



2021
ANUW
SPRING
NEWSLETTER

CELEBRATING 700+ MEMBERS

Northwestern

ANUW
ASSOCIATION OF
NORTHWESTERN UNIVERSITY
WOMEN

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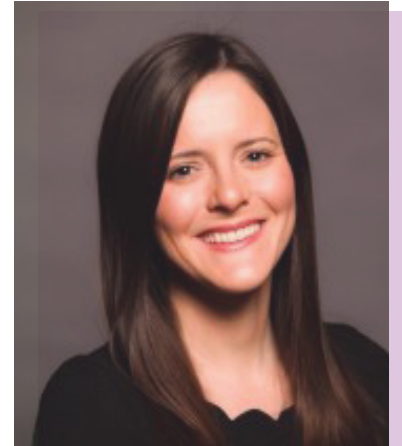
Hello ANUW members,

We are excited to share the Spring 2021 newsletter with you all. Warmer weather is here and we are hopeful about the prospect of gathering together in-person sometime this year!

Over the past six months, the ANUW board and committee members have been working diligently to create excellent programming and networking opportunities for ANUW members. Even more remarkable, ANUW's membership has continued to grow over the last year, despite the challenges of COVID-19. Today, ANUW is 728 members strong.

We kicked off 2021 with several wonderful events. In January, ANUW partnered with fellow Affinity Group leaders from ASAG and Unidos to host a "Women in Politics" event centered on the historic election of Vice President Kamala Harris and all of the women who paved the way for this momentous occasion. The event was keynoted by Northwestern Professor Sally Nuamah, who was an engaging and moving speaker.

In March, ANUW also partnered with BPN, AHEAD and NU-HR to host a "Debunking HR Myths Workshop." Led by Stefanie Hicks, the webinar covered career progression at Northwestern, salary determination, internal promotion processes, and other career-building tips and advice. We are thankful to our BPN and AHEAD colleagues for collaborating with us on this event, and for Stefanie's valuable presentation. As you may recall, ANUW created a new "Affinity Group Liaison" Board position this year to facilitate these collaborations; our inaugural Liaison, Xiomara Aguilera, has done fantastic work moving these partnerships forward.



Jordan Hughes

In May, the ANUW Programming Committee hosted its annual "Pathways to Success" event with keynote speaker Shandra White, Executive Director of the Office for Sponsored Research. Shandra shared great advice with ANUW members about lessons learned throughout her career. The Pathways to Success event is a longstanding ANUW tradition, and we always appreciate the opportunity to hear career advice from senior leaders.

ANUW's Mentoring Program continued to facilitate virtual programming for mentees and mentors. In a time when women staff are juggling so much at work and at home in a time of change, mentorship remains more important than ever. I am grateful to our Mentoring Committee members for the time and energy they put into making this program great each year.

ANUW's new Leadership Development Committee recently finished scoping out their mission and vision, which you can [read more about here](#). Our Co-Chairs have also started a [Teams channel](#) for those interested in discussing leadership development.

In July, we will be honored to host our annual "Conversations with an Executive" event with current Provost Kathleen Hagerty. Provost Hagerty is the first female Provost at Northwestern University and will share remarks on her career and trends in higher education. We hope you can join us for this webinar! Please visit our [News and Events](#) page to register for the event.

I also want to acknowledge the creative work that our Publicity Committee does to keep you all informed of ANUW events through the monthly ANUW Connections, the LinkedIn page, and this semi-annual newsletter. The committee works tirelessly to support ANUW by creating beautiful graphics and images to promote our programming.

As we head into the summer, the ANUW board is preparing for FY22 and thinking strategically about the mission and vision of ANUW. In that spirit, you will soon receive a Membership Survey to provide feedback on what you would like to see from your ANUW membership. If you have additional feedback to share, please feel free to reach out to me directly at jordan.hughes@northwestern.edu.

With gratitude,
Jordan Hughes

ANUW DISCUSSION

Balancing Work and Education

_____ by Rebekah Sigman

ANUW members are master jugglers: from work responsibilities, families, personal commitments, passion projects...the list goes on. It was of no surprise that many of our members are also juggling the huge commitment of furthering their education.

We have long wanted to provide a space for ANUW members to come together around this topic, and this month, we made that goal a reality by hosting the ANUW Discussion: Balancing Work and Education. Our goals with this event were simple: provide a space for ANUW members to recognize their dual identities as both student (or future student) and staff – along with the challenges and burdens that come with those roles - and provide support by allowing members to connect with others that are also juggling work and education. While we may not be experts in utilizing your tuition benefit, figuring your taxable tuition, or choosing a program, we wanted to create a place for our members to share information about those resources and build a community of learners.

During the event, we broke into small groups and attendees contributed tips for achieving balance, general advice, personal reasons for choosing to return to school, and the always important: What no one told me about going back to school! Attendees also had the opportunity to share their contact information and current or future academic program so they could make connections afterward with ANUW members interested in similar programs.

