



Winter 2020 NEWSLETTER

Northwestern

ANUW

ASSOCIATION OF  
NORTHWESTERN UNIVERSITY  
WOMEN



# Table of Contents

|   |   |
|---|---|
| President's Letter                                      | 1 |
| Fall Breakfast Recap                                    | 2 |
| 150 Years of Women at Northwestern:<br>An Inside Look   | 3 |
| Leadership Feature: Carole Cahill                       | 4 |
| Northwestern University Emerging Leaders<br>Cohort 2019 | 5 |
| ANUW Mentoring Recap                                    | 6 |
| ANUW Signature line                                     | 7 |
| 150 Years of Women Interview                            | 7 |
| Women on Campus Trivia                                  | 8 |
| Upcoming Events   | 8 |
| Executive board Roster                                  | 9 |

## Hello ANUW Members,

Happy fall and a warm welcome to all new ANUW members! It is a true honor to serve ANUW as president for FY20. Last year, we celebrated and reflected on the growth and impact ANUW has had on campus over the last 30 years, and I am overjoyed to lead ANUW into its next chapter.

Our annual Fall Breakfast in October featured keynote speaker Dr. Julie Payne-Kirchmeier, Interim Vice President of Student Affairs. Julie shared pivotal moments that defined and redirected her 20 plus year career in student affairs. Thank you to the familiar faces and new members who joined us for the event!



Our efforts to increase visibility and program offerings have paid off, and ANUW membership has soared to more than 640 members. To ensure we are aligned with the interests and needs of our expanding membership base, the ANUW board plans to conduct a member wide survey and utilize data to drive program offerings. We would love your feedback as to how ANUW can best support your professional goals!

Have a safe and happy holiday season!

Kristine Casman, ANUW President  
Operations Program Manager, Department of Medical  
Education, Feinberg School of Medicine

# Fall Breakfast Recap

## October 24, 2019

This year's Fall breakfast was a fun and engaging event. We all gathered together to hear from Dr. Julie Payne-Kirchmeier. She leads a division with more than 30 departments, all focused on providing programs, experiences, and services for every student on campus.

Dr. Julie Payne-Kirchmeier is the Interim Vice President for Student Affairs and discussed both her personal and professional path to get where she is now. She began her presentation at the start of her life which included her schooling, beauty pageants, to moving to new places, new jobs and corresponding name tags, and finally making her way to Northwestern University. Throughout the presentation there were many inspiring moments, laughs, and even some nostalgic tears in the audience. The presentation came to an end with thunderous applause for Dr. Julie Payne-Kirchmeier.



# 150 Years of Women at Northwestern: An Inside Look

by Imani Davis

This year marks 150 years since the beginning of coeducation at Northwestern University. In order to plan what this commemoration would look like on campus, a committee of university leaders was put together to brainstorm and execute on a unified vision. Thanks to their collaboration and work, there is a [dynamic website](#) filled with inspiring Northwestern woman catalyzers, a [slate of programming](#) related to the historic moment, and productive conversations all around campus about the university's past and future. As Northwestern's women staff affinity group, we decided to take an inside look into the process for this momentous occasion.

We sat down with **Janet Olson**, Assistant University Archivist at Northwestern University Libraries, who had a large hand in the research of the Board of Trustees' decision as well as women's history at Northwestern in general. "To my mind, a couple of things made this commemorative effort timely: first, although every history of NU mentions the momentous occasion when the Board of Trustees resolved to admit women, the actual event has never been recognized as an important NU date to remember—nor has the process (from decision to implementation) been thoroughly examined," Janet explains. As a result of her thorough research into this moment in history, the library exhibition *On the Same Terms: 150 Years of Women at Northwestern* was born, as well as the beautifully done accompanying catalog which is being given out for free at the libraries as a gift to the community.

"Second, it seemed that highlighting NU's women in 2019 was a perfect lead-in to the 100th anniversary of the 19th amendment, which granted women the right to vote, coming up in 2020 (and being marked by events, websites, lectures, and publicity all across the country)." Though Janet isn't specifically a women's historian, she has a lot of familiarity with early NU history to feel confident to take on this project. When delving into the topic, she quickly found that there was much more to the history than one could imagine. "The research I did made me increasingly interested in getting the whole fascinating story out to the NU community."

