

NOVEMBER 86

FROM THE EDITOR

A great big THANK YOU to all of you who responded so enthusiastically to our questionnaire. Each committee chairperson has personally reviewed the responses you sent and has incorporated these suggestions in their committee reports. You emphatically said YES to ISA's sponsoring an aviation scholarship. You said YES to a speaker at the 1987 convention in Memphis. You said YES to an international convention site every 3 to 4 years. You said YES to Walt Disney World in Orlando, Florida for our Mid-Winter Get-together. You sent us your suggestions for family activities and financial ideas. You really sat down and gave some thought to this questionnaire and it showed up in so many excellent ideas and suggestions. [ED Note: All questionnaires will be available for viewing at the February get-together.]

Our work is just beginning, however! We need volunteers to help with the committees, especially Education and Research. (See Sharon Finch's report). I have included the names, addresses, and telephone numbers of each committee chairperson elsewhere in this issue. Please contact these people directly to volunteer your services. We have an abundance of talent among our members. Let's utilize it!

The next Executive Council meeting will be held on Tuesday, January 13, 1987, in Carlsbad, CA, at the home of Suzanne Skeeters. Please contact your committee chairpersons before then so that they can bring your ideas to the meeting. You are invited to attend the meeting if any of you would like to do so. It's not all work and no play!

* * * * *

COMMITTEE REPORTS

FINANCE COMMITTEE as reported by Susan Arthurs, Chairman, (815) 455-4739

Dues for 1987 can be paid anytime now and must be in before January 1 to have your name included in the 1987 roster. A renewal form is included at the end of this newsletter for your convenience. Thanks.

For those of you ladies who function in a non-U.S. currency society, please have your bank issue a cashier's check or money order in U.S. dollars for your dues. The Federal Reserve Bank charges us \$30.00 to convert and collect checks drawn on a foreign currency so you can see we would net very little. The fee for you to do this at your end is considerably less. I will send a receipt for anyone paying dues this way. One of the items of discussion at the last executive committee meeting was the relative difference in dues caused by the differences in our currency values. We are working on a way to make the dues fairer for those of you outside the U.S. If you have any suggestions please let us know.

We also decided to reduce dues by one half for new members joining after the convention and before September each year for the current year. Those joining after September first will be considered members for the following year. Of course those of you renewing your memberships will not be concerned with this since you will have paid your dues by January first!

We now have a savings account with \$500.00 in it opened on October 10, 1986. That means no monthly service charges on our checking account and we will need to decide what to do with the interest that accrues. One suggestion was to use the savings account for the scholarship fund monies and add the interest to the scholarship fund. Think about it for discussion at the convention next year.

I talked to an accountant about ISA's tax exempt status and as long as our gross receipts do not exceed \$25,000.00 we remain tax exempt and need not file anything with the IRS. We have a

FINANCE REPORT (cont.)

long way to go to get into that category. We can also have income from advertising in our newsletter and not affect our status, once again, as long as our yearly gross receipts are not greater than \$25,000.

Also we can each deduct our dues and convention expenses on our individual taxes. However, the new tax code limits the deduction for miscellaneous items (union dues, uniforms, professional journals and dues, etc.) to only the amount in excess of 2% of adjusted gross income.

Since the last newsletter, I've been able to obtain the missing bank statements and balance the checkbook. Following is a complete breakdown of income and expenses for the period September 30, 1985 through September 30, 1986. Any differences you might notice in comparing these figures to the ones in the last newsletter are the result of the time spans not being the same. For your information, the financial records are checked by one of the executive committee members (not me) at each of our meetings and we plan to have a member audit the books at the convention.

BALANCE ON SEPTEMBER 30, 1985	\$ 7.74
INCOME	
Dues, assessments, convention fees	\$ 7134.10
PSA, PSA-ALPA donations for convention	800.00
Total income	\$ 7934.10
EXPENSES (see below)	
Total expenses	\$ 5083.02
BALANCE ON SEPTEMBER 30, 1986	\$ 2858.82

