

THE EXPONENT

THE UNIVERSITY OF CHICAGO
WOMEN'S BUSINESS GROUP

W I N T E R / S P R I N G 2 0 0 4

The 2004 Annual Meeting: A Look Back at the Past Year's Accomplishments and a Look Towards the Future!

By Nancy Wall '01

On January 29th, the Annual Meeting was held at the Mid-America Club. Over 70 members and guests, including Dean Snyder and our keynote speaker Linda Ginzel enjoyed the evening. Past presidents, board members, members new to UCWBG and those with a rich history with UCWBG all gathered together to celebrate



Linda Ginzel demonstrates why "It's All about People"

the accomplishments of the past year and to look to the future for The University of Chicago Women's Business Group.

The 2003 UCWBG President Nancy Scott reviewed the accomplishments of the organization during her tenure. She thanked the 2003 UCWBG Board of Directors and introduced the president for 2004, Kathy Flanagan.

Kathy highlighted the challenges that women face in the business community today and ways in which the UCWBG can help respond to these

challenges. The UCWBG vision provides a means for women to connect, network and grow. The programs that the UCWBG is planning for 2004 seek to inspire women to connect with one another, with their communities and provide opportunities for women to explore their leadership capabilities. Kathy recognized the contribution of the Advisory Council and identified members who were in attendance. She asked the audience to recognize the current and new members of the 2004 UCWBG Board of Directors. Lastly, Kathy called on the members who are not currently active with UCWBG to become involved in the organization and lend a hand to its success.

Kathy introduced Dean Ted Snyder and thanked him for his continuing support of the GSB and the UCWBG. Dean Snyder spoke of some of the challenges that face the GSB in the coming year. He highlighted a few areas of interest to the group including



UCWBG past presidents Christine Cantarino, left, and Susan Kane, with Ted Snyder, Chicago GSB Dean

continued on page 10

The Art of Balance: Excelling Personally and Professionally – Part Two

By Jinnie English '99

What is the art of balance? Why do you need it? How do you get it? When do you use it? These are the questions that are most asked by busy professionals and were the questions that kicked off the first in a four-part series designed to explore the art of finding balance in your life. The four areas of balance covered in this series are relationships, home, work and your inner sense of self. Each article will target a different key concept to provide you with tools to help customize a plan that works for you and your lifestyle. This article is focused on the art of balance at home.

As you consider this material, keep in mind that you are tailoring a plan to balance your lifestyle and personality. As you do so, be mindful of how you respond to your own behavior and that of others around you. While creating your plan, it is possible to become overwhelmed or discouraged by the exercises. If you begin to feel truly overwhelmed by some of the observations you become aware of within yourself, seek out professional help and assistance to work through the issues that may arise.

Balance is the act of being able to remain grounded as you take on the various challenges of daily living. Balancing the home life challenges most people irrespective of their marital

continued on page 11

CONTENTS

	Page
Jobs Leads Group Reconvenes	2
Mentoring Initiative	2
Annual High Tea	2
Calendar of Events	2
President's Letter	3
2004 Welcome	4
UCWBG New Members	5
Board of Directors	5
2004 UCWBG Board of Directors	6-9
2004 Annual Meeting, cont.	10
UCWBG Nominating Committee	10
The Art of Balance, cont.	11

THE EXPONENT IS PUBLISHED
5 TIMES A YEAR

CALL BELITA SMITH AT
312-255-8346
IF YOU ARE PLANNING
TO SUBMIT AN ARTICLE.

DESIGN:
BOHRINGER CREATIVE, INC.
630.279.6635
WWW.BOHRINGER.COM

Contributors

- Jennie English '99
- Kathleen M. Flanagan '82
- Carmen Heredia-Lopez '97
- Susan Harper '88
- Maura K. Mitchell '89
- Nancy L. Scott '91
- Belita Smith XP-69
- Merle Green Tresser '81
- Nancy Wall '01

Editorial Staff

- Belita Smith XP-69
- Teresa Seipel '82

UCWBG (voice mail)

847-256-5804

UCWBG fax

847-244-9813

www.ucwbg.org

Job Leads Group Reconvenes

By *Susan Harper '88*

Effective networking is the key to a strong job search and the UCWBGs Job Leads Group can help with that networking.

The Job Leads group meets monthly to exchange job search ideas and job leads. Each participant presents her job interests and asks for specific leads within a company or industry. Then the group researches its contacts to supply that participant with the names she seeks.

Such structured networking opportunities have proven to work well. Since the beginning of the group last April, several of our participants have landed jobs.

The group is free to all UCWBG members and meets from 6:30-8 p.m. every second Wednesday of the month in the Gleacher Center.

For more information contact Susan Harper at Susan@SynergyConsultingLLC.com or (773) 725-2750.

Mentoring Initiative

By *Merle Green Tresser '81*

For several years, the UCWBG has been trying to establish a mentoring program for our members.

We now think we have developed an approach that will allow us to move forward on this initiative and are putting together a committee of people who are interested in helping establish the program.

We are interested in establishing a way for members to meet others interested in both mentoring and being mentored and to help them connect with each other. We hope that we will be able to help each member get matched with 1 or 2 others in a group that offers each of them the opportunity to get mentoring on an area of their choice and to offer mentoring on an area of their strength.

We will also be developing aids and guidelines for these mentoring groups.

