Letter from the President

Dearest Members,

It is with great honor and humility that I assume the role of the 26th president of ANUW. Honored because I follow in the steps of great and selfless women who, in addition to their full-time employment, make serving other women a priority. Humbled because I recognize the privilege of leading an outstanding board into the next 25 years of greatness.

My ANUW story began because a friend and coworker saw in me a potential I had not seen in myself. This dear friend gave me the gift of ANUW. I thought that story was unique to me but the 25th anniversary celebration confirmed that not to be true. I heard this story repeated by several past presidents. The gift my friend gave me was that she allowed me to borrow her faith in me until it became my own.

ANUW is the place where we as Northwestern University women staff can find empowerment, enrichment and enjoyment. As you embark on another academic year, it is my hope that this year will be greater than the last and your best to date, no matter how fantastic FY14 was for you. I challenge you to dream bigger, reach higher, face your fears and leap towards your best YOU. I hope like me you too will strive to be a dear friend to a coworker and give her the gift of ANUW.

I’d like to close with one of my favorite quotes - may it inspire you as it does me:

“Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us.” - Marianne Williamson

Happy FY15!
Eskedar Yirga Alem, ANUW President
Financial Operations Manager,
Institute for Public Health and Medicine
This year’s Fall Breakfast featured Mary Baglivo

by Meghan Whalen
External Partnerships Northwestern Law

The annual ANUW Fall Breakfast was held on October 28 at the Allen Center on the Evanston campus, with more than 130 ANUW members in attendance. Members were able to meet and network with women from around the university, get an update on ANUW’s direction and growth, hear from the top marketing executive at Northwestern University, and enjoy a fabulous breakfast.

The program began with remarks from ANUW Past President Emilie Kahle and current President Eskedar Alem. They provided an update on ANUW’s growth in the last year and its goals for the future. In the last year, the association has experienced a 16% growth in membership. In addition, 25% of ANUW members have participated in the mentoring program in the past two years. It is the only mentoring program on the NU campus that is specifically catered to staff members.

Mary Baglivo, Vice President for Global Marketing and Chief Marketing Officer at NU, was the keynote speaker for the event. Mary is an alumna of Medill and is the first-ever CMO at Northwestern, tasked with developing a cohesive brand position across the entire university. She is charged with creating a strategic framework for marketing the university, and she’ll begin with four areas – integrated arts marketing, promoting innovation and entrepreneurship, undergraduate admissions and the new visitors’ center, and increasing on-campus branding and signage.

Mary also shared insight on handling work-life challenges. She strives to live “one big seamless life,” preferring to pursue “and/and,” rather than “either/or.” It’s hard, she said, but you just have to do it! She stressed the importance of friendships, especially with women, and of making a difference through volunteering. She also urged ANUW members to commit to helping and mentoring students and other staff members, and to be courageous in everything they do.

Thanks to all the ANUW members who attended, and thanks to Mary for her excellent advice and insight!
With the close of Fiscal Year 2014 we close on another wonderful year for ANUW. Due to the diligent work of our many board and committee members, ANUW has enjoyed steady membership growth over the past several years. Last year alone we experienced a 16% increase in overall membership. After factoring in members who left the university between FY13 and the close of FY14 we calculate an 81% retention rate among our membership. We closed Fiscal Year 2014 with an all-time high of 366 members (120 new and 246 renewed).

Throughout the past year we focused on building our Chicago programming availability and diversifying our event offerings so we could reach the largest number of constituents and engage various interest bases. ANUW’s strength comes entirely from our membership. The diversity of our membership is key; position, role, department, title, and campus all factor into that diversity. Help us build ANUW’s network and diversity, get involved and bring a friend!

Know someone who would benefit from joining ANUW? Visit our website at:
www.northwestern.edu/anuw/membership/

Graphs by Bethany Katerberg Ekesa, Feinberg School of Medicine Research Administration Services
I met with Jennifer Klink, Associate Director of Annual Giving, Office of Alumni Relations & Development and her ANUW mentor Christine Ganjani, Communications Specialist, IT Technology Support Services, NUIT, on an almost summer-like day last month. As they entered my suite, their bubbly banter reached my ears before I saw them, and when I looked up to greet them, their happiness at being together was apparent in their smiles.

