ANNUAL MEETING and RECEPTION
with Deb DeHaas

Join us on Thursday, October 24, 2002 for ANUW’s Fall Event with guest speaker Deb DeHaas, Managing Partner of Global Strategic Clients for Deloitte & Touche’s Midwest Region and a Northwestern Trustee. She will speak on achieving personal and professional success.

In her role as Managing Partner, Deb leads the management and development of the firm’s national global strategic clients program for the seven offices throughout the region. Deb also serves as advisory partner on a number of the firm’s most significant clients in the Chicago area.

Prior to assuming her current role, Deb held a number of leadership positions for Arthur Andersen LLP, most recently serving as Managing Partner for the Assurance and Business Advisory practice in the Central Region and Managing Partner for the Chicago Office, with responsibility for operations at the firm’s largest office.

Deb joined the Chicago office of Andersen after graduating from Duke University in 1981. She is a Certified Public Accountant and a member of several state and national professional societies, including the AICPA and the Illinois CPA Society.

During her career, Deb has served a variety of clients, with an emphasis on those in the manufacturing, consumer products, and communications industries.

In addition to serving as an NU Trustee, Deb has several other professional and civic affiliations, including the Art Institute of Chicago, Chicago Council on Foreign Relations, Chicago Network – Vice Chair, Chicago Symphony Orchestra, Commercial Club of Chicago, Economic Club of Chicago, Executives’ Club of Chicago – Board of Directors, Millennium Park, Inc. – Treasurer, Museum of Science and Industry, World Business Chicago, Northlight Theatre – Vice Chair, United Way Women’s Leadership Council – Chair, WTTW/Channel 11 – Executive Committee and Treasurer, and Duke University Regional Campaign Council.

Please join us for the meeting and reception. All Northwestern faculty and staff are invited to the event. Members, new and returning, will vote on our slate of officers, identified on page 4.

Thursday, October 24, 2002
3:30—5:00
340 E. Superior - Wieboldt Hall, Room 317
Chicago Campus

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www.northwestern.edu/anuw

...Committed to encouraging and supporting all women at Northwestern University who are interested in professional development...
Highlights of recent events . . .

Brown-bag at Norris - Lunch on the Lake
On Tuesday, July 30 and August 13, 2002, ANUW co-sponsored with the Women’s Center a networking event at Norris. The event provided an opportunity for the participants to meet other employees at the University while listening to melodious sounds from the featured musical artist. Many participants commented that it was an enjoyable gathering.

Members Only Breakfast
ANUW hosted its annual members only breakfast on Wednesday, September 25, 2002 at the Allen Center. This year, members of the ANUW advisory council participated in a panel discussion. Panelists, Ginny Darakjian, Cathy Grimsted, Amy Kovalan, and Ingrid Stafford, discussed how they have dealt with the challenges on their jobs.

The following provides an overview of five advisory council member’s journey to success and some words of wisdom related to that journey.

Ginny Darakjian – Assistant Dean for Alumni Relations for The Feinberg School of Medicine
What path did you take to get to your current position?
It was not so much a path as a series of seemingly unrelated circumstances and choices. In college, I chose to get a teaching certificate because the only foreign travel program to England was through the School of Education. I got my MA immediately following my BA, which in the early 1970s meant the only teaching position I could get was in a private school where the salary increase for an MA was so small as to be inconsequential in the hiring decision. After teaching for 3 years, I replaced the principal and led the K-12 school to its first accreditation. At the end of 5 years, I left to go to law school - the one goal I always thought I had - but left after the second year when I realized that I didn't want to practice law. I went back to teaching, this time at a private university, which is what I was doing when I moved to Chicago to marry my husband. A friend of a friend was in NU Development and passed my resume on to the medical school where I was appointed Director of Alumni Affairs & Annual Giving in 1990. In 1999, I was promoted to Assistant Dean for Alumni Relations at the medical school.

What factors have led to your career success?
A willingness to get involved - in my jobs and in the institutions. I've never viewed what I do as bound by pre-set descriptions or classifications. I've tried, instead, to be creative in contributing to the achievements of the organization or school. The only "rule" for me is to act honorably, with integrity.

What words of wisdom do you have for those interested in excelling in their career?
While I'd like to say something like, "Set ambitious goals and work hard to achieve them," my own experience has taught me that being open to the possibilities which become available to us leads us on our "career paths." That openness, of course, must be coupled with doing whatever we do the best we can, and doing it honorably.

Cathy Grimsted – Associate Dean for Finance and Technology for the Kellogg School of Management
What path did you take to get to your current position?
I initially joined the University's central administration as Manager of the Budget Operations Office. When there was an opening for a Budget Analyst, I was promoted, and covered budget planning for a third of the University's schools and units. After leaving the University for a year to work for Andersen Consulting, I returned to become the CFO for the Kellogg School of Management. Subsequently, Dean Jacobs asked me to take on additional responsibility as both CIO and CFO for the School.

What factors have led to your career success?
I've had a variety of educational and work experiences that enabled me to take a broader view of situations. I've endeavored to work both hard and smart. I've never hesitated to put in extra effort. I have a passion for excellence in education. But I've also questioned why we're doing things as we are, and whether there are more effective or efficient ways to accomplish our end goals. I've always tried to take the time to understand other people's perspectives, and to find the best ways of working with them to accomplish our mutual goals for the organization.

What words of wisdom do you have for those interested in excelling in their career?
Take good care of your own direct responsibilities, but also look for gaps in the organization, in terms of things that are not getting done. Then help with the gaps informally. This will give you an opportunity to learn more and contribute more. It may also lead to additional formal responsibilities.
Advisory Committee Continued. . .

