

THE EXPONENT

THE UNIVERSITY OF CHICAGO
WOMEN'S BUSINESS GROUP

S P R I N G 2 0 0 1

Leading Chicago Women on Leadership

Alison Winter, Executive Vice President of the Northern Trust, shared insights on leadership from her incredibly successful career in banking as the keynote speaker at the January 24th UCWBG annual meeting. Mrs. Winter had a rapt audience as she talked about her path from being "little Alison Adams from Omaha, Nebraska" to becoming a role model in the banking industry. Alison began her career with Northern Trust in 1971 after graduating from San Francisco College for Women. She recalled how her mother had always urged her to have self-confidence in her own abilities and never be totally dependent on anyone else, but to have "something to fall back on." Alison Winter was one of the first women to be admitted into the management program at Northern Trust, taking her MBA at Chicago and also earning a CFA. She says that she "faked it" to gain entry to the management program. Alison advised that if "you act the part, you become the

part." As she grew in self-confidence and proved herself, she found that she was having a thrilling time both at the GSB and at work.

Alison also acknowledged that, like most women, she began to have concerns about her ability to "have it all." She had married and had a family and was feeling burned out working in the Trust Department at Northern by the '80's. She loved managing and strategy (once she got over "the terror of it!"), but was ready for a change. Alison advised us, "Don't wait to be asked! If you know what you want, ask for it!" When Alison asked to go to San Francisco to expand operations, she was given responsibility for the entire state of California! Alison was under pressure to open and outfit offices, find employees, and, most importantly, find clients, on a tight payback schedule. She reported that it took twice as long and cost twice as much as originally forecast, but she stuck it out and was successful. Alison told us that she had times when she really wondered if it was worth it, and that she had to remind herself that she is not a quitter. From this, Alison derives another important lesson for us – "If you don't play, you can't win!"

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Snap, Crackle and Pop!

Linda Wolf, the thoroughly dynamic new Chairman and CEO of Leo Burnett Worldwide, keynoted the second program in the UCWBG speaker series "Leading Chicago Women" held at the Gleacher Center on March 15. The tenacious, passionate and determined 53 year old Ms. Wolf discussed with the eager room of U of C grads and advertising execs how she acquired her style of honesty, comfort and accessibility and how she has translated that into business success.

Ms. Wolf assumed the position of Chairman of Leo Burnett Worldwide on January 1, 2001. Most recently as CEO of the advertising stalwart she was an integral part of the most aggressive growth and diversification drive in Burnett's history—a campaign that included strategic moves into healthcare, technology, urban marketing and Hispanic marketing. Under her leadership, Leo Burnett USA won more than \$600 million in billings from 13 new clients in 2000. She oversaw the growth of a region that billed more than \$3.5 billion in 1999, up 14% over 1998, with 2000

projections of \$3.8 billion.

Ms. Wolf felt some of her toughest successes were won during her tenure as executive vice president and director of business development worldwide. Under the pressure of producing results from diverse work groups in a short period of time, the agency earned such key accounts as Disney and Coca-Cola. Among the brands that benefitted from her strategic influence are Nestle, Kimberly Clark, McDonald's and Noxzema.

Ms. Wolf's rise from Assistant Account Executive at Leo Burnett in 1978 (the Nestle account) to her recent promotion as Chairman and CEO was not a fortuitous alignment of the stars—she was born and raised for the job. Raised in East Orange, NJ she went to work with her dad, CEO of an insurance company in New York City, decades before it was a celebrated holiday to do so. Her father accustomed his daughter to discussing everyday business challenges and opportunities when she was a young girl, instilling an early comfort level with the business world and setting the stage for a working life. Her supposed stay-at-home Mom turned out to be a focused and determined role model who embar-

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Save The Date

Annual Spring High Tea

Date: Sunday, May 6, 2001
Time: 2:00pm - 5:00pm
Place: Four Seasons Hotel Chicago
120 East Delaware Place
Speaker: Sheli Z. Rosenberg
Vice Chairman, Equity Group Investments
RSVP: 847-256-5804 (Voice mail)
Cost: UCWBG members- \$43.00
Guests and those who register after April 30th- \$50.00

