



**FALL 2018 NEWSLETTER**

**Northwestern**

**ANUW**

ASSOCIATION OF  
NORTHWESTERN UNIVERSITY  
WOMEN



Dear ANUW Members,

Happy December and welcome to our new members!

It is a great honor and privilege to serve as president as we celebrate ANUW's 30th year on campus. I am continually inspired and encouraged by this group of over 500 women. We're off to an exciting year and welcome your input in what ANUW can do to help further your professional goals.

We started the year strong with our annual Fall Breakfast, featuring Tahera Ahmad, associate chaplain and director of interfaith engagement at Northwestern University. It was such an honor to have Chaplain Ahmad share her captivating story of resilience in the face of adversity. It was wonderful to catch up with so many familiar members and to welcome new members with such an engaging speaker!

Among the board's goals for the year:

- Increase our visibility and viability by growing membership and strengthening our partnerships with other staff organizations, including the Women's Center
- Explore programming on both campuses that meets the diverse needs of our membership
- Most of all, celebrate the wonderful successes of this organization over the past 30 years!

As we enter the holiday season, I hope you all have the opportunity to spend time with family and friends and use the Winter Recess as a chance to refresh for the New Year.

Best wishes,

Shannon Reifsteck, ANUW President  
Project Coordinator, Conferences, Kellogg School of Management

# ANUW: 30<sup>th</sup> Anniversary

The Association of Northwestern University Women turns 30 this year and it is a momentous milestone.

Within the past 30 years, ANUW has grown to reach across both campuses to encourage and support the professional development of all those who self-identify as women in administration at Northwestern University.

Look how far we've come:

- 1983-1987: Discussions began about forming a group for women administrators on campus.
- February 1988: Patsy Engelhard and Marsha Michaelson write a letter to Lee Ellis, Senior VP for business, requesting official recognition for the organization.
- October 1988: Senior VP Lee Ellis officially recognizes Women in Administration and allocates funding to the organization.
- November 1988: First official meeting of Women in Administration at the Women's Center.
- February 1989: First official university-wide gathering sponsored by Women in Administration.
- 1989-1990: The first slate of officer and committee chairs to serve are assigned.
- October 1991: Women in Administration is officially changed to Association of Northwestern University Women (ANUW).
- July 1994: Bylaws were changed to admit both exempt and non-exempt women on campus to membership in ANUW.
- 2017: ANUW officially reaches over 500 members.
- 2018: ANUW turns 30!

# Fall Breakfast recap

## October 23, 2018



This year's Fall breakfast, ANUW's biggest event of the year, was a huge success with 180 ANUW members gathering together bright and early to see each other and the keynote speaker, Chaplain Tahera Ahmad.

Chaplain Ahmad is the director of interfaith engagement and associate chair of the women's residential college at Northwestern University. She gave a compelling speech, touching on both personal and professional aspects of her life. She began her speech at the start of her life in grade school, before adversity impacted her thoughts, then quickly moving on to her first teenage interaction with direct discrimination against her. As an adult, she took a trip to speak about religion in Afghanistan and discussed the moments that changed her life.

She shared several pearls of wisdom that she uses to guide her life, including "Stay in the game", "Information does not change people, positive relationships change people", and "Listen. Reflect. Renew."

Her speech came to the conclusion that we, as women, can always take time to breathe and think, take time to reflect, and find something that grounds us.

"At the heart of resilience is a belief in oneself—yet also a belief in something larger than oneself." -The Art of Resilience





**ANUW  
Mentoring Minute**

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

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

## Hello!

The ANUW Mentoring Program 2018 cohort has come to an end! On behalf of the entire Mentoring Program Committee, thank you to all of the mentors and mentees of 2018 – our largest cohort ever with 122 participants!

While the official mentoring cycle has ended for our participants, we hope that the mentoring relationships created won't end. Many past mentoring pairs keep in touch after their cohort has ended, as mentor/mentee or as women who have bonded as friends! We hope to see all of the current participants again next year and we look forward to welcoming new mentoring members in 2019! Please look out for details on our Info Sessions for the 2019 cohort in early 2019. We also have a beautiful new website, so please [check it out!](#)



This past year we offered many events for our participants, including Info Sessions, a pre-matching speed mixing event, our annual Breakfast Match Mixer (the largest event in the history of the ANUW Mentoring Program!), multiple lunchtime brown bag events, a Summer Celebration Lunch featuring our wonderful veteran mentor RuthAnn Ostrowski, a Chicago Happy Hour, an Evanston Coffee Social Hour, and our last event of the year, a celebration gathering to acknowledge a wonderful year of mentoring for our participants!

