

# THE EXPONENT

THE UNIVERSITY OF CHICAGO  
WOMEN'S BUSINESS GROUP

F A L L 2 0 0 3

## Do you need a women's network in your company?

By Kathleen M. Flanagan, '82

One day, Jane Smyth, who had risen to one of the highest positions in the General Services Company, took a short coffee break with the company's new general counsel, Mary Evans. Mary had recently joined the company from a law partnership, and she had asked Jane to fill her in about the culture of the company. As they talked about how things worked within the company, how to get things done and what it took to succeed, Jane and Mary realized that it had been a long time since they each had talked to another woman about such issues. The higher they rose in their careers, the scarcer women were as peers.

"What is it like to be a woman manager in a top position at this company?" Mary asked. At first, Jane was stumped. She tried not to think of herself in that way—as a woman manager.

"I think it's the same as for any other senior manager. We all work hard and keep focused on important goals. I feel like I'm fortunate that I had a good mentor who helped me get this far," she said. After a pause, she went on. "Some day, though, I want to start a business of my own where I can implement a few original ideas I have."

They discussed Jane's fantasy of the future—how she wanted to operate, what she would offer to customers, how she would use more of her personal skills and resources. After awhile, Jane and Mary began to see that some of these ideas had important implications for General Services, too. Jane wondered if some of the women who left the firm in recent years had similar goals in mind. Some had

indicated that they were leaving for family reasons, but they ended up working at other companies or starting their own businesses.

"Why don't women stay longer, rise higher, and apply their best ideas here?" asked Mary.

"Do you think any of the other women in the firm feel as isolated as we do?" asked Jane.

They decided to invite a few other women to join them for lunch the following week. Anna Ray from the Marketing Department; Susan Johnson, the regional sales manager, and Sarah Jones from the IT group joined the group. The women were so stimulated by the conversation that they decided to meet on a regular basis.

The evening after the first group lunch, Sarah told her husband that she was surprised by how different she felt talking to a group of women, compared to her day-to-day experiences. She was starting to question her assumptions about effective leadership. She was beginning to think she could have a greater impact than she previously realized.

Before long, there were ten women who began to think of themselves as a working group, focused on improving the business outcomes for the company by increasing opportunities for women to contribute. Within a few years, they became a significant force for change, originating research, sponsoring speakers, conducting educational forums, and providing advice and feedback to

*continued on page 7*

## The Entrepreneur Group Is Back!

By Swathi Williams, '00

The Entrepreneur Group consists primarily of University of Chicago Women's Business Group (UCWBG) members who are entrepreneurs, but all UCWBG members are welcome to attend.

Nearly one quarter of the UCWBG membership is self-employed, and many other members are interested in learning more about becoming business owners. This group is designed to support UCWBG members in this area. Meetings are held bimonthly over breakfast or dinner, with locations changing to serve the needs of this group. We are focused on providing opportunities for: networking and business development, sharing experiences with others who are self-employed, and learning from others who have been successful out on their own.

We are in the process of identifying interested members and soliciting input for our Fall 2003 schedule. An email will be sent out to UCWBG members to let those who are interested in the Entrepreneur Group participate in a survey to determine areas of focus, topics of interest, and meeting locations, etc. If you miss the email regarding the survey, feel free to contact Swathi Williams (Coordinator) at [msvourga@gsb.uchicago.edu](mailto:msvourga@gsb.uchicago.edu) or Nancy Scott (Board Liaison) at [nlscott@aol.com](mailto:nlscott@aol.com).

We look forward to re-establishing this great resource for our Entrepreneurs!

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THE EXPONENT IS PUBLISHED  
5 TIMES A YEAR

CALL BELITA SMITH AT  
312-315-9306  
BY 10/30/03 FOR DETAILS  
IF YOU ARE PLANNING  
ON SUBMITTING AN ARTICLE.

DESIGN:  
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## DIRECTORY NEWS!

Good News! The 2003 Membership Directory has gone to the printer, and is expected to be in the mail in early September. Production of the directory is supported by the University and UCWBG members that choose to advertise with us. Please review these ads when your directory arrives, and remember to call these members when you need their service. Let us support them in return!

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## Baker's Dozen Attended July Breakfast To Consider Serving on UCWBG Board

By *Kathleen M. Flanagan, '82*

If you ask them, they will come... or at least that's what happened on July 31 when 13 members of the University of Chicago Women's Business Group (UCWBG) accepted Kathy Flanagan's invitation to an early morning meeting to discuss opportunities to serve on the UCWBG board. UCWBG directors Teresa Seipel, VP Membership, and Merle Tresser, VP Leadership Initiatives, also welcomed the members.

The three directors told the group how their board experiences have helped to give them leadership opportunities and connections. They commented that they especially enjoyed the relationships that were built with other leading women and with the GSB. They also pointed out the ways they were able to develop new leadership skills through their board involvement.

The 13 members were enthusiastic about recent UCWBG programs. They were also eager to play a role in developing opportunities for women. Several indicated that they intended to apply for board positions in the coming year. Others decided to become more active on programming, mentoring or membership committees.

"One of the best ways to benefit from UCWBG membership is to join the board or become active on a committee," said Kathy. "Active involvement brings you into contact with other GSB women in a meaningful and lasting relationship. I encourage all members to check out the website at [ucwbg.org](http://ucwbg.org) to learn more about current activities and to identify our current directors. Call any of the UCWBG directors to find out how you can contribute your expertise and build your UCWBG relationships in the time that you have available."

## CALENDAR OF EVENTS

### September

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				

**September 13** - Board of Directors Meeting  
**September 17** - Rites of Passage Workshop  
**September 25** - Mother's Network

### October

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	

**October 4** - Professional & Personal Development Workshop  
**October 11** - Board of Directors Meeting  
**October 16** - N/NW Networking & West Group

### November

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						

**November 3** - UCWBG & GSB Business Book Roundtable  
**November 7** - Linking Professionals to Non-Profit Boards Luncheon  
**November 8** - Board of Directors Meeting

# President's Letter



## Dear University of Chicago Women's Business Group Members:

I hope that you have all had a wonderful summer! This year is certainly going along quickly, and we're preparing for Fall events and workshops. Our Member Survey will be coming out soon, so watch your email for information on accessing the survey. The results of the survey will be used to plan future events and programs, so your participation is

**Nancy L. Scott '91**

greatly appreciated.

Don't forget to send in your 2004 Member Dues in November or December this year, as our membership year runs from January 1st to December 31st. Remember that as a result of our recent change in tax status to a 501(c)(3) organization, your dues qualify as a charitable contribution for Federal Income Tax purposes.

The University of Chicago Women's Business Group (UCWBG) is committed to providing a strong network and an enriching environment to fostering connections and the long-term growth of relationships between our members and other Chicago GSB alumnae. We strive to provide cutting edge thought leadership and perspective to our members, the Chicago GSB, and the business community.

We have an outstanding line up of programs and workshops planned for this Fall. On September 17th, we'll hear from Portia Smith of Sprint. Don't miss the Graduate School of Business (GSB) Alumni Weekend on October 3rd & 4th. The GSB's Annual Alumni Celebration Dinner is planned for October 3rd. A UCWBG Professional and Personal Development Workshop is planned for October 4th. We're partnering with the GSB Book Roundtable for an event on November 3rd, and we'll hold our

Annual Linking Professionals to Non-Profit Boards luncheon on November 7th.

Be sure to watch for upcoming subgroup activities. The Entrepreneur Group is back this year, and all UCWBG members are welcome to participate. The Job Leads Group meets the first Wednesday of each month. The Mother's Network is back this year and has a meeting coming up on September 25th. The North/Northwest Networking Group & West Group are meeting for dinner on October 16th. See our web site, [www.ucwbg.org](http://www.ucwbg.org), for information on UCWBG programs and subgroup activities.

Please consider ways of getting more involved with our group, whether through one of our committees or volunteering for a particular task. If you would like to find out how you can make a difference or have any suggestions, please do not hesitate to send me an email at [nlscott@aol.com](mailto:nlscott@aol.com).

Warm Regards,

Nancy L. Scott  
*President*

The University of Chicago Women's Business Group



## The University of Chicago Women's Business Group 2003 Board of Directors

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# Meet the Authors

By Nancy L. Scott, '91

Join The University of Chicago Women's Business Group (UCWBG) and the GSB Business Book Roundtable on November 3rd for an opportunity to meet Linda Babcock and Sara Laschever, authors of a new book focused on educating women on negotiation. Learn how to ask for what you need and deserve! Watch your email and the UCWBG web site, [www.ucwbg.org](http://www.ucwbg.org), for more details.