Try to continually think in terms of what the challenges are for your boss and other people one level up from your own immediate concerns. This will lead you to have a more valuable view of the organization as you deal with your own responsibilities.

Amy Kovalan – Associate Dean for Administration and Finance for the School of Law
What path did you take to get to your current position?
Amy joined Northwestern University’s Medical School staff in 1993 as the Operations Manager in the Department of Surgery where she worked closely with Northwestern Memorial Hospital and the Northwestern Medical Faculty Foundation. During this time she also attended The John Marshall Law School in the evenings. In January 1997, Amy completed her law degree and accepted the position of Director of Administrative Services in the Law School. Amy served as the vice-chair of ANUW’s Membership Committee during 1996-97 and as ANUW’s Secretary during 1997-98. In July of 1998, Amy was promoted to Associate Dean of Administration and Finance in the Law School. In addition to her work at the Law School, Amy is currently participating in Kellogg’s Executive MBA program.

What factors have led to your career success?
Networking with and support from others, especially women. This includes those I've worked with and for and those who have worked for me. To be successful in an organization requires support from other people at all levels of the organization.

What words of wisdom do you have for those interested in excelling in their career?
Take responsibility for managing your career. Let people know what you have to offer and what goals you have set for yourself. Be willing to take on a new responsibility. Often this allows you to create your next career opportunity.

Ingrid Stafford – Associate Vice President for Business and Finance and Controller
What path did you take to get to your current position?
Started at NU as Assistant to Senior VP for Finance (Janie Savage's job!)...moved to information management systems for 3 years (now ITMS)...and then to finance and accounting assignments.....director of accounting, controller, assoc. vice president....this all started in 1977...going on 25 years.

What factors have led to your career success?
Great support from family, great support from supervisors and co-workers, work hard and be a "servant leader"......work to make things better. NU has been a great place to take initiative and be creative....even if our progress isn't always as quick as we would like, there's many opportunities to make significant contributions.

What words of wisdom do you have for those interested in excelling in their career?
Be willing to develop new areas of expertise, be open to change, take your responsibilities seriously, enjoy the journey as much as the end result.

Betty Bruger – Director of Information Technology Management Systems
What path did you take to get to your current position?
I was recruited by IBM when I was a college senior majoring in Mathematics and went to work for them as a systems engineer. That was my introduction and the basis for my career in information technology. I have been with the University for 25 years (this month) and have worked in IT since I started. I was hired as a systems analyst in the department then known as University Management Systems and through a several promotions became the Director of ITMS about three and a half years ago.

What factors have led to your career success?
I have always loved problem solving and technology. That fondness for my field along with hard work and determination have contributed to my career success.

What words of wisdom do you have for those interested in excelling in their careers?
Keep up with current developments in your field so that you are prepared when opportunities come along. Decide what success means to you. Determine your goals but be open and flexible about the path that you take to attain them. There are often many ways to reach a goal.

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ANUW Officers for 2002-2003

As provided under the ANUW by-laws, Marcie Weiss will transition to the responsibilities of president this year. Marcie is director of Medical Faculty Administration at the Medical School. She’s been a Northwestern employee for the past seven years, having worked at the school for the past four years and previously as assistant to the dean of Medill School of Journalism on the Evanston campus. She has served as the membership committee co-chair for the Chicago campus.

A big “thank you” to this year’s Nominating Committee which included Janie Savage, Sheila Driscoll, Shericka Pringle, Amy Kovalan, and Elisabeth Lindsay.

ANUW is pleased to announce the slate of officers to be voted upon at the annual fall meeting on Thursday, October 24, 2002:

Vice President – Lisa Horstmann, Financial Manager – Center for Public Safety
Secretary/PR Materials – Diann Lapin, Assistant Dean for Medical Admissions – The Feinberg School of Medicine
Treasurer – Theresa Delin, Senior Budget Analyst – Budget Office

2002-2003 Committee Chairs and Co-Chairs

Committee work in ANUW is a great way to get involved in ANUW, meet other professional women, build personal networking, perhaps develop a mentoring relationship. We are fortunate to have excellent leaders signed on for next year. Won’t you join them?

Publicity: Joan Trimuel, Audit Supervisor – Auditing Department and DeBorah Krueger, Department Assistant – Auditing Department
Membership: Judy Ungashick, Assistant Coordinator for the Midwest Talent Search – Center for Talent Development and Christine Powell, Administrative Director – Buehler Center on Aging, The Feinberg School of Medicine
Programming: Susen Taras, Senior Budget Analyst – Budget Office
Member at Large (ad hoc special projects): Dona Cordero, Director of Change Management – Office of Change Management

Become a Member of ANUW

The past year has been a productive and worthwhile year for ANUW and our members. We have sponsored a number of successful brown bags and special seasonal events. We look forward to the coming year with more exciting and interesting events. Most of these events will include all NU women, but some will be limited to members of ANUW.

At the beginning of the academic year, we encourage you to join ANUW or to renew your membership. Our membership dues are a nominal $10.00 per year. Please help us to continue the ANUW tradition by returning the tear-off application with your check.

ANUW Membership Renewal
(or join us for the first time)

We encourage you to join ANUW or to renew your membership for the upcoming membership year. Our membership dues are a nominal $10.00 per year.

Please send your check (payable to Northwestern University) to: Lisa Horstmann, 405 Church Street, Evanston Campus.

Name: ________________________________
Department: __________________________
Address: ______________________________
Email: ________________________________

The dues you send today are for the period covering September 1, 2002 through August 31, 2003.