

THE EXPONENT

THE UNIVERSITY OF CHICAGO
WOMEN'S BUSINESS GROUP

M A R C H / A P R I L 2 0 0 0

The Power Of Women Helping Women

By Trisha Rogers '82

The March 15th UCWBG event will feature Hedy Ratner, a premier catalyst for women entrepreneurs, as keynote speaker. Ms. Ratner will be joined by a panel of corporate and professional women to discuss the state of women's initiatives in top American companies. Karen Kurek, national partner at Arthur Andersen, LLP and head of her firm's GROW initiative will speak on the steps they have taken to retain professional women and provide career growth. Tiffany Churilla, Regional Vice President and Managing Director at Menttium 100 Chicago, will speak on the synergy of orga-

SAVE THE DATE

Date: Wednesday, March 15, 2000
Time: 5:30pm-9:00pm
Place: Gleacher Center
Midway Club for Cocktails
6th Floor for Dinner and Speakers
RSVP: 847-256-5804(voicemail) or 847-223-0277 (fax) or mail check to UCWBG. Reservations must be received by March 8th.
Price: \$50 for members and \$57 for guests
Contact: Trisha Rogers for more information at 312-317-7517

nized mentoring using the Menttium 100 framework of pairing senior executives with promising middle managers. Karen Kiser, Senior Managing Director for Bank One Capital Markets and Head of Government and Public Entities, will speak on Bank One's efforts to cultivate and retain women in middle and senior management positions.

Hedy Ratner: Totally Connected!

By Trisha Rogers '82

Hedy Ratner, the keynote speaker at the March 15th UCWBG Inspiring Extraordinary Lives Speaker Series event, is connected to powerful people in both the public and private sectors. But more importantly, she is a connector. No matter how you splice and

continued on page 4

CONTENTS

	Page
President's Letter	2
Annual Meeting	3
Pictures From Our Past	4
Interviews With Extraordinary Women: Melody Camp XP 56	5
Career Management: Shop and Share	6
Calendar of Events	7
Dr. Benziger	8
UCWBG Committee Opportunities	9
Women Helping Women: Building Your Spiritual Portfolio	10
20th Anniversary Plaque JoAnn Hinz Biography	11

Tea for two...

By Trisha Rogers '82

Two hundred of your closest friends! Well, perhaps it will be a bit more intimate than that. It will be High Tea at the Ritz Carlton: freshly baked scones with Devonshire Cream and preserves, tea sandwiches, French pastries, tea cookies. A lovely way to spend a spring afternoon.

Our speaker will be the highly successful CEO and founder of the Pampered Chef, Doris Christopher. Mrs. Christopher has achieved the near impossible: she bootstrapped an at-home company into a \$500 million kitchenware sales company with 50,000 Kitchen Consultants.

Family and entrepreneurship are the keys to Mrs. Christopher's success. Having built the company while she and her husband raised two daughters, Mrs. Christopher applies the belief that "when families share a meal, the bonds that hold the family together grow stronger". Pampered Chef allows its Kitchen Consultants to develop their own business plans for selling product; the consultants determine their own schedules, goals and

levels of achievement. This flexibility affords the consultants professional, personal and financial independence.

It also affords the Pampered Chef a marginal-cost sales distribution network that is not capital intensive. Other entrepreneurs have used this business model in the past with great success in female-centric businesses: cosmetics (Mary Kay) and storage products (Tupperware and Amway).

So come hear how to bootstrap your "dream company" into a Fortune 500 company... and share a cup of tea with friends.

President's Letter



Christine B. Cantarino '92

"The Power of Women Helping Women"

Dear Chicago Women,

With our business goals and budgets set, we are well into the new year at work. Usually, this time of year, my "to do" list simply gets longer and longer. So, why should we take time to volunteer? Why sign up to do more work? Why take away time from my job, my family, and my personal life to work in the community? Why do corporations support this?

The reason is simply that it makes good business sense. Corporations are always looking for good leaders and managers. Typically, these people have a balance between work, home, personal life, and community. Companies, such as Ernst & Young, Lucent, and Motorola, strongly encourage their employees to be involved in some type of community service. In addition to delivering good financial results and satisfying customers, major companies want to be viewed as premier employers and good corporate citizens. That means that people like myself are actively encouraged to take leadership positions within the community – on the school board, in church, at the country club, and most importantly in the education community.

The University of Chicago Women's Business Group has a twenty-year history of providing educational and networking resources for women trying to achieve their professional and personal goals. "Giving back" to me means actively supporting this organization in trying to achieve some of its goals within the community, business world and the University of Chicago Graduate School of Business. Best of all, it has challenged me as a person to give back to the community and ensure that my company, Motorola, is viewed as a good corporate citizen.

The power of women helping women is the power of people helping people. Being viewed as a good community sponsor and advocate makes good business sense for any corporate leader today. Actively participating in community activities means that we assess what we can contribute and give back to the local community. We learned a lot from the examples of other women such as Polly Kawalek, President of Hot Breakfast Food Division at Quaker who spoke at the January 27th meeting. This coming March 15th, we will explore further the power of women helping women with several key speakers, such as Hedy Ratner from The Women's Business Development Center, Karen Kurek, National Partner at Arthur Anderson, LLP and Tiffany Churilla from Menttium. In April, we will celebrate our annual tea with Doris Christopher, CEO from the Pampered Chef.

What prompts these women to give back to their community? What is the power of people helping people? Does it make business sense? We look forward to seeing you at the next meetings as we continue this conversation about "the power of women helping women."

Best Regards,

Christine B. Cantarino

The University of Chicago Women's Business Group 2000 Board of Directors

PRESIDENT:

Christine Cantarino '92
847-576-8907
christine.cantarino@gsbalum.uchicago.edu

PRESIDENT-ELECT:

Susan Kane '91
773-774-2454
skane0329@aol.com

IMMEDIATE PAST PRESIDENT:

Mary Lynn Faunda '86
630-323-6351
mfaunda@gsbalum.uchicago.edu

VP-ADMINISTRATION:

Cindy Rasche '92
312-322-2121
cynthia.rasche@chi.frb.crg

VP-FINANCE:

Myrna Newman XP-65
847-564-1100
mnewman@handl.com

VP-PROGRAMS:

Trisha Rogers '82
312-317-7517
pm1rogers@aol.com

VP-CAREER MANAGEMENT:

Chris Keeley '79
773-779-5788
c-keeley@uchicago.edu

VP-MEMBERSHIP:

Eva Ziegler '97
312-701-5793
eva.ziegler@us.pwccglobal.com

VP-MARKETING:

Rose Brintlinger '89
630-530-9976
rebrintl@hewitt.com

VP-INTERNAL COMMUNICATIONS:

Lori DeCicco '91
847-566-9433
mdecicco@ameritech.net

VP-TECHNOLOGY:

JoAnn D. Hinz '79
708-447-0853
jhinz@technologist.com

DIRECTOR-AT-LARGE:

Pamela Peterson XP-66
312-654-8431
ppeter2@gsbalum.uchicago.edu

DIRECTOR-AT-LARGE:

Dubravka Deppen XP-60
847-729-2903
dubravka.deppen@cwix.com

DIRECTOR-AT-LARGE:

Nancy Scott '91
312-879-2135
nscott@aol.com

Celebrating Our Past, Creating Our Future. Our Annual Meeting is an Outstanding Success!

By Susan L. Kane '91

The January 27, 2000 Annual Meeting was quite a celebration! Over 100 attendees, including Dean Hamada, keynote speaker Polly Kawalek (President of the Hot Breakfast Division at Quaker Oats), nine past presidents of the UCWBG and many charter members, gathered together to celebrate the 20th Anniversary year of the founding of the University of Chicago Women's Business Group. Additionally, Quaker Oats sponsored a table for several of its employees. Approximately 15 prospective Executive Program candidates attended as guests of Executive Program Director, Patty Keegan.

1999 UCWBG President Mary Lynn Faunda presented the accomplishments during her tenure, thanked the 1999 UCWBG Board of Directors for their efforts and introduced Christine Cantarino as the UCWBG President for 2000.

Christine discussed the accomplishments and growth of the UCWBG over the past twenty years and acknowledged the contribution made by past presidents, boards and other members.



She discussed how the UCWBG was built on its founders' vision to develop into an organized women's network that supports women in achieving their personal and professional goals. She presented her vision of the UCWBG for the future-building on the success of the past to expand the sphere of influence of the UCWBG at the University of Chicago and within the business community at large. Finally, Christine made a call to action to the membership at large to get involved to continue to build the UCWBG.

Shortly after 8:00, keynote speaker Polly Kawalek began her delightful and thought-provoking comments. Ms. Kawalek was a 1978 graduate of the GSB and an early member of the UCWBG upon its founding in 1980. Her perspectives were uniquely appropriate for the event, providing a historical perspective as well as continuing the Inspiring Extraordinary Lives speaker series that had been so well-received during 1999.

Ms. Kawalek began with some introductory comments about her background. As an "Army Brat", she grew up travelling throughout the world. She knew early on that she was someone who would always work. Getting a job in business in the 1970's, especially banking where she thought she wanted to focus, proved to be more difficult than she anticipated. She eventually was hired by CNA Insurance, where she worked while attending the GSB.

During the course of her studies, she discovered that she really loved marketing. She was hired by Quaker Oats because "the more competitive the business, the more forgiving they are of the packaging it comes in" (i.e. they hired women because they were in desperate need of smart, capable talent). Twenty years later, she

is still at Quaker Oats working at what she really enjoys.

Ms. Kawalek presented her four key principles to a successful life and career:

1. Know who you are. Take the time to figure out who you are so you do not get stuck trying to be someone you are not.
2. Know your spark. Everyone has one. Identify the work that when you're doing it, you don't know that the minutes or hours are flying by. Though every job has its downside, knowing your spark will make the tough times tolerable. Identify your spark and make it your career.
3. Know how to bounce back because bad things happen. Sometimes it is fair and sometimes it is not. Ms. Kawalek relayed her own experience of a new product introduction that starts well and ultimately failed. At a time when everyone else associated with that product chose to leave Quaker Oats, she stayed on. Her advice: go back to doing what you're good at. Do it with integrity-it builds character. Others will be loyal to you.
4. Know you're not alone. People respect you for what you're good at. They love you for what you're bad at (i.e. when they see you're human). Use a sense of humor-make fun of the things you're scared of. We went to business school, not medical school. Our decisions are not about life and death. Good times are fun; bad times build relationships.

As Ms. Kawalek discussed these principles, her comments were laced with personal experiences, presented with the same sense of humor those she recommends others use. She suggested that if you follow all of the principles described above, you're going to have a wonderful time...and who knows where you're going to end up.

Ms. Kawalek answered questions from the audience on the following topics:

How do you respond to the universal UCWBG question about maintaining balance in your life?

For Ms. Kawalek, having children was never important. Since her husband was equally indifferent, they never had any. Her husband, who is an entrepreneur, laughs at the corporate bureaucracy that she deals with-which helps her keep it all in perspective.

What mentoring activities do you do?

Ms. Kawalek does a "ton of mentoring" because she loves it and finds it satisfying to be able to share hard lessons learned. She determines who to mentor by talking to anyone (she's a "flaming extravert" in her own words), and then figures out where the relationships work.

How and why do you "give back"?

Ms. Kawalek gives back, in part, in appreciation for the efforts of the first female VP of Marketing at Quaker Oats that paved the way-a debt she feels she can never directly repay - so she repays it by helping others. She is also a passionate advocate for the Chicago Foundation for Women, which raises and gives away \$1 million annually, primarily as seed money to fund neighborhood programs. Giving back is part of knowing who you are.

As the many attendees left for the evening, there was a sense of energy and enthusiasm. And hopefully a renewed sense of commitment to the UCWBG and its mission to continue to inspire extraordinary lives and expand its sphere of influence as we move into the new year and next 20 years in the life of the UCWBG.

Pictures from Our Past

By Christine B. Cantarino '92

Dear Chicago Women,

I have a big box of old photos from the University of Chicago Women's Business Group. It made me stop and think about why we were here and what we are all about as an organization. We are having fun!

Here is one picture of two Chicago Women that inspired me to join the University of Chicago Women's Business Group. This picture made me smile! It is a memorable picture for me to see Dianne Dahl pass the president's gavel to Kathy Terman at the annual meeting and holiday party in December 1992. Basically, handing off the legacy of the group from one president to the next.

