Letter from the President

Dear ANUW members,

In my last letter to you I mentioned that ANUW's membership numbers were on track to break our record, but we have come even further than I thought. We have already bypassed our ending FY2010 membership numbers and now have 276 members.

As ANUW membership continues to grow so do the types of experiences that the Board is able to offer. One of my goals this year was to increase the informal networking events. This spring we launched a "Party of 6" lunch where members had the opportunity to share a meal with five other NU women. We were also excited to add an improv class (read the recap in this newsletter) and our Second Annual Cooking Event, to our event calendar this year.

This increase in quality and quantity of events is due, in large part, to the creation of ANUW committees. There are three committees - Programming, Publicity and Membership. They meet on a monthly basis and help with everything from event planning to website development. Being on a committee gives many of our members the opportunity to develop skills beyond what their jobs require of them. If you are interested in joining a committee please send an email to anuww@u.northwestern.edu.

Your participation is what makes our events so successful, so please, continue to attend ANUW events and don't forget to bring your co-workers! We know our membership growth is due in large part to you, our membership, as you tell your colleagues and friends about ANUW. Thank you!

Emily Higgins
ANUW Welcomes Its Newest Members

Ellen Herion, Student Conduct and Conflict
Jennifer Howard, Preventive Medicine
Karen Kalal, University Residential Life
Kristen Oliszewicz, Alumni Relations & Development
Claire Stewart, University Library
Deborah Beckwin, Psychiatry and Behavioral Sciences
Lindsay Greco, Office for Research
Kelly Schmader, Political Science
Samantha Kustra, Purchasing Resource Services
Mary Deely, Sheil Catholic Center
Janet Hundrieser, Center for Public Safety
Erin McNulty, Journalism Administration
Tennille Wells, Human Resources
Lauren Began, Alumni Relations & Development
Megan Everett, Provost's Office
Susan Hammerman, Alumni Relations
Kelly Helgeson, Institute for Sustainability and Energy
Lacy Henry, Alumni Relations
Beata Kalata, Kellogg
Marissa Kooyers, Alumni Relations & Development
Jeanne Laseman, Kellogg
Denita Linnertz, Kellogg
Sheryl Sloan, Office for Research
Alison Witt-Janssen, Earth & Planetary Sciences
Stacy Oliver, Center for the Writing Arts
Mary Tell, Human Resources
Mara Yurasek, Surgery
Arnaz Alavi, Northwestern University Information Technology
Looking Back on Winter Quarter Events

Alexandra Levit ‘ Communicating Across Generations’

With four generations now present in the workplace, understanding and communicating across generations has become more essential than ever. Alexandra Levit, workplace coach and author of MillennialTweet and They Don’t Teach Corporate in College, spoke to ANUW this past January on this engaging topic. “I think that understanding where the other generations are coming from goes a long way,” Levit adds. “We tend to be very quick to judge someone else’s behavior without taking a step back to assess the experiences she’s had that prompt her to act that way. By opening up communication and discussing our issues frankly, we realize that we all essentially want the same things.” During her talk, Levit profiled various generations to enhance our understanding of one another and provided tools to help ease communication among coworkers.

The Women’s Health Registry, Candace Tingen

In February, Candice Tingen, Program Development Manager for the Institute for Women’s Health Research in the Medical School, spoke to ANUW about the important work the institute does to ensure women are included in medical research. Traditionally, women’s health is discussed in the context of the reproductive system; however, it is increasingly apparent that we lack knowledge regarding the role of sex in all aspects of human biology and medical intervention. In the past, the research community assumed that beyond the reproductive system, differences simply did not exist or were not relevant. The debatable rationale as to why researchers have preferred male subjects have been: a sense of having to protect vulnerable women and/or a potential fetus, uniformity, avoiding menstrual cycle “complications” of the perceived recruitment complexity, and cutting costs. Sex- and gender-based approaches to research and medicine frame questions about the differences and similarities in men’s and women’s normal biological, behavioral and social function in combination with their experience of the same diseases. The Institute for Women’s Health Research appreciates the significant role that women can play in their own health and the health of their families. Therefore in March of 2008, the Illinois Women’s Health Registry was created as a friendly gateway between the community and researchers to offer motivated individuals a chance to participate in sex- and gender-based research studies. In so doing, they take the recruitment burden off researchers while simultaneously providing women authoritative health information and evidence surrounding the importance of research participation. The goal of the Registry is to provide two-way communication that will ultimately facilitate a better understanding of how and why illnesses develop differently or similarly in men vs. women, how to best treat diseases in women and what women can specifically do to prevent illness.
Looking Back on Winter Quarter Events

WineProv!

