Letter from the President — Marcie Weiss

Why join ANUW? It’s a question I’m frequently asked and struggle to answer. Certainly membership entitles you to an annual members-only breakfast at the Allen Center each fall, where this year a panel of our advisory board members spoke about personal career challenges. You can attend the Annual Meeting and vote for the board of officers, where this year in October our inspiring guest speaker was Deb DeHaas, managing partner at Deloitte and Touche and a Northwestern University trustee. There are brown bag lunch programs, including our upcoming Childcare panel and a meeting with Vice-President for Finance, Gene Sunshine. But at least for me…..there’s much more.

I’ve been thinking lots about why I joined ANUW and what the organization has meant to me. As I look back over my almost eight-year career at Northwestern and the specific experiences, people and organizations that have shaped my professional occupation, I recognize the impact and influence of ANUW in a way I had never thought of before. I’d like to share some of these thoughts with you.

While my formal education included a degree from Northwestern, I didn’t return to NU until 1995 when I was hired as Assistant to the Dean of Medill on the Evanston Campus. Like many of you, I was looking for a more permanent position with opportunities to expand my skills and grow professionally. Like many of you, I felt lost and overwhelmed at the start, without resources to help me learn the ropes. And I was dismayed to discover staff at the University were not always considered as valuable as students and faculty. When my work schedule allowed, I attended programs offered by NUSAC, Employee Assistance, ANUW and other campus organizations. I joined ANUW as a new employee because I received a generic invitation in the mail. But I distinctly remember when the person who had hired me, Jean Shedd, then the Assistant Dean at Medill, asked me to attend an ANUW mentoring program with her. The program was interesting but more significant was the outreach to me by someone like Jean. That relationship and friendship with Jean, now Associate Provost, Past ANUW President, and current Advisory Board member, has continued over the years. (Jean is featured in this newsletter in our “Journey to Success” section.)

After three years at Medill I was ready for new challenges. Kay Madden of the Newspaper Management Center was also on the ANUW Board. She forwarded me a message received from ANUW Past President Janet Stevens, concerning an about-to-be announced managerial position at the Medical School. And I’ve been at the Med School ever since. Janet sent me to a series of monthly leadership training workshops. At the first session I found a seat at a table with a group of men and women I had never met before; we remained together as a group at our monthly sessions through the entire year. One of those people was Lisa Horstmann, currently the ANUW Vice-President. While the leadership program offered useful information, it was the networking that I found most valuable and enduring long after the program concluded.

I attended ANUW programs on the Chicago campus now and was asked to be membership Co-Chair in 2000. I met women on both campuses and connected to people in many different positions. The next year I volunteered my name to be considered for Vice-President. I had recently experienced a personal loss and found connections to my community of family and friends was essential in getting me through a difficult time. I was looking for more meaningful connections in my professional life and ANUW filled the bill.

In meetings with Biz Lindsay, Director of Programs for the Women’s Center, we shared concerns about employee isolation, job dissatisfaction and staff retention issues. Biz and I agreed new staff needed help in orienting to the University environment and wondered whether opportunities for networking and connecting to established personnel might be beneficial for both new and veteran employees. NU Connections was born this fall: a joint program between ANUW and the Women’s Center, in collaboration with HR, matching new employees with "veteran" women staff. In just a few months almost 100 new employees and veterans have participated in the program and an emerging partnership for upcoming programs has developed. This winter the Women’s Center invited ANUW to co-host the holiday lunch on both campuses and we’ll work together again this spring on the Take-Your-Daughters-to-Work program.

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What ANUW has provided me boils down to 3 recurrent themes: connecting, networking, and mentoring. Just as isolation and being in a seemingly dead-end job can lead women to leave their position, feeling connected to others and seeing a possible career path and direction can help women to remain at the University and advance to better positions. We are committed to the advancement of the NU Connections program and ANUW is currently exploring a mentoring program for our members. We have a wealth of women at NU with experience, expertise, and proven strategies, and more importantly the willingness to share this wealth with the rest of us. Our goal in ANUW this year is to plan programs and opportunities to facilitate the process. Please join us.

A Journey to Success— Celebrating the ANUW Woman

There is inspiration among us—the Journey to Success feature will continue to provide an in depth look at the roads taken by individuals that brought them to their current career destination. See our feature on Associate Provost Jean Shedd below.

