What will the future of ANUW be?

ANUW was created back in 1988 by a group of women in senior administrative positions from across Northwestern University. The concept was to create an association dedicated to enhancing the career development of women at Northwestern University. Several goals for ANUW were developed out of that aspiration including the following: To help advance women’s careers in administration; build networks for the exchange of information; foster a sense of community among women at NU; and serve as role models and mentors for other women. Fifteen years later, we, as a group, are still dedicated to those goals.

Calendar year 2003 was an exciting and dynamic year for ANUW, and several significant changes have been undertaken for the benefit of our membership. As an association, ANUW has redirected its efforts to focus specifically on career development and networking within our membership as well as within the University. To help facilitate this resurgence in getting back to our core mission, ANUW has decided to give its members a reason to be a part of the association. Most of ANUW’s events are now Members-Only events. This will allow the ANUW board and its membership to focus on specific events and themes that we feel are more geared toward career development, networking, and mentoring. Within the last several months, ANUW has sponsored its annual Members-Only breakfast at the Allen Center, hosted a Members-Only Speed-Networking event on both campuses, as well as co-sponsored with the Women’s Center the Annual Holiday Lunch on both the Evanston and Chicago campuses. The Members-Only breakfast featured table topics that provided participants with the opportunity to discuss issues of interest, as well as network with other NU women. The Members-Only Speed-Networking events allowed attendees the opportunity to meet and connect with other NU women with whom they might not normally come in contact. The holiday luncheons were open to all women staff members at NU and were a great opportunity to interact and network with other women at NU over a complimentary lunch provided by the Women’s Center.

In the near future, ANUW will be hosting a Brown Bag session with Senior Vice President for Business and Finance Eugene Sunshine, co-hosting the Take our Daughters to Work Day with the Women’s Center, and holding a Members-Only Spring Event with Dr. Deb DaRosa. I would continue to encourage all NU women staff members to become a member of ANUW.

In addition to a transition to more Members-Only events, ANUW has created a Members-Only listserv. This will allow our members to stay connected and receive e-mail notices about upcoming ANUW events, job postings, and organizations in and out of Northwestern. You are automatically added to the listserv when you send in your $10 dues to become an active ANUW member.

ANUW has also reinforced or created new partnerships with other groups on campus as well as outside of Northwestern University. ANUW continues to co-sponsor events with the Women’s Center including the Holiday Lunch, Take our Daughters to Work Day and NU Connections. This year, ANUW is also an organizational co-sponsor of The Executives’ Club of Chicago’s Women’s Leadership Breakfast Series. This series of breakfast meetings addresses such topics as “The Challenge of Leading Change,” “The Reality of the Corporate Boardroom,” and “Growing the Next Generation of Leaders.” For more information on this series of breakfast meetings please visit ANUW’s website at www.northwestern.edu/anuw.

One of the benefits to being involved with ANUW is that we can offer you experiences that you may not get in your work environment. By being active on the ANUW board, you have an opportunity to network while building upon your current leadership skills. Last year, Marcie Weiss, President of ANUW, (Continued on page 2)
(Continued from page 1)

introduced a new position on the ANUW board, that of Member-at-Large. The idea was to allow the
holder to get involved with the ANUW board without making a major time commitment. This year, we
have increased the number of Board Member-at-Large positions from one to three. This allows the
holder to get to know the current board with the idea that in the future they will become more involved
with ANUW. We are always looking for more of our membership to be active. You only get out what
you put in. Please don’t hesitate to contact any of our board members if you have questions or wish to
become more involved within the organization.

At this time, I want to take the opportunity to thank all of my current board members for agree-
ing to be a participant for the first time, or agreeing to continue with the board for another year. An or-
organization is only as strong as its membership base. ANUW has continually maintained a strong mem-
bership base that is truly reflected in its board. It is sincerely my honor to serve at its President for the
current year and I want to thank all of the past boards for keeping such an important organization flour-
ishing. The future of ANUW looks to be as strong as ever.

A Journey to Success. . .Kathy Mustea

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

It actually began when I started working at the Univ. of Illinois at Chicago (UIC), as a student employee, where I worked for a grant-funded program
called TIMs. At UIC, I learned that I enjoyed working in a university set-
ting; it was also the beginning of my sponsored project experiences. When
I began to look for a full time job a friend of mine told me to start temping
at NU to see if I can find something I liked. I began working for NU as a
temporary employee at the NSF Center for Advanced Cement-Based Mate-
rials (ACBM) in the McCormick School of Engineering, on the Evanston
Campus, in 1997. Two months later I was hired as a Department Assistant
by ACBM. I was fortunate enough to work for a business administrator
who mentored me in my position, and introduced me to other great people
in other departments. My knowledge of the University was enhanced dur-
ding an audit of our department. I considered the audit my training in NU business processes. Three
years later I was hired by Accounting Services for Research and Sponsored Programs (ASRSP) as a
Specialist. I learned a great deal about grants, contracts and other types of sponsored programs. I
learned the central administration point of view and how the small things we do everyday can affect the
University as a whole. My current position is Research Administrator for the Microbiology-
Immunology Department, which I began in May 2003. It’s been a challenge here too, but each chal-
lenge has led me to succeed at NU so I welcome the new work.

2) What factors have led to your career success?

Recognizing that I am responsible for my work and career. At each job, I understood that I needed to
do my best work while building a professional reputation. I also needed to keep myself motivated, chal-
lenged and looking for opportunities toward improvement in order to find satisfaction in my work. I also
give credit to all of my supportive supervisors who were willing to teach me not only the specifics of my
job, but helped me to grow and develop career skills. I’m happy they allowed me to make mistakes that
enabled me to grow personally and professionally. In addition, I believe that each position has chal-
lenged me and made me a better employee.