Dianne Dahl, along with Kitty Voss, Donna Seltin and Kathy Terman, recruited

me into this organization. (Dianne is pictured on the right.) It was a box luncheon at the 190 East Delaware Building held during the noon break between classes. The lunch was unimpressive, but the women were impressive.

At that time, I wanted to be a part of something bigger and better. Kathy Terman (pictured on the left) was one of the people that called me into service for this group. Kathy inspired me to actively contribute and learn from the organization. Thank you, Kathy! I also want to thank Donna (God rest your soul), Kitty, and Dianne! All of you inspired me to get involved and contribute to the University of Chicago Women's Business Group!

Best Regards,
Christine B. Cantarino



Passing the Gavel from one President to the Next at the Holiday Party, December 1992
Kathy Terman (left), Dianne Dahl (right)

"Hedy Ratner" continued from front page

dice the word, Ms. Ratner effects change by linking women with opportunity.

Twenty years ago, after serving as Assistant Commissioner of Education in the Carter Administration, Ms. Ratner returned to Chicago and co-founded several programs aimed at providing opportunity for women in the arts. In 1986 Ms. Ratner took another bold step and co-founded the Women's Business Development Center, a program which nurtures women business owners by providing business and financial advice, concrete training, national certification as 8-a firms and forums for exposure to other women business owners through the Entrepreneurial Woman's Conference. Since its founding, the WBDC has worked with more than 18,000 women in Chicago, Northern Illinois, Indiana and Ohio.



Currently Ms. Ratner's focus is on the biggest challenge facing women business owners: capital and credit. The WBDC is butting heads with traditional sources of money and finding creative ways for women to fund start-up companies.

Ms. Ratner has used her twenty years of experience and education to build an organization that makes real change in the lives of the people she wants to serve - women. A link in a chain - completely connected - Hedy Ratner.

If you are thinking of starting your own business, you will not want to miss this opportunity to learn about available resources and to network with members of the Women's Business Development Center.

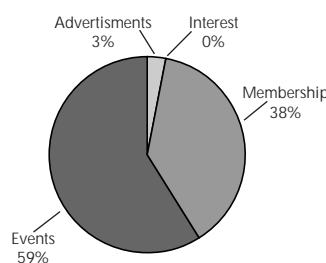
UCWBG 1999 Financial Highlights

By Myrna Newman XP-65

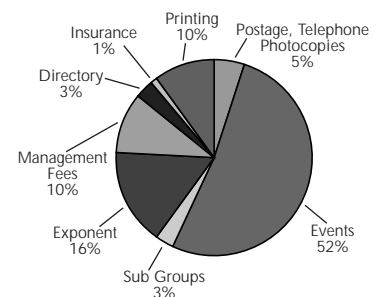
The University of Chicago Women's Business Group is a nonprofit professional association organized exclusively for professional development and education purposes and support of The University of Chicago Graduate School of Business alumni. As we celebrate our first 20 years, we must acknowledge the efforts of our Vice Presidents of Finance who have seen and understood that the financial position of the UCWBG is critical to our success. In the year 2000, we are making a commitment to strengthen our financial position for the next 20 years and beyond.

In the graph below, you can see the breakout of our 1999 Revenues and Expenses. We are a fully self supporting non-profit group. We have established a Finance Committee to assist the Vice President of Finance in reporting, auditing, budgeting, and forecasting the activities of our organization. Our first initiative is the conversion of financial files to a business software program. The conversion is expected to be complete by the first week of March. If you are interested in joining the Finance Committee, contact Myrna Newman by phone at 847-998-0285 or by email at: mnewman@handt.com

UCWBG 1999 Revenues



UCWBG 1999 Expenses



Interviews with Truly Extraordinary Women:

Melody Camp XP 56 Owner/Principal The Melody Camp Group

By Pamela Peterson XP-66

Defining Success with Themes

Melody identified five major themes in her life, each of which have had a significant influence and built the foundation for her success. For her, life has been a wonderful series of experiences driven by an insatiable quest for knowledge as well as a true pioneer spirit.

1. She learned about leading and managing people as she dealt with unexplained seizures until the age of eleven. Melody had to learn to develop effective interpersonal skills to reduce the fear and anguish people experienced because of her illness.

2. She set a goal for financial independence.

3. Melody has always chosen the non-traditional roles. Melody was accepted into the first freshman class of women at the University of North Carolina in 1966. The traditional path for women was Women's College and teaching. Melody turned down education-based scholarships and pursued her strong interest in mathematics and computer sciences.

4. Another critical aspect of her success was her early recognition of how values and principles play a significant role in one's life. Melody learned to stand up for her personal values while maintaining integrity in a conflict situation with a significant authority figure.

5. Due to her mother's frequent illnesses and as the oldest child, she was responsible for her younger siblings. At age ten, she developed the processes to effectively and efficiently lead, manage and follow through.

Melody contributes a lot of her success to her early experiences. She has drawn on her childhood lessons and experiences throughout her career whether as a corporate executive, a consultant to major corporations or building a new enterprise.

Being a Woman

While Melody knows that being a woman is not always easy in a world dominated by men, she also found that it worked to her advantage in many situations. She did not need to conform to pre-defined role models because there were very few women in management. She found she could shift the paradigm. In the 1970s the few women managers at the Harris Bank were perceived as "tough" primarily as a result of having to fight so hard for their positions. Melody changed the game by being firm, fair and kind. She also found that she needed to build a coalition across all of the divisions. One of the quickest ways to do this is to serve on task forces, committees and councils.

Major Turning Point in Her Life

While having grown up in a small North Carolina town of 4,000, Melody quickly found she loved the challenges and opportunities provided by a very large city. The Harris Bank aggressively recruited Melody when she moved to Chicago in 1972. Harris hired Melody on an open-ended basis; in fact they challenged her to help them find the perfect position for her skills and talents. Within three months she had moved into the Money Market divi-

sion managing short-term cash. Her initiative and interest in making things work more effectively and efficiently led to a supervisory position within a few months. The Vice President of the division, a woman, became one of Melody's mentors and facilitated her promotion to Investment Officer in 1975. By 1978 she was promoted to Assistant Vice President and in 1981 was made a Vice President. Shortly after that she was given a division to manage.