Jen first started thinking seriously about the value of mentorship because of a couple of projects going on at her work. She informally mentored student employees and to help with that she sought resources through Adam Goodman’s Center for Leadership on campus. Additionally, Jen was serving on the Diversity Committee at Alumni Relations & Development, where retention of great entry-level hires was a key goal and career mentoring was identified as a missing piece. Being involved in the ANUW program allowed Jen to learn about mentoring and to bring ideas back to her office.

Jen had some personal goals as well: “I was at a point where I was considering, what are my next steps? Do I want to pursue graduate school? Do I want to consider continuing at Northwestern and in what path? Should I consider other opportunities? I was excited to be paired with another woman who understood Northwestern.”

Chris describes their relationship as a “no judgment zone” where Jen could explore potential career transitions without worrying that it would affect how someone viewed her performance. Chris wanted to get involved in the program to meet new people from other parts of the university, but it was more than that. She knew she had something meaningful to offer.

“I was at a point where I was considering, what are my next steps?”

Imparting confidence and encouragement to Jen as she navigates the world of work is clearly an important goal for Chris. “Having worked in both corporate and academic environments, I can offer my experience in navigating office environments and successfully interacting with all types of personalities on work projects. Perhaps I can help her to understand that some of the greatest learning experiences come
Mentoring continued

when faced with hurdles or pitfalls. And of course I remind her to always celebrate her accomplishments!

Jen demonstrates how important Chris is to her when she says how many people in her life know Chris’ name. Because Chris checks in with her on specific ideas they’ve discussed, Jen says that over these two years, “It was a good way for me to hold myself accountable for what I want to be doing, because time passes quickly and you get caught up, so it’s nice to take a moment to think about my goals.”

The intimacy and deep friendship Jen and Chris share is powerful to observe. When they first met, the events and structure provided by the ANUW mentoring program allowed them to break the ice. Jen says that ANUW did all the work for them and made it easy because she and Chris simply had to “sign up and show up.” They met other mentor/mentee pairs and picked up ideas from them. They even attended non-mentoring ANUW events together as they got to know each other.

Another way Jen and Chris developed their relationship was by reading Sheryl Sandberg’s Lean In together chapter by chapter. They would meet for lunch to discuss their thoughts. Chris remembers, “That was very interesting because I come from a different generation and the challenges that I faced in the workplace I thought were going to be so much different from what Jen was faced with, and they weren’t. Actually I found that there was a lot of commonality.”

ANUW’s plan to keep the mentoring program strong and successful relies on women staff viewing themselves as mentors and stepping forward to participate. Chris says, “I think that knowing that I was chosen by somebody gave me confidence. I knew [Jen] was really interested in something I had to offer.”

Chris emphasizes, “If you are a manager or have had a similar experience, it’s probably a good indicator that you can be a mentor.”

Are you mentor material?

You may have more to share than you realize. The ANUW Mentoring Program is gearing up for its third year and continues to create strong, productive career connections for women of all experience levels.

Don’t think you’re mentor material? Your experiences and knowledge could be valuable and helpful to someone else. You could be a mentor. Can you...

Share your career story?

Listen and ask probing questions?

Share relevant examples and stories about workplace realities and challenges?

Help create goals (skill and developmental) for the relationship?

Share relevant examples of competencies?

Discuss progress and pitfalls?

Celebrate successes?

To join the program as a mentor, you must also be

Currently in a staff position at Northwestern University

Currently a member of ANUW

Have 2-5 years professional experience

Employed for at least 1 year at Northwestern University

Look for Mentoring info sessions in January 2015.

For more information about the program, visit www.anuw.mentoring.u.northwestern.edu.
Feeling overwhelmed? You’re not the only one.

by Alecia Wartowski

The Women’s Center

On Wednesday, October 1st the Women’s Center at Northwestern University featured a talk by Brigid Schulte, an award-winning Washington Post journalist and author of the book entitled, Overwhelmed: Work, Love and Play When No One Has The Time. Her talk, titled “From Time Confetti to Time Serenity,” took place in the McCormick Auditorium, Norris University Center.

