



SPRING 2019 NEWSLETTER

Northwestern

ANUW
ASSOCIATION OF
NORTHWESTERN UNIVERSITY
WOMEN

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Hello ANUW Members,

Just like that Spring is upon us! Hopefully the weather will catch up soon. I can't believe how quickly this year has gone by. It seems like only yesterday we were gathering for the Fall breakfast.

This has been a very exciting year for ANUW. Our membership continues to grow, our mentoring cohort is having another record breaking year with 75 matched pairs, and our programming committee continues to provide exciting and relevant events for our membership. Our publicity committee has been working on shaping a robust social media presence on LinkedIn. If you aren't connected to the group yet, please do so [here](#). Our Emerging Leaders Program committee is working in partnership with Northwestern's Learning and Organization Development department to review and refine ELP for the next cohort. More information to come soon.



While the school year is winding down, we still have a few busy months ahead to wrap up the year.

Please make sure to save the dates for the following events:

- Thursday, July 18th – Reflections from Provost Holloway – Norris Center (Registration to follow soon)
- August, TBD – ANUW 30th Anniversary Party

As we look forward to another year, the Board is spending much of the remainder of the year planning for FY20, so I'd like to extend an extra special shout out to all of the board members for the amazing work they put into ANUW! If you have any interest in learning more about what our board and committee members do, take a look at page 7, and please don't hesitate to reach out.

Have a great spring and summer!

Best wishes,
Shannon Reifsteck, President of ANUW
Program Administrator, Kellogg Speaker Bureau and Conferences

Looking Ahead: New Frontiers For Women Across Northwestern University

by Imani Davis

In 2018 ANUW turned 30. As we reflect on the organization's impact, the context of the group's formation, and the current state of women employees at Northwestern, we also look towards a vision filled with more growth.

ANUW was founded in 1988 by women in senior administration. Besides the big, curly hair and the bright, neon leggings, something else eye-catching was in the works in the United States in the '80's; the beginnings of structural change. During the late '80's and '90's, the idea of the "American working woman" was a seemingly new phenomenon, but becoming the new normal. According to a [New York Times article by Bryce Covert](#), this was the beginning of a peak. Participation of women in the workforce was steadily on its way to an all-time high of 60.3 percent by the year 2000.

The creation of ANUW in the '80's could not have come at a better time, seeing as the 2001 recession caused a massive halt to all of this progress. Covert states in the article that, "this was the first time that the share of working women dropped without bouncing back." With the gender pay gap still refusing to budge and the number of women in leadership positions stagnating, professional women affinity groups were more necessary than ever.

We asked a longtime employee at the university to share her experience and vision for the future. **Michelle Melin-Rogovin** is the Senior Associate Director of Foundation Relations for Feinberg School of Medicine. She came to Northwestern in 2007 when she joined the staff of Northwestern University Clinical and Translational Sciences Institute (NUCATS) as a Center Administrative Director.

Michelle was savvy in the workplace and utilized her network to advance her career and pursue her interests in Feinberg (FSM). During this first role, a colleague of hers gave her resume to one of the faculty directors, leading to an interview, and resulting in an offer in NUCATS. Through other transitions and changes, she gained managerial and administration experience.

Her role now entails assisting faculty and trainees across the medical school who are applying for non-federal funding.

Michelle's career journey embodies [an ideal that is becoming more prevalent in the workplace, especially for women](#): utilizing your network and professional contacts is crucial. "When I was hired at Northwestern, my recommendations were all Northwestern employees whom I had previously worked with in my career. Keep in close touch with professional colleagues; one recommendation was from my first job in Chicago, almost 20 years before", Michelle stated when asked about the professional development tactics.

But even with a renewed emphasis on networking, progress for women in the workplace has come to a bit of a standstill. With a dip in progress for women getting into senior leadership positions, what might be the best course of action to conquer this? Michelle says that "blinded hiring processes have been shown to reduce unconscious bias in hiring." She also challenges our male counterparts to put the work in and stresses the "need to commit to recruit and evaluate more women candidates."

Michelle wants to see good managers and leaders that take the time to get to know their employees and help guide them. "I've been fortunate to have great support in my career at Northwestern. When I was a manager of NU employees, I asked each member of our team what they wanted of their Northwestern career – and worked to make it happen with them, whether it was in my unit, or not. It's a commitment you make when you become a manager... It helps us retain good people when they grow and develop here and will help women advance more directly to leadership positions and not have to leave NU to advance."

Michelle is not alone in her vision and ideas for how to progress women in the workplace. It will take not only women to stop the downward trend of fewer senior leadership positions for women, but also inclusive, caring leaders and male advocates, to band together and guide the next generation of female leaders.

Winter Speaker Panel Recap

In February 2019, ANUW hosted its third annual Winter Speaker Panel series on the Evanston and Chicago campuses. The purpose of the Winter Speaker Panel is to give our members an opportunity to hear from women in administration about how they have been successful in building a career at Northwestern. The Chicago speakers also shared their experiences as past ANUW presidents.

