A letter from the president

Dear Members,

It is a great honor and privilege for me to serve as the Board President as we begin and celebrate ANUW’s 27th year on campus. I am very proud to work with this amazing group of women and am excited to continue the efforts of those before me who have taken the lead of this great organization.

It was great see over 200 women at our Fall Breakfast this year, at our new venue, the Orrington Hotel! We were thrilled that Dr. Melina R. Kibbe, MD, Professor of Surgery, the Edward G. Elcock Professor of Surgical Research, and Vice Chair of Research in the Department of Surgery at Northwestern University, (among several other appointments and titles!) spoke to us about her career path in medicine. We were truly captivated by her passion and learning about her groundbreaking research findings when including females, as well as males, in medical studies. Read more on page 2!

We closed FY15 with over 400 members – what powerful number! And speaking of power, when the Board met to begin planning the many events and opportunities for this year, we made this year’s theme all about Empowering Women. What empowers you, in your career? In your personal life? Do you feel like you could use a little more of that mojo? If so, we have some great events planned. In addition to the Mentoring Program set to begin its fourth year, we are returning with Pathways to Success, A Conversation with Nim, the Book Club, a new Lunch & Learn called Reaching Your Personal and Professional Goals (on both campuses!), workshops on how to perfect your LinkedIn profile and improve your negotiating skills, and much, much more!

And I personally thank and recognize all the ANUW members who volunteer their time to helping this dynamic group achieve, year after year. Your efforts have been enormous and your achievements remarkable. I look forward to meeting and talking with as many of you as I can, over the course of this exciting year. If you see me at an event, please come up and introduce yourself!

Happy FY16!

Sherry L. Minton, ANUW President
Manager, IT Communications
Northwestern Information Technology
ANUW’s Annual Fall Breakfast: Dr. Melina Kibbe speaks

by Meghan Whalen
Northwestern School of Law

ANUW kicked off the 2015-2016 school year with its annual fall breakfast, held on October 22 at the Hilton Orrington in Evanston. More than 200 ANUW members attended, receiving updates on ANUW’s programs and revenue, meeting the new executive board, and hearing a fascinating keynote speech.

The breakfast opened with outgoing ANUW president Eskedar Alem introducing the 2015-2016 president, Sherry Minton. Minton gave an update on ANUW activities, including the mentoring program, which has had more than 150 members involved as a mentor or mentee over the years past three years.

The event’s keynote speaker was Dr. Melina Kibbe, a professor and vice chair of research at Feinberg School of Medicine. She discussed her early interest in pursuing a career in medicine after having scoliosis surgery, and is now a vascular surgeon, of which only 8 percent are women.

Kibbe also presented about biases in medical research. Researchers often study only males when developing medicines and therapies for both sexes, and sex-based differences are often overlooked. Women are poorly represented in industry-sponsored clinical trials, and bias against women even exists in animal research and cell research. Kibbe is committed to increasing awareness about this issue, and encourages women to talk with their doctors and researchers about receiving proper care.

Thanks to all the ANUW members who attended the breakfast!
Talking to your Congressman about the bias in medical research: Research for All Act

Dr. Melina Kibbe brought light to the issue of gender bias in medical research. Women compose more than half the U.S. population, but most medical research focuses exclusively on men. Many researchers disregard the variable of gender in their research, but people like Melina Kibbe are noting that women and men can have substantial variations in their reactions to medications and treatments. Rather than lump the data for men and women together, separating the data and observing the possibly gender-unique reactions can evolve into better treatment options for women.

The Research for All Act would require the inclusion and separate analysis of male and female animals, tissues and cells in research conducted and funded by the National Institutes of Health (NIH). While NIH has taken steps in this direction, current law does not require researchers to study female animals when conducting basic medical research.

The Research for All Act is supported by numerous organizations, including the American Heart Association, Association of American Medical Colleges, National Center for Health Research, National Organization for Women, National Women’s Health Network and the Society for Women’s Health Research.

To contact your congressman about making a change in the way researchers regard gender in their studies, visit: https://cooper.house.gov/media-center/press-releases/cooper-lummis-reintroduce-research-for-all-act.

The Research for All Act seeks to have bring bipartisan legislation that would bring gender equality to essential aspects of medical research.
Get Involved With Northwestern University Recreation - Gym Memberships, Free Fridays and Intramurals!

by Cindy Waldeck
McCormick School of Engineering

Get a head start on your New Year’s resolutions this year by taking advantage of the many opportunities available from Northwestern Recreation. As a staff member, you are eligible to receive a wide range of perks including a Free Trial Membership for one week of access from time of activation. If the free trial membership hooks you, you can take advantage of NU Employee Membership pricing for as low as $36 month for individual employees, with additional opportunities to share these benefits with your family.

Northwestern University Recreation also provides reasonably priced massage therapy services to calm down before, during or after a stressful work day. Massage Therapy techniques include hot stone, deep tissue, Swedish, aromatherapy, sports, and reflexology. Learn valuable information about issues affecting your health during your lunch break by attending a Lunch & Learn. Upcoming presentations include stress relief techniques, spotlight on obesity, and new blood pressure guidelines. Departments can get their staff members involved by participating in Campus Cats Free Fridays which includes free wellness suite tours, facility tours, and group exercise on the date chosen.

Finally, grab some coworkers, faculty, and students to start your own or join a pre-existing intramural sports team! Fall sports include Flag Football, Dodgeball, and Volleyball; winter includes Basketball, and Floor Hockey, and spring is Soccer, Softball, and Ultimate Frisbee! For more information about Northwestern University Recreation, check out the website at nurecreation.com.

Special thanks to the ANUW Publicity Committee!
Holly Golcher, Ann Anderson, Cindy Waldeck, Meghan Whalen
5 Habits of Happy Employees

Taken from Marketwatch.com

Walk out that door at five o’clock sharp

Gretchen Rubin, author of “The Happiness Project,” spent a year trying out studies and philosophy about what makes people happy. When it comes to work, she has one takeaway: Establish a quitting time and stick with it. “We used to work from nine to five and for a lot of people now that’s not the case,” Rubin says. “You could end up working all the time with no relaxation and no feeling of being off-duty. Of course, doctors on call can’t say, “Nobody interrupt me.” But after a certain time of day, Rubin doesn’t check email or do any social networking.

Help negative and problematic colleagues

Charity starts in the office cubicle. Let the office grouch borrow your stapler, but then ask what you can do to help or simply do something nice like compliment them on some work or listen to them talk about their cat. People who do nice things for their colleagues don’t only help their co-workers, they also end up feeling much better about their workplace and themselves, says Sonja Lyubomirsky, professor of psychology at University of California, Riverside. A 2013 paper by Joseph Andrew Chancellor, doctor of philosophy at University of California, Riverside analyzed workers and found that those who offered help benefited even more than those who received help. “Givers got happier,” Lyubomirsky says. “The receivers felt better, but not as much. But everyone around them started to do more positive things for each other.”

Keep your desk clear of empty coffee cups

Once upon a time, messy desks represented a busy bee. But studies show that chronic procrastinators show signs of stress and guilt, and have more mood swings. Most people feel better when they observe habits like staying on top of their filing, emails and even throwing away old soda cans and paper cups, Rubin says. “That little bit of practice imposing order is surprisingly energizing and freeing,” she says. “They’re not big tasks on their own.

But when they build up, they can be overwhelming.” If you can do something in one minute now, do it, she says. When Rubin cleans her desk, she says, “I come back to the morning and only then realize how irritating it was to delve through all the detritus.” The impact can be dramatic, Rubin says. “Somebody once told me, ’Now I’ve cleaned out my fridge, I can finally switch careers.’”

Make a gratitude list by the water cooler

Those “gratitude” and “happiness” lists that sometimes do the rounds on Facebook might be annoying to some people, but psychologists say they do work. Employees who regularly recounted three positive events at work over a six-week period and shared them with colleagues made people happier than those who merely listed work tasks, according to a study of Japanese workers and published in the peer-reviewed “Journal of Happiness Studies.” The study — by Chancellor, Lyubomirsky and Kristin Layous (also from the University of California, Riverside) — also found that those who recorded their positive activities engaged in less social interaction and left work earlier. “Be grateful for what you have,” Lyubomirsky says. But that’s not enough. Exercise your gratitude like a muscle by making lists and sharing them. “You have to put an effort into that,” she adds.