If you would like to nominate an ANUW member, please submit a written essay that highlights the characteristics and career path that make this individual an extraordinary professional woman. Please ensure your submission includes contact information for both you and the Success candidate. All essays should be submitted to Joan Trimuel (j-trimuel@northwestern.edu) by March 3rd and are subject to the ANUW board’s approval.

A Journey to Success. . .Associate Provost Jean Shedd

1) What path did you take to get to your current position?

I came to NU in 1976, knowing that I wanted to work in a university, but not knowing exactly what kinds of opportunities it might offer. My first position was in the business office of a WCAS department, Physics & Astronomy, as a non-exempt staff member. As I gained more experience, I moved through a series of progressively more responsible administrative positions, first within Physics and Astronomy, then in another WCAS department, Biochemistry, plus a brief stint in a center in the Feinberg School of Medicine. I moved to the Medill School of Journalism in 1990, overseeing the school's finances, staffing and facilities (and pursuing and completing an MBA at Kellogg). In 1999, I joined the Office of the Provost as associate provost.

2) What factors have led to your career success?

Working with supportive colleagues is at the top of my list. NU attracts many interesting, thoughtful and hard-working people, and it's been both educational and rewarding to work with them. Participating in ANUW, on committees, and as president, in 1995/96, put me in touch with many colleagues whom I wouldn't have met otherwise, and provided valuable leadership experience.

3) What words of wisdom do you have for those interested in excelling in their careers?

I think that one of the most important qualities to cultivate is a willingness to look beyond what you're presently doing in your position, to find areas or issues that aren't currently being addressed, and where you can make a contribution. Look for opportunities to broaden your perspective, by volunteering to serve on University committees or in University organizations. Seek out leadership development opportunities both within the University and outside it: helping lead organizations that engage your interest is a great way to build experience.
Highlights of recent events . . .

Fall Event with Deb DeHaas

ANUW held its annual Fall Event on October 24th at Wieboldt Hall on the Chicago campus. Marcie Weiss, Director of Medical Faculty Administration and ANUW President, introduced the guest speaker, Deb DeHaas, highlighting, DeHaas’ professional and philanthropic involvement. Deb is the Managing Partner of Global Strategic Clients for Deloitte & Touche’s Midwest Region and a Northwestern Trustee. Deb spoke about her career path and the ways that she has managed her career and family responsibilities. Deb offered the members of ANUW a “Top 10” list highlighting Keys to Success. They include the following: 10. Follow a consistent set of values and principles., 9. Do the right thing – act with integrity in everything you do., 8. Honor your commitments, with yourself and your family – do not over commit., 7. Establish goals and priorities – review them periodically to assess where you are and if they still make sense., 6. Have a “whatever it takes” attitude – always do your best., 5. Be willing to take risks and redefine yourself., 4. Build a great team around you., 3. Treat everyone with equal dignity and respect., 2. Maintain a healthy intellectual curiosity. 1 Make what you do fun.

Annual Holiday Celebration

On Thursday, December 5, 2002 on the Chicago campus and Friday, December 13, 2002 on the Evanston campus, ANUW co-sponsored with the Women’s Center the Annual Women’s Staff Holiday Luncheon. The events provided participants a networking opportunity over a scrumptious meal. Many luncheon attendees indicated that the event was a nice way to celebrate the season with other colleagues and friends at the University.

January Childcare Discussion in Evanston

More than two dozen people attended the ANUW Childcare Solutions Panel at Norris Center on Wednesday, January 22. The panel, comprised of NU staff and a representative of the Childcare Network of Evanston spoke of the University’s response to childcare needs as well as their own experiences with finding solutions to childcare. They also answered questions from the audience.

To address childcare issues on the Evanston campus, Northwestern administration has chosen to work with existing community childcare programs. The University has invested monetary and programming resources in the McGaw YMCA Child Care Center to expand the childcare services available to NU faculty, staff and students. There is also some scholarship money available for certain income levels. In addition, the University has expanded the Flexible Spending Account program to allow for higher income levels to participate.

The University has also contracted with the Childcare Network of Evanston to assist Northwestern families in finding childcare solutions in the community, other than the YMCA. Outside of Evanston, the University works with the Day Care Action Council, a childcare resource and referral service, to provide assistance.