The speakers shared their career stories and gave advice to our ANUW members on navigating career challenges, networking, job searching, and work-life balance. The event was facilitated by ANUW Programming Committee Member Kelly Roark in Evanston, and ANUW Vice President Kristine Casman in Chicago.



Chicago speakers: Eskedar Alem, Ellie O'Brien, Ila R. Allen, & Joan Trimuel



Evanston speakers: Soo La Kim, Beth Abbott, Michele Rogers, & Kim Buckley



Join the next **Emerging Leaders Program Cohort!**

This is for early career members who are inspired and deeply committed to growing their own and others' leadership skills in their current roles as individual contributors and to position themselves for future leadership roles.

Applications for the program will open in mid-June. Keep an eye out for the announcement!

If you have questions or want to learn more about the program, please email [us](#).

Member Feature: Ellie O'Brien

Research Engineer
Department of Medical Education

by Alexandria Jacobson

Ellie O'Brien spends much of her time working at Northwestern University making fake body parts.

As a design engineer for the Innovations Laboratory at Northwestern Simulation, O'Brien creates training tools for medical education and research – anything from designing an arm to practice placing an IV to 3D-printing a replica of a child's foot with a defect for doctors in the pediatric orthotics & prosthetics group at the Ann & Robert H. Lurie Children's Hospital of Chicago.

"We are really just doing everything we can take the learning curve out of the patient room and bring doctors up to a proficiency so that when they actually are first interacting with patients, it's not really their first time," she said.

O'Brien joined ANUW the year she started working at Northwestern in 2012, eventually leading the programming committee before taking on the roles as vice president, president, and past president.

"I always loved being involved in leadership roles of organizations. Pretty much right away I wanted to be involved in a larger capacity than just a member," she said.

Outside of Northwestern, the rest of O'Brien's time is dedicated to being an entrepreneur. In 2015, O'Brien wanted to practice her photography skills and launched the food blog, [Hungry by Nature](#). After being diagnosed with celiac disease a year later, O'Brien shifted the focus of the blog to foods for people suffering from autoimmune diseases.

"I eat all-natural foods made from real ingredients that taste good and are good for you," she said. "My approach to food is simple. I know a lot of people, especially those who are feeling overwhelmed if they have a recent autoimmune diagnosis, connect with it."

In December 2017, O'Brien took *Hungry by Nature* a step farther by launching her own grain-free granola company. Her products are sold online and in local grocery stores and coffee shops, and in April 2019, she released two new flavors in addition to her original flavor: lemon blueberry and chocolate cherry chia.

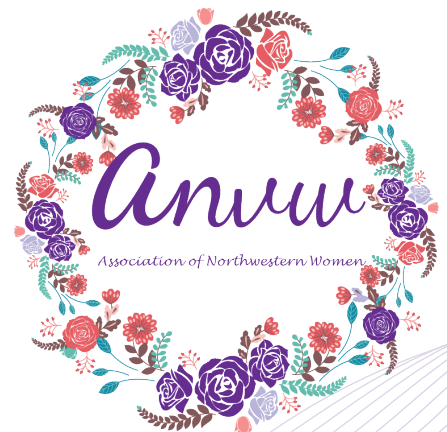
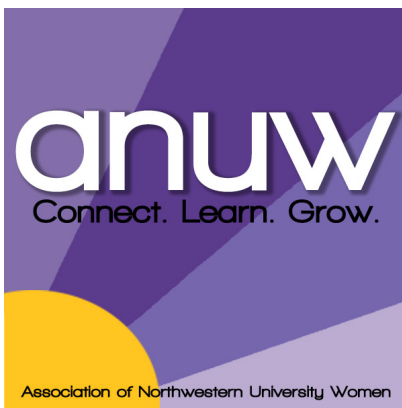
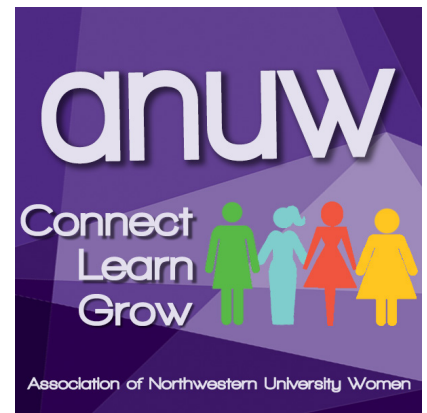
"I never in my life thought I would've started a food brand," she said. "The response has been unbelievable, and it makes me really, really happy," O'Brien said. "I love seeing people try it for the first time and putting a smile on people's faces with food."



Cast your vote!

Vote for your favorite design from the first official sticker contest, all submitted by your fellow ANUW members!

Follow this link to vote by **June 7**: <https://bit.ly/2HOAOs2>



2019 ANUW Mentoring Minute



The ANUW mentoring program is off to a great start. The number of participants continues to grow; we increased our cohort from 61 pairs in 2018 to 75 in 2019.