If you are interested in helping with this program, please email Merle Green Tresser, VP-Leadership at merle@srosenstein.com or (312) 266-7700 ext. 23.

Annual High Tea

Featuring Keynote Speaker: Joyce Simon, CFO
John G. Shedd Aquarium

Sunday, March 21, 2004

The Ritz-Carlton Hotel, Salon Room

Schedule of Events

- 2:00-2:45 Tea and Networking
- 2:45-3:00 Opening Remarks: Kathleen Flanagan, UCWBG President
- 3:00-3:30 Distinguished Service Awards
- 3:30-4:00 Keynote Address: Joyce Simon
- 4:00-4:15 Q&A
- 4:15-5:00 Tea and Networking

Registration Fees

- \$65 Members / \$75 Non-members until March 14th
- \$70 Members / \$75 Non-members after March 14th

To register, go to www.ucwbg.org
Registration and payment requested by March 19th.

CALENDAR OF EVENTS

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					

- March 10** - Jobs Leads Group at Gleacher
- March 13** - Board Meeting
- March 21** - Annual High Tea

- April 14** - Jobs Leads Group at Gleacher
- April 14** - PWCC/UCWBG Luncheon
- April 17** - Board Strategic Planning Meeting

- May 8** - Board Meeting
- May 12** - Jobs Leads Group at Gleacher
- May 14** - GSB Management Conference

President's Letter



Kathleen M. Flanagan '82

Dear University of Chicago Women's Business Group Members:

This is an exciting time to be a woman in the business world. Over the 30-year span of my career, I have experienced the transformative power of women as they have advanced in business. I enjoyed the early rush of progress as the vanguard of women in the 1970s achieved each new milestone. I

applauded the advance of women into full representation in the middle-management ranks and the resulting change in workplace policies through the 1980s and 1990s. I have been thrilled to see exceptional women break through to senior management status over the past several years. And now, I see the first decade of the 21st century as the most exciting time of challenge and opportunity for women.

We are poised at the edge of the final frontier, the breakthrough of women in significant numbers to the highest levels of senior management and the expansion of the influence of women at all levels of organizations. The potential benefits of more robust business strategies, increased innovation, enhanced performance cultures, and expanded community impact are staggering. But these positive changes can only be realized if we succeed in building critical mass at the top and if we remain true to ourselves in the process.

Why do I believe we are near a significant breakthrough? More and more women who have achieved the highest levels of management are refocusing their efforts on the advancement of other women. Many are recognizing the personal and corporate cost that has been paid for the cultural biases that recognize and reward only male styles of leadership. Management gurus, from Tom Peters to Peter Drucker to Daniel Goleman, are celebrating the relationship building, holistic thinking and emotional intelligence that have long been recognized as female strengths. Women's business groups of every type around the nation are being newly formed or revitalized around the core belief that, as a society and as women, we can accept nothing less than full representation of women in the executive ranks and in the boardroom.

Women in management today are the next wave of change that will bring innovation, productivity, growth and success to the business world as we rise to higher and higher levels of influence. These trends bring many exciting challenges to your careers. And the University of Chicago Women's Business Group can support you in meeting these challenges. By building leadership connections with the UCWBG, you can address the challenges of your career, strengthen your support network, and increase your influence in your organizations and in the community.

According to a study by the Center for Creative Leadership, leading women are focused on five challenges: authenticity, connection, control of their own destiny, greater wholeness in their lives, and self-clarity regarding the perceptions and stereotypes that have shaped their experiences. Do these challenges sound familiar?

One way the UCWBG responds to these challenges is through inspirational programming that reinforces your commitment to your own authentic voice and builds your supportive connections. Our annual meeting with a keynote speech by Linda Ginzel was a terrific start for the year. At our annual High Tea on March 21, our speaker will be Joyce Simon, GSB '75 and CFO of the Shedd Aquarium. In the fall, we are planning programs that will feature women who are leaders in funds management. Other programs are in development. Tell us who you want to hear.

Another way we respond to the challenge is through programming that brings women together with others in the community to build career and community in a holistic way. Our flagship event in this regard will be the 4th annual luncheon "Linking Professionals to Non-Profit Boards" this fall. Each year, this event draws some 60 community organizations who are seeking effective board members. They connect with more than 200 women who want to increase their community involvement while building their career contacts.

Our annual networking luncheon with the Professional Women's Club of Chicago on April 14 will provide a great opportunity to share experiences with women who come from other professional backgrounds. And we build community among UCWBG members through special interest groups like the Mother's Network, the North/Northwest Networking group, the West Networking group and the Entrepreneur's Group

Another way that UCWBG responds to the challenges of leading women is through our Leadership Initiatives. One of our successful programs in this regard is the Leadership Circle Program. In small group discussion, participants gain insights into their own leadership styles and share leadership experiences with each other. In addition, the UCWBG was a catalyst in the introduction of the Women's Leadership Forum offered by the Chicago GSB's Executive Education program. And once again we'll take the lead in sponsoring a panel at the GSB Management Conference on May 14 on a topic that showcases the insights of leading women. This year the panel will explore the challenges of creating global business relationships. And watch our website for workshops on Personal and Professional Development.

We also respond to the challenges faced by leading women through our communications programs. *The Exponent* just keeps getting better and better, with articles on issues of concern to our members and lots of news about upcoming programs. Our website – www.ucwbg.org – also keeps growing and evolving. At our website, you can learn about and register for all of our programs. By the end of the year, we expect to have online payment and an online database available.