Janet Olson hopes that the exhibition, the commemoration, and the research that went into this will provide important context for viewers and will hopefully inspire future researchers to ask even more questions about the history of coeducation and women at Northwestern. She also hopes the movement will inspire more to give to the Archives. "The comprehensive history of women at NU has yet to be fully researched and written. And while the Archives holds a great number of resources to help those stories get written, we can only supply what we are given, so we rely on our community—students, alums, faculty—to keep donating their papers and organizational records (including electronic, audio/visual, and artifacts) to the Archives to make sure everyone in the community is represented."

This exhibition in Deering Library draws on records, photographs and correspondence from University Archives to examine the 1869 decision and the precarious first years of coeducation at Northwestern. The display will remain on view through Commencement 2020. [Visit the Libraries' website for details.](#)

# Leadership Feature: Carole Cahill

by Dee Gvozden

*A few thoughts on leadership from Carole Cahill (Managing Director of Community & Engagement, Kellogg Office of the Dean), with many facets of her extensive career at the University within the segments of Human Resources, Mentorship, Resource Groups, Facilities, and Kellogg Dean's Office.*

*What words of encouragement and support can you offer to other women who look to develop their career within the University and aspire to gain a senior leadership role? In addition, what do you find to be the hardest struggle, still, for women in achieving senior roles?*

Mentoring and coaching are such important components to career advancement. I applaud ANUW for their mentoring program but in addition I would encourage women to reach out to leaders they respect and ask for opportunities to meet. While the assigned mentor is one way to make connections, it's just as important to seek out others to be your personal 'board of directors'. It's very rare to find a leader who won't make the time to have a conversation. I also think it is important for women to promote the potential of other women. Lend a hand, offer support, be encouraging, suggest development ideas and, engage in meaningful dialogue.

*What one element of leadership do you value most?*

Empathy. It is much easier to follow a leader who takes the time to get to know others on the team. A leader who works to understand what employees are facing and help them resolve issues is much more likely to gain trust and support. My personal mantra is 'kindness works'. And I know it does.

*Recently you were honored with the inaugural Jean E. Shedd Citizenship Award, which is such a testament to your commitment to the University and your exceptional leadership in various roles which you have demonstrated agility and deep enthusiasm. What does this award mean to you, and having the distinction of Jean E. Shedd as the said namesake and exemplary of this award?*

I was incredibly honored to be the first recipient of the Jean Shedd Award mostly because I admire Jean so much. She was always known in the University as the person who could bring consensus when others couldn't. She was viewed by as fair, decisive, ethical, and kind, all attributes I view as essential in any leader.



# Northwestern University Emerging Leaders Cohort 2019:



Thirty women from across the Northwestern campus graduated from the Emerging Leaders Program on December 12, 2019. Over the past 6 months, they have participated in experiential learning workshops and cultivating a community to support and grow together. They expected to develop professionally and learn a formula to leadership, but found the program was shaped by each individual that shared their experiences, stories, and ideas.

To hear what their experience was like, they recommend listening to:

- *Juice* by Lizzo
- *Respect* by Aretha Franklin
- *Girl on Fire* by Alicia Keys
- *Show Yourself* featuring Idina Menzel & Evan Rachel Wood
- *Brave* by Sara Bareilles

The program facilitator, Judith Honesty, says that, “leaders change the world.” The cohort identified that you can lead from where you are by showing up and focusing on your values to develop creative strategies. The cohort will be focused on implementing projects across campus that influence, inspire, and improve student and staff experiences. They have the energy, excitement, and spark to make a change at Northwestern, and we are excited to see their next steps!

Reflections from the cohort:

- We have common values, shared experience, and challenges, and are capable of making great change.
- We all have a lot of strength within ourselves and collectively can find support with other women on campus.
- I am enough...we are most effective when we focus on our own self-worth.
- It's okay to want and ask for more.

The program was built around lessons from the book *How Women Rise* by Sally Helgesen and Marshall Goldsmith. We recommend it!

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

# ANUW Mentoring Recap

The 2019 mentoring year has come to an end. It was an incredible mentoring year with a record breaking number of matches. The committee matched 75 pairs with an increase of 40% of our participants from the Chicago campus. Programming was increased on the Chicago campus, and it was the first time the program live streamed the summer celebration lunch. The committee wants to send a big thank you to all the mentor and mentees who participated this year. Without your participation and dedication to each other, we would not have a program. We encourage our mentees to become mentors next year and for our current mentors to keep on giving.