CALENDAR OF EVENTS

Sunday, May 6, 2001

Speaker Series: Annual Spring High Tea
2:00pm - 5:00pm at Four Seasons Hotel Chicago
Giselle McCrea 312-953-5962

Friday, May 18, 2001

GSB Annual Management Conference
Conference Office 773-702-7572
Luncheon-Downtown Chicago Marriott, 540 N. Michigan Ave
11:30am - 1:30pm
Panels-Gleacher Center
2:00pm - 5:30pm -
UCWBG sponsored panel on Leadership Connection 4-5:30pm

May

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Leading Chicago Women Speaker Series: UCWBG Annual Spring High Tea

Sheli Rosenberg, Vice Chairman of Equity Group Investments

The UCWBG Annual Spring High Tea will be held at the Four Seasons Hotel on Sunday, May 6th, beginning at 2 P.M. The Four Seasons has generously agreed to sponsor a portion of the event this year.

This year's speaker will be Leading Chicago Woman Sheli Rosenberg, Vice Chairman of Equity Group Investments. Sheli is a graduate of Tufts University and the Northwestern University Law School. She was appointed Vice Chairman of Equity Group Investments in 2000 after serving the company since 1980 in roles including President and CEO and General Counsel. Prior to Equity Group, Sheli spent several years practicing law with specializations in real estate, finance and corporate law, rising to become one of six managing partners at Schiff Hardin & Waite.

In addition to her demanding career, Sheli

has a family and also finds the time to serve on the boards of eight public companies, and several civic organizations. Sheli has been recognized by a number of groups including Who's Who in Finance and Industry and Who's Who among American Women. She has also been the recipient of the National Women's Economic Alliance Foundation Directors' Choice Award and the Anti-Defamation League of Women Achievement Award. Our annual high tea will give this Leading Woman an opportunity to share some of her "lessons learned" and her thoughts on leadership with our members.

The Four Seasons is renowned for their delectable high tea. Refreshments will include – but won't be limited to – finger sandwiches, pastries, scones and tea. Please join us on Sunday, May 6th at 2 P.M. at the Four Seasons, 120 East Delaware. It's sure to be a memorable event!

UCWBG members can register by April 30th by fax to 847-223-0277 or voicemail at 847-256-5804 at a cost of \$43. Be sure to include your credit card number and date of expiration. Guests and registrations after April 30th will be \$50.

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SEND CALENDAR LISTINGS TO
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President's Letter*



Susan L. Kane '91

Dear Chicago Women:

Until recently, my perception of a business leader was someone who was aggressive, charismatic, perhaps arrogant and an egomaniac, self-assured and most often male. Leaders were usually born with the right personality or attained leadership status through extraordinary circumstances.

Did you grow up with these perceptions too?

Through my involvement with the UCWBG in recent years, through our speakers series and other related opportunities, I've met some very successful, high profile women leaders such as Brenda Barnes (former CEO of Pepsi-Cola North America), Betsy Holden (CEO of Kraft Foods), Polly Kawalek (President, Quaker Hot Breakfast Division), Alison Winter (Executive Vice President, Northern Trust Bank) and Linda Wolf (CEO of Leo Burnett International). These talented women have presented a very different picture of leadership to me than the stereotypes I previously held.

The attributes of leadership that began to emerge from these meetings is that today's leaders:

- Are passionate about their work—they love what they do (at least, most days).
- Are risk-takers. You can't win if you don't play the game.
- Realize that true leadership is about inspiring others to do their best to contribute to the vision the leader has established.
- Are good relationship and team builders.
- Often build consensus but can make the tough decisions when appropriate.
- Have had mentors who've served as role models, sounding boards and teachers of skills they've aspired to develop.
- Are down-to-earth, accessible, ask good questions and listen even better.

Last October, I was invited to attend a Leadership Conference. It was a day long meeting intended to develop leadership skills—offered to my oldest son and other students from his high school. In this situation, too, my perceptions about leadership were challenged. Leadership skills **can** be taught and **are** being taught. If leadership skills are being taught to my children's generation, perhaps we have some catching up to do.