Her exceptional rise was predicated on her openness and willingness to pursue new opportunities. Melody was not afraid of rocking the boat. She was definitely an exception to the rule as she was one of the few women in a non-traditional role in the bank. She also found it was critical to manage and build relationships throughout the entire organization.

During a restructuring, Melody ended up working in a very difficult situation. She was one of the few seasoned executives to survive the acquisition as the new management took over. She had to have a lot of courage and belief in her values and worth to stand up to the manager who was trying to intimidate her into quitting. Melody decided that she should apply to the Executive Program at the University of Chicago to build another credential and support her drive to move ahead. She had not finished her Bachelors degree and decided that some day, that may eliminate her from a promotion opportunity and she needed to be prepared to move on, if necessary.

Another turning point occurred when Melody was passed over for a Senior Vice President position. The grapevine scuttlebutt was that Melody's peer would leave if she was promoted and that Melody would stay. She was a "lifer". She started thinking about what her next opportunity might be.

That opportunity came when Coldwell Banker recruited her as Vice President and Treasurer two years after graduation from the University of Chicago Graduate School of Business. Melody's primary roles included internal strategist, serving as the liaison to the CEO's of the Coldwell operating companies, and sitting on the Board of Directors of Sears Savings Bank. Melody was being positioned to become the COO of the Savings Bank or a senior executive position at Sears.

Melody's interpersonal skills have been valued and prized by all the organizations she has affiliated with. One of her passions is to help people develop their interpersonal skills as well as help organizations become more effective strategists and to positively impact change. It was that passion that led her to start her own business, The Melody Camp Group in 1990.

The Melody Camp Group has consulted with Fortune 500 companies as well as start-ups. Her primary focus has been on strategic management, culture, communication channels, and interpersonal skills and change management. Her goal is to stretch organizations and individuals to utilize their creative abilities in their management.

Reflecting on Life

We asked Melody, "If you weren't doing what you are doing, what would you do?"

"I would not be doing any thing differently. I love my life, which is constantly and consistently changing. Well, I might try to find some time to relax!" says Melody.

We asked, "Thinking of everything you have done, what are you most proud of?"

"Being me," says Melody. And her friends, family and acquaintances would also tell you they find her generosity of spirit to be incredibly exceptional.

Career Management:

Career Management: Then And Now

By G. Chris Keeley '79

A little more than a year ago, I returned to Chicago. After being away for fourteen years, I am actively involved with the UCWBG again. I am one of the founding mothers of the UCWBG, and served in a number of capacities, including President, in the first years of the organization. When I relocated for a position out of state, I retained my membership, but my involvement was as an interested, long-distance observer. Upon my return, I've been asked: "So, what has changed?" My answer is: "Not a lot...and quite a lot." Let me give you two examples of how issues involving career management have changed--and for the better.

A recent issue of the Wall Street Journal noted significant changes in the workplace "in a very short time" (25 years). The Wall Street Journal observed that a generation ago (when the UCWBG was formed) the best strategy for women lay in pretending their personal and home lives didn't exist--and while in the workplace, women camouflaged their gender with "those awful suits and silly bow ties." The barriers women built between their work lives and their social and personal lives are (or appear to be) down--at least for this generation of women. Career management now is seen in the broader context of life management, and achieving balance is a topic of these times. This "feminization" of the work place is a large change, and clearly one for the better--although in some industries, organizations, and units within these organizations, such "feminization" is not as evident.

The second change--and for the better--is how our alma mater, The Graduate School of Business, views its students and its gradu-

ates. Many of the career management initiatives and programs the UCWBG identified and developed in its early years are now incorporated and institutionalized within the GSB. In fact, it was because the GSB did not provide adequate resources or support to its graduates, especially its women graduates, that the UCWBG was formed twenty years ago.

Today, business schools, including the GSB, court students and pay much closer attention to them and their feedback because students are now seen as customers--a relatively new concept to higher education. How well business schools support students before and after graduation are components in building their school's reputations and, especially, rankings. In the last two decades, the GSB has given increasing attention and resources to support alumni throughout their careers. The level of support and receptivity to providing career management resources is an impressive change.

At the GSB, the changes include the addition of the Office on Advanced Career and Corporate Alliance and a library of databases and extensive material on careers and job search topics. The Alumni Office also provides services, such as a network of alumni clubs and alumni. It is unfortunate that many GSB alumni are not fully aware of these services and how to access and utilize them.

In my current role, my focus is on raising the level of awareness and knowledge of our members about the resources available to them to address career management issues within and outside the GSB. In the process, my role is also to increase the level of awareness to those within and outside of the GSB of the issues surrounding career management needs of our members.

I am pleased to be actively reconnected to the UCWBG, and I welcome your thoughts and suggestions on what the UCWBG needs to consider to respond to career management issues of its members. Let me hear from you. I can be reached at c-keeley@uchicago.edu

Shop and Share 2000

By Nancy L. Scott '91

Thank you to all those who participated in our January and February Shop & Share Days at Jewel-Osco Stores! The University of Chicago Women's Business Group will hold a Shop & Share fund-raising program on: March 20th, 21st, and 22nd at all Jewel-Osco Stores. Please mark these dates on your calendar, and plan to shop at your local Jewel-Osco!

By shopping at Jewel-Osco on any of the above dates, 5 percent of the total purchases, excluding tax, will be donated by Jewel-Osco to UCWBG.

Anyone interested in helping UCWBG by shopping at Jewel-Osco on these dates will need a "Shop & Share Identification Slip". Slips have been included with this issue of *The Exponent*. Copies of the slips can be made, but they must not be altered in any way.

Every UCWBG member, as well as relatives, co-workers, friends, and neighbors of UCWBG members will be able to support our group by participating in Jewel-Osco Shop and Share Days. To participate, just sign, and turn in the Identification Slip to your checker when you shop on any of the above dates. The identification slips are accepted at all Jewel-Osco stores.

Please Note: Identification slips must be distributed ahead of time. Slips cannot be distributed at or near your Jewel-Osco store. Thanks in advance for your cooperation!

There is no limit to the amount we can raise with these Shop & Share Days. Please plan to participate, and spread the word among family and friends too. This is our last set of Shop & Share Days for 2000, so let's try to make Shop & Share 2000 a success!!