## Featured Book:

### **WOMEN DON'T ASK**

#### **Negotiation and the Gender Divide**

By Linda Babcock & Sara Laschever

October 2003; Princeton University Press

The ability to negotiate is no longer a luxury but a necessity. But whether women want higher salaries or more help at home, women often find it hard to ask. And as Carnegie Mellon economist Linda Babcock and writer Sara Laschever reveal, not asking leads to not getting. Salaries, net worth, and benefits for women can end up significantly less than men. Sometimes women don't know that change is possible — they don't know that they can ask. Sometimes they fear that asking may damage a relationship. And sometimes they don't ask because they've learned that society can react badly to women asserting their own needs and desires. By looking at the barriers holding back women and the social forces constraining them, *WOMEN DON'T ASK* shows women how to reframe their interactions and more accurately evaluate their opportunities. It teaches them how to ask for what they want in ways that feel comfortable and possible, taking into account the impact of asking on their relationships. And it reaches all of us how to recognize the ways in which our institutions, child-rearing practices, and unspoken assumptions perpetuate inequalities—inequalities that are not only fundamentally unfair but also inefficient and economically unsound. Drawing on research in psychology, sociology, economics, and organizational behavior as well as dozens of interviews with men and women from all walks of life, *WOMEN DON'T ASK* is the first book

to identify the dramatic difference between men and women in their propensity to negotiate for what they want. It tells women how to ask, and why they should.

## About the Authors:

**Linda C. Babcock**, coauthor of *WOMEN DON'T ASK: Gender and the Negotiation Divide* (Princeton University Press) is the James Mellon Walton Professor of Economics at the H. John Heinz III School of Public Policy and Management at Carnegie Mellon University in Pittsburgh, Pennsylvania. She has also served as director of the Ph.D. Program and Interim Dean at the Heinz School.

Dr. Babcock grew up in Altadena, California, and attended public schools there before earning her bachelor's degree in economics from the University of California at Irvine. She subsequently attended the University of Wisconsin at Madison, where she completed a master's degree and a Ph.D. in economics. She has received numerous research grants from the National Science Foundation as well as several university teaching awards. She has served as a visiting professor at the Harvard Business School, the University of Chicago Graduate School of Business, and the California Institute of Technology.

**Sara Laschever** was born in New York City and grew up in New Jersey and rural Connecticut. She attended the Kent School and earned her bachelor's degree in English Literature from Princeton University and a master's degree in creative writing from Boston University. She has worked as a writer and editor for 20 years and been published by the *New York Review of Books*, the *New York Times*, the *Village Voice*, *Vogue*, *Mademoiselle*, the *Boston Globe*, the *Boston Phoenix*, the *Boston Review*, and other publications. She has taught writing at Boston University, and privately edited books published by the Harvard Business School Press, Perseus Books, Hyperion, and Alfred A. Knopf. She also worked for three years as a senior writer and editor at Mercer Management Consulting in Lexington, Massachusetts.

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# Amazon Associates Referral Program

By Linda A. Stone, '00

The University of Chicago Women's Business Group (UCWBG) can earn referral fees when a visitor follows a link from our web site, [www.ucwbg.org](http://www.ucwbg.org), to Amazon.com and makes a purchase. Our referral is 5% of the sale price for most Amazon.com product purchases, and 2.5% of the sale price for most Marketplace Product purchases.

An individual item link to a book sold by Amazon.com and discounted 10-30% will earn a referral fee of 15% of the sale price if the purchase is a direct sale. A direct sale occurs when the customer adds the individually linked book to his or her shopping cart immediately upon clicking through to Amazon.com. If the customer searches Amazon.com before adding the title to his or her shopping cart, the sale is considered an indirect sale and earns a referral fee of 5% of the sale price.

Additional qualifying Amazon.com items purchased during the same shopping session earn a referral fee of 5% (2.5% for qualifying

Marketplace items). Please note that all items other than books, music, and videos are subject to a \$10.00 maximum referral fee per item sold. *So, do your Amazon.com shopping through [www.ucwbg.org](http://www.ucwbg.org), and help support the UCWBG!*

## Your Opinion Is Needed - UCWBG Survey

Your feedback is invaluable in helping to drive the future direction of our organization, including program direction!

During late August/early September this year, the UCWBG will distribute a brief web survey to all members and selected non-members via email. Please take a few moments to complete the survey. We want to hear your opinion!

# Professional & Personal Development Workshop: Effective Leadership: Practical Ways to Increase Your Influence

Saturday, October 4, 2003, 9 AM – Noon

By *Ioanna K. Chaney, XP-67*

Whether in our work groups, our organizations, our homes, or our social lives, leadership draws on three **key competencies**:

- 1) **Authentic personal presence**, with the courage to share insights, passion, vision, and goals. The challenge is to refine our perceptions, thoughts, feelings, and desires from their raw state into a powerful source of energy for change.
- 2) **Interpersonal communication** that takes into account the different behavior styles of other leaders, co-workers, board members, family members, and friends.
- 3) The marriage of **strategic insight** with **political skills**. This combination enables you to bring forward the right agenda, at the right time, framed for the greatest support by critical alliances.

#### Participants in this workshop will:

- Understand the dimensions and power of authentic personal expression.
- Learn the process of “Lightning Feedback”, a powerful process for communicating effectively regarding issues of significant importance.
- Recognize and leverage the different decision-making, conflict resolution and influence styles of key decision makers and potential allies.
- Apply principles of public policy formation to increase influence in any organizational setting.

#### Who should attend?

- Individuals seeking to increase their leadership effectiveness.
- Senior and middle managers wanting to effect change in their organizations.

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## The UCWBG Mother’s Network – September 25th Event

By *Lisa Bragg Wiese ‘98*

The next meeting of the UCWBG Mother’s Network will be Thursday, September 25th at Maggiano’s in Oak Brook Center Mall.

#### Please join us!

**When:** Thursday, September 25th, 7:00 PM

**Where:** Maggiano’s in Oak Brook

**RSVP:** Lisa Wiese at lbwiese@avaya.com or (630) 577-5835 by September 20th

All are welcome. If you have any questions or would like to get on the Mother’s Network distribution list, please contact Lisa Wiese.

We will also be starting to plan for next year soon and are looking for members to be part of the Mother’s Network committee. If you are interested please contact Lisa Wiese at lbwiese@avaya.com.

- Team members seeking greater influence on the outcome of their work.
- Supervisors wanting to empower their staffs and advance staff agendas.
- Consultants and functional experts who must lead without direct authority.
- Line and staff managers seeking greater strategic influence on departmental and corporate priorities.

**Cost:** \$75 for UCWBG Members, \$95 Non-Members & Guests

#### Cost includes:

- Continental breakfast
- Workshop participation
- DISC personal profile

#### Facilitators:

- **Kathleen Flanagan**, Founder, Leadership Communication Inc.
- **Ioanna K. Chaney**, Personal & Executive Coach, Forward Alliance

**Location:** The University of Chicago **Gleacher Center**, 450 Cityfront Plaza Dr.

**Registration:** You can register online by visiting [www.ucwbg.org](http://www.ucwbg.org) or by calling the UCWBG voice mail at (847) 256-5804.

### UCWBG New Members June - August 2003

#### Jinnie English

*English Consulting, Counseling and Therapy Services*

#### Dawn Kust Gershman

*BP America, Inc.*

#### Pearl Gonzales

*FTI Consulting*

#### Karen Greenbaum

*Mercer Human Resource*

#### Kristina Heuberger

*GE Capital Real Estate*

#### Chris Long

*Miami Corporation*

#### Debra Radway

#### Cheryl L. Sulima

*Federal Reserve Bank of Chicago*

# Rites of Passage Workshop (Members Only Event)

By Nancy L. Scott, '91

Based on the #1 selling career strategy book for high level executives, this workshop will help you with successful interviewing techniques and fortify your ability to become more adept at leveraging compensation negotiations. This is a must-attend, members only session for anyone who wants to achieve maximum rewards for the work that they do.

The University of Chicago Women's Business Group (UCWBG) is partnering with the Women's Forum of the Metropolitan Club for this timely workshop. Join us at the Metropolitan Club on **September 17th from 6:00 – 8:00 pm**. In addition to members of the Women's Forum, you will have the opportunity to network with members of Northwestern University's Part-Time and Executive Program women's groups. Please see our web site, [www.ucwbg.org](http://www.ucwbg.org), to register.

**Recommended reading:** *Rites of Passage* by John Lucht

**About the Presenter:** Portia A. Kibble Smith

Portia provides strategic direction for the recruitment processes for Sprint's Executive Development Program. The Program's mission is to identify, hire and develop the company's future officers.