Schulte’s address covered many facets of her book, and can be best summed up in a slide she presented - Finding Time for Work, Love and Play:

1. Pause. Disrupt the busyness.
2. Be aware of the Pressure of cultural ideals. Uncover unconscious bias.
3. Set your own Priorities. Create a Network of Support.
5. Flip the To-Do List. Joy first. Stuff later.
8. More is not more. Find the Sweet Spot.
9. Schedule PLAY. You do deserve it.
10. Shorten your Time Horizon.

“Moving Out of the Overwhelmed”
Events Presented by the Women’s Center

Love Discussion:
February 4, 12pm Women’s Center
2000 Sheridan Rd., Evanston

February 5, 12pm Women’s Center,
1400 Abbott Hall, Chicago

Play Discussion:
May 6, 12pm Women’s Center
2000 Sheridan Rd., Evanston

May 7, 12pm Women’s Center
1400 Abbott Hall, Chicago

Special thanks to the ANUW Publicity Committee!

Holly Golcher, Judith Greifer, Bethany Katerberg Ekesa, Cindy Waldek, Meghan Whalen
Get organized! 5 tips to help keep away clutter
(from your computer desktop to your actual desktop)

by Cindy Waldek
Department of French and Italian

Start by de-cluttering the surface of your desk – and keep it that way! Clutter can be a big barrier to getting work done. By cleaning off and organizing the surface space on your desk, it will be harder to get distracted from your task at hand.

Organize your desk drawers by keeping like items together. Organize files and materials so they are easy to find. Consider the different aspects of your position and start separating items to coincide with that. Also, if you have six rolls of tape that you only use once a week, consider returning supplies to your department’s supply cabinet or room.

Create an inbox. Multitasking can be a challenge, especially when you are interrupted mid-thought with phone calls and visits from faculty, staff and students. Create an inbox as a location for all incoming work. When you finish a task and are ready to start a new one, it can help to order the tasks in your inbox based on importance and deadlines.

Create a “to be sorted” file for completed tasks. Filing items every time you finish a task can be burdensome. Create a file for items that are completed and need to be sorted and wait until you have some extra time to put everything away. You can check your “to be sorted” file when you need to turn your eyes away from your computer for a few minutes.

Use Outlook! Using your Outlook Calendar can save the day when multiple deadlines begin piling up. Any time you receive an email about a new deadline, take a few seconds to add it to your calendar. As new tasks keep coming, it can be a time saver to make sure tasks with the same due date are completed with enough time to anticipate potential problems.
Meet the Board

Sherri Minton, IT Technology Support Services, ANUW Vice President

What are you looking forward to this year with ANUW?
The last few years for me have been very rewarding as the ANUW Mentoring Program came to life. I’m so proud of the work that the inaugural committee members put into the program and so very proud to pass that leadership on to others. So, after two years of co-chairing the ANUW Mentoring Committee, I am looking forward to embracing my new role in ANUW as Vice President. And you can bet that I will still be talking about the Mentoring Program every chance I get! (Psst! Be a mentor!)”

Read any good books lately?
I was having lunch with a colleague, who happens to be one our ANUW mentors, and she told me about a book they were reading together called *The Four Agreements*, by Don Miguel Ruiz. It is a simple, but thoughtful, account of how living your life with these four intentions can bring clarity and happiness to you every day. I downloaded it to my Kindle and read it in one afternoon – an inspiring read!

Marti Palermo, University Services, ANUW Programming Chair

What do you love about ANUW?
The network I’ve been able to build within my first year at NU is due in large part to ANUW. When I attended Brigid Schulte’s talk at Norris last month, I was pleased to look around the room and realize how many staff members I knew. As Programming Chair, I’m excited to play a role in helping other women make new connections on campus.

Favorite past ANUW events or speakers?
Julie Payne-Kirchmeier was a fantastic speaker for our Pathways to Success event last year. Julie’s candor made for a great presentation, and I especially enjoyed her enthusiasm and get-it-done attitude.