Parents are invited to visit the YMCA to kick off its priority fall registration period for Northwestern families. The registration/open house event will be held on February 25, 2003 from 7:30a.m. to 10 a.m. at the Center located at 1420 Maple on the southwest corner of Maple and Lake near the main YMCA building. Visitors can tour the facility, meet the staff and learn about fall programs and how to register. If you are interested in finding out more about current University childcare programs and resources, please contact Katie Krauch, Coordinator, Work/Life, Child & Family Resources. She can be reached at 847-491-3612 or via e-mail at k-krauch@northwestern.edu.
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:
Theresa Delin, ANUW Treasurer
Crown #1-663 East, Evanston Campus 1115.

Name: ____________________________________
Department: ______________________________
Address: __________________________________
Email: _____________________________________

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

NU Connections
Sponsored by the Women's Center & ANUW in collaboration with Human Resources

Be part of a new program! This program aids newly employed female staff in their transition to being members of the Northwestern community. Every entering female employee who chooses to participate will be paired up with a veteran staff member (employed at NU at least 6 months). Each pair of women will meet for lunch and attend one of the staff receptions sponsored by the Women's Center and ANUW during each quarter. Further interactions are encouraged depending on the interest of each pair of women. Suggestions of events to attend together include meals, programs, seminars and the like. These outings are intended to make transitions for new employees smoother, while helping them feel welcomed and supported by the NU community.

Welcome Our New Members
ANUW is excited to welcome the following Northwestern women to the ANUW membership:

- Cindee Bath, Evanston
- Katy Burns, Chicago
- Heather Cates, Evanston
- Gina Chiasson, Evanston
- Linda Christensen, Evanston
- Deborah Coleman, Evanston
- Meghan Gaseour, Evanston
- Ellen Habermacher, Chicago
- Renee Martinez, Chicago
- Ruth McCullough, Evanston
- Mai Lin Noffke, Evanston
- Barbara Phelan, Evanston
- Deborah Puntenney, Evanston
- Renee Redd, Evanston
- Ava Rokop, Chicago
- Marilyn Schonothal, Evanston
- Denise Shorey, Evanston
- Sarah Taylor, Evanston
- Erin Thomas, Chicago
- Patricia Toledush, Evanston
- Cate Whitcomb, Evanston
- Wendy Woodward, Evanston
- Kristin Yates-Thomas, Evanston

Here's what people are saying about this exciting new program.... "I remember feeling a little overwhelmed when I started working at NU. I was fortunate to meet several people who helped me learn how to navigate the system. Based on my experience I believe it is essential for new employees to have someone help them get acquainted with the NU environment."

To participate, go to http://www.northwestern.edu/womencenter/resources/connect.html and submit your form electronically, or print it out and fax it to Marcie Weiss at 3-7654. If you have any questions regarding NU Connections, please contact Elisabeth "Biz" Lindsay at e-lindsay@northwestern.edu or 3-3401.

February Childcare Discussion on the Chicago Campus

Join ANUW for a Chicago panel discussion of childcare solutions, Thursday, Feb. 27 at noon in room 317 (Lydian Lounge) of Wieboldt Hall, 339 E. Chicago Ave. Individual panelists will discuss their current childcare arrangements, including daycare centers and in-home care. Panelists will include Katie Krauch, Coordinator, Work/Life, Child & Family Resources; Rita Winters, Director, Human Resources-Chicago; Meg McDonald, Director of Finance and Administration, Office of VP for Research; Michelle Clegg, Associate Director, Major Gifts-Feinberg; Judi Cooper, Sr Assoc Director-Feinberg Development and Yong Shi, Post Doctoral Fellow, Neurology. Light refreshments will be served.

March Discussion with Senior Vice President Eugene Sunshine

ANUW will host a discussion with Senior Vice President Eugene Sunshine on Thursday, March 13, 2003 at Norris in the Northwestern room from 12p.m. to 1p.m. The discussion will focus on the current environment in higher education and NU in particular. SVP Sunshine will provide a global overview of the budgeting situation at universities and the NU’s budgeting strategies.

Welcome Our New Members

ANUW is excited to welcome the following Northwestern women to the ANUW membership: