Letter from the President

Dear ANUW Members,

Happy autumn to you! I am pleased to introduce myself to you as ANUW’s President for 2012-2013. I have been on the ANUW board, in various roles, for almost four years and still love every minute of it. Last year, it was my pleasure to act as Vice President under President Beth Clifford Smith. I knew then—as I know now—that she would be a tough act to follow! The entire board of 2011-2012 joins me in thanking Beth for all that she has done for ANUW.

This year we have a terrific array of speakers, networking opportunities and social events planned. In all of our activities, we continue to strive to achieve our goals of connecting, learning, and growing. We continue to look for volunteers for some of our committees, and we hope that many more of you will join in making ANUW a success. We also want to hear from you. Please feel free to be in touch with me or any of the other board members if you have suggestions or comments.

I am also happy to announce that our pilot Mentoring Program will be launched this coming winter. After receiving many requests from members over the years, we completed a rigorous research process during the bulk of last year. Clearly, this was a program that was worth pursuing. You can learn more about the program in the article on page three. I am incredibly thankful to our Membership Committee Co-Chairs, Holly Erickson and Sherry Minton, and the entire planning team who devoted many hours to make sure this program had a solid and sustainable foundation.

We are excited to kick off this new year with our annual Fall Breakfast, with keynote speaker Patricia Telles-Irvin, Vice President for Student Affairs. We are honored to have such an accomplished female staff person, and we look forward to hearing her story.

I look forward to seeing familiar faces as well as meeting many new members this year.

Best wishes,

Kate Klein
Barb Hartman Talk: The Power of Outstanding Business Relationships
Barb Hartman, a former senior executive from Procter and Gamble, gave a terrific talk in January to a packed house of ANUW members. Barb focused on her career trajectory and how it intersected with her personal life. Her advice to women was both practical and inspirational.

Pathways to Success: A Conversation with Dean Toni-Marie Montgomery
by Jordan Young

On March 13, ANUW presented Pathways to Success, an annual event in which a senior leader at Northwestern is invited to share her career story with ANUW members. This year Dean Toni-Marie Montgomery, Dean of the Bienen School of Music and Professor of Piano, came to share the story of how she arrived at her current position.

Dr. Montgomery acquired her love of music—specifically the piano—at a young age and continued to pursue music in an academic fashion, graduating magna cum laude from the Philadelphia College of Performing Arts and receiving a Master of Music degree from the University of Michigan. In 1984, she became the second recipient of the Doctor of Musical Arts degree in piano chamber music and accompanying from the University of Michigan.

She continued to work for various universities in administrative and faculty positions even holding both roles at the same time. Dr. Montgomery spoke candidly to the crowded room about difficult job situations that arose while she was at Arizona State University and how she pushed through them by keeping her head up and continuing to work hard and seize on opportunities for growth as they appeared.

Before coming to Northwestern in 2003, Dr. Montgomery described serving as Professor and Dean of the School of Fine Arts at the University of Kansas. Honestly stating that being from the east coast, she never thought she’d end up in Kansas, but enjoyed her time there. Shortly after her arrival at Northwestern Dr. Montgomery made the difficult and somewhat unpopular decision to cut the organ department, she discussed what that situation was like for her and how she continues to strive to improve and integrate the Bienen School of Music with the other schools. Overall, the large group of attendees received inspiration to work hard and be confident within themselves and their decisions to further their careers.

Bottles & Brushes
In June, ANUW hosted a lively and creative Bottles & Brushes event. Attendees replicated a painting under the guidance of Bottle & Bottega instructors while enjoy wine, lemonade and light refreshments.

Pictured from L-R: Mary Strupek, Andrea Minor, Marissa Kooyers, Valerie Sherman, Betty McAleer
ANUW Mentoring Program
Now Underway

As Beth Clifford Smith, ANUW Past-President, mentioned in the winter newsletter, the mentoring committee met throughout the winter and spring to determine what an ANUW mentoring program would look like. In March, the mentoring committee presented its findings to the ANUW Board. The proposal included research from other non-profit organizations and incorporated data from the mentoring survey collected from ANUW’s membership. Based on the proposal and the program outlined, the ANUW Board voted to move forward with an ANUW sponsored mentoring program as an extension of the ANUW Leadership Development Committee, as outlined in the Bylaws. This summer and fall members from the mentoring committee, and member volunteers, will work through the planning phase of the mentoring program. Currently, the program has nine attributes: recruitment, information sessions, application, matching, training, monitoring, SSR (support, recognition, and retention), closure, and evaluation. All nine attributes are touch points for ANUW members taking part in the yearlong mentoring program. Expect to hear more about this exciting program as we move further into fall. If you have preliminary questions about the program, please email Holly Erickson.