We are so excited to share that the 2019 mentoring cohort will be co-chaired by current committee members Swapna Dave (Chicago) and Jackie Kalan (Evanston), who already have wonderful ideas ready to implement for the new year of mentoring here at Northwestern. On a personal note, I consider myself incredibly lucky to have co-chaired the ANUW Mentoring Program for the past two years. Watching nearly 120 mentoring relationships form and blossom has been the highlight of my time working at Northwestern so far, and I am looking forward to assisting the committee in the next year to continue bringing fresh, new ideas that will make the program even stronger. Thank you to all of our committee members who have served over the past two years; Maureen and I could not have done this without you! A personal thank you to all of the mentors and mentees from the last two years who have signed up for the program due to my request. I hope that you have enjoyed the program as much as I have loved helping run it!



Happy mentoring,  
Shayna Thomason, ANUW Mentoring Program co-chair (2016-2018)

The 2018 Mentoring Program Committee:  
Tameka Brannon, Swapna Dave, Bridget Gongol, Kim Griffin, Jackie Kalan, Maureen Knight-Burrell (co-chair), Tingting Liu, Cassie Petoskey, Elena Susan, Shayna Thomason (co-chair)

# Member feature: Joan Trimuel

Director, Compliance Feinberg School of Medicine,  
Office for Regulatory Affairs; Feinberg School of Medicine

by Haley Sadlo

## You've been at Northwestern for over 18 years. What initially drew you to the university?

I actually started my career working in consulting, and one of the main industries that I worked in was higher education. When I knew I wanted to transition to higher-ed, I told the head hunter I want to work specifically at University of Chicago or Northwestern University.

Working in higher-ed offered me a wealth of opportunity from a learning perspective as well as a personal, professional perspective. It was a natural transition. I was fortunate enough working as an external auditor and there was an internal audit position open at Northwestern. It was meant to be.

## What initially drew you into ANUW?

The president at the time, Shelia Driscoll, needed someone to be publicity chair. I was a member but not heavily involved. Sheila approached me, and a colleague, asking for us to think about being co-chairs on that committee. That's how I initially became heavily involved and ultimately became president. It was kind of serendipitous in the sense that she asked about the committee and I had the time to work on it.

[ANUW] really gave me the opportunity to showcase my skill set in a way that was not related to my day job. One of the things I think is really helpful is don't become complacent as you advance. All relationships are important. So no matter your role, constantly build relationships and be willing to help others.

I always look for ways to enhance my own life experience, skills, and things of that nature whether or not they are directly related to my job. ANUW provided that nice mix.



## You've been involved in many things with ANUW, being on the ANUW Panel: "Building Your Career at Northwestern" in February 2017 and being a current Mentor with our Mentorship Program. Why have you felt it's been so important to be as involved as you are in ANUW?

I think it's really important to constantly build relationships. We can learn so much about ourselves and from each other - get a different perspective about things.

I've been very cognizant of the people who have paved the way for me, and individuals who were more than willing to assist me. I want to do that same thing for others. I see ANUW as a mutually beneficial relationship in the sense that I can also help others while also learning a lot from [them]. I think it provides for a more rewarding work experience if we're willing to learn from each other. It doesn't take much time to have a coffee or a conversation with someone.

## What are your top three favorite things to do outside of work to keep things balanced?

I enjoy working out. I work out every Monday, Wednesday, and Friday at 4 am. It sounds crazy, but you get used to it and then you're like 'Yeah! My day is ready!' I enjoy doing that.

My husband and I are big food connoisseurs and we have a toddler. He also loves good food so we're big brunchers. My toddler has taught me to just be present, be in the moment, and just enjoy life. The little things he gets into are really cool.

I've always loved reading but finding that time has been hard. I just got into Audible. I literally had to change my subscription because I was going through books so fast.