In this role, her responsibilities are to develop and manage the recruitment and selection of graduates from premier business schools to provide a continuous stream of executive-level talent to Sprint. She has created a "best-in class" recruiting strategy for attracting minorities and women and has exceeded her hiring goals. She led

Sprint in developing strategic partnerships with national organizations focused on minority MBA recruitment, development and retention.

She works closely with Sprint officers and top business school professionals while managing a \$2.3M annual budget.

Portia joined Sprint in 1991 as a Consumer Product Manager managing deregulated consumer products. She was promoted to the Executive Development Department in September 1995 as the Staff Associate Development Manager. She assumed her current position in September 1996.

She began her marketing career with Xerox Corporation in Kansas City. Portia later joined IBM in St. Louis as a Large Systems Sales Representative. She held a variety of advisory marketing positions in both Atlanta and Washington DC and led a team that produced \$47M in revenue. She was then appointed Director of Sales and Marketing Training at Public Service Company in Denver, Colorado.

Portia Kibble Smith is a Kansas City native and a graduate of the University of Kansas, where she earned her Bachelor of Science Degree in Personnel Administration from the School of Business. She is a lifetime member of the National Black MBA Association, an officer for Black Achievers and is a member of the Dean's Advisory Council at the University of Chicago. Her interests include collecting African American art, sailing and traveling. She and her eleven-year-old son reside in Overland Park, Kansas.

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## Alumni Weekend – October 3rd & 4th

By Nancy L. Scott, '91

Join the celebration with a Black Tie (Optional) Dinner on October 3rd. On October 4th, enjoy a workshop on Effective Leadership, golf with Dean Snyder, see the new GSB building in Hyde Park, and have complimentary cocktails at the Midway Club. The table below provides more information about what's happening and how to register.

Date/Time	Event/Location	Details & Registration
<b>October 3rd</b>		
6:00 PM to Midnight	<b>8th Annual Alumni Celebration Dinner at the Hotel InterContinental</b> <ul style="list-style-type: none"><li>• Reception in the Renaissance Room</li><li>• Dinner in the Grand Ballroom</li><li>• Presentation of the 2003 Distinguished Alumni Awards and Keynote Address by Ronald S. Burt</li><li>• Dancing until Midnight</li></ul>	For more details & to register, go to: <a href="http://www.gsb.uchicago.edu">www.gsb.uchicago.edu</a> & click "ALUMNI". To sit with other UCWBG members, write in UCWBG under alumni groups when you RSVP for this event.
<b>October 4th</b>		
9:00 AM to 12:00 PM	<b>Professional and Personal Development Workshop</b> at The Gleacher Center <b>Effective Leadership: Practical Ways to Increase Your Influence</b> Facilitators: Kathleen M. Flanagan, '82 & Joanna K. Chaney, XP-67	For more details & to register, go to: <a href="http://www.ucwbg.org">www.ucwbg.org</a> .
12:30 PM Shotgun Start	<b>Golf with Dean Snyder</b> At the Highland Park Country Club in West Highland Park	For more details & to register, go to: <a href="http://www.gsb.uchicago.edu">www.gsb.uchicago.edu</a> & click "ALUMNI".
12:00 PM OR 2:00 PM	<b>New Building Tours</b> Take an exciting hard hat tour of the new GSB building in Hyde Park.	
5:00 PM to 9:00 PM	<b>Midway Club Open House</b> Enjoy a relaxed evening with complimentary cocktails and hors d'oeuvres at the Midway Club! This is the perfect place to meet your friends and classmates before an evening out on the town.	

## Woman's Network

### Continued from page 1

management and Human Resources. With nearly 100 members, including women from all levels of the company, the network was highly regarded by men and women throughout the firm.

This is how many women's networks are formed. In a survey of women's workplace networks published in 1999, Catalyst, an organization devoted to the advancement of women in leadership, analyzed networks at large. Nearly half are originated by senior women, although mid-level women are as likely to be involved. Occasionally entry-level women or Human Resources take the lead. Nearly two thirds include women only, and 40 percent of those include only professional women. But a significant portion—one fourth—is open to men and women at all levels within the organization. Usually, the company provides support, such as use of facilities, a budget, a company liaison and information.

Why are women's networks formed? It is common for these groups to have a dual mission, focused on 1) improved performance of the company and 2) increased utilization of the full potential of all employees, especially women. According to the Catalyst study, the networks get started because women want networking opportunities and a way to educate the company and management on women's issues. Not surprisingly, the areas considered most important to the group include networking, career development and advancement, diversity issues, mentoring programs and work/family issues.

But the path is not always smooth. Although very few groups report significant negative response, three quarters of the groups had

experienced at least some minor negativity. One area of conflict is the determination of the makeup of the group. Some men are threatened by the formation of a women's network, especially if men are not allowed to participate in any way. Also, groups that include only professional women can trigger backlash among women in administrative positions. Networks of only professional women have successfully moderated these negative responses by sponsoring some programs that include all women. They have also succeeded by demonstrating workplace benefits for both men and women. Many women's networks partner with other networks of minority groups on special projects.

Your company may already have a women's network. If so, think about how you can get involved to increase your impact on the organization. If you don't have a network at work, why not talk to other women in your organization to see if it might be time to introduce the idea. And if your company is not ready for one yet, be sure to get the most mileage you can from one of the best networks around: The University of Chicago Women's Business Group. If you have ideas about how UCWBG can provide more network support to you, contact Kathleen.Flanagan@leadershipcom.com with your comments and suggestions.

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## Go West!

By Nancy L. Scott, '91

The West Group consists primarily of University of Chicago Women's Business Group (UCWBG) members who live or work in the Western Suburbs, but all UCWBG members are welcome to attend.

The UCWBG West Group was founded in 1995 as a networking and mentoring special interest group. This group of professional women meets on a bimonthly basis. In today's dynamic work environment, there is nothing more valuable than a good friend and mentor. The only investment required is time. The meetings are a good opportunity to get to know one another better.

The meeting locations are typically in the Oakbrook area. However, for the remainder of 2003, we will be meeting with the North/Northwest Networking Group. Please join us for a Dutch treat dinner at 6:30 pm on October 16th at Harry Caray's in Rosemont, IL. (Please see the North/Northwest Networking Group article in this issue for more details on the meeting location.)

To RSVP for our October meeting and/or to be added to the West Group mailing list, please contact Nancy L. Scott at nlscott@aol.com.

## Save The Date!

By Nancy L. Scott, '91

Save Friday, November 7th for our Third Annual "Linking Professionals to Non-Profit Boards" luncheon. The University of Chicago Women's Business Group will once again hold this networking luncheon to bring non-profit organizations together with alumnae of The University of Chicago Graduate School of Business and other professionals eager to give back to their community.

Planning for this amazing event is currently in progress, so watch your email for further information. Details will be posted on our web site, [www.ucwb.org](http://www.ucwb.org), as soon as they are available.

Leadership **Communication**

**lead** (v) produce **change**, create **vision**,  
set **direction**, generate **good decisions**,  
inspire **action**, achieve **success**.

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# The University of Chicago Women's Business Group North/Northwest Networking Group & West Group

By *Bindu Verma, '01*

- Date:** Thursday, October 16, 2003
- Place:** Harry Caray's Restaurant  
10233 West Higgins Road  
Rosemont, IL 60018  
(847) 699-1200
- Time:** 6:30 p.m.
- Contact:** Bindu Verma, mbverma@gsb.uchicago.edu or  
Nancy L. Scott, nlscott@aol.com
- RSVP:** by Tuesday October 14 to Bindu Verma at mbverma@gsb.uchicago.edu



THE UNIVERSITY OF CHICAGO  
WOMEN'S BUSINESS GROUP

The North/Northwest Networking Group had a great chance to network over some great pasta dishes at Tuscany in Wheeling for our August meeting. We hope that you can join the North/Northwest Networking Group and the West Group on October 16th at Harry Caray's Restaurant in Rosemont.

The North/Northwest Networking Group meets bimonthly, usually during the third week of the month. Mark our next meeting date: Saturday, December 6, 2003 on your calendar, and plan to attend. These meetings provide an opportunity for informal networking among new acquaintances as well as with old friends. Any University of Chicago Women's Business Group (UCWBG) member is welcome!

**How to get to Harry Caray's Restaurant:**

Harry Caray's Restaurant is located in the O'Hare International Center at the southeast corner of Higgins and Mannheim Roads in Rosemont, IL.



THE UNIVERSITY OF CHICAGO  
WOMEN'S BUSINESS GROUP

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