Check the website at least weekly for news of upcoming events. There is something to fit even your tight schedule — with breakfast, lunch and dinner events, weekday and weekend programs, downtown and suburban networking. And for the maximum membership advantage, join a committee. There is no better way to form lasting friendships and leadership connections than to become part of the community of women who make all these programs possible.

I am honored to be the president of UCWBG this year. Mostly, I am looking forward to the opportunity to connect with you throughout the year. I want to hear your thoughts, concerns, and ideas. As we approach our 25th anniversary in 2005, the role of the UCWBG is more significant than ever. It is an exciting time for women — be sure your UCWBG connections make this an exciting time for you.

Sincerely,

Kathleen M. Flanagan

2004 President

The University of Chicago Women's Business Group
312-659-2789



2004 Welcome!

By Carmen A. Heredia-Lopez, '97

On a wintry Saturday morning this February a crowd of motivated, dynamic, and committed women gathered at the Law Offices of Goldberg Kohn (the place of employment for a UCWBG's Board member). Our first Annual Welcome event was a smashing success! During the 2-hour program, members had the opportunity to mix and mingle with other UCWBG members in a more informal and intimate setting. As well, the UCWBG Board had the opportunity to share its goals and also present the areas/committees where they might need help throughout the year. Importantly, the UCWBG Board had the chance to listen to members' feedback and ideas. Interested in becoming more involved in 2004? Do you have ideas that the UCWBG Board should be considering? Contact us via our general e-mail located at our website (www.ucwbg.org) or send an e-mail to a member of the UCWBG Board of Directors. We welcome your ideas, comments and participation!



Those attending the 2004 Welcome event get to know each other in an open, friendly setting



Members listen intently to comments by new member Colleen Wunderlich, at right



Barbara Flom, left, presents "Spa Experience" door prize to Lisa Wiese.



Peg Swanton, chair of the newly formed Hospitality Committee, welcomes Kristin Snowden Lerner



Maura Mitchell and Elene Cafasso chat about ideas for the Mother's Network

UCWBG - New Members December 2003 through February 2004

Sally Berlin
Academy of General Dentistry

Eleanor Blayney
Sullivan, Bruyette, Speros & Blayney Inc.

Nicolette Bonin

Renata Bregstone
Acco Brands, Inc.

Beth Bronner
Beam Brands, Inc.

Stephanie Burnham
United Airlines, Inc.

Beth Burnson
Northwestern Mutual Financial

Marjolein Castanos
UBS Investment Bank

Karleen Dimick

Michelle Dufault
Chicago Board of Trade

Phyllis Fischel
Casella Interiors

Diane Fitzgerald
Lotus Tours

Elyse Forkosh
Advocate Health Care

Christine Anne Fratturo
Apple Education Services

Sharon Glick
Financial Network Investment Corporation

Janet Henry
Holland Capital Management, L.P.

Rebecca Johnston
CGEY

Patricia Leonard Kampling

Suzanne Kenney
Hewitt Associates

Stephanie Kozak
CNA

Stacie Kuhlman
Bank One

Christine Kusher
GCG Financial

Kara Lawrence
BP

Ann Catherine Logue
Freelance Communications

Kim Marchand

Susan Matson
Susan C. Matson

Kimberly Monstvil
PPM America

Susan O'Nan
Marti O'Rourke Konstant
Design Sales Group

Jessie Pinkham

Ann Pollack
American Dental Association

JoEllyn Prouty McLaren

Katherine Puffer

Theresa Quinn-Accurso
600 N. U.S. Highway 45

Helen Reetz
Jockey International, Inc.

Heidi Sally
NORBIC

Roblyn Theodorou
UNISYS Corporation,
Global Infrastructure Services

Maureen Brown Thomas
Business Write Associates

Lisa Thompson
Coldwell Banker Commercial

Karen Ueberwasser
Bank of America Private Bank

Margaret Unetich
Chicago Community Ventures

Damaris Anne Welcker
Unext.com

Ernestina Willer
E.T. International Consulting Group Inc.

Colleen Wunderlich

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

PRESIDENT:

Kathleen M. Flanagan '82
630-850-7108
kathleen.flanagan@leadershipcom.com

VP-INTERNAL COMMUNICATIONS:

Belita L. Smith XP-69
312-255-8346
mbsmith@gsb.uchicago.edu

VP-PROGRAMS:

Dana Damyen '02
312-286-1079
dana@danadamyen.com

PRESIDENT-ELECT:

Teresa M. Seipel '82
847-705-1003
tmseipel@comcast.net

VP-LEADERSHIP INITIATIVES:

Merle Green Tresser '81
312-266-7700
merle@srosenstein.com

Nancy E. Wall '01
773-248-6520
newall@solutia.com

IMMEDIATE PAST PRESIDENT:

Nancy L. Scott '91
312-895-2534
nlscott@aol.com

VP-MARKETING/PUBLIC RELATIONS:

Sarah A. Danielson '01
312-879-4088
sarah.danielson@cgey.com

VP-TECHNOLOGY:

Irene Marqu ez '80
847-657-7818
sliptrip@earthlink.net

VP-ADMINISTRATION:

Maura K. Mitchell '89
847-384-0284
maurakmitchell@hotmail.com

VP-MEMBERSHIP:

Carmen A. Heredia-Lopes '97
312-621-6112
heredia-lopez@jjpopp.com

DIRECTOR-AT-LARGE:

Barbara M. Flom '02
312-201-3904
barbara.flom@goldbertkohn.com

VP-FINANCE:

Amy Rogowski '98
312-242-9461
arogowski@deloitte.com

VP-PROFESSIONAL & PERSONAL DEVELOPMENT:

Lisa M. Burke '92
847-573-1941
lburke@deloitte.com

Danielle Palmer '92
312-316-5281
daniellepalmer@earthlink.net

UCWBG 2004 Board of Directors

Lisa Burke, VP – Personal & Professional Development

Lisa Burke is a Senior Manager and professional consultant at Deloitte & Touche with the Advanced Quantitative Services practice within the Actuarial & Insurance Consulting Group. She has twenty years experience in private industry managing critical business units and challenging projects in the financial services industry. She has a track record of results maximizing profit in diverse segments and broad experience solving complex business problems and leading teams successfully in quickly changing environments. Lisa's diverse leadership experience includes positions at Kemper Insurance Companies including Corporate Planning Officer, National Practice Leader and as Field Underwriting Director and at Old Republic Surety Company as Underwriting Director.

Prior to joining Deloitte & Touche, Lisa worked at Kemper Insurance Companies in a number of underwriting management positions. In her most recent position as Corporate Planning Officer; Lisa pioneered the corporate research and development group with a special focus on data mining and predictive modeling.

During her consulting career, she has developed solutions to complex business problems for her clients. In her consulting capacity, Lisa has assisted clients with predictive model activities, specializing in planning and business implementation efforts.

Lisa received her MBA at The University of Chicago, with a concentration in Finance and Accounting. She is excited to be joining the board of The University of Chicago Women's Business Group as VP of Personal & Professional Development in January of 2004.



Dana Damyen, VP - Programs

Dana Damyen is a finance and accounting professional with over 13 years of experience including working on complex financial and strategic projects. Her area of expertise is mergers and acquisitions. During her nine year M&A career, she has lead middle market buy-side and sell-side transactions through all phases of the deal. Dana's professional

consulting experience spans a wide range of industries and businesses, including middle-market and large businesses, global and domestic operations, and troubled and healthy companies.

Dana Damyen is currently serving in a senior corporate finance contract position with Magnequench International, Inc., a global manufacturing company headquartered in Indianapolis. She is currently serving on an 18-month assignment where her responsibilities include working directly with the CFO on a number of strategic initiatives, including an operational and financial restructuring. Major projects consist of a divisional spin-off, analyzing numerous restructuring alternatives such as refinancing scenarios, subsidiary divestitures and an Asian-based joint venture transaction.

Prior to working with Magnequench, Dana worked at KPMG Corporate Finance LLP and Ernst & Young Corporate Finance serving clients as an M&A advisor.

Dana received her BS in Accountancy from the University of Illinois, Urbana-Champaign, graduating with Highest Honors. She earned her MBA from the University of Chicago/GSB in 2002. She attended the Evening and concentrated on Finance, Accounting and Strategic Management. She is a Certified Public Accountant.

Dana is also the founder and past chairperson of the GSB Business Book Roundtable. Dana is excited to be joining the board of The University of Chicago Women's Business Group as VP of Programs in January of 2004.



Sarah Danielson, VP Marketing

Sarah Danielson is a Manager at Cap Gemini Ernst & Young LLC in the Health Provider Sector. She is currently serving as a Project Manager on an \$18 million consulting engagement for a large, multi-entity health care provider. The total capital budget for the 2-year project exceeds \$70 million. Clinical system initiatives for this project, for which she is

responsible, include orders and alerts, clinical documentation, pharmacy, radiology, and results reporting. The project is multi-phase and includes process redesign, system requirements definition, development, and implementation.

Prior to joining Cap Gemini Ernst & Young, Sarah worked at GE Medical Systems. Her responsibilities included working closely with several leading academic medical centers to gather product feedback for the PACS product development teams.

Sarah received her BA in Physics from Gustavus Adolphus College and her MS in Medical Physics from the UT Health Science Center-Houston. She has completed research projects at a number of the nation's leading laboratories, including Argonne National Laboratories, Ames Laboratories' Center for Non-Destructive Evaluation, the University of Minnesota Mechanical Engineering Department, Mayo Clinic's Department of Biomedical Engineering, and M.D. Anderson's Departments of Diagnostic Radiology and Radiation Physics.

Sarah is in her second year as VP of Marketing with the University of Chicago Women's Business Group.



Kathleen (Kathy) Flanagan, President

Kathleen M. Flanagan, is an executive consultant in leadership communication, specializing in shared leadership and decision making. She helps corporate executives, leadership teams and boards produce change, set direction, generate good decisions, inspire action and achieve success through powerful communication and interaction. In more than two

decades of experience in corporate communication, most recently as Senior Vice President, Corporate Communication for Nuveen Investments, she has worked with CEOs and presidents in aligning management, gaining commitment, and increasing innovation and empowerment in their organizations.

Through an MBA from the University of Chicago, and the Advanced Management Program at Harvard University, Kathleen Flanagan has gained a wide base of knowledge of organizational theory and design. She continued to research issues of leadership and organizational communication at the Loyola University Center for Organization Development.