So, it is indeed a privilege to be the president of The University of Chicago Women's Business Group at a time where the focus is implementation of the leadership development strategy and program which was substantially defined and developed during 2000. It is a time to challenge and redefine our perceptions of what leadership is, and a time to develop leadership skills in each of us. We will continue to be an organization devoted to supporting the business and professional success of our members. However, by providing leadership training, mentors and role models, we can build our skills to levels not previously aspired to and inspire others to greater levels of leadership and accomplishment.

2001 Theme and Major Initiatives

To emphasize the focus on developing leadership skills and on highlighting successful leaders as role models, our theme for 2001 is:

Leading Chicago Women

Under these auspices, look forward to the following:

Outstanding programming featuring prominent women leaders.

We will continue to offer programs that provide our members the opportunity to come together to interact and to hear the personal stories of high profile, effective leaders. These speakers will share their insights as to the attributes that propelled them to their leadership positions so that we might learn from their examples. To this end, our January 24th Annual Meeting featured Alison Winter, an alumna and Executive Vice President of Northern Trust, as our keynote speaker. Linda Wolf, CEO of Leo Burnett International, was featured at our March 15th program. (See related articles.)

Develop a Leadership Training Program/Curriculum. Based on preliminary UCWBG market research, the University of Chicago GSB has a significant opportunity to become the only top ten business school offering a multi-disciplinary leadership curriculum under its own department. The UCWBG would be involved in creation of a leadership program and then in an ongoing advisory role.

Implement Mentoring Programs. Ultimately, adoption of formal mentoring programs will occur at a number of levels. The initial implementation of mentoring during 2001 is likely to be to students and prospective students. Later, the program would be expanded to include mentoring of our members by senior level executives, possibly members of our Advisory Board or the Executive Council described below.

Create an Executive Council. The formation of an Executive Council of very senior level GSB alumnae to serve as advisors and as a "think tank" to the GSB is also planned.

In addition to these major agenda items, the UCWBG will to look at ways to continue to evolve and improve. Specifically, plans are in development to:

- Survey membership to assess whether the needs are our members are being appropriately met. This will be the first extensive membership survey in several years.
- Implement technologies to increase the efficiency and effectiveness of our organization.
- Continue to offer career management program and services that are of value to our members. For example, we are evaluating offering a second session of the very successful February 2001 Part-Time Program.
- Continue to emphasize the building of strong committees to support the organization's activities and further promote community among our membership.

2001 Board

We are very fortunate to have a such a strong and dedicated group of women who make up our Board of Directors. Continuing on the board this year are Christine Cantarino, Past-President, Eva Ziegler, President-Elect, Trisha Rogers, VP-Programs, Cindy Rasche, VP-Administration, Chris Keeley, VP Career Management, JoAnn Hinz, VP Technology and our Directors-at Large, Dubravka Deppen, Pamela Peterson and Nancy Scott. Joining the board this year with fresh ideas and enthusiasm are Vickie Driver, VP-

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Presidents Letter
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Communications, Kathy Flanagan, Director-at-Large, Joni Jackson, VP-Marketing, Giselle McCrea, VP-Programs, Teresa Seipel, VP-Finance and Lisa Wiese, VP-Membership. Bios of each of these capable board members are included within this issue.

It is with great excitement that I look forward working with the University of Chicago Women's Business Group this year. We are such a talented and capable group of women. I am confident that as an organization we will accomplish many great things. I challenge you to increase your involvement with the UCWBG in whatever capacity your life allows. BE A LEADING CHICAGO WOMAN!

Don't hesitate to contact me with your comments, suggestions or offers to get involved. I can be reached at my email address of skane0329@aol.com or (773) 774-2454. If you haven't already renewed your membership for 2001, be sure to do so quickly. You don't want to miss being a part of the great things that are happening this year.

Sincerely,

Susan L. Kane, President

Career Management:

Career Workshop with OACCA

In partnership with UCWBG, the Office to Advance Career and Corporate Alliances (OACCA) developed a workshop targeted to individuals interested in building or changing careers with part-time and/or volunteer work. On February 3, 2001 at the Gleacher Center, Bob Wilcox, Executive Director of OACCA, and Anita R. Brick, Director of OACCA, presented the workshop to a full house. The goal of the workshop was to provide each participant with tools to effectively conduct a job search or career change matching the participant's personal priorities.