Gretchen Oehlschlager, Office of Undergraduate Research, ANUW Publicity Co-Chair

Favorite past ANUW events or speakers?
A couple of years ago there was a workplace communication workshop that featured build-your-own ice cream sundaes! It was led by two women who adapted techniques from improv comedy to help individuals and organizations improve their communication. Thinking on your feet is a great skill, but the workshop was really about listening. I love the idea of less interrupting and more listening.

Do you have a professional hero/role model?
Right now my professional role model is a colleague. She inspires me with her knowledge, sensitivity, thoughtfulness and collaborative work style. She’s ambitious for what I consider to be the “right” things to be ambitious for in the workplace: team building, communication, democracy, effectiveness, and personal growth.

Andrea Bell, Center for Student Involvement, ANUW Member-at-Large

What are you looking forward to this year with ANUW?
I am excited for a year of fun and unique programs that offer an opportunity to continue to get to know more women across the Evanston and Chicago campuses.

Read any good books lately?
Whistling Vivaldi by Maria Semple is this year’s One Book and was a very thought provoking book to prepare me to better work with and support students through my work.

Kelly Coffey, African Studies, ANUW Publicity Co-Chair

What are you looking forward to this year with ANUW?
This is my first year, so I’m really excited to meet women from the University I wouldn’t usually get to work with face-to-face.

Read any good books lately?
*Where’d You Go, Bernadette* by Maria Semple. Her story telling style is unique and there’s a very refreshing humor behind the plot and characters.
What is something special about your department?
The Student Loan Office is able to assist our students with a funding source/aid to attend Northwestern University. I get to work with a great group of people. Most importantly I get to develop an annual workshop that brings the entire financial aid community across campus to collaborate on best practices and procedure improvements.

What are you looking forward to this year with ANUW?
As a ANUW Mentor Chairperson, I am looking forward to expanding the mentor pairs for the upcoming 2015 program cycle. Currently we have an eighteen pair program. I want to see a number higher than that.

Emilie Kahle, Office for Research, ANUW Past President

What do you love about ANUW?
It's hard to say just one thing I love about ANUW! The diverse programs are fantastic, socializing with other ANUW women is always fun, and the professional growth and development I have gained from my involvement is invaluable. Probably most of all, I love the connections and friendships I've made through my participation in ANUW. The women of ANUW are truly amazing!

What are you looking forward to this year with ANUW?
I'm looking forward to supporting our current ANUW President Eskedar Alem. Eskedar has wonderful ideas and vision for ANUW and I want to do all I can to support her in achieving these goals with the rest of the board. It is wonderful to see ANUW grow and evolve year after year and I feel so privileged to be a part of it!

Deborah Donigian, Technology Support Services, ANUW Treasurer

What are you looking forward to this year with ANUW? I'm looking forward to continued growth of our mentoring program.

Do you have a professional hero/role model? Eleanor Roosevelt

Brittany Barden, Office of Human Resources, ANUW Membership Co-Chair

What do you love about ANUW?
Connecting with other NU women and learning about their experiences. ANUW offers a wide array of opportunities to connect. Whether it's a brown bag lunch or an after work social, ANUW is a great way to network and meet other women in the Northwestern Community!

What are you looking forward to this year with ANUW? Playing a more active role as the ANUW Membership Co-Chair. We have several new initiatives this year, which means plenty more reasons for new members to join.

Yasmeen Khan, Office for Research Integrity, ANUW Secretary

What are you looking forward to this year with ANUW?
I'm looking forward to the book club in Chicago and the Lunch and Learns.

Read any good books lately? Overwhelmed by Brigid Schulte

Alecia Wartowski, The Women’s Center, ANUW Women's Center Liaison

What is something special about your department?
The Women’s Center is fortunate to be able to work with amazing and talented people throughout the entire university and on both campuses. It has been inspiring to work with such incredible women and to be a part of an intentional movement to create equity on campus.