It truly takes a village to put this program on, especially between full time jobs. Thank you to Tameka Brannon, Beth Hakamy, Maureen Knight-Burrell, Sandra Minea, Kristen Oliszewicz, Cassie Petoskey, Allie Reid, Shayna Thomason, Donna Su, Takelia Walker, & Tiffany Williams-Cobleigh. Without them, the mentoring program would not be as successful. These women have amazing ideas and a true passion for mentoring. Unfortunately the committee will be losing Allie, Cassie, Shayna and Maureen but are welcoming Denisha Tamara Brown, Beth Lair, Erini Kikilis, Silvana Poggi Nicholas, & Tiffany Parach.

From all of us on the mentoring committee, have a wonderful safe holiday season and happy new year!

~ Jackie Kalan & Swapna Dave (Mentoring Co-Chairs)

Want to learn more about ANUW throughout the year?  
[Follow ANUW on LinkedIn](#) to stay connected, get upcoming event reminders, peruse interesting articles, and more!



Add ANUW to your signature line! Copy and paste the lines below, just be sure your department approves.

[Here](#) is a guide on how to edit your signature line.

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*ANUW caught up with past president Shannon Reifsteck and chatted about the 150 years of Women at NU commemoration:*

*by Alexandria Jacobson*

**What were the main tenets and vision for the committee and the commemoration when planning first began?**

The main vision of the committee is to leverage and celebrate this 150 year milestone to share our vision for the future, which includes embracing intersectionality.

**How has that changed to what it is now?**

While this is still the main vision of committee, we also recognize that there is the opportunity to increase pride in Northwestern as a place that celebrates an inclusive and equitable community across all organizational levels.

**What are you most excited about with the initiative?**

One of the most exciting elements of this committee for me is the Catalysts initiative. This is an initiative to celebrate bold and brave women who have opened doors, creating greater access and opportunity for all who follow. Additionally, it recognizes the new generation of catalysts who continue the journey of those who came before to transform our community and culture. On the 150 Years of Women website, staff, faculty, students and alumni profiles are highlighted as a way to show how proud NU is of its many inspiring women. These profiles span across the 150 years of women at NU and it's such an interesting look into our past, present and future.

**What do you hope the university community and the public will walk away with after the commemoration?**

I think the main thing I would hope is a take away from commemorating 150 years of women at Northwestern is that the university has a long history of inclusion even when that may not have been the easiest path. At the time that NU opened its doors to coeducation, it was still pretty controversial. And while there may be work to be done to achieve equity, Northwestern is committed to making the world a more forward thinking place.



**150 YEARS OF  
WOMEN**

# Women on Campus Trivia

Answer key on page 9

by Imani Davis

1. When was the decision made to allow coeducation at Northwestern University?
  - a. June 23, 1869
  - b. December 1, 2019
  - c. January 1, 1869
2. Who was Northwestern's first Dean of Women?
  - a. Susan B. Anthony
  - b. Lucy Stone
  - c. Frances Willard
3. Who was the first woman graduate of Northwestern University?
  - a. Sarah Rebecca Roland
  - b. Jane Marie Smith
  - c. Carrie Chapman Catt
4. What historic Chicago event almost put the coeducation of women at Northwestern to a complete standstill?
  - a. The Chicago's World Fair
  - b. The Great Chicago Fire
  - c. The Chicago Riots

## Upcoming ANUW events:

### JANUARY

ANUW Discussion:  
*Moment of Lift*  
Tuesday, January 14 Evanston  
& Chicago Campus

### FEBRUARY

Winter Speaker Panel  
Date TBD  
Evanston & Chicago Campus

### MARCH

ANUW Discussion:  
Great Believers  
Tuesday, March 10 Evanston &  
Chicago Campus

### APRIL

Pathways to Success:  
Keynote Speaker  
Event Date TBD  
Evanston Campus

### MAY

ANUW Discussion:  
Peerless  
Thursday, May 28  
Evanston & Chicago Campus

### JUNE

Skill Building Workshop:  
Evanston & Chicago Campus

# 2019-2020 ANUW Executive Board

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Trivia answers: 1. a, 2. c, 3. a, 4. b