My current top three favorite books are:

- The American Marriage: A novel by Tayari Jones
- Becoming by Michelle Obama
- The Hate U Give by Angie Thomas

# Women in Leadership Quiz:

## Entertainment edition

by Jamela Jefferson

1. Who was the first African-American woman to direct a full-length feature film with a budget of \$100 million?
  - a. Oprah Winfrey
  - b. Ava Duvernay
  - c. Shonda Rhimes
2. Which actress was first to win a Grammy, Oscar, Tony and an Emmy award?
  - a. Meryl Streep
  - b. Rita Moreno
  - c. Jennifer Lopez
3. In 2017, women represented what percentage of producers in the top 100 grossing films?
  - a. 10%
  - b. 24%
  - c. 45%
4. Over the past ten years, a study by the New York Foundation for the Arts found that when women direct films, there's a 10.6% increase in the number of women on screen and an 8.7% increase when a female screenwriter is involved. The benefits of these increases include:
  - a. More women stories to be told
  - b. Both men and women will be portrayed with complexity and depth
  - c. Allow for a wider range of female actresses

Answer key on  
next page

## 30th Anniversary - Pearls of Wisdom:

Joan Trimuel

*Always invest in yourself - take advantage of the many opportunities that Northwestern has.*

Chaplain Tahera Ahmad

*Information does not change people, positive relationships change people.*

Adair Waldenberg - one of the original members of ANUW

*Collectively, we can accomplish a lot more than we can individually.*

Kris O'Brien

*I believe people should spend more time rotating around; look for different roles with new challenges.*

# Staff Organization Feature:

# AHEAD@NORTHWESTERN

by Alexandria Jacobson

All Northwestern University staff can join the Association for Higher Education Administrators' Development (AHEAD) for an opportunity to get "ahead" at the university with career and per-sonal development programming.

AHEAD was founded in January 2010 by a group of volunteer staff members, and membership has since grown to more than **700** members across Northwestern's schools and campuses. The group is sponsored and advised by the Office of Business and Finance.

"Our aim is to provide personal and career development for staff and the opportunity to get to know fellow Northwestern employees outside of the normal work setting," says Jennifer Ward, an AHEAD co-chair, who is also an ANUW member.

The group is free to join and usually offers two to three events each quarter, such as workshops on holding effective meetings or improving communication skills. Each year, AHEAD hosts a summer social after work. Most recently, AHEAD hosted a lunchtime tour of the Block Museum in November.

"One of the things we look to do a lot is to offer joint events with other affinity organizations on campus," says Ward, an associate director for Alumni Relations and Development. In the past, this has included collaboration with NURAP (Northwestern University Research Administration Professionals), NUSAC (Northwestern University Staff Advisory Council), the Women's Center, and sustainNU.

On January 16, 2018, from 12-1 p.m., the group is hosting an event in partnership with Contemplative Collaborative, a new mindfulness group on campus.

RSVP using this link: <https://tiny.cc/sh1o1y>

To join and learn about upcoming events, send an email to: [listserv@listserv.it.northwestern.edu](mailto:listserv@listserv.it.northwestern.edu). Do not include any subject line or signatures and type the follow-ing message: "SUBSCRIBE AHEAD firstname lastname".

Find out more about the organization here: <https://www.ahead.northwestern.edu/>

Answer key to quiz:

1. b

2. c

3. b

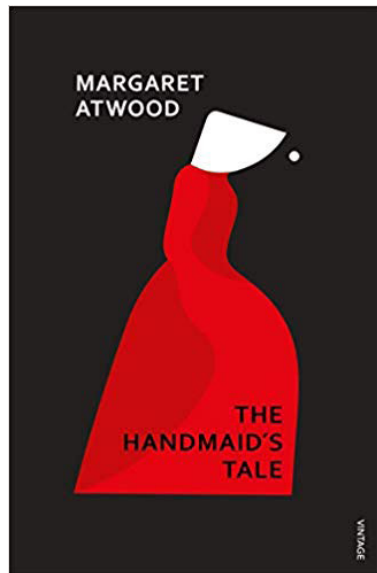
4. a, b, and c



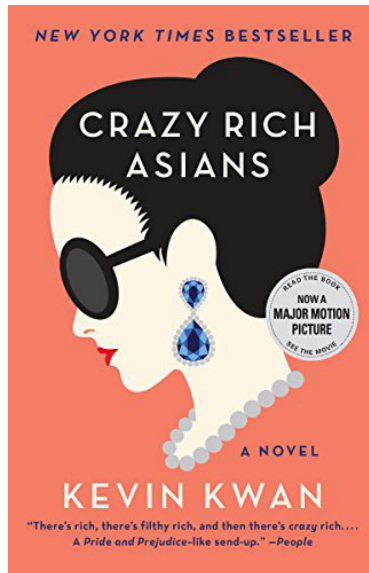
# ANUW BOOK CLUB

Location: Women's Center on both campuses

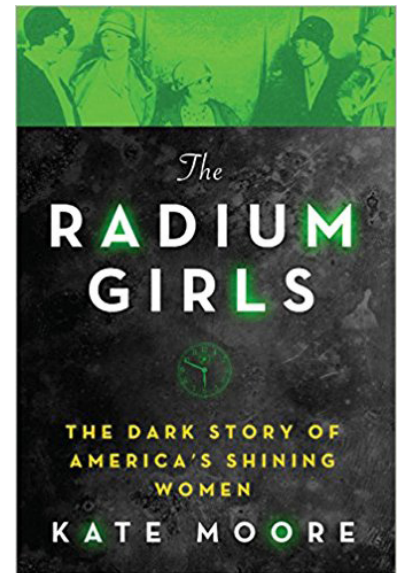
Time: 12-1 p.m.



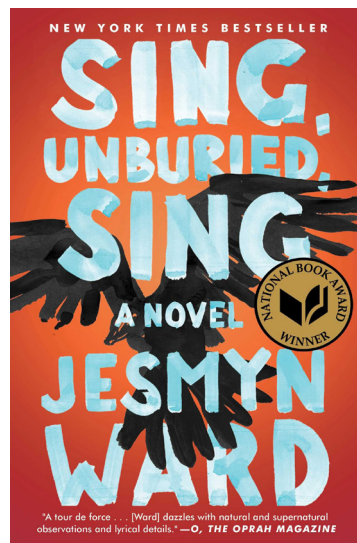
11/5/2018  
(completed)



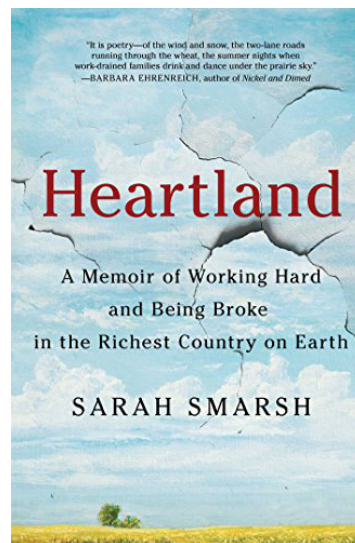
1/29/2019



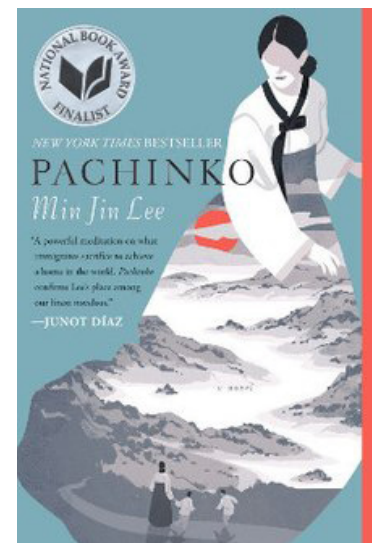
3/19/2019



5/14/2019



7/16/2019



9/17/2019

RSVP using this link: <https://tinyurl.com/ANUWbooks1819>  
Questions? Email [ANUW-Programming@northwestern.edu](mailto:ANUW-Programming@northwestern.edu)

# 2018-2019 ANUW Executive Board

## Board Chairs

### President

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

### Vice President

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

### Secretary

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

### Treasurer

Tingting Liu  
Office for Sponsored Research  
tingting.liu@northwestern.edu

### Past President

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

## 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

Swapna Dave  
FSM General Medicine Division  
swapna-dave@northwestern.edu

Jackie Kalan

NU Library Business & Receiving jacqueline.  
kalan@northwestern.edu

### Women's Center Liaison

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

### Programming Co-Chairs

Shereen Olickal  
Tax and Regulatory Services  
shereen.olickal@northwestern.edu

Kamara Fant

FSM Infectious Diseases Division  
kamara.fant@northwestern.edu

Jordan Hughes

Kellogg School of Management  
jordan.hughes@kellogg.northwestern.edu

### Publicity Co-Chairs

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

Haley Sadlo

FSM Mesulam Center  
haley.sadlo@northwestern.edu

### Emerging Leaders Program Co-Chair

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

### Members-at-Large

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

Susanne Palmer

School of Professional Studies  
susy.palmer@northwestern.edu

Kara Pederson

FSM Institute for Public Health and  
Medicine kara.pederson@northwestern.edu

Shayna Thomason

Office of Human Resources  
s-thomason@northwestern.edu