



Northwestern

ANUW

ASSOCIATION OF
NORTHWESTERN UNIVERSITY
WOMEN

SPRING 2018 NEWSLETTER





Dear ANUW members,

Happy Spring! With sunny skies and fresh blooms, the energy on campus is palpable as students approach the end of the school year. For me, this has been a season of rejuvenation and reflection.

This has been a truly exciting year for ANUW. Our membership has grown to nearly **650** strong, helping to expand our impact and bridge our campuses. We have held 34 events, featured over a dozen campus leaders, matched our largest mentoring cohort with 122 participants, and launched our inaugural Emerging Leaders Program in partnership with Learning & Organization Development.

We hope that you have been able to broaden your connections and push boundaries to learn and grow in your roles and as a part of this vibrant community of women.

While the school year is winding down, we still have a few busy months ahead to wrap up the year. Be sure to save the dates for the following events:

- May 31: Women's Center Spring Garden Party
- June 1-29: Summer Clothing Drive
- June 27: Pathways to Success
- July 19: Book Club
- August 8: ANUW Executive Board Vote Meeting
- August TBA: End of Year Celebration

As we look forward to another exciting year for our organization, we hope that you will consider being a part of the opportunities on our horizon. I look forward to seeing you at our upcoming events and around campus. I wish you all a professionally gratifying and personally jubilant summer!

Jennifer Klink '16 MS, ANUW President
Senior Associate Director, ARD

The History of ANUW

by Jennifer Klink

I met **Adair Waldenberg '72** this fall when she came back to Evanston to celebrate her 45th Reunion. Adair had spent her career in higher education administration at Yale and Northwestern University, including being an associate dean at the [Weinberg] College of Art and Sciences. After learning she was one of the original members of the steering committees that founded ANUW, I wanted to hear her story first-hand.

For Adair, it started when she was serving as Northwestern's representative to the American Council on Education's National Identification Program (ACE/NIP) and she persuaded central administration to send four colleagues to a statewide conference of women administrators. The group was comprised of June Terpstra, director of the Women's Center, Kira Wigoda, assistant dean at the Law School, Marsha Michaelson, manager with Personnel, and herself, Director of Administration for the President's Office.

During the conference, the four women realized how much they enjoyed being together and they learned a lot about different areas on campus. As such, they were inspired to further collaborate and establish a women's group to make connections across departments, create an information network, and help women better navigate the University. They asked themselves: What are we doing for ourselves and what are we willing to do for each other? There was a need to create awareness about the potential in an often overlooked group, giving an opportunity to deepen the bench of women for jobs and create a better working environment.

Once they met on campus, each invited another woman administrator to join them. The earliest minutes Adair found were from August 14, 1987 at which the ten women discussed the formation of an organization. Four goals were identified: 1) information sharing, networking, and accessibility, 2) identifying and developing a definition of women administrators, 3) mentoring, and 4) advancing women's careers and job linking. By the time of the first kickoff meeting of Women in Administration, there were 15 women on the Steering Committee.

They wrote to Senior VP Lee Ellis in December 1987 requesting recognition and funding to develop programs and educational events, and he recommended they merge with the Organization of Women Faculty (OWF). However, the needs and interests of the two groups were different. OWF, along with other women faculty, wrote to Ellis in 1988 endorsing a separate organization for women administrators. By the fall, they achieved official recognition and received a university allocation.

The lesson? Persistence matters. Sometimes change takes an inordinate amount of time, but you should keep working at it. After two years, they had a sense of satisfaction in changing the way the University looked at women.

Adair also shared some advice for current membership: Collectively, we can accomplish a lot more than we can individually. You cannot underestimate the impact of mentoring—there is a great deal of satisfaction with helping other women. She has one rule for anyone she mentors: If she mentors you, then you have to promise to mentor at least two other women.

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Female brass at NU form support group

By DENISE LIEBERMAN
Daily Staff Reporter

Northwestern's female administrators are hoping that the formation of the Women in Administration group will increase networking and support systems for women in the university.

The group, which received official recognition from the university last month, is open to all of NU's 500 women administrators who have exempt payroll status.

The women are "committed to establishing a forum to share knowledge and information, and to support and encourage women at Northwestern University," the group's mission statement said.

"There is a concern to provide networking, to touch base with those here at different stages of careers," said Karla Spurlock-Evans, director and Assoc. Dean for African-American student affairs. "It is an opportunity for women to talk about personal and professional issues."