Prior to Nuveen, Kathleen Flanagan worked at the First National Bank of Chicago as manager of creative services; and in communications positions at the executive search firm Heidrick and Struggles, U.S. Gypsum Corp., and St. Regis Paper. She has been active in the Securities Industry Association as a board member, co-chair of the Diversity Committee and vice chairman of the Securities Industry Foundation for Economic Education. She currently serves on the conference planning committee of Loyola University's Gannon Center for Women and Leadership and the Board Appointments Committee of the National Association of Women Business Owners. She and her husband live in Burr Ridge, Illinois, a suburb of Chicago.



Barbara Flom, Director at Large

Barbara Flom is a principal in the Corporate, Securities & Tax Group of Goldberg Kohn. She has extensive experience in advising clients on negotiating and documenting a wide variety of transactions, including business formation and capitalization; equity and other compensation planning; offerings of debt, equity, derivatives and other unusual

instruments; securitization transactions (MBS, ABS, REITs REMICs and FASITS); succession planning for closely held businesses; and mergers, acquisitions and dispositions of business entities of every kind. Her practice also encompasses resolving the myriad issues that arise in forming, investing in and operating venture capital funds, hedge funds, exchange funds, family limited partnerships, and other types of domestic and foreign investment vehicles. She helps seed and early-stage businesses navigate successfully through the many complex tax and business issues they face.

She is currently vice-chair of the America-Israel Chamber of Commerce of Chicago, where she has counseled the organization on a variety of tax-exempt issues, including corporate sponsorship and event sponsorships. She was also outside general counsel for America's Second Harvest, the largest anti-hunger organization in the United States.

Barbara was lecturer at the University of Chicago Law School from 1991-2000, and she frequently speaks at conferences and in professional education seminars across the country. She completed her MBA at the University of Chicago in 2002. She received her law degree, with honors, in 1986 from the University of Chicago, where she was a member of the Order of the Coif and served as articles editor of The University of Chicago Law Review. She attended Northwestern University, majoring in English. She served as law clerk to the Honorable Frank H. Easterbrook, United States Court of Appeals for the Seventh Judicial Circuit.



Carmen A. Heredia-Lopez, VP - Membership

Carmen A. Heredia-Lopez is Associate Director at Fortaleza Asset Management in Chicago. She rejoined Fortaleza in 2003 after working for the firm from 1993 to 1995. During her ten-year tenure in asset management she has held roles in investment research, business development, client servicing and operations.

Prior to rejoining Fortaleza, Carmen worked for Hotchkiss Associates (Chicago), JP Morgan Investment Management (London, New York) and ARCO Investment Management (Los Angeles). She has also worked for McDonald's Corporation in the Treasury Department.

Carmen was awarded her CFA charter in 2001 and is an active member of the Investment Analyst Society of Chicago. Furthermore, she is on the Board of the National Society of Hispanic MBAs and is an active member of the Robert A. Toigo Foundation Alumni Association. Both of these organizations promote graduate management study to minorities.

Carmen studied international management and marketing at Georgetown University (1991). She also studied at the London School of Economics and earned an International MBA from the University of Chicago in 1997.

Carmen and her husband, Juan, have lived in downtown Chicago since 2000.



Irene Marqu ez, VP - Technology

Irene is President of her own consulting firm, Renmark Consulting, specializing in the analysis of marketing issues and sales and compensation reporting. Her clients have predominantly been in the pharmaceutical and manufacturing industries. Irene has more than twenty years of experience in applying technological solutions to

business problems. Much of her career has been spent in project management and application development.

Irene holds an MBA from the University of Chicago with a concentration in Marketing and a BS in Mathematics from the University of Illinois at Urbana-Champaign.

Irene and her husband, Joe O'Brien, MBA '87, live in Glenview, Illinois where Irene is the Treasurer of her condominium association. She has been a member of the UCWBG since the group's founding in 1980, serving on several board positions. Irene was awarded the Distinguished Service Award in 1987 and established the group's first Web site in 1994. She is delighted to be back on the board and is quite proud to see the professionalism with which the UCWBG has grown.

UCWBG 2004 Board of Directors, continued



Maura Keyes Mitchell, VP - Administration

Maura Keyes Mitchell is currently a stay-at-home mom raising three children ages 9, 7 and 4. In addition, she is a Professor at Keller Graduate School and she volunteers at her children's school and in the community.

Maura has 14 years experience in the technology sector and, for the past seven years, has been working with small businesses. Her most recent role was as a Small Business Strategy Specialist in which her objective was to help small businesses achieve excellent technological performance. She believes that top-notch performance can only be accomplished after eliminating extraneous work and streamlining processes.

Maura teaches Foundations of Managerial Mathematics at Keller Graduate School. This course teaches students mathematical and critical thinking skills that will enable them to be good managers. Coursework includes financial mathematics, statistics and probability.

As a volunteer in the community, Maura is a member of the Park Ridge Community Women and is a catechism aide at St. Paul of the Cross Church. During this school year she serves on the Finance Committee of the school's governing board at her children's school.

Prior to earning an MBA at The University of Chicago in 1989, Maura graduated with a BA in mathematics and a computer science minor from Saint Mary's College, Notre Dame, Indiana.

Maura enjoys running, biking, bird watching, photography and reading.