Bob and Anita engaged the group in an interactive program on career options to achieve a more balanced life style. Topics included:

- The Impact of a Changing Market
- A Review of Non-Traditional, Part Time, & Volunteer Options
- An Overview of the OACCA Career Search Process
- How Defining Success Enhances Career Decision-Making
- Conducting Industry, Function, and Company Research
- The Personal Gap Analysis Process
- Creating The Ideal Job/Work Situation
- Target Audience Selection

In addition, the group took the Career Personal Development Profile (CPDP), an assessment tool to gauge how one's personality fits a variety of career options. The CPDP also delineates how to leverage personal traits to advance one's career.

The workshop ended with each participant receiving a personal assignment and strong encouragement to schedule a follow-up coaching appointment. The results of the participants' evaluation of the workshop will be used to further refine this well-received offering. In the meantime, if you missed the workshop and are interested in career assessment, testing, or coaching, you may e-mail OACCA at gsbworks@gsb.uchicago.edu or call (312) 464-8677 for more information.

Anita Brick, OACCA

Leading Chicago Women on Leadership *continued from pg 1*

Alison Winter returned to Chicago in January 1999 to run the Midwest's Personal Financial Services area for Northern Trust. Despite her modesty and approachability, Mrs. Winter is an acknowledged industry leader and role model in banking. She shared with us several key lessons she has learned about leadership along the way:

- Be honest and direct. Forget hidden agendas and office politics!
- Make everyone part of the process and share the rewards.
- Be open to criticism. Let people tell you you're wrong.
- Show affection and pride in your team openly.
- When you are disappointed, tell people.
- When you are angry – wait a day! Maybe two days! Anger is only effective when it is rare.
- Maintain your vision and say it often.
- Keep pushing yourself to learn new things.
- Focus on your strengths and FORGET your weaknesses.
- Don't underestimate the importance of giving back.
- Don't take yourself too seriously.

At the conclusion of Alison Winter's remarks, a panel discussion was convened to comment on the role of mentoring in women's leadership development. The participants were all GSB grads including Alison Winter, Cathie Koczik '97, VP and CIO of Tellabs, Linda Mann '95, Director of DiamondCluster International, and Jennifer Tretheway '77, SVP Northern Trust Global Investments. Cathie discussed the formal mentoring program at Tellabs which is used to share the culture, ideas and values of the organization. Mentors are assigned to clarify what the employee needs to do to succeed, communicate what the manager feels the employee needs to focus on, and to share the culture of Tellabs. Cathie relayed that, although the program is relatively structured, each employee mentee has different needs. However, they all need a "safe harbor" where they can discuss issues and work through ideas with confidentiality.

Linda Mann outlined the steps that DiamondCluster is taking to initiate a mentoring program. As a counterpoint to Tellabs, DiamondCluster is taking a "grass roots approach." Linda commented that to make this mentoring program successful, she must continually market it internally and work to keep it visible at the top level of the company. DiamondCluster posts profiles of mentors and mentees on the intranet to allow them to make their own matches rather than assigning them. She commented that women in particular have specific challenges and issues to be addressed.

Jennifer Tretheway benefited from an unofficial mentor early in her career, as did Alison Winter. Northern Trust has recently started a pilot mentoring program in 1999/2000 with 32 mentors and mentees, matched on areas of interest with no formal reporting relationships. Jennifer commented that the relationship must be based on colleagues having a conversation – two-sided, intentional, an exchange of ideas, focused on learning and career development. Mentoring is NOT job placement! The most difficult aspect of the pilot program has been scheduling and time commitment. In Jennifer's opinion, the keys to success for the program are: senior management buy-in; an active steering committee; a visible, enthusiastic program coordinator; and commitment of the participants.

Vickie Driver '99

Leadership in Action

Leadership development – a simple phrase, isn't it? But what does it take to be a leader? We may ask ourselves these questions: Do I have the qualities to lead? How do I learn to become an effective leader? Am I too young to lead? At MENTTIUM Corporation, we manage a mentoring program that focuses on building the next generation of leaders. We've found the following qualities important for leadership.