 EXPENSES

Checking account and bank fees

	Service charges	Overdraft charges	Returned check fees	
Oct. '85	\$ 20.07	\$ 26.00	\$ 25.00	
Nov. '85	24.45	155.00		
Dec. '85	19.92			
Jan. '86	20.22		50.00	
Feb. '86	23.56	51.00		
Mar. '86	19.37			
Apr. '86	20.84			
May '86	22.59			
Jun. '86	12.41			
Jul. '86	6.00			
Aug. '86	6.00			
Sep. '86	0			
Totals	<u>195.43</u>	<u>232.00</u>	<u>75.00</u>	
Total service, overdraft and returned check fees				502.43
Copies of 14 missing bank statements				14.00
New checks				12.50
Deposited items returned				55.00
Postage				509.38
Printing and stationery				1155.87
Post office box				29.00
Convention				
Hotel, meeting rooms, food				1996.55
Photographer				55.00
Pre-convention planning expenses				140.31

FINANCE REPORT (cont.)

Refunds on dues overpayment	30.00
Master seniority list	20.58
Incorporation fee	500.00
Phone	16.41
Captains' Club plaques	<u>35.99</u>
Total expenses	5083.02

That's all for now,
TO THE QUESTIONNAIRE.

THANKS FOR THE GREAT RESPONSE
SUSAN ARTHURS

EDUCATION AND RESEARCH COMMITTEE as reported by Sharon Finch, Chairman,
(303) 442-5350

I enthusiastically received all your comments on education/research and was happy to see that so many of you took the time to write. There were many excellent ideas put forth which we can bring about with the help of those of you who are interested. My spirits were only slightly dampened by the fact that all the membership did not respond. I would have particularly liked to have seen comments from some of you who have been critical of ISA in the past. Constructive criticism and ideas, ideas, ideas, is what will make this organization survive and prosper. Keep them coming!

To summarize the results of the questionnaire--74% responded favorably to having a speaker at our conventions, and 74% would like to see us form a scholarship fund. (The similarity in the percentage is coincidental, since some voted positive for one and not the other.)

As to the type of speakers you would like to have, the following are some numbers of interest:

61-64% selected NTSB, Aeromedical, Cockpit Management and Human Engineering in their top 5 choices.

50% selected Cockpit Management and Human Engineering in their top 3 choices.

25% selected NASA as their first choice and 55% included it in their top 5.

Other results in the top 5 choices are:

ALPA (30%); NOAA (25%); FAA (27%); Interpersonal Relationships (32%); and Family (34%).

I am currently in the process of lining up one of the many experts in these fields to speak on May 13 at our Tenth Annual Convention.

There also appears to be considerable support for the scholarship fund and the results of the questionnaire indicate that:

73% prefer that we maintain the scholarship independently with no affiliation

57% think it should be funded by contributions only

32% think it should be funded by contributions and a percentage of the dues

16% suggest affiliation with another organization (including 99s, European Women Pilots, and corporations, as well as the Hawaii ISA members who have already successfully sponsored a local scholarship)

Hopefully the footwork for the scholarship can be completed before May and we will be able to formally announce the birth of the scholarship at the 1987 convention and the first recipient will receive the award in 1988. This project in particular is going to need the long-term support of our members so that we can continue to give a significant amount (in light of rising cost for advanced flight training) throughout the years.

Several other suggestions that surfaced in the questionnaires included considerable interest in forming a Speaker's Bureau that would include an organized presentation for those members who would like to speak at school "career days" and seminars. It seems it might be an appropriate time for ISA to put together a slide presentation that could be used by members as visual assistance in presenting our "point-of-view" about women in aviation. Anyone interested in the project?? If you are, please drop me a note with your ideas and I will put you in touch with other members who are also willing to work on this. It would be great if we could get something together before the next round of "career days" in the spring.

Another project that needs an influx of energy and commitment from the membership is the re-vitalization of the "Information Bank". In the past, we have tried to link "budding" female aviators with ISA members who share their experience in the field and hopefully answer questions and encourage these ladies who are coming up the ranks. We need a group of interested members to continue and expand this important service. Counseling from "professional" airline pilots to help these gals do their best in applying and interviewing

EDUCATION AND RESEARCH REPORT (cont.)

with the airlines has been suggested and a comprehensive list of educational institutions and resources would be helpful. We all have known people who have helped us get where we are, and I know many of you have expressed an interest in "extending a hand" to the next generation of women airline pilots. YOU can get in on the ground floor of this project and make a difference in the future of women in our business! This is a program we can all take part in and we need several of you to volunteer to get it off the ground. PLEASE LET ME KNOW WHO YOU ARE!

Also a couple of individuals who are doing research projects have contacted ISA in hopes of using our members in their work. Because we want to protect the privacy of our members, we cannot give these people our mailing list. Therefore, these requests will be individually examined as to the appropriateness to ISA and then an explanation of the research and a request for interested members to contact the researcher will appear in our newsletter. This is important work being done by dedicated people and deserves our support--it may ultimately benefit us all. So please respond promptly to the requests if you are at all interested. [See letter from NANCY SWENSON]

Lastly, I am looking for members who are interested in becoming unofficial "representatives" from each airline in ISA. This will greatly facilitate the gathering and distribution of information within the group. (For instance: sending new names and date of hire to our master seniority list; placing ISA brochures in each new airline pilot's mailbox; sending contract information including maternity policies and working conditions.) This job will require minimum time so even if you're busy you can still help out.

These are exciting times and there seems to be a lot of things the membership wants to do! Now, all we need is the individuals to get it done. None of it will happen unless you volunteer. Please write me with your ideas and I will get you in touch with other ladies with similar interests. Get involved:

1. Work on the scholarship committee
2. Help set up a Speaker's Bureau and visual presentation
3. Network with future women airline pilots through the Information Bank
4. Volunteer to represent your airline
5. Respond to research requests when they appear
6. Send me articles and contacts for our reference files on health issues, aviation research, and other resources

I hope you all are as excited about the future possibilities as I am! Please write me directly so that I can expedite the "merger" of our energies. (My address is 120 Balsam Lane, Boulder, CO 80302). And a special plea to all members living outside the United States to remain involved. We are all committed to keeping this organization truly INTERNATIONAL in scope, and much of this work will be done via airmail.

ISA+21 IS ASKED TO PARTICIPATE IN FORMING A PILOT SCALE INVENTORY

Recently, the Executive Council received a request for a copy of our membership roster. It was to be used to send a questionnaire to all our members to complete a Master's thesis. As, I'm sure you are all aware, our roster is not for sale or to be given to anyone outside our membership per our constitution and bylaws. In this case, it was unfortunate. We felt this thesis, to be done by Nancy K. Swenson, would have been of great value to future airline pilots, both women and men. Therefore, the council has come up with a compromise. We are including Ms. Swenson's letter explaining her project in this newsletter, as well as a postcard stamped and self-addressed to her.

If you are interested in participating in this survey, please drop the ^{enclosed} card in the mail. Ms. Swenson has gone to a lot of time and expense to get this information to you, therefore we urge you to please reciprocate with your 5 minutes of time. She has been able to get a 79% return from the woman Air Force pilots she has mailed the questionnaire to. Let's try and beat that. (To those of you working outside the U.S., there may not be a postcard included with your newsletter. If you would like to participate, please drop Ms. Swenson a line.) [ED NOTE: Postcards from Nancy were only stamped for domestic delivery]

Following is her letter:

STRONG-CAMPBELL INTEREST INVENTORY: Development of Pilot Scale

I am a graduate student at the University of Utah and currently working on my Master's thesis. My project consists of attempting to construct a PILOT'S SCALE which can be used on the Strong-Campbell Interest Inventory (SCII). The SCII is an interest inventory which compares your interests with the interests of people in a wide-range of occupations. To date, there is not a representative scale on this inventory for pilots. The addition of a pilot scale would not only be beneficial to people taking the SCII, but could possibly be helpful to the aviation industry by earlier identification of an interest in the profession.

I hope that you, as a pilot, will be willing to participate in this study. The construction of this scale requires approximately 400 pilots to complete the enclosed inventory and short biographical questionnaire. This should take about 45 minutes of your time. I do not require your name on either the inventory or the biographical sheet; however, to comply with the regulations of the Center for Interest Measurement Research (developers of the inventory), all the SCII questions must be completed and at least the first three questions on the biographical form answered. The remaining questions on the biographical form are designed to help provide a picture of the "typical" pilot.

Participation in any aspect of this study is, of course, voluntary, and you may drop out at any time during your participation. Only group data will be used, and the only identification areas will be a number and code letter in the upper-right corner of the answer sheet which designates whether you are a commercial, military, corporate or commuter pilot and a corresponding number and letter on the biographical questionnaire. The only persons having access to this data will be myself, the Director of the Center for Interest Measurement Research (CIMR), and the computer operator who will process the data. After completion of the project, the data will be stored at CIMR. It will not be for release.

