Hello ANUW membership!
Can you believe it is already summer?! I am completely in awe of how quickly this year is passing and I want to sincerely thank YOU for making this group everything that it is. I feel incredibly lucky to be surrounded by such an inspiring group of women each and every day. Even though spring seemed to skip over us this year, it is always one of my favorite seasons. Seeing buds on the trees, dew on the grass, and the first day of not wearing a jacket to work always makes my heart happy! Spring is a time for a refresh and renewal; and the ANUW Executive Board spent much of the spring hard at work planning for FY18.

This spring was packed with events, many of which are highlighted in this issue. Read on to hear a recap of Pathways to Success where Gloria Graham shared her incredible story, an update on the largest mentoring cohort to date, and free trainings being offered through HR this summer!

Want to join us for an event? Check out what is coming up!

Conversations with Executive Vice President Nim Chinniah will be held on July 19th in McCormick Auditorium; please keep your eye out for an invitation from our Programming Committee! We will also be hosting a member appreciation event this summer that we would love for everyone to attend!
I hope to see you soon!

Ellie O’Brien, ANUW President
Innovations Design Engineer, Department of Medical Education
Northwestern Simulation
Pathways to Success 2017
Presented by Gloria S. Graham

Every Spring, ANUW welcomes a woman from within the Northwestern community to share the story of her career over lunch with our membership. For our 2017 Pathways to Success event on April 28th, we were honored to welcome Gloria S. Graham, Assistant Vice President and Deputy Chief of Police for Northwestern University. The lunch was held on the Chicago Campus and about 70 enthusiastic members attended.

Graham began her story by describing how her childhood shaped her, and she affectionately acknowledged her mother, who, along with several colleagues from University Police, joined the audience for the event. She wove several important themes into her thoughtful presentation, including the concept of gatekeepers. At different points in her talk, she described gatekeepers she encountered along her path, meaning those with power to either help her or prevent her progress. Graham recognized that she herself quickly became a gatekeeper to others. She encouraged ANUW members to consider carefully the powerful role of impacting others in our own careers.

Another strong theme from Graham was imposter syndrome, a feeling of self-doubt that one has not earned or does not deserve their status in the workplace, despite clear qualifications and achievements. Graham talked about learning to be mindful of these thoughts. (Mindfulness means noticing what is happening with your own thoughts, and not judging those thoughts. You can then work on letting go of negative thoughts that do not serve you.)

Finally, Graham had a clear and focused message about the benefits of diversity and inclusion in the workplace. Throughout her career, she saw the consequences of both homogenous police forces and the leadership and hiring practices that keep the status quo. She was proud to share that diversity and inclusion are priorities in building her team at Northwestern.

Above: Gloria Graham

Graham started in her role in September 2015. She is responsible for police and security operations for both the Evanston and Chicago campuses.
THANK YOU FOR SHARING YOUR PATHWAY, GLORIA!

Members were absolutely inspired by this year’s Pathways to Success speaker, Gloria Graham

[Quotes taken from the post-event survey]

“This was the best ANUW event I have ever attended!!!”

“I enjoy hearing career journey stories from women who work at Northwestern. The lunch at this event was also nicely selected. Keep up the good work!”

“This was an amazing talk and presentation from Ms. Graham. Extremely inspirational and well written. It was inspiring to hear from a strong woman in a traditionally male-dominated field. I am extremely happy this was held on the Chicago Campus. The food was also good. ANUW, you nailed this one. Truly awesome.”

“I loved the speaker. It was heartfelt and full of great lessons. Lunch was wonderful too.”

“This was one of the best individual Pathways to Success I have attended over my many years as a member of ANUW.”

Learn More and Watch for Imposter Syndrome in Yourself and Others

Techniques for Overcoming Imposter Syndrome Adapted from Impostor Syndrome-Proof Yourself and Your Community on Usenix.org by Mary Gardiner and Valerie Aurora

1. Talk with people you trust. When you hear from others, especially from accomplished women whom you respect, that impostor syndrome is a common problem, it becomes harder to believe your feelings of being a fraud.

2. Ask your friends what they think of you. They will have a more realistic (higher) opinion of your work than you do. Your friends can remind you of the major accomplishments you have completely forgotten about.

3. Watch your words about yourself. They influence how you think. Do you tell people you’re not an expert when discussing things you know about? Do you say, “I just got lucky” when talking about your achievements?