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

No matter what position you start out with at NU, do your very best. Learn everything you can about
your job. Exceed what is expected of you. Motivate yourself by learning, challenging and accomplish-
ing tasks. Finally, you need to look for opportunities and make use of them while they are available.
Highlights of recent events . . .

Holiday Luncheons

On Thursday, December 4, 2003 on the Chicago campus and Friday, December 12, 2003 on the Evanston campus, ANUW co-sponsored the Annual Women’s Staff Holiday Luncheon with the Women’s Center. 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.

Speed Networking

ANUW sponsored Speed Networking on Wednesday, November 5, 2003 on the Chicago campus and Wednesday, January 7, 2004 on the Evanston campus. Speed Networking, based on the popular speed dating concept, provided NU women staff the opportunity to talk and share information about their work experience, skills, and professional goals in a musical chair format. The first session was structured so that individuals would talk for three minutes and then switch partners, however the rich dialogue that was occurring required the moderator to extend the rotation period to five minutes. Many participants indicated that the session exceeded their expectations and plan on continuing to network with the women they met at the event.

Women’s Leadership Breakfast Series

ANUW is an organizational co-sponsor of the Executives’ Club of Chicago Women’s Leadership Breakfast Series entitled “Perspectives from Women Shaping the Future”. The first breakfast of the series was on September 24, 2003 and dealt with the challenges of leading change featuring a panel of women from both the public and private sector. The event on January 21, 2004 focused on how the dynamics and relationships of the boardroom have changed. ANUW members that attended the breakfast series commented on the valuable information that they received and how they enjoyed the opportunity to network with other women from other organizations. The breakfast series serves as a wonderful professional development opportunity. The final event, “Growing the Next Generation of Leaders” is scheduled for Tuesday, April 20, 2004. See the Calendar of Events on page 4.

Journey to Success— Celebrate 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 Kathy Mustea to the left.

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.
Upcoming Events. . . .

March—Discussion with SVP Eugene Sunshine
ANUW will host a noon discussion on current events at NU with Senior Vice President Eugene Sunshine on Tuesday, March 2, 2004 at the Women’s Center – Abbott Hall, 14th floor, Chicago Campus from 12 p.m. to 1 p.m.

April—Women’s Leadership Breakfast (Members Only)
ANUW is an organizational co-sponsor of the Executives’ Club of Chicago Women’s Leadership Breakfast Series entitled “Perspectives from Women Shaping the Future”. The final breakfast in the series, “Growing the Next Generation of Leaders” will take place at The Mid-America Club – 200 E. Randolph Drive, 80th Floor, Chicago, Illinois from 7:30 a.m – 9:30 a.m. on Tuesday, April 20, 2004. The registration fee is $50; however, it has been reduced to $35 for ANUW members. ANUW members will receive registration information via the list serve.

April—Take Our Daughters to Work Day
Volunteers Needed! The tenth annual Take Our Daughters to Work Day will take place on both the Evanston and Chicago campuses on Thursday, April 22, 2004. In order to ensure the event’s continued success, volunteers are needed to assist in the planning and on the actual event day. If you are interested in volunteering in some capacity for this event, contact the Women’s Center at 1-7360.

May—Annual Spring Event (Members Only)
The Annual Spring event will feature speaker Dr. Deb DaRosa. Dr. DaRosa, a professor in Feinberg’s Department of Surgery, will discuss the challenges women face in the workplace today and offer tips on dealing with them. The event will be presented on the Chicago campus on Tuesday, May 4, 2004 at 3:30 p.m., 750 N. Lakeshore Drive (ABA building), 12th floor conference room.

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: Mary Tobin, ANUW Treasurer Crown #2565, Evanston Campus 1118.

Name: ________________________________
Department: _________________________
Address: ______________________________
Email: ________________________________
The dues you send today are for the period covering September 1, 2003 through August 31, 2004

Visit ANUW on the Web!
www.northwestern.edu/anuw

NU Connections
Sponsored by the Women’s Center & ANUW in collaboration with Human Resources
Be part of the program! NU Connections... An opportunity for newly employed female staff to meet other women at the university and benefit from their experience and guidance. New employees and volunteers can sign up at http://www.northwestern.edu/womencenter/resources/connect.html.
Questions? Contact Elisabeth "Biz" Lindsay at 3-3401 or e-lindsay@northwestern.edu.

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

Stella Almassian, Linda Carey, Paola DiDomenico, Sophia Gabay, Theresa Keeley, Sharon Markman, Yarbrough Pierschalla
Julisa Anaya, Liz Cartwright, Lorraine Dostal, Debbie Garfi, Leigha Kinneer, Cari Miller, Judi Remington, Dreana Rubel
Kristine Batey, Jeanette Casey, Ann Duncan-Gibbs, Angela Hill, Rita Kisielius, Linda Miller, Amy Mercer Rich
Chrisy Batorski, Debra Chandler, Sheila Duran, Gabriela Holgvin, Claudia Kunin, Katherine Mustea, Patricia Rodriguez
Julie Bettencourt, Arlene Dattels, Felicia Edwards, Denise Jones, Donna Kwiatkowski, Cynthia Naugles, Christina Saltsgaver
Nadine Boufath, Molly Deuberry, Carolyn Feller, Rehana Khan, Catherine Lawson, Charlotte Niznik, Sepi Sepasi
Mary Bradley, Kate Dewitt, Victoria Fleming, Mary Maclean, Lorraine Padour, Lorraine Dostal, Ann Duncan-Gibbs

Visit ANUW on the Web!
www.northwestern.edu/anuw