As a newcomer not only to the Northwestern community but also the entire Midwest, I joined ANUW in the hope of making new friends — or at least co-worker acquaintances — who could help me traverse the NU landscape. The flyer for the February 24th program, “Wineprov,” didn’t say much, other than “networking and improvisation and team comedy/theatre.” The cost of the event was less than two glasses of wine — with the added promise of some laughter — so for me it was a no-brainer, “A little wine, a little laughter, why not?” How wrong I was! The evening was filled with lots of laughter — and some very interesting learning — along with the opportunity to meet some fellow bibliophiles and share the names of books we enjoyed. Lisa Bany-Winters and Josh Andrews, Second City faculty members, got the ball rolling quickly, changed exercises seamlessly and had us learn through experience, while we laughed the whole time. We got to know each other just a little bit but on a more personal level. I was disappointed in the evening for two reasons: I learned from the first exercise there are less cat lovers than I thought; and, I was surprised that more people weren’t present for such a great evening. I hope ANUW makes “Wineprov” an annual event and I hope I can be there! If you’re not a member of ANUW you should join, after all, “Why not?”

-Judy Snook
Looking Back on Spring Quarter Events

Dean Sally Blount Speaks about ‘Pathways to Success’

Kellogg Dean Sally Blount hosted this year’s Pathways to Success on April 21st at the Allen Center. Speaking to over 100 ANUW members, Dean Blount told the story of her career path through Kellogg as a doctoral student and how she found herself coming back to the school as dean. Dean Blount recounted her career moves and the decisions that led her to the University of Chicago, NYU and ultimately, back to Northwestern.

In order to further our own development, Dean Blount suggested that women build substantive relationships with colleagues and not just network for the sake of getting business cards. She advised the audience to ask for help from others, getting past our fear of doing so by realizing that people want to help. Furthermore, she encouraged all of us to seek truth in what we do, as the journey for truth is the larger goal of higher education and a unique aspect of our industry. She reminded us that the purpose of the University is to make the world a better place and that, while it may be difficult, we must keep this purpose front of mind. Following her talk, Dean Blount took questions from the audience, providing members a unique opportunity to interact directly with a University leader.

ANUW is deeply grateful to Dean Blount for hosting this event, and moreover, for sharing her wisdom and advice to women staff.

A Conversation with Gene Sunshine

ANUW hosted the annual Conversation with Gene Sunshine brownbag on March 29th in Hardin Hall on the Evanston Campus. During this unscripted talk, Gene Sunshine, the Senior Vice President of Business and Finance at Northwestern, responded to audience questions and gave his take on current events at the University. Topics included the budget and financial state of the University, Undergraduate Financial Aid, and the relationship between the University and the City of Evanston.

Mr. Sunshine opened the talk with a brief overview of the current budget and an explanation of some anticipated challenges for the University, many of which are not unique to Northwestern. One example he gave was undergraduate financial aid. Sunshine explained that it can be difficult to anticipate the exact overall need for financial aid each year, and the demand for financial aid has increased over the past few years. “We could easily fill our classes with incredible students who don’t need financial aid, but that’s not what we’re about. We want diversity in our classrooms, which includes economic diversity,” said Sunshine.

Many of the other issues Sunshine discussed are not immediate problems, but anticipated challenges. Examples include increased difficulty in getting, securing and garnering federal funds for research; possible issues related to reimbursement rates with regard to clinical practices in the Medical School; and potential pressure on gap-funding and start-up dollars, which usually support research and researchers. Despite the anticipated difficulties, Sunshine remains positive about the financial future for the University. “The trick is to balance the innovation and progress... to make sure we’re still protected and not get ahead of ourselves in our aspirations; to make sure we’re still being financially prudent,” said Sunshine.

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The Executives’ Club Women’s Leadership Centennial Summit

Cara Tuttle Bell, Director of Programs, Women’s Center

On March 25th 2011, I attended The Executives’ Club of Chicago Women’s Leadership Centennial Summit, Women of Consequence: Building Financial, Political, and Corporate Clout. I was thrilled to be able to participate in this one-day conference that was well attended by a diverse group of professional women from the Chicagoland area. The day began with the Women’s Leadership Breakfast, with the theme “Securing Your Financial Future,” featuring Susan Whiting, Vice Chairman and Diversity Officer of the Nielsen Company; Stephanie Neely, Treasurer for the City of Chicago; and Ellen Rogen, President of Strategic Financial Designs. This session was moderated by financial expert and nationally-syndicated columnist Terry Savage. The women were frank and personable and discussed the economic slump, credit card debt, increasing student loan debt, and what this means for our job security and salary expectations. This high-energy panel served well as a kick-off for the Summit, and we were given ample time to network with the women at our table and with women in a reception area during the break.