Courage.

Depending on our level within our corporate environment, we probably have excelled at "doing." However, leading is more important than doing. It is motivating, encouraging, risk-taking and most importantly, it is having and showing courage. As the leader, others want to see you accomplish the goals, take the risks and quite possibly fail, yet get back up to try it again. That's why courage is so important to leadership. A true leader will keep going when the going gets tough.

Vision.

Leaders have a vision or a goal in mind. A leader will bring together teams and share with them the vision. Individuals who believe in that same vision will work together to accomplish it – to make it happen. The leader will continue to encourage and motivate others; to mentor during the good and bad; offer constructive feedback; and most importantly, empower the group. Vision creates a network of individuals who believe in you who will support your decision.

People development.

Leadership isn't just about charisma, style or aggressiveness. It is about truly understanding people, listening to their concerns and making a real connection with them. In essence, it is people development – honing others strengths and weaknesses, believing in them when they might not believe in themselves, and being sincere throughout.

Here are some guidelines to becoming a better leader:

- Have a solid value system.
- Balance the interests and concerns of others.
- Have a vision and then get people to support that vision; it takes passion, persistence and compassion.
- Empower and mentor those committed to the vision.
- Be the pinnacle of courage.

Leadership is not a position, it is an action – the action of displaying courage, believing in a vision and empowering others.

Kristin Vitek
Associate Director, MENTTIUM 100

MENTTIUM Corporation is the industry leader in the design and deployment of mentoring strategies for corporate America. MENTTIUM has worked with over 125 Fortune ranked companies to address their particular challenges around the attraction, recruitment, development and retention of top talent.

Snap, Crackle and Pop

continued from pg 1

rassed the teenage Ms. Wolf as she grabbed her purse, ran across the front lawn and jumped onto the waiting ambulance to volunteer her services. Despite the traditional mother daughter conflicts. Ms. Wolf recognized her own mother's determination and drive and how she had to fight her family to be schooled as a public health nurse. Her mother applied the training she received by working in the ghetto neighborhoods of East Orange and volunteering her time, providing good life lessons.

Ms. Wolf chose to make her family's lessons the basic building blocks that set her apart as a leader. The message is clearly that the truths learned at home are the ones that stay with you through your professional and personal lives. And the truths for Ms. Wolf are simple: **Be real.** There was little room in the Wolf household for phonies and that lesson holds true today. From her days at Ohio Wesleyan University, and her stints at Time, Inc. and Ketchum, MacLeod & Grove through her 22 years at Burnett, the same honesty is Ms. Wolf's style. **Be honest not only with others but with yourself and stand up for your beliefs.** With a mother who was willing to jeopardize her family relationships for her beliefs in her own education, how could you not? The hardest test of this basic tenet came recently when Ms. Wolf worked on restructuring Burnett's management team. Following the hard decisions made in changing personnel came the company's outstanding recent performance. Another truth is, **Find out what makes you happy.** With this as a basic, her decision to return to work after the birth of her first child was not difficult. And lastly, **Love what you do.**

Ms. Wolf's pride in her recent feat of parachuting out of a plane encapsulates all the above lessons. Burnett had just won the Army account. Made as a dare while she addressed the assembled group at the podium in the Pentagon briefing room, Ms. Wolf did not blink at the challenge. The act was so appropriate for leader who was always willing to try new things to be agile and who love what she does. That's why her husband had bought her the circus poster featured in the recent Chicago Magazine article of the "Indestructible Girl." That reputation was hard won.

Ownership and accountability are her watchwords. She believes opportunities are best served by lean and empowered teams made up of smart people who have a vested interest in achieving success. Ms. Wolf is a non-nonsense leader whose style is characterized by her accessibility. Knock on Linda Wolf's door at Leo Burnett and you will hear "come in." Accessibility is the hallmark of her management style. This management style formed the basis of an after dinner discussion on whether an "open door" is particularly a women's management style, and if it is industry specific. Other ramifications of structuring an open door environment, such as the impact on both managers and staff, and the pro's and con's were also discussed.