In addition to official recognition and a budget, the group's status has even larger implications, said June Terpstra, director of the NU Women's Center.

"We have a collective voice that will be heard a little more strongly than the individual voice," she said. "People want to be able to effect change and know that there exists a group that is important and carries weight."

A state-wide conference of women administrators in 1987 was instrumental in

'We have a collective voice that will be heard a little more strongly than the individual voice.'

— June Terpstra,
Women's Center director

Article in the Daily Northwestern,
December 1988

Emerging Leaders Program

ANUW and Learning & Organization Development partner to offer Emerging Leaders Program

by Kelly Coffey

In March 2018, ANUW launched its first year of the Emerging Leaders Program. Designed in partnership with Northwestern's Office of Human Resources - Learning and Organization Development, the Emerging Leaders Program is a custom series of professional development workshops and coaching sessions designed to build and develop skills that will create a foundation for self-discovery, career growth, and a trajectory into leadership positions.

The six-month program runs from March 2018 to August 2018. The program began with workshops that focused on strength discovery and development, self-branding and leadership presence. Coming up the program will focus on development of personal goals for growth through a number of group and one-on-one coaching sessions with our facilitators. The program was designed to address skill development needs that were identified by the ANUW community. This year's cohort has 20 members, with varying degrees of experience at Northwestern (1-8 years) and diverse backgrounds and ages.



"So far, participants are really excited about the program," says Tanikka Mitchell, Coordinator of Research Programs in the Office for Sponsored Research and a Leadership Program Co-Chair on the ANUW Executive Board. "They see a direct correlation between how they can improve in their current roles and prepare themselves for future leadership roles."

"Creating Career Capital" and "Personal Leadership" are just two of the day-long workshops that make up the curriculum, offered through Learning and Organization Development.

Says Mitchell, "I've been really impressed with the attention to detail that Learning and Organization Development has put into running these workshops - coordinating the space, refreshments, making sure that the experience was optimal for the participants."

Kara Pederson, Professional Affairs Coordinator, IPHAM, and ELP cohort member has already started applying the leadership skills she learned in workshops. "We've learned how to identify and present our value, how to make bold asks, and how to strengthen ourselves and our departments with stretch projects. I've incorporated each of those lessons into my daily life. Our most recent session focused on perception and leadership presence for women, and I have already noticed an improvement in my posture, eye contact and word choices."

While the members of the cohort will all have specific goals for themselves, Mitchell hopes that, "After participating in the program, they will walk away with concrete skills to identify a career trajectory for themselves; that people will see themselves as leaders, regardless of having a team to manage, and that they will be able to capitalize on the cohort experience to develop a stronger network with their Northwestern colleagues across the campuses."

Staff Organization Features: NUSAC & APIDA

by Veronica Benduski

NUSAC

The Northwestern University Staff Advisory Council (NUSAC) is a 25 member committee with staff from Evanston and Chicago campuses that serves as an advisory voice and change-agent for Northwestern staff in matters relating to community development, professional opportunities and workplace concern.

Since its inception in 1973, NUSAC has planned annual events and programming that is available to all Northwestern University staff members. These events include a Fall Northwestern Football Mixer, development workshops, NU Cares fundraiser, and Conversations with the President. NUSAC has also teamed up with multiple charities to organize three annual drives – holiday gifts, school supply, and blessings in a backpack.

If you have any questions or would like to learn additional information about NUSAC, please go to our website (<https://www.northwestern.edu/nusac>) or email us nusac@northwestern.edu.

