board—as you might suspect, it's a difficult, time-consuming, thankless, and endlessly important job. Wilmette had a recent brush with a teacher's strike, and Holly has already had quite a challenging first year on the board.

Something which impressed me is that it's much more complicated than outsiders think. In any community, many people have strong opinions about what the schools ought to be doing, and they don't hesitate to speak up—but often they have no idea of what the issues and constraints really are.

This observation undoubtedly applies to almost any job. We could all probably use a touch less self-righteousness, more humility and more of trying to understand what it's like to walk in others' shoes and actually get things done. At least, meetings would be shorter and more productive!

Other moms shared observations on PTAs, PTOs (and what the difference is between them), fund raising, and other aspects of being an involved parent. Those of us with pre-school age children got a glimpse of what lies ahead.

The conversation then turned to adopting children, as one mom has already adopted a child and is trying to find a second one, and another mom is considering it. It was a sobering discussion, covering the scarcity of "desirable" children in this country, and the logistical nightmares of adopting abroad. Such thoughts encouraged many of us to count our blessings and stop complaining!

On Tuesday October 29, we met to laugh about "I really knew I was a mom when." More information on this meeting will follow in the next issue of the Exponent.

## West Networking Group

### Holiday Party

Date: Tuesday, December 3, 1996  
Time: 6:30pm  
Place: Christine Cantarino's Home  
2257 Seaver Lane  
Hoffman Estates, Illinois 60194  
(847) 576 4965  
RSVP: by 5:00pm on Monday,  
December 2  
Christine Cantarino  
(847) 576 4965  
Karin Janowski  
(312) 661 6985

The West Networking Group is a newly formed UCWBG networking and mentoring subgroup. We are a group of professional women who meet on a bimonthly basis over dinner. We share work and personal experiences and offer each other friendship and companionship. In today's dynamic work environment, there is nothing more valuable than a good friend and mentor. The only investment required is time.

This holiday dinner is a good opportunity to get to know one another better. The holiday dinner is Dutch treat. Please call Christine for directions and details.



*Diana Carpenter, the coordinator of the Mothers' Network, and her sons Alex and Vincent*

## Connections

### UCWBG Special Interest Groups (Continued)

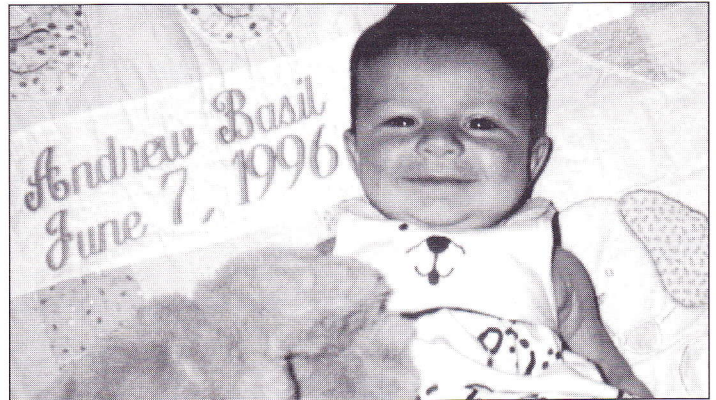
#### Mid-Life Opportunities—New Services Planned

Nearly 20% of the members of UCWBG are at a more mature stage of their career, (and life!). They are typically over 40, have over 15 years of work experience, and their children, if they have them, are typically in their teens or older. The interests and concerns of this group can vary greatly from new graduates, new mothers, and women who are still on an accelerated "ascent" portion of their career curve. The UCWBG is committed to better serving these members, and Lavina Gross, '87 has agreed to head up an initiative to help us design group services geared to women in this more mature stage of their career. If you would like to be part of this work, please contact Lavina. Share your thoughts and ideas. Lavina Gross (h)630-323-9111, (w)630-323-0400, (fax)630-323-0531.

#### Business Owner Subgroup—First Meeting

Nearly one-quarter of our members are self-employed, and there has been ongoing interest in re-initiating the Entrepreneur's Sub-group that was successful in the past. The last article in the Exponent about this initiative drew many calls, so we have set a first meeting for those who may be interested in working on networking, and other ideas for those on their own (and those who may be thinking about taking the big step). When: Wednesday, December 11, 1996, 7:30 am at Tempo Restaurant (at Chestnut (~800 North) and State Street downtown). If you can't come, but are interested in getting involved, please let me know that too. Lisa Kieres '84, 312-472-9366, (fax) 312-472-9367. Future meetings will be at times of day and places decided by the group.

Lyn Flannery '94, and her husband Jim are the proud parents of a son, Andrew Basil, born June 7, 1996. Lyn is returning to work as National Marketing Manager for Peapod, an online grocery shopping and delivery service based in Evanston, Illinois. Basil weighed 7 pounds 3 ounces and was 19.5 inches long.



Agnes A. Roach, CFP, '80 was quoted recently (July 28 and September 15) in the Chicago Sun Times "Moneylife" column, discussing tax treatment of selling mutual fund shares, and planning for retirement.

Anita R. Brick '81, has written a book on professional visibility, Marketing Yourself for Career Success. The book 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 at NMWBRickie@aol.com.

Julie Danis '84 is a writer, radio commentator and marketing executive. Her Tales from the Workplace commentary is a regular feature on public radio's Marketplace program. Forward your anecdotes on life in the trenches or favorite working pet peeves to: Julie Danis, 2130 Lincoln Park West, Apt. 15 South, Chicago, IL 60614. Or call: 773-528-4338, fax: 773-528-4133, e-mail: jmdanis@aol.com.

Mary Anne O'Toole '86, your favorite Exponent editor, is looking for help; proofreading on short notice, minor editing, soliciting or writing articles. Call 847-394-3162.

## 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 630-369-3773.**

- 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

## November

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- 9 UCWBG Board Meeting 9 am to 12 pm U of C Gleacher Center
- 12 Networking Event at the Gleacher Center.  
RSVP to Mary Lynn Faunda at 630-323-6351
- 19 North/Northwest Networking Group at Timbers Char House Restaurant in Northbrook.  
RSVP to Agnes Roach at 847-940-0579. Details inside.  
Please note this date has been changed.

## December

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- 3 Holiday Party. Call Christine Cantarino at 847-576-4965 for directions and details.
- 8 Deadline for January/February Exponent.  
Call 847-394-3162 for details and information.
- 11 Business Owners Subgroup kick off meeting.  
Details inside. Call 312-472-9366
- 14 UCWBG Board Meeting 9 am to 12 pm Gleacher Center

## January

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- 8 Mother's Network meeting in Arlington Heights. Contact Susan at 847-940-0579
- 11 UCWBG Board Meeting 9 am to 12 pm Gleacher Center
- 28 North/Northwest Networking Group celebrates the Chinese New Year! Contact Agnes Roach at 847-940-0579 for details.

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**The Exponent is published bi-monthly**  
**Send calendar listings and articles to Mary Anne O'Toole at**  
**321 South Windsor, Arlington Heights, IL 60004**  
**by December 8, 1996**

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### Contributors

Nancy Dschida '94	Anita Brick '81	Kendra Mirasol '93
Agnes Roach '80	Tom Smith	Mary Lynn Faunda '86
Chris Bates '80	Christine Cantarino '92	Dubravka Deppen xp-60
Julie Danis '84	Tammie Miller '94	Lisa Kieres '84
Elizabeth Duncklee '90	Diana Carpenter '82	



## The University of Chicago Women's Business Group

1805 North Mill Street, Suite A  
Naperville, IL 60563-1275

Forwarding Address Correction Requested

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