The program officially kicked off in March with a breakfast mixer. This event is a chance for pairs to meet for the first time and for participants to network with other great women in the program. This year, the location was changed from Norris to the Guild Lounge which was enjoyed by many who commented on the intimate atmosphere. One participant summed up the event best by saying, “The energy present in the room was powerful. I was proud to be a member of a group that empowers women in that way.”



Roxanna Malene & Joan Trimuel

In April, separate brown bag events were held for mentors and mentees on both campuses. The brown bags are another great opportunity for members to network and share their experiences. Mentors read and discussed an article about the five mentor approaches, talked about their mentoring experiences thus far, and offered advice/suggestions to each other. Mentees did an activity called the four-way view test by Stewart D. Friedman that allowed them to explore four domains of life (work, home, community, and self) and reflect on what they could do to integrate these domains and improve their skills in their careers. The test provoked thoughts to assist with goal setting.

Next on the calendar is a social event that will be held in Chicago at the end of May. The entire cohort is invited to network and socialize while celebrating accomplishments from the first quarter of the program and hopefully the start of summer weather. Behind the scenes, the mentoring committee is working on beefing up online resources for mentors and mentees and planning future events.

The 2019 Mentoring Program Committee:

Tameka Brannon, Swapna Dave (co-chair), Bridget Gongol, Beth Hakamy, Jackie Kalan (co-chair), Maureen Knight-Burrell, Sandra Minea, Kristen Oliszewicz, Cassie Petoskey, Allie Reid, Shayna Thomason, Donna Wang Su, Takelia Walker, & Tiffany Williams-Cobleigh.

Interested in joining a committee?

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 5 committees: Emerging Leaders, Membership, Mentoring, Programming, and Publicity.

Learn more at <http://www.anuw.northwestern.edu/about/> by clicking on each committee tab. You can also fill out the ANUW Committee Interest Form to receive more information, found [here](#).

Organization Spotlight: Purple Pantry

Purple Pantry was founded during the 2016-2017 academic year by a dedicated group of students, staff, and religious leaders who recognized a growing problem regarding food insecurity among Northwestern students. They collect groceries and distribute food to undergraduate and graduate students who experience food insecurity and hunger because of financial constraints.

The Pantry tries to provide a variety of items for students who need them. Their supply of kitchen staples and meal options vary throughout the year depending on donations and students' needs.

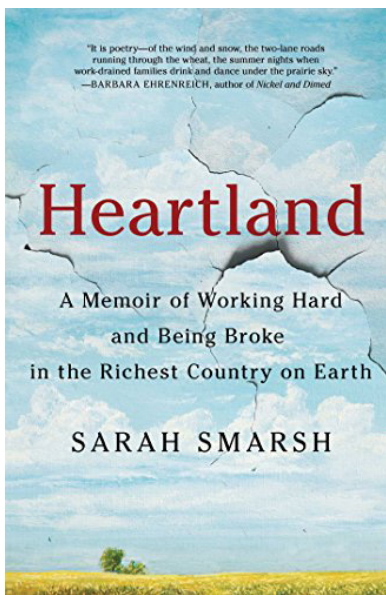
All non-perishable items can be brought to the Sheil Catholic Center Monday through Wednesday. Fresh food items can be dropped off at Sheil on Tuesday or Wednesday. Please contact the Pantry before bringing items not listed or making a large donation, as space is limited.

The Pantry is staffed by volunteers from the campus community who work 30-90 minute shifts. Both staff and students are welcome to volunteer for set-up and clean-up shifts at the Pantry.

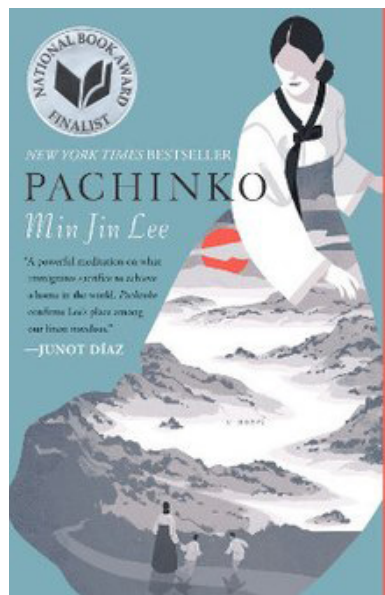
If you'd like to help you can volunteer, make a gift at wewill.northwestern.edu/PurplePantry, or you can donate food. Check online for the latest and most complete list of Pantry needs: bit.ly/PurplePantryNeeds.



ANUW BOOK CLUB



7/16/2019



9/17/2019

Meeting locations:
*Chicago and
Evanston Women's
Centers*

Time: 12 - 1 pm

RSVP using this link: <https://tinyurl.com/ANUWbooks1819>



Please fill out this 1-minute survey to help us improve our future newsletters for all ANUW members:
<https://bit.ly/2YT2bYV>.

[Follow ANUW on LinkedIn](#) to stay connected, get upcoming event reminders, peruse interesting articles, and more!

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