We then heard experienced women Board members present, “Your Path to the Boardroom,” for our first morning breakout session. The panelists agreed that experience on any board, whether volunteer or paid, is worthwhile and will boost your resume and your skills, but warned the women in the audience to be selective and choose a board and a time commitment that is an appropriate fit for your life and career when the opportunity arises. They also urged us to seek these opportunities out because many board members, particularly men, assume that women have family responsibilities that would make them uninterested in serving. So don’t wait to be recognized and asked to serve — nominate and advocate for yourself. And don’t be afraid to walk away from a board that isn’t working for you if you’ve given it a full, fair shot.

After another networking break, we moved from the boardroom to political office for the second morning breakout session, “Women in Politics: Shattering the Marble Ceiling.” Marie Wilson, founder and president of The White House Project and co-creator of Take Our Daughters and Sons to Work Day, discussed her life-long advocacy to recruit women
Looking Back on Spring Quarter Events

to political office. She polled the room on how many women donated time or funds to charity, and most hands in the room went up. She then asked how many women donated time or funds to women’s political campaigns, and only a few hands were left raised. Her point really hit home because money is so crucial to electoral success. She has identified this crucial area in which women are not supporting other women, but if we do, the payoffs are huge. Women politicians participate in budget decisions and, as research has proven, they vote much more often than men to support women’s and children’s interests. Fellow panelist Toni Preckwinkle and moderator Cheryle Jackson, former communications director for the Governor of Illinois (and the first African American woman in the state’s history to serve in that position) heartily concurred. Preckwinkle, in her compelling, no-nonsense manner, offered her own insight on what women bring to politics – skills she finds rare but much needed and discussed her success at coalition building in Cook County politics.

The day continued on with the Global Woman leader of the Year Luncheon, at which we honored Her Excellency Christine Lagarde, the French Minister for Economy, Finance and Industry. Both Lagarde and Chicago First Lady Maggie Daley were welcomed with standing ovations. The afternoon closed with “Mentorship: Bringing Other Women to the Table.” At this session, Ann Marie Goddard, Lead Partner of International Executive Services and KPMG’s Networking of Women, shared her Golden Goddess Rule: “Advocate for others in earnest in a way in which I wish others had advocated for me along the way. Mentor others honestly and often in the way I wish others had mentored me.” Imagine how women will benefit professionally (and personally) if we commit to helping other women in this way! Goddard also urged women to seek out not only mentors, but also sponsors – men and women in your field who can open the door for you to walk in capably into a new position or opportunity. She stressed that there is no need for sponsors to look or act like us. Yet sponsors and their sponsorship of you must be visible in ways that a mentor and mentoring relationship need not be. She offered these simple but effective strategies that we all can put into action in our offices and departments today. By working at the Women’s Center and with ANUW, I am well positioned to put the fresh ideas, inspiration, and energy into my work here at Northwestern. The day was a perfect event for me, given who I am and what I do, and it was just what I needed at the end of a dreary winter and busy quarter. Thank you, ANUW, for this opportunity.

A Conversation with Gene Sunshine

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Sunshine also took several questions from the audience, including one regarding the relationship between the City of Evanston and NU. He replied that the relationship seems to be improving, and that there is an interest on both sides in working together and talking through conflicts. “There are legitimate competing interests, and we will just have to communicate with each other and work through,” said Sunshine. When asked about his thoughts on what the political changes in the City of Chicago will mean for Northwestern, Sunshine said it was too early to tell.
Upcoming Events

June 23rd, 5pm, ANUW Chicago Campus Happy Hour. Hotel Affinia, 166 E. Superior Street, Chicago.

July 14, 12pm ANUW cosponsors ‘Lunch on the Lake’ with singer David Campbell. Norris East Lawn, Evanston.

July 19, 3:45pm - 5pm Member Appreciation Event - Chicago Campus Tour with Kevin Leonard, University Archivist. A reception will follow at the Women's Center's Chicago office, 710 North Lakeshore Drive, 1400 Abbott Hall.

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