4. Teach others about your field. You will gain confidence in your own knowledge and skills.

5. Ask questions. Asking questions can be intimidating if you think you should know the answer, but getting answers eliminates the agony of uncertainty and fear of failure.

6. Talk about your mistakes in a safe space. When you share mistakes, you send others the message that it’s OK to be imperfect.

7. Build alliances. Reassure and build up your friends, who will reassure and build you up in return. (And if they don’t, find new friends.)

8. Own your accomplishments. Actively record and review what you have done, what you have built, and what successes you’ve had.

9. Re-orient yourself around your values, and be inspired by them. When called upon to step up and show your work, reflect on your core values and how your work reflects them.

“I have written 11 books, but each time I think, ‘Uh oh, they’re going to find out now. I’ve run a game on everybody, and they’re going to find me out.’”

--American author and poet Maya Angelou
Are you a Manager, Mentor, or Colleague? Help Others Overcome Imposter Syndrome

1. Simply encourage others. Tell them what you know they can do.

2. Discourage hostility and bickering. When people argue, it's a natural breeding ground for impostor syndrome, and it discourages people who already feel self-doubt.

3. Eliminate hidden barriers to participation. Be explicit about welcoming new colleagues, and thoroughly document how someone can participate in projects and events in your area.

4. Reward and encourage people for mentoring others. Recognize mentoring as an important criterion in your career advancement process.
5. Demonstrate your own learning processes. When people see leaders whom they respect admitting they didn’t already know everything when they started, having realistic opinions of their own work becomes easier.

6. Don’t make it personal when someone’s work isn’t up to snuff. When enforcing necessary quality standards, don’t make the issue about the person. They aren’t wrong or stupid; they’ve simply done one piece of work that didn’t meet your expectations.

7. Collect evidence on others’ achievements and successes. Remind others about the excellent work that they do, in concrete, specific examples.

8. Remember it’s not a competition. The strong team you create reflects on you.

“If you find yourself asking yourself (and your friends), “Am I really a writer? Am I really an artist?” chances are you are. The counterfeit innovator is wildly self-confident. The real one is scared to death.”
--Steven Pressfield, The War of Art

Expand your skillset in 2017!

This summer, don’t forget to visit MyHR Learn for resources to build your skillset. Find courses on FASIS, Adobe and Microsoft software, and updated NuFinancials interfaces. Recently, Leadership Development has expanded its curriculum, as a response to the University’s call for innovation-inspired change. The Manager Development Series teaches managers how to give and receive feedback, identify strengths and problem solve areas where performance is weak, identify what motivates their team members, and coach colleagues to deliver their best work.

As a Northwestern employee, you also have access to Lynda.com. Lynda.com gives access to tons of online trainings and videos. Course topics include most major software programs as well as workplace skills like presentations, leadership and career development. You can learn about graphic design to accounting to project management to pivot tables in Excel!
Mentoring Breakfast 2017

Photos by Hallie Duesenberg

Khristina Dela Cruz and Erini Kikilis

Rebecca McMurray and Yasmeen Khan

Tanikka Mitchell and Toni Montgomery

Jennifer Cumberworth and Suzanne Rovani

Cassie Petoskey and Haydee Martinez

Check for Mentoring events on Plan-it Purple or the ANUW Membership website at: http://www.anuw.mentoring.u.northwestern.edu/
Meet the Mentoring Team

We are your 2017 Mentoring Program Committee! We have ten members on our committee that run ANUW's program of 120 mentors and mentees (by far our biggest group ever!). Our committee also includes subcommittees for communication, the mentoring application, the matching process, and monitoring. The mentoring program officially runs from March through November but we start working on the new year of mentoring right after the previous year ends! We are always looking for ways to improve the program and we have a fantastic team put together to lead mentoring with ANUW to the next level. We have seven members on the Evanston campus and we are lucky enough to have three members on the Chicago campus. This has enabled us to host Brown Bag programs on both campuses simultaneously!

If you would like additional information on the mentoring program or our committee, please send us an email at anuw-mentoring@northwestern.edu. We would be happy to hear from you! Happy Mentoring!

-Shayna Thomason, 2017 Mentoring Co-Chair
On Tuesday, February 28, ANUW held a panel, “Building Your Career at Northwestern,” in the Norris Center in Evanston, with a panel of distinguished women leaders from across the university. The panelists were asked a variety of questions about their own career paths, what made the culture at Northwestern exceptional, and the best methods of career advancement at the University.