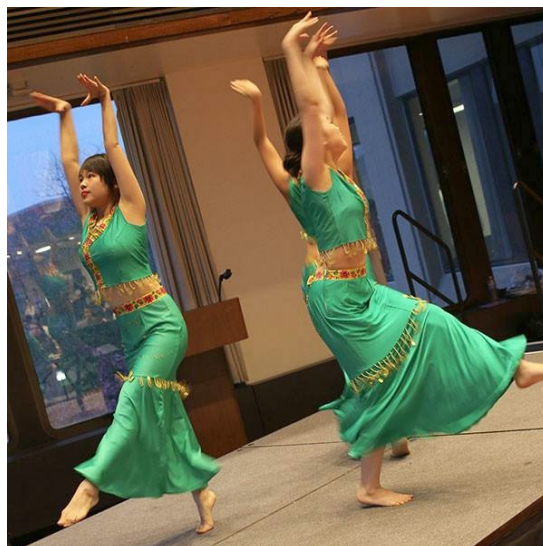


ADIPA

Do you identify with the following “Asian, Pacific Islander, Desi American?” If you do, we invite you to join ASAG (APIDA Staff Affinity Group). ASAG is a newly formed affinity space open to any Northwestern staff member who self-identifies as a member of the APIDA community – which is inclusive of, but not limited to, East Asian, Southeast Asian, and South Asian diasporic identities, as well as multiracial and multiethnic APIDA folks. ASAG’s goals are to provide a space for APIDA staff to build a sense of community and belonging, represent APIDA perspectives in institutional racial and social justice initiatives, and provide opportunities for personal and professional growth.

The affinity group is open to staff across the university, so please free to forward this invitation to any colleagues who might be interested.

Please contact ASAG@northwestern.edu if you have any questions, suggestions or to be added to our listserv.



Member Feature: Kris O'Brien '87

Associate Vice President of Administrative Systems

by Haley Sadlo

Could you tell us about your role as Associate Vice President of Administrative Systems?

I'm responsible for all of the enterprise applications. Those are applications you may be familiar with, like NUFinancials, myHR, myHRLearn, the student systems, facilities. I have a variety of teams that report up to me that actually manage those systems. Primarily, my responsibilities are strategy, roadmap, financials and engagement with the community to make sure our systems support what they need. I have currently about 140 people in my organization and roughly 20 consultants who work in addition to that.

After predominantly working for corporate organizations, what prompted you to return to Northwestern?

This is my first experience working in higher education. The first 12 years of my career, after graduating from Northwestern, I worked as a consultant. I traveled a lot and I loved that as a career; I thought it was very engaging. I then spent roughly 12 years working in the high tech industry, a combination of places, including Dell, HP, and MagRabbit in Austin, Texas. My husband and I wanted to move back to Chicago, we lived in Austin at the time, and I fortunately worked at HP which allowed me to work virtually. I then worked at Amway where I commuted 3 ½ hours one way to Grand Rapids weekly. I started looking around in Chicago and I thought, 'Northwestern is walking distance from my house, I'll just apply and see.' They interviewed me for a position, I was hired, and that was my first role as the Director of FFRA. After about a year, I got promoted to the AVP spot. Which is what I really wanted to do, I have more of a background in strategy.

As AVP of Administrative Systems, what is your overall experience working for NU? What advice can you give those of us trying to grow our careers?

I think people spend too much time thinking their career is a ladder and that you go vertically up. I would encourage people to go sideways and try new things. You do not always have to look for a promotion, but look for different roles with new responsibilities and challenges. I believe people should spend more time rotating around. I think there are a lot of people that say women need to lean into their careers and I 100% believe that. I think women tend to be much more cautious in the new roles we are willing to take on.

What has made you so open and honest when it comes to your career and experiences?

I have had a lot of wonderful experiences in my career and I am a strong advocate for technology. When I started out, I was in Computer Science and Engineering and there were very few women in my class. I think technology is at the forefront of a lot of great jobs and the sooner we get a balance between men and women the faster the field will improve. I believe IT is the cornerstone of many things that happen on campus. We do have some people that are really technical, but there are also roles that focus on problem solving and project management. All of that takes more than technical skills.

What has been your favorite part about returning to you alma mater? And what has changed the most?

The hardest part for me is I feel so much older, I feel like I just graduated from college! I [do] make a point of hiring Northwestern students on my teams. They add a vibrancy and a sense of purpose to our teams. I think it is really important that we connect with the mission of the university, and it is very easy to get disconnected. To say 'I'm working on my own project in my cube' and go that way. But if you see a college student come in, work with you, and ask questions, that adds something extra to the work you are doing. For instance, every time we do an upgrade to the student systems, we bring students in to actually test it. I constantly ask students, 'what do you think of the new student system,' 'have you tried it out on your phone,' 'do you like the mobile application?' I try to get feedback from them to really form a connection with them.

I really like being back on campus, I had a real connection to it in undergrad, so it's much easier for me to get engaged in coming back to work. [That's] one thing I've noticed, I enjoy coming to work more. I am heartened by the students we work with and their level of engagement. When we hire them, it helps them, but it also helps us more.