Read any good books lately? Overwhelmed: Work, Love and Play When No One Has the Time by Brigid Schulte is a current favorite. This book was incredible in helping give words to that feeling of being overwhelmed by work and life and was able to help me see opportunities to make real changes toward moving from feeling overwhelmed to feeling joy.

Meet the Board continued on page 10
Meet the Board continued

Pamela Euring, Office Sponsored Research, ANUW Membership Co-Chair

*How would you describe your job at the university?* I am a Sr. Contract and Grant Officer in the Office for Sponsored Research. I primarily negotiate clinical trial agreements for Industry Sponsored Research for FSM. I have been at the University and in my current position for almost 6 years.

*Read any good books lately?* I just got back from vacation and I'm currently reading the book recommended by the Women's Center, *Overwhelmed: Work, Love, Play When No One Has Time* by Brigid Schulte. It is a good read and very timely since in this last year I became a mom and a homeowner, both for the first time. It's helping me learn ways to manage it all.

Lupe Castaneda, Student Loans Office, ANUW Mentoring Co-Chair

*How would you describe your job at the university?* I have been at Northwestern almost 8 years and have held two different positions within the Student Loan Office. Our office focus is to provide many financial services to our students and families. What I enjoy most is working collaboratively with other exemplar leaders; together we join forces while providing quality customer service.

*What do you love about ANUW?* What I love about ANUW is the sincere effort and forward-looking planning events that will benefit our changing workforce within the women staff community. There is a lot of attention to detail and voluntary effort that makes it all happen. When I first heard of ANUW piloting a mentorship program, I was thrilled to see such a program come to life. In the first year of the program, I participated as a mentor and now I hold a co-chair seat overseeing the program. I am thrilled and excited about what we have in store for the 3rd year of the ANUW Mentoring program. I look forward to working alongside you to assist in your professional growth.

*Other members include:* Members-at-Large Lindsay Greco (Human Resources) and Kate Klein (African Studies), and Women's Center Liaison Njoki Kamau

Upcoming ANUW events

December 4, 2014
12:00 PM - 1:00 PM

**Book Club**
John Evans Alumni Center, Living Room/Sun Porch
1800 Sheridan Road, Evanston Campus

Do you love to read? Want to discuss books with other book lovers? Come to ANUW’s Book Club! We will be discussing the One Book One Northwestern book *Whistling Vivaldi* by Claude M. Steele. A representative from One Book One Northwestern will be leading the discussion. Bring your thoughts and notes on the book.

December 9, 2014
12:00 PM - 1:00 PM

**Lunch & Learn: Partnering with Your Manager**
Lurie Research Center, Gray Seminar Room
303 E. Superior, Chicago Campus

Discover why it’s up to you to be a partner to your manager and how you can make this important relationship work for you. Find out how to build trust, demonstrate your ability, and gain influence in the workplace. Learn also how to manage difficult situations and conversations.

Speaker: Cheryl Gandolfi has more than 25 years of experience in the employee assistance program, counseling and HR consultation fields. Cheryl holds a Master’s Degree in Social Work and is a Licensed Clinical Social Worker (LCSW), a Certified Alcohol and Drug Counselor (CADC) and a Certified Employee Assistance Provider (CEAP).

Cookies and lemonade will be served. Attendees are welcome to bring a brown bag lunch. This seminar is open to ANUW members only and is planned with assistance from NU Work/Life and the Employee Assistance Program. RSVP information is available through the ANUW mailing list.

February 5, 2015
6:30 PM - 9:30 PM

**A Night at the Theatre**
Wirtz Center for the Performing Arts
Josephine Louis Theatre
1949 Campus Drive; 10-30 Arts Circle Drive

ANUW presents a special night at the theatre for its membership with *Fabulation, or the Re-Education of Undine*. This social satire, written by Lynn Nottage, is a classic comeuppance tale with a devilishly comic twist described by Variety as “clever and consistently entertaining.” ANUW members will enjoy discounted ticket prices and a wine and cheese reception before the show. After the performance, the theatre audience is invited to a talkback discussion with the cast. Please save the date and watch for an invitation!