While balancing work and school is difficult enough, we would be remiss not to acknowledge that even getting to that point is a struggle. Staff have been incredibly overburdened during the last year, so many of you may be thinking – “My office is already understaffed, how am I supposed to add school to the mix?” Unfortunately, there is no easy answer. We can say that Northwestern wants you to get the degree as proven by their benefits, and ANUW supports you as well. We encourage you to own your time, and if it is what you truly want to do, get that degree!

Thank you to everyone that attended and contributed their personal experiences to the discussion. While no two paths are the same, we were thrilled to provide a space for ANUW members to connect on their shared academic experience. Due to the high attendance, we hope to host this event again next year.

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Here are a few highlights shared by ANUW members during the event:

- Build a good relationship with your classmates – make connections from the beginning by starting a Slack or Teams channel. You will have built-in support from your cohort.
- Check CTECs (if available) to understand workload of the course/instructor in advance.
- Set clear parameters for support from your family around studying/meals/commitments.
- If you have a supportive manager, include them in your plans so you can use vacation time strategically around deadlines, exams, etc.
- Move to a new spot to do schoolwork; do not study in the same place you work if able.
- Have accountability partners!
- Register as a student-at-large for SPS to test the waters of a program/being a student.
 - Pro Tip: If you later enroll in a program and that class is required – it should count!
- Remember that you are doing this for yourself.
- When you can't stop thinking about applying, it's time to apply!
- Remember: "Done is good enough!" and "Done is Perfect!"
- Adopt a growth mindset and focus on whether you're learning or not, rather than grades.
- Be wary of comparison within grad school (comparing yourself and your career stage against classmates). Be grounded and comfortable with where you are and treat it as a learning process.

ANUW SPOTLIGHT

Affinity Group Liaison

This year, ANUW created the Affinity Group Liaison board position to help connect our organization with the many flourishing staff affinity groups on campus. Our organization is large and diverse, and many of our members are part of other affinity groups as well. By implementing this new board position, ANUW was able to collaborate and execute events in partnership with other affinity groups including:

- ***Women in Politics: A Post-Election Discussion with Sally Nuamah*** held on January 27, 2021 and co-hosted by ANUW, UNIDOS & ASAG.
- ***Debunking HR Myths: Q&A Session with Northwestern Human Resources*** held on April 28, 2021 and co-hosted by ANUW, BPN & AHEAD (attended by over 280 staff members).



Xiomara Aguilera

Xiomara Aguilera, a contracts officer at Northwestern Sponsored Research, is ANUW's first Affinity Group Liaison. This year, Xiomara worked to establish a connection and maintain dialogue with the university's OIDI groups, cross-promote events, and identify possible partnership opportunities. Next year, she hopes to continue to work with the many staff affinity groups on campus, including the Kellogg-based and Feinberg School of Medicine-based groups, to create the most meaningful impact for staff across the university.

If you are interested in learning more about the ANUW Affinity Group Liaison committee, please contact Xiomara Aguilera at xiomara.aguilera@northwestern.edu.

University Affinity Group Information:

OIDI Affinity Groups

ASAG: APIDA Staff Affinity Group is an affinity space open to all Northwestern staff members who self-identify as part of the APIDA (Asian Pacific Islander Desi American) community –which is inclusive of, but not limited to, East Asian, Southeast Asian, South Asian, and Pacific Islander diasporic identities, as well as multiracial and multiethnic APIDA identities.

- Website: <https://sites.northwestern.edu/asag/> Email asag@northwestern.edu to join the listserv.

AHEAD: The Association for Higher Education Administrators' Development is an affinity group open to all staff at Northwestern and dedicated to helping staff get ahead at Northwestern by providing networking opportunities and personal and professional development programming through a peer-to-peer approach.

- Website: <https://www.ahead.northwestern.edu/> Email AHEAD@northwestern.edu to join the listserv.

BPN: The Black Professionals Network strives to build community through our shared experiences to foster open dialogue, leadership and mentorship that will improve the NU Black professional experience.

- Website: <http://sites.northwestern.edu/nbpn/>

MBOSS: The Mixed Backgrounds and Origins Staff Space carves out space for multiracial, mixed-race, or biracial staff members to foster a sense of individual belonging and build community.

- Website: <https://sites.northwestern.edu/mboss/> Email: mboss@northwestern.edu

NUMPA: NU Muslim Professionals Association

- [MS Teams](#) (Joining mechanism): Email: Ishrat Fatima, i-fatima@kellogg.northwestern.edu

NUSAC: The Northwestern University Staff Advisory Council serves as an advisory voice and change-agent for Northwestern staff in matters relating to community engagement, professional opportunities, and workplace concerns.

- Website: <https://sites.northwestern.edu/nusac/> Email: nusac@northwestern.edu

UNIDOS: Latinx Professionals Coalition, was founded in 2017 by a group of staff who were committed to enhancing the professional experience of Latinx identified staff at Northwestern.

- Website: <https://unidos.northwestern.edu/> Email us: unidos@northwestern.edu

LGBTQ+ Faculty & Staff Affinity Group

- For more information, email Kelly Benkert: kelly.benkert@northwestern.edu

School-Based Staff (or Staff-including) Affinity Groups

Kellogg - <https://www.kellogg.northwestern.edu/about/diversity-inclusion.aspx>

- KBAN (Kellogg Black/African American Network): Email Tina Baskin, tina.baskin@kellogg.northwestern.edu & Jarvis Broom, jarvis.broom@kellogg.northwestern.edu.
- ARC (Administrative Relations Committee): Clare Kirkpatrick, clare.kirkpatrick@kellogg.northwestern.edu.
- ENLACE: Melissa Holland, melissa-holland@kellogg.northwestern.edu & Stephanie Marin, stephanie.marin@kellogg.northwestern.edu.
- K-Proud: Jennifer Byrd, j-byrd@kellogg.northwestern.edu.
- KHAI: Naini Serohi, naini.serohi@kellogg.northwestern.edu.
- Parents: Dee Gvozden, dee.gvozden@kellogg.northwestern.edu.
- Caregivers: Kam Amato, k-amato@kellogg.northwestern.edu.

Feinberg - <https://www.feinberg.northwestern.edu/diversity/affinity-groups/>

- Feinberg LGBTQ+ Alliance: Promotes the acceptance of LGBTQ+ students, faculty, and staff through education and discussion of LGBTQ+ issues and rights.
- Northwestern Chicago Out Network: Networking group for LGBTQ+ individuals and allies, open to all on the Chicago campus.

PATHWAYS TO SUCCESS

A recap of ANUW's virtual Pathways to Success with Shandra White

This year's annual Pathways to Success event was held virtually and was a huge success. Over 100 ANUW members joined together with the event's keynote speaker, [Shandra White](#).

Shandra White, Executive Director for Sponsored Research, has nearly 20 years of experience in university research administration, with most of her professional efforts focused on managing a diverse array of federal and private grants and contracts.



Shandra White

Shandra gave a compelling presentation that walked attendees through her career journey, and the points in between, while on the path to her current role at Northwestern University. She described her journey as a 25-year process to figure out where she was going. She used Diana Ross's version of the song "Theme from Mahogany" (Do You Know Where You're Going To) from the movie Mahogany to illustrate her point.

While figuring out where she wanted to go, she learned valuable lessons along the way. Some of which were:

- To always bet on herself and to be her own best (not worst) critic.
- Take calculated risks, even if they do not make sense to others.
- Never be the worst part of someone's day.

Shandra went on to describe what she is learning now, and has learned the importance of establishing her own brand and own it in ways that is authentic, transparent, genuine, and fearless.

LEADERSHIP DEVELOPMENT

BIG NEWS FROM OUR NEW COMMITTEE!

Five hundred twenty-five thousand six hundred minutes, how do you measure a year? Well, in our committee, we measured it in Zoom calls, Teams messages, shared Box documents, and so many ideas. And now, we are very excited to share the result of this past year – the new Leadership Development Committee!

ANUW Leadership Development is focused on navigating the complexities of career management. We address personal and professional development for women at all stages in their career. We are committed to curating new professional development programming to address challenges women face in the workplace and strengthening the ANUW community through accessible and candid dialogue.

We encourage you to browse the resources on our new Leadership Development website and connect with us on the [ANUW Leadership Development Teams channel](#). If you'd like to engage further in these topics and would like more information on joining the committee, [email us!](#)

We hope to connect with you soon!

Erika Owen & Lauren Armstrong
ANUW Leadership Development Co-Chairs
ANUW-leadershipdev@northwestern.edu



Join our new [Teams channel](#)!



Visit our [new webpage](#) for additional resources!



Become a [Committee Member](#)!

Interested in ANUW Committees? Join us!

Further ANUW's mission to support women's careers, build networks, foster a sense of community, and serve as a role model for other women by joining one of ANUW's five committees: Leadership Development, Membership, Mentoring, Programming, and Publicity.

Learn more on the [ANUW website](#) by clicking on each committee tab. You can also fill out the [ANUW Committee Interest Form](#) to receive more information.

ANUW Resource Library



**ANUW
LinkedIn**



**Speaker
Nominations**



**Zoom
Backgrounds**



**Membership
Directory**

ANUW 2021 SUMMER EVENTS

JUNE 28

Coffee Chat:
Graduation

JULY 20

Conversation
with Provost
Kathleen Hagerty

JULY 28

ANUW
Discussion:
Hood Feminism

2020-2021 ANUW Executive Board

Board Chairs

President

Jordan Hughes
Office of Administration and Planning
jordan.hughes@northwestern.edu

Vice President

Shereen Olickal
Tax and Regulatory Services
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Secretary

Cassie Petosky
Alumni Relations & Development
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Treasurer

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Past President

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Membership Co-Chairs

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Affinity Group Liaison

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