Danielle Palmer, Director at Large

Danielle H. Palmer is a consultant to non-profit boards of directors in strategic planning with a special focus on developing alliances and collaborative partners. She assists organizations in first identifying and then partnering with corporations and other non-profit organizations to increase effectiveness, strengthen outcomes and reach stretch goals.

Prior to non-profit consulting, Danielle worked at the University of Chicago, first as Director of Alumni Affairs and then as Associate Dean of External Affairs, for the Graduate School of Business. In that capacity she established a global network of chapters, created the first departmental on-line presence for the University and founded a department providing career guidance to alumni and part time students. Before joining the University of Chicago, Danielle was a turn-around consultant to small and middle market companies. She also worked in business development and marketing prior to earning an MBA.

Danielle has undergraduate degrees from DePaul and the School of the Art Institute and earned her MBA from the University of Chicago in 1992. Danielle sits on the board of several non-profit organizations and arts groups. In her spare time, she is a pilot, writes fiction and paints. She served on the board of the UCWBG in 1992/1993 and is delighted at the opportunity to again be an active part of the UCWBG board.

Amy L. Rogowski, VP - Finance

Amy is a Senior Manager in the Chicago office of Deloitte & Touche's Corporate Tax Services. Amy has over ten years of experience in the areas of corporate, partnership, individual, and estate and gift taxation. She focuses on issues related to private equity firms as well as private companies including entity restructuring, mergers and acquisitions, and estate and succession planning. Amy's clients encompass a variety of industries including services, financial services, manufacturing, and real estate.

Amy received an MBA from The University of Chicago in 1998 with concentrations in finance and economics. Amy also received a bachelor degree in accountancy from the University of Dayton. She has passed the Certified Public Accountancy Examination as well as the NASD Series 2 and 65 Examinations.

Amy is also proud to be a member of the Auxiliary Board at the Chicago Children's Museum. Amy lives in Chicago with her husband and her two young daughters, Gracie and Ellie.



Nancy L. Scott, Immediate Past President

As an Account Executive, Technology, for AHA Financial Solutions, Inc. (a subsidiary of the American Hospital Association (AHA)), Nancy L. Scott works directly with the Technology Strategic Business Unit to help develop, implement, and manage targeted sales and marketing activities for new and existing business partners. Her position requires strong

interpersonal and organizational skills as well as the ability to work effectively with others to achieve results.

Nancy holds a Bachelor of Science degree in Biology from the University of Illinois. She received an MBA with honors, with specializations in Finance and Economics, from The University of Chicago Graduate School of Business in 1991.

Nancy is a Diplomate status member of the American College of Healthcare Executives (ACHE). Nancy is privileged to use the letters "CHE" (Certified Healthcare Executive) after her name in all professional communications, indicating that she is board certified in healthcare management and an ACHE Diplomate.

In September of 2000, Nancy was invited to be a professional delegate in a People To People Ambassador Program delegation to Russia and Estonia. She was one of approximately 39-selected health care administration professionals and guests from throughout North America in the delegation.

Nancy is a member of the Chicago Health Executives Forum (CHEF), of Health Information Management Systems Society (HIMSS), of the Chicago GSB Club, of The University of Illinois Alumni Association, of Who's Who in the World, of Who's Who in America, of Who's Who of American Women, of Who's Who in Medicine and Healthcare, and of International Who's Who in Information Technology. She is a life member of The American Association of University Women (AAUW) and has served as Secretary of the Riverside Branch of AAUW, as a Nominating Committee Member, as an Audit Committee Member, and as President of the Riverside AAUW Investment Club.

A member of The University of Chicago Women's Business Group (UCWBG) since 1991, Nancy served on the Nominating

Committee in 1996, and 2002 - 2004. She served as a Director-at-Large from January 1999 through December 2001. She has been the North/Northwest Networking Group Coordinator for the UCWBG since January 1999. Nancy served as the Entrepreneur Group's Board Liaison in 2003. She started coordinating the West Group in 2003. Her UCWBG Advisory Council membership runs from 2002 through 2004. She enjoyed serving as President-Elect in 2002 and as President of the UCWBG in 2003. During 2004, Nancy will serve as Immediate Past President and Nominating Committee Chair.



Merle Green Tresser,
VP - Leadership Initiatives

Merle Green Tresser is an executive recruiter at Susan Rosenstein Executive Search Limited, which specializes in the recruitment of senior level executives in all areas of marketing and business communications. Her background includes both these areas. Merle began her 20-year career in consumer package goods marketing in brand management at the Sara Lee Bakery. In almost 10 years at Alberto Culver, she worked in new product development, was responsible for the VO5 brand business, and was Director of Marketing. At Scentex, Inc., a manufacturer of home fragrance products, she was Vice President of Marketing. She has also worked in consumer package goods consulting and was a partner in an educational marketing firm.

Before she began her marketing career, Merle worked in corporate communications. She joined McGraw Edison as it was about to purchase Studebaker Worthington, another large industrial company, and worked on the team that integrated that purchase into the restructured entity. At Blue Cross and Blue Shield of Illinois, she instituted and ran the internal communications department.

She holds an MBA from the University of Chicago, an MA in English Literature and Education from the University of Massachusetts and a BA in Liberal Arts from the University of Illinois.

Merle and her husband Tom live in Chicago in the Old Town neighborhood. Merle is the Vice President of her condominium association and also works with the Arts and Business Council, consulting with arts organizations on their marketing issues.