YourLife Wellness Resources

by Chelsea Mattson



YourLife is a wellness program for all NU faculty and staff, and their eligible family members. It offers access to a wide-variety of programs and services, resources, and discounts, which can help you make positive choices to support your physical, financial, and emotional well-being. Click each link below to find out more!

Physical Well-Being

- [Free fitness assessment](#) and consultation
- [Free Fridays](#): Campus departments can participate in NU Recreation Free Fitness Fridays
- [Nutrition consultations](#): available free to all staff
- [Online resources](#)

Emotional Well-Being

- [Employee Assistance Program](#): offers free counseling sessions
- [Meditation courses](#)
- [Work/Life workshops](#)
- [Online resources](#)

Financial Well-Being

- [Fidelity Financial Workshops](#): for Faculty and Staff
- [Wildcard discounts](#)
- [Education Assistance Benefits](#)
- [Money Management guide](#)
- [Online resources](#)

This is the link to their latest newsletter: <https://bit.ly/2Io9ro6>

Women in leadership roles quiz

1. In 2016, what percentage of Fortune 500 company board seats were held by women and minorities?
A. 21%
B. 31%
C. 41%
2. In 2015, there were 24 female CEOs of Fortune 500 companies, how many were there in 2016?
A. 21
B. 27
C. 30
3. Women make up 75% of the non-profit workforce in the US, but what percentage of the largest non-profits have a female CEO?
A. 10%
B. 18%
C. 34%
4. According to a study by the Peterson Institute for International Economics, what is the impact of having women in leadership positions within an organization?
A. Employees are happier
B. Shareholders have more trust in the board
C. The company performs better

*see answer key on page 9

ANUW Membership Event

The ANUW Member Appreciation Event, held on both the Chicago and Evanston campuses, proved to be a success. Current ANUW members were encouraged to bring along a non-member colleague that may be interested in learning more about ANUW. There were folders of materials for prospective members with information on past events, as well as information on the current programs ANUW has to offer, such as the book club, mentorship program, and ELP.



More than forty women attended each event and in Chicago there were about seventeen prospective members, most of whom have now joined ANUW.



**ANUW
Mentoring Minute**

Do you want to be a mentor or mentee in 2018? Be on the lookout for Info sessions in early 2019!

[Email us](#) if you have any questions

Greetings ANUW members!

The ANUW Mentoring Program is off to a great start with 122 members in our 2018 cohort!

A few fun facts:

This is the 6th year of the ANUW Mentoring Program – thank you to everyone who made the first five years a success!

- This year’s cohort is the largest so far beating out our record in 2017!
- Our kick-off event, the Breakfast Match Mixer, was held on April 12th, and it was the biggest event the Mentoring Program has ever seen! Special shout-out to all of our Chicago mentors and mentees who made the trek to Evanston bright and early.
- Speaking of Chicago, we have a record number of Chicago participants this year at 33 mentors and mentees!
- Since we have such a big program, our committee grew as well. Our committee members are Tameka Brannon, Swapna Dave, Vanessa Gamboa, Bridget Gongol, Kim Griffin, Jackie Kalan, Tingting Liu, Cassie Petoskey, Elena Susan, and Cindy Waldeck, with co-chairs Maureen Knight-Burrell and Shayna Thomason. Special thanks to all of our amazing committee members who make this program possible!
- So far, we have hosted an Info Session on each campus, a special “speed mixing” event on each campus for mentees to meet potential mentors, the Breakfast Match Mixer, as well as an Active Listening Brown Bag on each campus. Coming up soon is a Happy Hour event in Chicago and our Summer Celebration Lunch in Evanston!

If you missed out this year, we would love to have you join our 2019 cohort! Let us know if you are interested, and we will add you to our interest list. Happy Mentoring!

Shayna Thomason, co-chair
anuw-mentoring@northwestern.edu



Sahar Qadri and Allison Porterfield

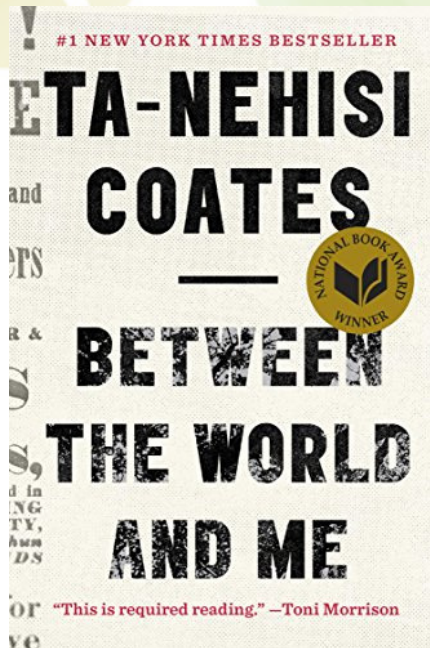


Anna Kraemer, Marie Peebles, Caitlin Wyler, Pat Hoover, Kristen Bratkiv, Abby Mattson, Yael Mayer