ANUW Staff Profile

Staff Profile: Elizabeth Adams

As part of a new feature in the ANUW newsletter, we would like to feature staff profiles of women at Northwestern who have been involved with ANUW. Elizabeth Adams is the past president of ANUW. Currently, she is the Executive Director of the Office for Sponsored Research.

What was your path to current position at NU?

In 2004, I moved from the University of Chicago to NU’s Office for Sponsored Research in Evanston. I had previously become interested in research administration at the UofC because of the variety of skills needed in the profession (writing, analysis, customer service, finance, policy, law, etc.), as well as being able to work with faculty and students passionate about their work. I try to surround myself with passionate people at work. Passion is contagious, and the work becomes more interesting, more effortless. I spent almost two years in OSR-Evanston before moving in late 2005 to a newly-created position in the McCormick School of Engineering & Applied Science. There I developed a team of research administrators that provided support to investigators pursuing extramural funding at both the proposal and award stages. I was fortunate to work with extremely talented colleagues at McCormick, and I think we grew each other. Now I am back in OSR-Evanston, and am gratified by the broader view of the University. I am enjoying getting to know my new staff and building on their good work.

Did you have a mentor when you started at NU? If so, please describe how your mentor helped you. Who has influenced you the most in your career?

I had a wonderful faculty mentor when I was at the University of Chicago. He taught me the value of hard work, curiosity and keeping a sense of humor. When I was at McCormick, Dean Julio Ottino’s “whole-brain” approach to work and life—emphasizing both analytical and creative thought—deeply motivated me. Here in the Office for Research, my boss, Associate Vice President for Research Linda Hicke, is a great mentor. She’s supportive, but provides me space, and really understands the connection between strategy and operations in an organization. She’s an accomplished scientist, and also very artistic and literary (she’s chairing this year’s One Book, One Northwestern). It’s good to pick up mentors as you go, and collect different traits from them.

How did resources such as ANUW help you on your career path at NU?

ANUW really provided a platform for me to broaden out. It’s important in life to keep making connections and seeking new information, trying to understand the world with a richer perspective. ANUW also provided a platform for me to hone my leadership skills—skills that were essential to my career growth. I made connections with women I would not have met...
**ANUW Welcomes New Members**

Part of ANUW's mission is to facilitate the networking of women across departments and campuses. Please take the time to reach out to a new member, introduce yourself, and perhaps schedule lunch to get to know someone.

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**Staff Profile**

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without ANUW that I now consider indispensable professionally and personally. (That Beth Clifford Smith is really something!)

Do you have any advice for new staff at NU?

Be curious. Ask questions. Understand the little picture and the big picture. Also, to grow your career you’ve simply got to be able to work well with a lot of different kinds of people, and demonstrate adaptability and resilience. You can't win 'em all, and that’s OK. Be in it for the long haul.

How do you manage work/life balance?

Coffee. Seriously, that’s a tricky one. Hiring great people, and delegating responsibility to them is a great start. I tend to block out amounts of time just to be with family, even if it means I’m up early or late working. I also sneak in a little alone time here and there to reflect, plan and feed my own interests. Usually on Friday nights, after everyone in my house is asleep, I stream a documentary (love them)!
Upcoming ANUW Events

Annual Fall Breakfast
October 30, 2012
7:30–9:00 am
James L. Allen Center
2169 Campus Drive
Evanston Campus

with featured speaker
Dr. Patricia Telles-Irvin
Vice President for Student Affairs
Northwestern University

Dr. Patricia Telles-Irvin's responsibilities include providing the leadership for the Division of Student Affairs to accomplish its goals of developing effective and efficient services and providing co-curricular learning for students through the various departments within Student Affairs.

RSVP by Oct. 26 to anuw@u.northwestern.edu

Note: Due to construction around Allen Center, parking in the area is limited. If you are driving, please plan to arrive early and park on the north end of Allen Center (near SPAC). Do not try to enter Allen Center from Campus Drive.

Bring a New Member Happy Hour
November 8
5:00 - 7:00 pm
Taco Diablo, Evanston

OneBook Discussion (with wine and cheese)
Last week of November
5:00 pm
Center for Civic Engagement

Party of 6 (networking lunch)
Second week of December
12:00 - 1:30 pm
Globe Café, Evanston

Women’s Center Holiday Lunch (Chicago Campus)
December 4
11:30 am – 2:30 pm
Abbott Hall, Room 1400

Women’s Center Holiday Lunch (Evanston)
December 6
11:30 am – 2:30 pm
Parkes Hall, Room 122

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2012-2013
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Karen Rosenthal, Residential Life
Women’s Center Liaison: Njoki Kamau
Women’s Center