To cap her presentation, Ms. Wolf shared one of Burnett's latest ads for Hallmark cards that perfectly and simply captured a working mother's balancing act and the joy she receives from achieving that balance. Ms. Wolf delivered that message from years of learning.

Linda Wolf currently sits on the board of Chicago's Field Museum of Natural History and The American Center for Children and Media. Linda was also named the Women's Advertising Club of Chicago's 2000 "advertising Woman of the Year."

Gail Luxenberg '00

Meet the Board Members for 2001

CHRISTINE CANTARINO

2001 Board Position: Past President



Christine Cantarino has over sixteen years telecommunications experience which includes eleven years at Motorola. Christine is currently Director of Worldwide Technology Strategy and Planning for the software development of Motorola's cellular subscriber business including GSM, TDMA, CDMA, and third generation products.

Christine completed her MBA from the University of Chicago in 1992. In addition, Christine has received both a Masters in Engineering and Bachelors in Electrical Engineering from the University of Texas in Austin.

Christine joined the University of Chicago Women's Business Group as a student in 1991. She has served two years as UCWBG's Vice President of Marketing and Public Relations and one year as Director-at-Large. In addition, she has served as President-Elect in 1999 and President during 2000.

DUBRAVKA L. DEPPEN

2001 Board Position: Director at Large



Dubravka L. Deppen is principal of The Deppen Group, a strategic management consulting firm. She has over 15 years of domestic and international experience in creating, building, and managing businesses across well-established and emerging hightech industries.

Originally from Europe, Ms. Deppen is multilingual and has lived extensively in other cultures. She holds an MBA from the GSB Executive Program and an MA from the University of Illinois.

Ms. Deppen is an officer and board member of The University of Chicago's Women's Business Group and Ballet Entre Nous.

VICTORIA (VICKIE) L. DRIVER

2001 Board Position: VP Internal Communications



Since 1995, Victoria Driver has worked for OAG Worldwide, a global provider of business travel information and services. Her most recent position was Director of Integrated Marketing overseeing brand and marketing strategy.

A graduate of Beloit College, and a 1999 graduate of the GSB, Vickie is relatively new to the UCWBG. She views involvement in the UCWBG as an excellent opportunity to maintain ties with the GSB, while building new relationships with the talented and interesting women of the organization.

KATHLEEN (KATHY) FLANAGAN

2001 Board Position: Director at Large



Kathleen M. Flanagan, corporate communications and leadership consultant. With 28 years experience in corporate communications, Kathy has worked with more than a dozen CEOs and presidents in their search to achieve alignment, gain commitment, and increase innovation and empowerment in their organizations, most recently as Senior Vice President, Corporate Communications for Nuveen Investments. Through the Advanced Management Program at Harvard University and an MBA at the University of Chicago, as well as

continuing graduate studies at the Center for Organization Development at Loyola University Chicago, she has gained a wide base of knowledge of organizational theory and design.

Having retired from Nuveen Investments in April 2000, she is now establishing a select base of consulting clients and enjoying time with family and friends.

JONI JACKSON, Ph.D.

2001 Board Position: VP Marketing



Joni Jackson has held a variety of positions in consulting and telecommunications marketing. Her experience includes the planning and analysis of marketing and sales programs, the design and implementation of quantitative research programs, customer usage and segmentation analysis, management of new product and service launches, and the design of channel marketing strategies.

After completing her MBA at the GSB, Joni completed post graduate studies in attitude research; she received her Ph.D. in social psychology, with a minor in marketing, from Indiana University.

SUSAN L. KANE

2001 Board Position: President



Susan L. Kane is currently the Chief Financial Officer of Softer Lite Window Co., her family's business for over 40 years. Susan's career focus has been in working with small, but rapidly growing companies, putting the strategies, systems and infrastructure in place to support their growth.

Previously, Susan was a senior manager at KPMG Peat Marwick where she worked primarily with high technology companies. After completing her MBA at the GSB in 1991, Susan worked for a venture-funded software company until 1994. Susan then worked for a large, international software company, Software AG of North America, until joining her family business in 1997.