RuthAnn Ostrowski, Anahit Gomtjian, Julie Phelan

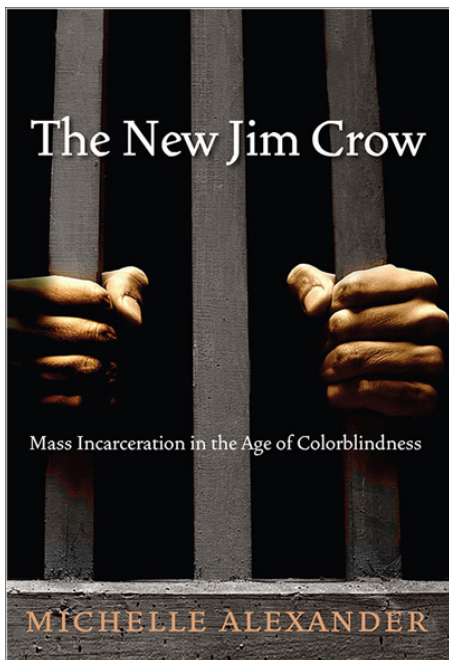
ANUW Book Club Picks



Between the World and Me
by Ta-Nehisi Coates

July 19 | 12 - 1pm
Location TBD

"Between the World and Me is a 2015 book written by Ta-Nehisi Coates and published by Spiegel & Grau. It is written as a letter to the author's teenage son about the feelings, symbolism, and realities associated with being Black in the United States."



The New Jim Crow
by Michelle Alexander

September 13 | 12 - 1pm
Location TBD

"The New Jim Crow is a stunning account of the rebirth of a caste-like system in the United States, one that has resulted in millions of African Americans locked behind bars and then relegated to a permanent second-class status—denied the very rights supposedly won in the Civil Rights Movement."

Answer key to quiz on page 7:
1. B 2. A 3. B 4. C

2017-2018 ANUW Executive Board

ANUW Board Chairs

President

Jennifer Klink
Alumni Relations & Development
j-klink@northwestern.edu

Vice President

Shannon Reifsteck
Kellogg School of Management
s-reifsteck@kellogg.northwestern.edu

Secretary

Yasmeen Khan
Northwestern Institute on Complex Systems
yasmeen.khan@northwestern.edu

Treasurer

Erika Owen
Kellogg School of Management
erika.owen@kellogg.northwestern.edu

Past President

Ellie O'Brien
Department of Medical Education
ellie.obrien@northwestern.edu

ANUW Committee Chairs

Membership Co-Chairs

Rachel Rufer
FSM Office of Finance and Administration
rrufer@northwestern.edu

Cindy Waldeck

Dean of Students Office
cynthia.waldeck@northwestern.edu

Mentoring Co-Chairs

Maureen Knight-Burrell
IT Administrative Systems
mo-knight@northwestern.edu

Shayna Thomason

Bienen School of Music
s-duesenberg@northwestern.edu

Programming Co-Chairs

Kristine Casman
Department of Medical Education
kristine.casman@northwestern.edu

Shereen Olickal

Tax and Regulatory Services
shereen.lickal@northwestern.edu

Publicity Co-Chairs

Chelsea Mattson
Alumni Relations & Development
chelsea.mattson@northwestern.edu

Haley Sadlo

Office for Sponsored Research
haley.sadlo@northwestern.edu

Emerging Leaders Program Co-Chair

Tanikka Mitchell
Office for Sponsored Research
tanikka@northwestern.edu

Members-at-Large

Lisa Anderson
Office of the President
lisa.blaskowski@northwestern.edu

Pam Euring

Office for Sponsored Research
pamela@northwestern.edu

Kelly Schaefer

Office of Student Engagement
kelly.schaefer@northwestern.edu

Women's Center Liaison

Suzie Campbell
Women's Center
susan.campbell@northwestern.edu