Teresa Seipel, President - Elect

Teresa has served on the Board of the University of Chicago Women's Business Group as Vice President - Finance in 2001 through 2002 and as Vice President - Membership in 2003.

Teresa's most recent corporate position was Market Manager for General American Transportation. She was responsible for product development, market segmentation and market research for a vast fleet of railcars serving the chemical, food, petroleum and minerals industries. Teresa led the acquisition analyses for the corporation culminating in \$200MM of purchases in Mexico, Canada and Germany. She developed marketing research for new services, managed EVA analyses and served as systems analyst for IT and Finance.

Teresa's previous experience included Financial Analysis and Risk Management analyses at FMC Corporation and Personal Financial Planning at River North Securities.

Teresa earned her BSIM in Industrial Management, with Honors, from Purdue University. She obtained her MBA in Finance from the University of Chicago.

Teresa is recently married and is enjoying a mid-career sabbatical. She lives and gardens in Palatine with her husband, Bob, and Susan T.* Cat. (* The)



Belita L. Smith, VP - Internal Communications

Belita L. Smith is a Practice Executive with the Cerner Corporation, a healthcare information technology company. In this capacity Belita works with senior management in health care organizations (hospitals, integrated delivery networks, large physician group practices) to fundamentally improve the delivery of

health care using workflow enabled by technology.

Belita received her MBA from The University of Chicago in 2000. She earned a BS and MS in Biological Sciences from Chicago State University.

Belita joined the UCWBG after completing the executive program (XP-69) to encourage women to build connections with one another across industries in the business community. This is her second year as VP-Internal Communications.

Belita lives in Old Town with her husband Bertel. They have two adult children, a son who lives in Illinois and a daughter who lives in California. She is the president of her condominium association.



Nancy Wall, VP Programs

Nancy Wall is the North American Sales Manager for the Specialty Fluids division of Solutia, Inc. Solutia is a chemical company based in St. Louis with approximately \$3 billion in sales annually. Nancy has worked for Solutia (formerly Monsanto Chemical Company) since she graduated from The University of Texas at Austin with a degree in chemical engineering in 1990. Nancy has had a wide variety of opportunities working for Solutia, ranging from project engineering, production management, and direct sales. She began her current role as a sales manager in July of 2002 and is responsible for leading a team of sales people with sales totaling more than \$40 million annually. She also manages several key customer relationships directly.

Nancy completed her MBA in the weekend program at The University of Chicago GSB in June, 2001.

**2004 Annual Meeting
Continued from page 1**

the new building scheduled for completion Fall, 2004, the fund raising campaign, and the recent ranking of the GSB in Business Week.

Our keynote speaker was Linda Ginzel, Clinical Professor of Managerial Psychology and Academic Director of Corporate

Education at The University of Chicago Graduate School of Business. Professor Ginzel provided thought-provoking insights into leadership illustrating the impact of cognitive bias and its relevance in assessing and motivating the performance of individuals (self and those being led) and ultimately the organization. Professor Ginzel drew the audience into her discussion with an illustrative exercise. Linda discussed pitfalls and challenges that face all leaders.



Dana Damyen, Nancy Scott, Linda Ginzel, Kathy Flanagan and Nancy Wall



Frank Alonso, who was recognized for his contributions to the development of the UCWBG website, with Nancy Scott

Accenture, ABB, Abbott Laboratories, The City of Chicago, General Electric, International Paper, RSM McGladrey, Inc., The Securities Industry Association, William Blair & Company, and WM. Wrigley Jr. Company.

Professor Ginzel has been a member of the faculty since 1992. She created and established the Corporate Education Office at the University of Chicago GSB in 1995. She is responsible for this non-degree educational unit that is focused exclusively on meeting the educational needs of corporate clients. These clients include:

In addition to creating customized educational programs, Professor Ginzel teaches MBA courses in managerial psychology to students in both the international and domestic executive MBA degree-granting programs. She will be teaching in the full-time campus and part-time evening programs this spring for the first time in many years.

Professor Ginzel received her Ph.D. from Princeton University in experimental social psychology. She held previous faculty appointments at both Stanford University's Graduate School of Business and Northwestern University's Kellogg Graduate School of Management. Her research has centered on social cognition and interpersonal perception, especially regarding the social psychology of organizational behavior. She has published articles in many leading journals such as *Organizational Behavior and Human Decision Processes*, *Social Cognition*, *Training and Development Journal*, and *Research in Organizational Behavior*.

Her more recent interests involve business ethics and executive development. She is the two-time winner of the James S. Kemper prize in business ethics. The ethics case study that she edited, "The Playskool Travel-lite Crib," can be found at <http://www.chicagocdr.org/cases>.

She is Founder, President and Chair of the board of Kids In Danger. This nonprofit organization is dedicated to protecting children by improving children's product safety. For more information visit <http://www.KidsInDanger.org>.



2004 Directors at the Annual Meeting: back from left, Belita Smith, Irene Marquéz, Merle Green Tresser, Carmen Heredia-Lopez, Dana Damyen, Nancy Scott, and Teresa Seipel; front, Kathy Flanagan and Nancy Wall.