Shake your job up, even if you like it

Don’t rest on your laurels — even if you love your job. There is a honeymoon effect when people get their dream job, but when job satisfaction peaks it will steadily decrease. That’s the conclusion of a 2009 study of 132 newcomers to a job — “Changes in Newcomer Job Satisfaction Over Time: Examining the Pattern of Honeymoons and Hangovers” (pdf) — published in the “Journal of Applied Psychology,” the official publication of the American Psychological Association. There are “risky periods” of time when employees are likely to experience declining job attitudes and may withdraw or seek another job, it found.

“People get used to the new level of responsibility and money, and they just want more,” says Lyubomirsky, who is the author of “The Myths of Happiness: What Should Make You Happy, but Doesn’t, What Shouldn’t Make You Happy, but Does.” Organize a hackathon (where computer programmers compete), check up on what rivals are doing and constantly shake up your job description.
A Place for Deep Learning and Leadership

by Gretchen Oehlschlager

The Center for Leadership, a unit under the Office of the Provost, offers a remarkable and in-depth program each year called Fellowship in Leadership. It’s a competitive fellowship that requires a commitment of five hours per week by the high potential staff and PhD candidates who are selected for each cohort. The goals of the program include personal leadership learning and development as well as coach skill-building. The Fellows engage in lectures, workshops, and discussions on various leadership theoretical models, ideas, and practices. They serve as group discussion leaders for an undergraduate class on leadership, and they perform one-on-one coaching for undergraduate and graduate students who come to them with specific leadership problems or concerns.

I spoke with two recent fellows, Alecia Wartowski, director of programs at the Women’s Center, and Julie Collins, associate director in the Office of Graduate Admissions and Financial Aid at Medill. They both stressed the importance of listening as a profound takeaway from the fellowship. Listening is not likely one of the first things that comes to mind when contemplating leadership, but Alecia cites “asking powerful questions” as one of the Center’s pillars, and also as a way that she thinks about improving her own leadership skills.

For Alecia, the coaching experiences made a huge impact on her. Fellows meet six times with each of the students they’re coaching; they get to develop meaningful connections and see how things work out and change over time. A recurring theme Alecia noticed was her students’ fear of failure and the idea of needing to appear invulnerable in order to be a good leader. She recommends Brené Brown’s “The Power of Vulnerability” TED Talk; she found that it provoked profound reactions and insights in her students.

Julie also has some resources to share. She recommends True North: Discover Your Authentic Leadership by Bill George et al. as well as the Harvard Business Review’s “10 Must Reads” book on leadership, which is a collection of essays. Julie says, “The essays in the HBR book: Seven Transformations of Leadership, Discovering Your Authentic Leadership, and In Praise of the Incomplete Leader should be read by anyone trying to determine who they are as a leader.”

The fellows each participate in a 360 Leadership Evaluation during the program, and they do some deep sharing with each other about significant challenges. In fact, part of the program’s application requires the fellows to write an essay about a failure they’ve been through. These essays evolve into the “crucible story” sharing process that each fellow experiences with their cohort. The fellows help each other learn as much as they can from the most difficult failure they’ve each experienced. Alecia noticed a theme across the women fellows: “They valued being ‘tough’ and that commitment to toughness and to push-through often led to their failure.” Alecia went on to comment, “As women, we often believe that we should just work hard in order to push through tough times. This Fellowship made me realize that sometimes good leadership (continued pg 7)
Thanks for a another great year of the ANUW Mentoring Program!

The ANUW Mentoring Program committee would like to thank everyone that helped us celebrate at the Recognition and Appreciation event held on Nov. 5th. We are very excited about the upcoming Mentoring Program cycle, as this year we have added Mentee Brown Bags to our growing list of Mentoring Program Events. If you are interested in becoming a Mentor or Mentee, please join us at the upcoming Information Sessions being held 1/26 (CH), 1/27 (EV) and 2/3 (webinar).

Julie says that her interests in leadership practice and theory continue to evolve since the fellowship program ended. She was admitted to DePaul University’s Educational Leadership doctoral program. Julie says, “I am a year into the program and love it!” She explains, “It is important for women to engage in professional development that allows them to continue their growth and development, find their voice. Equally important are organizations that value and support professional women. Women have been ‘Leaning In’ for a long time; time for us to stand tall within our organizations.”
Go for it! The ANUW Board shares what empowerment means to them

by Gretchen Oehlschlager
Center for Interdisciplinary Exploration and Research in Astrophysics

Erika Owen, ANUW
Treasurer, Kellogg School of Management

When I think about what empowerment means to me, I think about a challenge I may be facing, or an obstacle that is in the way of achieving a goal of mine. I may look at what someone else did to overcome challenges in their life or seek guidance from someone close to me. This allows me to refocus my attention on my own abilities and strengths to find the confidence and agility to push through. It's the small things that allow me to feel empowered and know that I am capable of whatever I put my mind to.

Sherry Minton, ANUW
President, Northwestern Information Technology

To me, the feeling of empowerment is that “sweet spot” where confidence, ability, and ambition converges with opportunity. We all have it. We just need to be able to recognize it, act on it, and don't give it away.

Gretchen Oehlschlager, ANUW Publicity Co-Chair, Center for Interdisciplinary Exploration and Research in Astrophysics

I share whatever knowledge and experience I have with others. Many times it's mysterious how to navigate the work world. If I've tried something that worked or if I know about something that can help, I share it. I look for those moments when I can brainstorm about a problem with a friend or support her if she wants to make a change or negotiate for something. Sometimes women are better at fighting for others than they are for themselves; I know I’m a great cheerleader! If we all genuinely support our friends and encourage them to take chances and go for it, we're all empowered to a higher degree.

Ellie O’Brien, ANUW
Vice President, Center for Education in Medicine, Feinberg

To me, empowerment is the ability to feel confident in the decisions I am making and the course of action that those decisions lead to. When in doubt, I rely on the advice from those around me - my friends, family, and coworkers – and with that advice, I am even more confident in those decisions!

Sheri Carsello, ANUW
Programming Co-Chair, School of Communication

Empowerment means that you can reach inside yourself and know without a doubt what the best course of action is to take in any given situation. You may seek advice or guidance from others, but can take their guidance and ask yourself what is best to do...and have the courage to do it!
Lauren Ellis, ANUW Mentoring Co-Chair, Feinberg School of Medicine

Empowerment means being ready to face life’s challenges with a strong sense of self-assurance, while disregarding perceived limitations and obstacles; it means instilling confidence and positivity in others and feeling like you actually can make a difference, whether for yourself or someone else.

Julia McPherson, ANUW Membership Co-Chair, Feinberg School of Medicine

Empowerment means to take each day as a challenge by walking at least 30 minutes, by not letting negative energy invade my positive, and by working and living in a positive environment - personal and work place!

Kelly Coffey, ANUW Publicity Co-Chair, Program of African Studies

To me, empowerment is knowing that your thoughts, feelings, desires and abilities are just as important as anyone else’s. You deserve to be heard, and going after what you want is a powerful thing.

Lupe Castaneda, ANUW Mentoring Co-Chair, Student Loans

These would be my words of empowerment that I try to remember specially in tough moments: life is 10% what happens and 90% how you react.

Additional ANUW Board members:
Secretary - Yasmeen Khan, Office for Research Integrity
Past President - Eskedar Alem, Feinberg School of Medicine
Programming Co-Chair - Shannon Reifsteck, Kellogg School of Management
Member-at-Large - Emilie Kahle, Office for Research
Women’s Center Liaison - Njoki Kamau, Women’s Center
Women’s Center Liaison - Alecia Wartowski, Women’s Center
Upcoming

January 20, 2016
11:30 AM - 1:00 PM
**ANUW presents Lunch Hour Lessons:**
**Reaching Your Personal and Professional Goals**
Norris University Center, Wildcat Room
1999 Campus Drive, Evanston Campus

January 26, 2016
12:30 PM - 1:30 PM
**ANUW Mentoring Program Information Session - Chicago Campus**
Robert H Lurie Medical Research Center, Grey Seminar Room
303 E. Superior

January 27, 2016
12:00 PM - 1:00 PM
**ANUW Mentoring Program Information Session - Evanston Campus**
Norris University Center, Wildcat Room
1999 Campus Drive

January 28, 2016
2:00 PM - 1:00 PM
**ANUW’s Book Club**
Norris University Center, Room 203 – Lake

Bring your lunch and join your University colleagues in discussing a wide genre of books. It’s okay if you haven’t finished the book!


Ongoing Campus Events:

- **New Moms’ Support Group, Chicago Campus**
The group provides a place for new mothers to discuss their experiences, concerns, and thoughts about being a new mom. Discussions include work/life balance, sleep, nursing and feeding and the impact of parenting on relationships. Meetings the second Monday of every month from 12-1pm in the Women’s Center in Abbott Hall, Room 1400. Facilitator: Sara Walz, LCSW. RSVP appreciated.

Make an ANUW connection and win ANUW swag! by showing off your Doctor Who geek cred!

1. **In the Doctor Who reboot, whose daughter is the 11th doctor said to have married?**
   a. Peter Davison’s
   b. Amelia Pond’s
   c. Sarah Jane Smith’s
   d. Sylvia Noble’s

2. **Which companion, in the reboot, was given the title of Doctor by humans?**
   a. Donna Noble
   b. Christopher Eccleston
   c. Martha Jones
   d. Rose Tyler

3. **The “android” in the first season reboot was modeled after which real-life individual?**

Deadline to respond is Friday, December 4 at midnight CT. The first person with the most correct answers by that time, will be the winner. The winner will be announced by January 1, 2016. Eligibility open to all current ANUW members.

All responses must be sent to fellow fan Ann Anderson at ann.anderson@northwestern.edu.
Welcome new members!

As of November 8, 2015, these are new ANUW members.

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<tr>
<th>Name</th>
<th>Department</th>
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<tr>
<td>Arangassery Rosemary Bastian</td>
<td>Biomedical Engineering, Robert R. McCormick School of Engineering</td>
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<td>Tameka Brannon</td>
<td>Center for Education in Health Sciences, Feinberg</td>
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<td>Kathyleen Brooks</td>
<td>Biomedical Engineering, Robert R. McCormick School of Engineering</td>
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<td>Sarah Brown</td>
<td>Office of Equal Opportunity &amp; Access, Office of Human Resources</td>
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<td>Vanessa Casanova</td>
<td>University Police Evanston Campus</td>
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<td>Anita Chase</td>
<td>Office of Communications, Feinberg School of Medicine</td>
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<td>Serena Christian</td>
<td>IT Administrative Systems Finance, Facilities, and Research Administration</td>
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<td>Kelly Colpoys</td>
<td>Office of Alumni Relations &amp; Development</td>
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<td>Dwi Suri Damia</td>
<td>IT Administrative Systems Enterprise Reporting &amp; Analytics</td>
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<td>Jessica Drew</td>
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<td>Office of Human Resources</td>
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<td>Lusiana Galindo</td>
<td>Office for Research Safety</td>
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<td>Ashley Hicks</td>
<td>Audit and Advisory Services</td>
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<td>Ria Hirsch</td>
<td>Farley Center for Entrepreneurship and Innovation, Robert R. McCormick School of Engineering</td>
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<td>Erica Honeywood</td>
<td>University Police Evanston Campus</td>
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<td>Colleen Johnston</td>
<td>University Sexual Harassment Prevention Office</td>
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<td>Magdalena Kupczyk</td>
<td>NU Clinical and Translational Sciences Institute, Feinberg School of Medicine</td>
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<td>Annie Lee</td>
<td>Industrial Engineering and Management Sciences, Robert R. McCormick School of Engineering</td>
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<tr>
<td>Kristine McCann</td>
<td>Master of Science in Higher Education Administration and Policy, School of Education &amp; Social Policy</td>
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<td>Courtney McWethy</td>
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<td>Eneke Frank Mwakasisi</td>
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<td>Irene Sakk</td>
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<td>Natalia Zochowski</td>
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