To receive additional identification slips, please contact Nancy Scott by phone at (847) 215-7316 or by email at "NLSCOTT@AOL.COM", and provide your FAX number.

Member Advertisement

PM Rogers & Company, Inc.

Work hard. Work smart.

We have technical expertise in accounting, accounting systems, finance, financial modeling and operational accounting. We specialize in workout, start-ups, M&A, S-11 and business plans. Controller or CFO level. Now that we have your attention...take a bite. Call our President, Patricia M. Rogers at (312) 317-7517.

If you would like to advertise in *The Exponent*, please call Lori DeCicco at 847-566-9433, or e-mail mdecicco@ameritech.net

North/Northwest Group

The West Group

Next Meeting

Date: Wednesday, March 22, 2000
Time: 6:30pm
Place: Edwardo's
 240 Skokie Blvd.
 Northbrook, IL
 (847) 272-5222
Contact: Nancy Scott, '91
 (847) 215-7316
RSVP: By Monday, March 20th to Nancy Scott, '91

The North/Northwest Group kicked off its 10th Anniversary Year at the Big Bowl Restaurant in Lincolnshire in January. Members enjoyed the casual dining and great conversation. You're invited to join the group at Edwardo's on March 22nd for some of their popular pizza and Italian dishes.

The North/Northwest group meets bimonthly, on either the Wednesday or Thursday of the third week of the month. Mark our next meeting dates on your

calendar, and plan to attend. These gatherings provide an opportunity for informal networking among new acquaintances as well as with old friends. Any UCWBG member is welcome!

If you are considering attending a North/Northwest meeting and would like to receive a reminder via e-mail, contact Nancy Scott with your e-mail address: NLSCOTT@AOL.COM. RSVP's may also be sent to this address.

How to get to Edwardo's:

Edwardo's is just west of Route 41. The restaurant is located on the west side of Skokie Blvd., south of Lake-Cook Rd. and north of Dundee Rd.

Next Meeting

Date: Tuesday, March 28, 2000
Time: 6:30pm
Place: J. Alexander's Restaurant
 1410 16th Street
 Oakbrook, IL
 (630) 573-8180
Contact: Karin Janowski
 (312) 696-4737
RSVP: By 5:00 p.m. on Monday, March 27

All UCWBG and prospective members are welcome to join us. This is a good opportunity to network and get to know one another over dinner. You will get involved in lively discussions and meet other members who live in the Western Suburbs. Dinner is Dutch treat. If you need directions, please call Karin at (312) 696-4737. If you cannot attend this time and would like to be on our E-mail list, please call and let us know.

Our next meeting will be on Thursday, May 25, 2000 at Braxton Seafood Grill in the Oak Brook Center Mall.

Meeting Date	Meeting Location/ Time
Wednesday, March 22, 2000	Edwardo's - Northbrook, IL 6:30 p.m.
Saturday, May 20, 2000	Egg Harbor Cafe Northbrook, IL 9:30 a.m.
Wednesday, July 19, 2000	TBD 6:30 p.m.
Sunday, September 24, 2000	North/Northwest Group 10th Anniversary Brunch Allgauer's Restaurant Northbrook, IL 10:30 a.m.
Thursday, November 30, 2000	Daniello's Restaurant Wheeling, IL 6:30 p.m.

C A L E N D A R O F E V E N T S

Wednesday, March 15

Inspiring Extraordinary Lives Speaker Series:
Hedy Ratner
 5:30-9:00 at the Gleacher Center
 Trisha Rogers at 312-317-7517

Wednesday, March 22

North/Northwest Group
 6:30pm at Edwardo's in Northbrook
 Nancy Scott at 847-215-7316

Tuesday, March 28

West Group
 6:30 pm at J.Alexander's Restaurant in Oak Brook
 Karin Janowski (312) 696-4737

Sunday, April 30

Annual High Tea
 2:00 - 5:30PM at the Ritz Carlton Hotel in Chicago
 Trisha Rogers at (312) 317-7517

Friday, May 19

University of Chicago Graduate School of Business
 Management Conference
 Gleacher Center
 Danielle Palmer at (773) 702-0520

Saturday, May 20

North/Northwest Group
 9:30am at Egg Harbor Cafe in Northbrook
 Nancy Scott at 847-215-7316

MARCH

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MAY

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Leveraging Your Brain's Natural Lead to Achieve and Sustain Inner Balance

By Dr. Katherine Benziger

Breakthroughs in brain research in the past 10 years have shocked neuroscientists. Learning to live an energy efficient lifestyle has taken on a new meaning, as the neurological foundations of human thinking are better understood. Just as we find ourselves selecting more energy efficient cars, cars which cost less to run and pollute less; so too, we are learning that by selecting jobs and activities which use our brain's most fuel-efficient component (i.e. functionally specialized area), we can naturally increase our own inner well-being and balance, as well as our own mental, physical and emotional health.

Here's what we have learned. Our brain is made of four highly specialized areas which are responsible for performing very different tasks. Their specialized capabilities make us think they are the physiological bases for Jung's four functions: thinking, sensing, feeling and intuition.

Cortical Region	Functionally Specialized Abilities	Jung's Function or Type
Left Frontal	Logical Analysis, Decision Making	Thinking
Left Posterior Convexity Left Basal	Sequencing, Performing Routines	Sensing
Right Posterior Convexity Right Basal	Harmonizing, Connecting	Feeling
Right Frontal	Pattern Analysis, Inventing	Intuition

The two discoveries that have surprised scientists are:

1. that we are each born with one efficient and three inefficient areas; and
2. that the one efficient area is so tremendously efficient, it naturally uses only one one-hundredth the energy per second.

Moreover, although we can and do develop competencies in all four areas, as we study different subjects and master different types of tasks, the relative efficiency of the one mode is never altered. We continue, throughout our life, when learning or using a skill managed by our brain's preferred area to enjoy more efficiency, a faster learning curve and a tendency to make fewer errors.

These discoveries have surprised neuro-researchers and educators alike. Both had assumed that those who appear to be more intelligent on IQ tests could learn and do just about anything well, given a good teacher, proper training and practice; and those who performed less well on such tests would do virtually everything less well. The breakthrough discoveries say in no uncertain terms: everyone is gifted - in one area of their brain. Everyone can be smart - concentrate easily, learn rapidly, feel energized, be highly effective. The trick is to make the choice to use and leverage skills managed by area of our brain that is naturally highly efficient.

And that's not all. It turns out the context in which we do something matters, as well. Additional research has established that each of us has a stable level of inner wakefulness (e.g. how awake we are inside when we wake up). About 15% of us are very awake. About 15% of us are barely awake. And about 70% of us fall along a continuum between these two very different inner realities. Why does this matter? Because, those of us who are in the

first group, who are barely awake, need lots of external stimulation (noise, activity, competition, crowds, a crisis, literal or metaphoric fire-fighting) to wake us up so that we can perceive and think clearly. And, unfortunately, the very stimulation which makes it possible for women in this first group to achieve peak performance, creates discomfort and anxiety in the second group, causing them to shut down or leave. In other words, what facilitates the first group to improve performance actually hinders the performance of those in the second group. A quick example: a woman in the first group, who needs the additional stimulation will elect to read in a noisy office or kitchen or cafeteria, where the noise around her keeps her awake so she can read. Put in the same environment, a woman in the second group would find reading very difficult, if not impossible.

As such, it is easy to understand how and why a woman gets out of balance when she goes to work.

1. She gets out of balance, because she is regularly using mental skills which are not managed by her natural lead function – a life and work habit which demands and consumes one hundred times the oxygen second per second – leading to: irritability, headaches, fatigue and a wide range of other problems (e.g. digestive disorders, inability to sleep, anxiety, and depression) from overworking her brain in a way that robs the rest of her body of the oxygen it needs to operate properly.

And /or:

2. She gets out of balance because she is pushing herself to compete, close deals and or function in noisy, crowded environments, more than is suited to her natural level of introversion-extroversion, generating inside her a chronic low grade anxiety, as well as forcing her to need significant downtime after work to re-balance.

To achieve balance in the first instance, she needs to identify, develop and leverage skills in her natural lead function so that her work is naturally energizing and meaningful, rather than exhausting, and meaningless. Indeed, when her brain is being so very efficient she finds her work easy, even fun.

When we invest our minds in activities and tasks that our brain can manage from its area of superior efficiency, we receive an abundance of energy, mental alertness and inner balance. It is the wisest investment we can make. And, in choosing to make it, we are honoring and empowering ourselves. The result is that we live and work in balance. We do not need to do anything else to achieve or reclaim our balance, because we no longer lose it.

In other words, living a balanced inner life is the natural pay back or Return On Investment (ROI) we get for choosing to invest our time, energy and attention in activities which use our natural lead function in the environment or context which suits our arousal needs.

Examples of What Works

A woman with a natural lead in the Left Frontal, Jung's thinking type, will be energized by any job which gives her lots of opportunities to set goals and subsequently make logical decisions in which she is identifying key variables, evaluating and weighing their impact and making strategic and operational decisions which allow her to achieve success by implementing and testing her selections to achieve her targeted goals. If she is more introverted, she will enjoy doing this in a research or scientific setting – one in which she is allowed to work in quiet environments, that are largely competition and noise free – as a research scientist or financial analyst. If she is more extroverted she will enjoy doing this in a

highly competitive environment, with 'noise', crowds and pressure – as a manufacturing executive or manager, or possibly as an entrepreneurial executive who is leveraging a product invented by someone else.

A woman with a natural lead in the Right Frontal, Jung's intuitive type, will be energized by any job which gives her lots and lots of opportunities to perceive patterns or trends, working with the big picture, and subsequently make creative breakthroughs using her imagination, vision and metaphoric gifts to synthesize, invent or discover ideas or products which she can use to inspire others to make changes, to achieve a vision. If she is a natural intuitive, doing the impossible, identifying and solving problems, which have never been solved, will bring out the best in her. If she is more introverted, she will enjoy doing this in a research or scientific setting – one in which she is allowed to work in quiet environments, that are largely competition and noise free – as a research physicist or chemist or strategic economist or futurist in a think tank. If she is more extroverted she will enjoy doing this in a highly competitive environment, with 'noise', crowds and pressure – as an entrepreneur – founding her own company, using her own ideas and inventions, working as a turn-around specialist, a commission sales professional selling high ticket items, or Real Estate Developer.

A woman with a natural lead in the Right Basal, Jung's feeling type, will be energized by any job which gives her lots and lots of opportunities to build and sustain harmonious connections with

others, to build communities and subsequently to make feeling based decisions to connect more, build trust, help and heal others (e.g. people, children, animals, plants). If she is more introverted, she will enjoy doing this in a quiet setting – one that is free of competition and noise, one which doesn't try to force people, or nature – as a gardener, an artist, a musician, interior decorator, spiritual counselor. If she is more extroverted she will enjoy doing this in a highly competitive environment, or one with 'noise', crowds and pressure – sales clerk in a busy store, as a receptionist in a busy office, an elementary school teacher.

A woman with a natural lead in the Left Basal, Jung's sensation type, will be energized by any job which gives her lots and lots of opportunities to perform known routines and subsequently to serve as a procedural expert working with concrete objects regularly implementing procedures and achieving established objectives set by others. If she is more introverted, she will enjoy doing this in a quiet setting – one that is free of competition and noise, one which doesn't try to force people, or nature – as a book keeper, a data entry person in a small office, the stock or inventory person working for a small business or working the night shift when it is quiet. If she is more extroverted she will enjoy doing this in a highly competitive environment, with 'noise', crowds and pressure – as an assembly-line worker in a noisy manufacturing operation, or later in life, as the owner of a franchise.

UCWBG Committee Opportunities

By Nancy L. Scott '91

This year's 20th Anniversary Celebration for the University of Chicago Women's Business Group (UCWBG) brings some great opportunities for planning and

participating in the celebration through a committee. Please join a committee and help to make our celebration something really special!

COMMITTEE	KEY ACTIVITIES	CONTACT
Administration Committee	Maintain group's records and property, provide notices as required, and administer balloting.	Cynthia Rasche VP-Administration 312-322-2121
Program Committee	Plan, organize, and execute all aspects of the UCWBG events.	Trisha Rogers VP-Programs 312-317-7517
Membership Committee	Organize and conduct the membership drive, and produce the annual directory.	Eva Ziegler VP-Membership 312-701-5793
Marketing Committee	Assist in membership recruitment and in positioning the group activities to maximize attendance. Promote media contact and coordinate external publicity.	Rose Brintlinger VP-Marketing 847-442-7177
Career Management Committee	Coordinate Job Lines, career management seminars, and related activities or resources.	Chris Keeley VP-Career Management 773-702-6889
Internal Communications Committee	Coordinate production and distribution of the newsletter and other published materials.	Lori DeCicco VP-Internal Communications 847-566-9433
Hospitality Committee	Greet and introduce newcomers and members to each other and to the organization at all functions.	Pamela Peterson Director-At-Large 312-654-8431
Nominating Committee	Nominate nominees for each elective office to be filled subject to conditions applying to all nominees.	Mary Lynn Faunda Immediate Past President 630-323-6351
Finance Committee	Report, audit, budget, forecast and plan the financial activities of our group.	Myrna Newman VP-Finance 847-564-1100

Women Helping Women:

Building Your Spiritual Portfolio

By Theresa Gapp, '93

What does your spiritual portfolio look like? Are you speculating with risky individual issues that have wild swings in variance, but will ultimately pay off with big rewards? Perhaps you are plunking down a monthly investment of your time and talent in a fund that covers a broad spectrum of issues. If so, how do you measure performance? And who or what are your benchmarks? The purpose of this article is to help you think about one more precious intangible in your spiritual portfolio - women helping women.

Bartering

At the beginning of my career twenty years ago, I helped women because I wanted to repay them for the advice and direction they gave to me. I wasn't being altruistic or even conscious of the fact that I was networking, rather, I was simply bartering my time and talent in exchange for theirs.

For example, when I was an undergraduate at Roosevelt University, I was teased by my classmates for having a southern Indiana accent. In the early 80s, conformity was the norm for business undergraduates. (*Remember the Dress for Success book?*) So I quickly sought out my Marketing professor and asked if she would trade her time and talent for mine. She agreed to tame my accent, as well as explain proper table etiquette for business luncheons, if I would help her grade papers. We struck a deal. Over the course of a few weeks, I learned many things from that wonderful woman that still generate dividends today.

Networking

After graduation, I was subjected to performance reviews. During my evaluations, I discovered a mysterious category called "interpersonal skills" or "people skills". Since I did not know how to develop these on my own, I found mentors and copied their way of getting the job done. The mentors who helped me to advance in my career also suggested getting an MBA and doing more networking.

I was overwhelmed by the concept of networking because I felt that I had nothing to offer in my circles of influence. I did not understand that networking is a different relationship from bartering. I was lucky to meet Melissa Giovagnoli while working on my MBA. As noted in the May/June 1999 issue of the Exponent, Melissa has consulted to the UCWBG board on community building and she has written a book on networking entitled, *Make Your Connections Count: The Six-Step System to Build Your MegaNetwork*.

Despite Melissa's insistence that I had gifts to offer the women around me, I decided not to waste other people's time with networking until I perceived that I had something more to offer than my accounting expertise.

Sharing Wisdom

In 1993, my Mother was diagnosed with terminal cancer, my Dad passed away suddenly in his sleep, and I graduated from the University of Chicago. Nothing I learned up to this point could help me through the transition I faced. As my personal network of family and school chums began to seemingly evaporate, I realized that I needed a stabilizing force in my life to regain my balance. I was blessed to experience a Christian renaissance and I found my

way back to the mother of all networks – the Body of Christ. The wisdom I received helped me to recover from my terrible loss.

The parish I happened to join has over 3,600 families. Our pastor relies heavily on a network of people-helping-people to minister to the needs of our spiritual family as well as the charities in our surrounding community. I had a hard time getting into the network because I had been away from the church for so long. I soon discovered that one of the keys to opening hearts is volunteering. In the process, I discovered interpersonal strengths and weaknesses I did not know that I had.

In addition to other contributions, I now edit a newsletter for an active network of over 900 women. Part of the reward I receive from the women I work with is their love, their timeless treasures of wisdom and their examples of grace.

"Circles upon Circles of Sisters"

In her book, *We Are Our Mothers' Daughters*, news correspondent, Cokie Roberts, explores the roles women have played, e.g., sister, politician, soldier, aunt, enterpriser, etc., throughout American history and their powerful interconnection. As Cokie says, "... circles upon circles of sisters..." can emerge when we really need them.

In summary, I invite you to review your own spiritual portfolio. Turn your awareness to the resources you have to help women in your circles of influence. You will discover that your return on investment includes a regenerative force that brings life to everyone involved.

The Benziger Breakthrough – Helping People Thrive

Katherine Benziger, Ph.D.
www.benziger.org

Profiling

Learn about yourself. Identify your natural gifts; strategies for leveraging your gifts; your tendency to Falsify Type; learn whether you suffer from PASS – the stress-linked disorder brought on by Falsifying Type.

Private Coaching

Validate and empower yourself. Give yourself a mentoring session with Dr. Benziger to help you connect with and leverage your natural preference. Enjoy more energy, gain an increased sense of direction, attain relief from depression and/or other costs of Falsifying Type.

Licensing

Add the Benziger Thinking Styles Assessment (BTSA) to your professional team-building, HR development, life-career planning tool kit. Attend a 4-day Licensing Seminar.

E-mail: katherine.benziger@airmail.net
KBA Dallas Office, P.O. Box 116, Rockwall, Texas 75087 USA
001-972-771-3991 Phone/Fax

20th Anniversary Plaque Unveiled At Annual Meeting

By Mary Lynn Faunda '86 and Christine B. Cantarino '92

In celebration of the UCWBG's 20th anniversary, the Board of Directors believed that a special commemoration was needed to honor the achievements of the University of Chicago Women's Business Group and recognize the innovative role that this organization has played with the GSB over the years.

The Board also wanted to recognize in a tangible way the



Christine Cantarino, Mary Lynn Faunda, Dean Hamada and Danielle Palmer

tremendous effort that has been put forth by the presidents, board members and countless volunteers of this organization since 1980 to create the premier women's networking organization that we are today. It was the vision and inspiration of many members and leaders throughout the years from which we all benefit.

As a result, the UCWBG commissioned two plaques that were presented to Dean Robert Hamada by the present and past presidents of the UCWBG at the Annual Meeting on January 27th. We were honored to have 11 of the past presidents join in this presen-

Technology Corner:

Introducing The New Vice President Of Technology JoAnn Hinz

The University of Chicago Women's Business Group welcomes the new vice president of technology, JoAnn Hinz, as VP of Technology. JoAnn has been working with technology and business systems for the last 30 years. After earning her MBA at the University of Chicago in 1979, JoAnn earned a Masters in Computer Science from DePaul University. After a traditional corporate career, she went into consulting and now heads up her own consulting firm. She enjoys working with databases for e-commerce and data warehousing.

JoAnn is one of the founding members of the UCWBG, having previously served on the board for three terms. She was one of the original presidents of the group in its first year. Throughout the last twenty years, JoAnn has served on many committees and supported many of the initiatives of The University of Chicago Women's Business Group.

tation: 1981 Agnes Roach, JoAnn Hinz, 1983 Chris Keeley, 1984 Mary Lynn Cipriano, 1986 Sue Weeks, 1990 Lorena Blonsky, 1991 Kitty Voss, 1993 Kathy Terman, 1995 Suzanne Keers, 1997 Susan Miner and 1999 Mary Lynn Faunda. Special thanks go to Mary Lynn Faunda for her leadership in commissioning these plaques!

The plaques will be placed in the Midway Club at The Gleacher Center and on campus. These solid bronze castings measure 16" x 22" and include the following text:



THE UNIVERSITY OF CHICAGO WOMEN'S BUSINESS GROUP

CELEBRATING 20 YEARS
LEADING THE WAY TO SUCCESS
FOUNDED 1980

PRESIDENTS

1981 AGNES A. ROACH '80, JOANN D. HINZ '79
1982 THERESA BROWNE KUTZEN '79
1983 G. CHRIS KEELEY '79
1984 MARY LYNN CIPRIANO '77
1985 BARBARAGAIL J. DANCEWICZ '78
1986 SUE WEEKS '71
1987 HELEN I. HODGES '84
1988 KATHLEEN L. HOLOUBEK '83
1989 NANCY B. GUNDER '83
1990 LORENA M. BLONSKY '85
1991 KATHLEEN M. VOSS '80
1992 DIANE W. DAHL '86
1993 KATHLEEN B. TERMAN '85
1994 CHANDRA A. GREER '90
1995 SUZANNE C. KEERS '88
1996 LISA M. KIERES '84
1997 SUSAN L. MINER '93
1998 DUBRAVKA L. DEPPEN XP-60
1999 MARY LYNN FAUNDA '86
2000 CHRISTINE B. CANTARINO '92

Chicago Women: Call to Action!

If you are interested in joining a UCWBG subgroup
Book Club or Investment Club,
please contact Pamela Peterson at 312-654-8451.

New Members for December and January

Ms. Cimi S. Barouh
FPL Associates

Ms. Mary Blue
Booz-Allen & Hamilton, Inc.

Ms. M. Phyllis Bourque
Shell Energy

Ms. Shannon Eloise Brown

Ms. Barbara Maynard Chilson
W. W. Grinter, Inc.

Ms. Deborah Clayworth
Clayworth & Associates, Inc.

Ms. Cathleen F. Colehour
Colehour Consulting

Ms. Sharon M. Condon-Duffy
DMR Consulting Group, Inc.

Ms. Joan Amelia Dorow

Ms. Barbara G. Epperly
ComEd

Mrs. Katherine Devers Falcone
Devers Group, Inc.

Ms. Julianne Fiocca
Hewitt Associates

Ms. Phyllis R. G. Fischel
The Giving Connection

Ms. Jo Ann Akie Fujii
*Abbott laboratories, Hospital
Products Division*

Ms. Paula Fung
Ernst & Young

Ms. Donna Gerber
MGB2 Consulting

Ms. Tina Marie Gregus

Ms. Paige Anne Greve
Pricewaterhouse Coopers LLP

Susan Harper, Ph.D.
Synergy Consulting LLC

Ms. Joni R. Jackson
*Independent Marketing
Consultant*

Ms. Catherine Elizabeth Kozik
Tellabs

Ms. Dionne Kuhnau
Quaker Oats Co.

Ms. Lisa Lindemann
The Northern Trust Company

Ms. Patricia Luscombe
Duff & Phelps, LLC

Ms. Lisa Hoffmann Milani

Ms. Patricia Lynn Nazar
Banc One Capital Markets, Inc.

Ms. Sherry Marie Newquist
Interactive Data Corporation

Ms. Elaine M. Oberweis
Oberweis Dairy Inc.

Ms. Mary I. O'Brien Rosengren
Realty Executives Pro/Team

Ms. Sandra Anne Klaver Schulte
Microsoft Corporation

Ms. Tricia Speth

Ms. Donna L. Stella-Edwards
A. T. Kearney, Inc.

Ms. Susan Stevens
Morningstar Associates LLC

Ms. Stephanie Sullivan
Pricewaterhouse Coopers

Ms. Nancy A. Tait

Mrs. Ethel B. Taub
Taub Enterprises, Inc.

Ms. Merle Green Tresser

Ms. Lisa Luise Walker
Amoco Corporation

Ms. Teresa R. Westman

Contributors:

Dr. Katherine Benziger
Christine Cantarino '92
Theresa Gapp '93
JoAnn Hinz '79
Karin Janowski
Susan Kane '91
G. Chris Keeley '79
Myrna Newman XP-65
Pamela Peterson XP-66
Trisha Rogers
Nancy Scott '91

THE EXPONENT IS PUBLISHED
BI-MONTHLY

SEND CALENDAR LISTINGS TO
CINDY RASCHE
33 SOUTH MITCHELL
ARLINGTON, IL 60005

CALL LORI DeCICCO AT
847-566-9433 BY APRIL 1 FOR
DETAILS IF YOU ARE PLANNING ON
SUBMITTING AN ARTICLE.

DESIGN: MCGUIRE ASSOCIATES
EVANSTON, IL



THE UNIVERSITY OF CHICAGO
WOMEN'S BUSINESS GROUP

34930 North Highway 45
Lake Villa, IL 60046-7463

Forwarding Service Requested

March 15 The Power of Women Helping Women
April 30 Tea at the Ritz with Doris
May 19 GSB Management Conference