The University of Chicago Women's Business Group Nominating Committee

By Nancy L. Scott, '91

We are in the process of finalizing Nominating Committee members for 2004. This group will review applications submitted for open positions on The University of Chicago Women's Business Group (UCWBG) Board of Directors for the January 1, 2005 to December 31, 2006 term of office. Three UCWBG members at large will be selected to assist with the application review and interview process.

Nancy L. Scott, Immediate Past President, will chair the Nominating Committee this year. Please contact Nancy at nlscott@aol.com today if you are interested in serving on this important committee.

Leadership | **Communication**

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

Kathleen M. Flanagan
312 659 2789
kathleen.flanagan@leadershipcom.com

Team Development Board Relations Executive Consulting
We teach leadership through the art of better communication.

The Art of Balance

Continued from page 1

status or the presence of children. In fact, many people feel that it is more difficult to manage their home than any other part of their life—even work. Regardless of whether home is more or less difficult to manage and balance the following suggestions and exercise are sure to make balancing your home life simpler!

Since home life can feel like an extension of work, it may be advantageous to think of home as being a small company that you own and manage. There are four general categories: 1) married or cohabitating, 2) married or cohabitating with children, 3) single with children or 4) single.

EXERCISE

I call the first exercise “Areas of Investment”. You can use it both to increase self-awareness as well as to identify and address areas of concern hopefully, before they become problematic. This is also a wonderful tool to help individuals begin to map out the organization of their home life. You need to complete this step in order to proceed with the following steps. Set aside at least one-hour to complete this exercise.

First, draw a horizontal line across a piece of paper and make three columns. Label the left column “Not Open” the right column “Could Not Care Less” and the center column “Open to Discussion”. In the “Not Open” column, identify those preferences/issues that are not open to discussion or debate. You have made up your mind and neither compromise nor change is an option. In the “Could Not Care Less” column, identify those preferences/issues that you could not care less about and would not bother you whatever the outcome. Finally, in the “Open to Discussion” column, identify those preferences that depending on the circumstances you could move towards feeling strongly for, against or impartial.

Personal preferences such as religion, sexual orientation, food, race, gender, etc., can appear in either of these columns. Regardless of which column your preferences may end up, what is important is to keep in mind your preferences can change over time as you change. What matters is that your preferences are genuine reflections of your personal beliefs and principles at that moment in time.

Next, determine which category you best fit. If you do not feel that you fall into any category (e.g. you have roommates), take advantage of the opportunity to create a category that is unique for you by combining and modifying various portions of the listings.

CATEGORIES

Married or cohabitating. Each partner should complete the above exercise and discuss the three areas of investment openly. Next, map out lists of chores and to-dos according to preferences, then agree to rational assignments (i.e. you are better with and like math so you balance the checkbook, I am better with planning so I will organize functions and schedules.)

Married or cohabitating with children. Follow the directions for the married or cohabitating category and remember it is important to compliment and support one another’s strengths and preferences when it comes to the children. Both partners should be involved but only in ways that make the parenting experience positive for both the child and adult. Help the children feel good

about themselves by getting them involved in home activities and chores that are age appropriate and remember to praise their successes and nurture them through their failures.

Single with children. This category can be stressful for both adults and children. The parenting suggestions for being married or cohabitating with children apply here as well. After completing the Areas of Investment exercise, supports that will allow the parent to consistently and objectively carry out their role as both a parent and manager of the household should be sought.

Single. Complete the Areas of Investment and then create a to-do list based on the things that are most important to you in the home. For example, if you cannot tolerate a dirty bathroom, then make it a habit of cleaning 3-5 times per week, versus if you could care less about your bed being made every morning.

The secret to creating a balanced home life for each of these categories is to prioritize chores, activities and goals by considering what is non-negotiable against those areas that you can easily accept irrespective of how they work out. The attainment of balance at home is dependent on achieving a routine that supports your optimal level of performance. It is usually difficult to get started and it takes a considerable amount of time initially to get a routine established. The payback for your initial investment of time and thought is when you feel balanced at home and great about your accomplishment! Give yourself 3 months of consistent and honest follow-through and you will be ready to go home to your castle! GOOD LUCK!

Jinnie English, LCSW is a psychotherapist and management consultant in Chicago. She has worked with over 500 private clients and companies and specializes in working with women and minorities in the areas of depression, power and control, survivors of abuse and trauma and interpersonal skills. She has conducted numerous trainings and been a consultant for Senior Executives. Ms. English is a graduate of the University of Chicago School of Social Service Administration and is a Ph.D. student at the Institute for Clinical Social Work. She has two offices in the Chicago area and can be reached at 708-489-2265 if you'd like more information.

Get a
Fresh Start.

with Bohringer Creative...



a full-service marketing communications agency,
specializing in helping you exceed your business goals.

In print and on the Web, we combine award-winning
graphics with superior content and project management
— ensuring you get big-agency services with the
personalized attention you demand.



Call today: 630.279.6635
or visit us on the Web at:
www.bohringer.com

2004 Welcome!



A lively response by Michelle A. Titterton



Teresa Seipel, President-Elect for 2005, asks for input and ideas



JoEllyn Prouty joins the discussion while Alda Licis listens



Mary Lezon finds out more about ways to get involved with UCWBG



THE UNIVERSITY OF CHICAGO
WOMEN'S BUSINESS GROUP

5250 Grand Avenue
Suite 14, PMB 288
Gurnee, IL 60031-1877

Forwarding Service Requested

BUILDING LEADERSHIP CONNECTIONS