Susan holds a bachelor of science degree in Accounting from the University of Illinois and is a CPA.

Susan has been a member of the UCWBG for a number of years. However, the move to Softer Lite allowed Susan the flexibility to become actively involved with the UCWBG. She joined the Board of Directors in 1998 as the VP-Administration. During 1999, she took over responsibilities as the VP-Programs. She was President-Elect for 2000 and President for 2001.

G. CHRIS KEELEY

2001 Board Position: VP Career Management



Chris has been Associate Vice President at the University of Chicago since September 1998, responsible for University Human Resources Management. Prior to returning to Chicago, Chris served for fourteen years as Director of Human Resources at Indiana University-Purdue University in Indianapolis.

Chris is one of the founding members of the UCWBG, and served in several leadership roles, including President. She rejoined the Board in 1999 and assumed responsibility for responding to career management issues of its members.

Chris has three degrees, all from the University of Chicago: an A.B. degree in history, a M.A.T. (Master in the Art of Teaching), and a MBA.

GISELLE McCREA

2001 Board Position: VP Programs



Since January 2000, Giselle has been with Morgan Stanley in the Private Wealth Management group. Previously, she spent five years with J.P. Morgan in the Chicago office of the Private Banking division. Before joining J.P. Morgan, Giselle lived in New York City where she worked for the Royal Bank of Canada's Dominion Securities. Her first job after college was in the New York office of Sotheby's International Realty.

Giselle received her MBA from the GSB (Evening MBA Program) in June of 2000. She also holds a Bachelor of Arts degree in Psychology and Education from the University of Miami (FL) and is Series 7, 63 & 65 licensed.

PAMELA PETERSON

2001 Board Position: Director at Large



Pamela Peterson has over seventeen years of marketing, new business development and sales experience. Pamela joined Accenture's Chicago office in August 2000. She is a manager in the eVenture Launch group, a practice which provides expertise in developing and designing business architecture and transforming business processes. Pamela's career has provided her with significant experience across a wide variety of industries and functions, including sales, marketing and strategic planning. Her recent focus has been on customer acquisition and retention, strategic account management, brand development, relationship marketing and market segmentation.

Pamela earned her MBA in 1997 and was a member of the GSB XP-66 class.

Pamela has been a member of the board since August 1999.

CYNTHIA (CINDY) RASCHE

2001 Board Position: VP Administration



Cindy has worked for the Federal Reserve Bank of Chicago since 1988. She currently is Assistant Vice President, Financial Services Group, where she manages process improvement initiatives: provides analytical support to operations; coordinates budgeting, planning and financial reporting; and provides staff and management training. In addition, she chairs a Federal Reserve System committee made up of representatives from all twelve Federal Reserve Districts with responsibility for check adjustment services.

Cindy earned a B.S. in Business Administration (Organizational Administration with High Honors) from the University of Illinois at Urbana-Champaign in May 1988. She received her MBA from the GSB in December 1992.

TRISHA ROGERS

2001 Board Position: VP Programs



For the past sixteen years, Trisha Rogers has been President and sole owner of P.M. Rogers & Company, Inc., a consulting firm specializing in start-ups, workout, mergers/repositioning and bankrupt companies. Her firm provides services in accounting, financial analysis and advice, introductions to financial institutions and equity investors, systems (related to accounting and information), operations, cash management, strategic planning, quantitative methods and post

bankruptcy management.

Prior to starting her own consulting company, Trisha worked at EF Hutton in New York in commodities and The Northern Trust Company in Chicago.

Trisha has a B.A. degree in History of Art and Fine Arts from Trinity College in Washington, DC as well as a B.S. in Accounting, summa cum laude, from Boston University. She received her MBA in Finance from the GSB in 1982.

TERESA SEIPEL

2001 Board Position: VP Finance



Teresa Seipel has an extensive background in business analysis, both the qualitative and quantitative. Her career began in management accounting from which she progressed to financial analysis, acquisitions and corporate strategic planning.

Teresa's most recent position was Market Manager at GATX, a Chicago lessor of railroad equipment. Other positions have been with First Chicago (Bank One), FMC and a small business, Leider Companies.