The panelists were: Heather Campbell, senior executive director of Administration and Strategic Planning, Feinberg School of Medicine; Yvette Davis, director, HR Operations Reporting and Analytics, Office of Human Resources; Joan Trimuel, director of Compliance, Office for Regulatory Affairs, Feinberg School of Medicine; Fran Langewisch, assistant dean and director of Student Life, Kellogg School of Management; and Kelly Schaefer, assistant vice president of Student Engagement.

The women came to their current positions through different career paths – Trimuel and Schaefer both talked to their supervisors about opportunities for advancement, while Campbell was an outside consultant working with Northwestern who found her position through networking. Davis was offered her current position because her network knew she was looking for advancement. Langewisch gradually worked her way up through her department from being a student working there to her current leadership position.

Davis said, “Own your destiny – don’t rely on someone else for that. Always have an evolving plan for growth, not out of expectation from someone else, but for what you will get out of it.”

All panelists praised Northwestern’s unique culture that encourages learning and growth, with many resources and educational opportunities for those seeking to acquire knowledge. These range from tuition benefits to lunchtime workshops. They noted that over the years, opportunities for women have increased and the amount of information available, as well as the ease of sharing that information, has grown exponentially.
When asked the best way for women to grow their careers, they urged that women have a plan for themselves and take full advantage of as many learning and teaching resources as possible. Davis said, “Own your destiny – don’t rely on someone else for that. Always have an evolving plan for growth, not out of expectation from someone else, but for what you will get out of it.”

Campbell suggested the best way to seek a new role at Northwestern is to “identify what might be a good next step for you, who are in those roles and how you can network and learn from them.” But just as important for the sake of long-term happiness is figuring out what you don’t want. As Langewisch stated, “Sometimes it is best NOT to take an opportunity, if it’s not what you truly love. Choose your heart over professional growth.”

The panelists were asked about the best career advice they had received. Trimuel advised, “Don’t take things personally; facts are always fair. Know the difference between destiny and a job. Be a thermostat, not a thermometer – you set the tone for the environment.” Other suggestions included being open to receiving feedback and remembering to balance your career goals with the rest of your life (family, community, and other interests), to avoid burnout.

Finally, they were asked what was the most important step to ensure a career at Northwestern. Schaefer simply said, “Fight injustice.”
Check out ANUW on the Chicago Campus

Membership in ANUW is growing on Northwestern’s Chicago campus, across the medical, business, and law schools. Over the past semester, Chicago ANUW members have participated in various events, including Eat with ANUW lunches and an after-work happy hour and networking event. Members also participated in Chicago campus Health and Benefits Fair, which provided the opportunity to give employees more information about ANUW and recruit new members.

Want to get involved? Check the ANUW website or Planit-Purple for upcoming events on the Chicago campus.

More events for the spring semester will be announced soon. Have an idea for an event or want to get involved with ANUW on the Chicago campus? Contact Sheri Carsello (sheric@northwestern.edu) or Shannon Reifsteck (s-reifsteck@kellogg.northwestern.edu).

- Meghan Whalen, Northwestern School of Law

ANUW Quiz by Ann Anderson, McCormick Office of Undergraduate Engineering

Quiz yourself, quiz your coworkers, quiz your friends...
Find out the answers in next newsletter or for those so inclined, Wikipedia search them yourself!

1. Illinois representative, Kelly Cassidy’s district includes which areas:
   a. Edgewater and Andersonville
   b. Lincoln Park and Lakeview
   c. Uptown and Rogers Park

2. This suffragette received her law degree from Northwestern in 1886:
   a. Catherine Waugh
   b. Ruth Abrams
   c. Marcia Crone

3. The jazz musician Bill Potts shares his name with which actor’s most famous character?
   a. Pearl Mackie
   b. Gal Gadot
   c. Emilia Clarke

The answers are: 1-A, 2-A, 3-A

Special thanks to the ANUW Publicity Committee!
Ann Anderson, Anita Chase, Kamara Fant
Upcoming events, summer 2017

Conversations with Executive Vice President Nim Chinniah will be held on July 19th in McCormick Auditorium; Check your e-mail for monthly updates on location and dates.