Prior to earning an MBA at the University of Chicago in 1982, Teresa graduated with a BS in industrial management and a horticulture minor from Purdue University.

LISA BRAGG WIESE

2001 Board Position: VP Membership



Lisa Bragg Wiese is currently the Area Chief Financial Officer for Illinois/Indiana at Avaya Communication. Avaya is the former Enterprise Networks Group of Lucent Technologies. Prior to joining Avaya, Lisa was Impact Analysis Manager in McDonald's Corporation's strategic planning department. Lisa began her career with Amoco Corporation (now BP Amoco).

Lisa completed her MBA at the GSB in 1998, with a concentration in Finance and Economics. She also holds a Bachelor of Science degree in Mechanical Engineering from the University of Illinois and a Master of Science degree in Mechanical Engineering from Ohio State University

EVA ZIEGLER

2001 Board Position: President-elect



Eva came to the United States in 1982 from Romania. She graduated Magna Cum Laude from DePaul University with a Bachelor of Science Degree in Commerce in 1990. In 1997 Eva completed her MBA at the GSB.

Eva began her career at Commercial National Bank of Chicago/River Forest Bancorp, advancing to Vice President and Controller for three banks. Eva then worked as Chief Financial Officer for Dusseldorf Trade Shows Inc. Currently Eva is working as a manager for PriceWaterhouseCoopers LLP in the Assurance and Business Advisory group where she concentrates on banking and investment management clients.

Eva joined the UCWBG to build relationships and recognizes that organizations such as the UCWBG are important to women. Eva was the VP-Membership for the UCWBG in 1999 and 2000. She looks forward to serving as President for the UCWBG during 2002.

Not included: Nancy L. Scott, Director at Large, UCWBG.

UCWBG New Members November & December 2000 and January & February 2001

Ms. Sylvia Frances Owens
Goldman Sachs & Co.

Catherine V. Frank
Banc One Capital Markets, Inc.

Stacey Lynn Adamson
General Motors Corporation

Lynn M. Allen
Pechiney Plastic Packaging Inc.

Diane R. Bruhl
American Bar Association

Dr. Nina Cunningham
Quidibet Research, Inc.

Karen Staib Duffy
Banc One Capital Markets, Inc.

Rosemarie Eck
Management Infrastructure Services LLC

Ilana Esterrich-Portway
The Pillsbury Company

Karen Sullivan Fogarty

Etha Beatrice Fox
Susan Freehling
Mary Lou Gorno
A. T. Kearney, Executive Search

Kathleen Ann Graham
HQ Search

Cristina Ionescu

Claire Alison Koenerman
The Financial Relations Board

Stephanie Joanne Kozak
CNA

Jane Mary Luiso
American Express Tax Business Services

Janice M. Nieman
CGI Automated Manufacturing

Debbie Panagakis
Quaker Oats

Pamela R. Petty
Trans Option, Inc.

Anna Rappaport
William M. Mercer, Incorporated

Jean Katherine Rhodes

Karen Elizabeth Rode

Heather T. Sievers

Belita L. Smith
Scient

Carol Smith
Dr. Joanne C. Smith
Angela C. Talley
DDB Worldwide Inc.

Lisa Anita Thompson
Deloitte & Touche LLP

Wendy Thompson
Aon Capital Markets

Alysia Jean Verrilli
Duff & Phelps, LLC

Louise Wasso-Jonikas
Morgan Stanley Dean Witter & Co.

Christine M. Wendy

Marianne E. White

DeRonda Guice Williams
Britannica.com

Nicole Suzanne Williams

Laurie A. Augustyn-Fier
Baxter Healthcare Corporation

Andra Alayne Boliker
Aberdeen Strategic Capital LP

Renee M. Clair
CSC Consulting

Ms. Patricia Lynn Fors
KPMG Consulting

Marti O'Rourke Konstant
Konstant Change

Judith Hahn Meguire
American Express Tax and Business

Ms. Karen Louise Northup
Citadel Investment Group LLC

Sandra Ann Randol
Nestle USA, Inc.

Pamela D. Schilling
DiamondCluster International

Linda A. Stone
Serif Consultants, Inc.



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