Most people find taking the inventory a rather pleasant experience and they especially enjoy receiving their results. If you would like a copy of your results, please indicate such on the attached form that will accompany the test booklet and I will be happy to forward them to you.

I sincerely hope that you will be willing to assist me in making this pilot scale a reality. Thank you for your participation.

NANCY K. SWENSON
160 Springhill Drive
North Salt Lake, Utah 84054

RESULTS OF BALLOT ISSUE "A"

"Whereas, ISA has been approached by pilots for membership, let it be resolved that ISA include ANY female pilot who qualifies (according to FAR 121 and gross weight of 90,000 pounds or more) who wishes to join our group may do so."

YES votes totalled 43 NO votes totalled 20
Ballot Issue "A" passed by a two-thirds (2/3) majority vote.

WHAT IS HALP AND WHERE ARE THEY?

Several of our new members (and we have a lot--isn't that great!) have asked about HALP. HALP stands for Husbands of AirLine Pilots. The "brain storm" of Bob Rinehart, Hal Jones, and Fred Sorenson, HALP was begun in the early days of ISA. As a social group and the "official welcoming committee" to the new husbands/boyfriends in the group, they have often sponsored the Hospitality Suite at the annual conventions and provided the "refreshments" served there. We hope that the new members will bring their HALPs at the next ISA function!

FAMILY COMMITTEE as reported by Susan Horstman, Chairman, ((201) 398-6957

ISA's first truly family-oriented event will be held February 2-5, 1987 in Orlando, Florida. Our mid-winter get-together will feature Disney World and Epcot Center.

I am encouraging all ISA members to attend and to bring their husbands, boyfriends, parents and children. There will be something for everyone. No one will be left out! (Babysitters will be available through the hotel concierge, for those wishing to enjoy an outing without the children.)

On a different note, please keep me informed on all the births, marriages, divorces, illnesses, or other special happenings so that I can pass the word along to the membership.

I am beginning a Nanny information network to help find nannies for those in need. Presently, I have the name of one young lady in England who is looking for a position in the U.S.A. for a year. Her father is employed with TWA in London so she knows the airline business. If you desire her name, please contact me.

Additionally, if anyone knows someone who is looking for a temporary or permanent position please ask that person to send me a resume and picture that I could forward to other members.

MEMBER NEWS

Births

To Binka Bone (Eastern), a son, Kibbie, on January 1, 1986

To Bonnie Tiburzi (American), a son, Burke Britt Caputo, on August 16, 1986

Expecting--Carat Vallee (Northwest), due May 1987

~~Expecting--Yasmin Rahmin (Bangladesh), due March 1987, her second. She would also like to~~
Marriages know more on Maternity leaves, what you did, how long you flew, when you returned.

Sharon Peterson (US Air) September 20, 1986 to another airline pilot. Please write her!
Sharon?

Kimberley Hollingsworth (Northwest) to Paul Hinshaw (Northwest) in August, 1986.

MEMBERSHIP COMMITTEE as reported by Lori Griffith, Chairman. (919) 282-2629

INTRODUCING THE ISA MEMBERSHIP DRIVE

Startling facts: There are about 400 woman airline pilots in the U.S and abroad, maybe more, yet only 150 are ISA members. WHY????

Because our membership must rely strictly on "word-of-mouth" publicity and frankly we haven't all been doing our part.

1985-1986 was a boom year for airline hiring and there are MANY, MANY, MANY, new gals out there who should be invited to join ISA.

If you are willing to give a little of your time, the membership committee would like to send you membership applications for you to distribute by company mail to the gals at your airline. The most difficult part of your job would be finding out where the new girls are based, but we have incentive for you!!!!

PRIZES, PRIZES, PRIZES. When you request applications your name will appear on the form so that when the girls are processed for membership we can count her as one of your entries. Winner, or Winners will be announced at the May convention. GOOD LUCK, and remember the real winner will be ISA, lets make this a record year. (Call or write Lori Griffith for applications or questions.)

REPORT FROM THE MASTER SENIORITY LIST COMMITTEE:

The Master Seniority List is about to go into its second printing, and our committee is in desperate need of help from you members who have company seniority lists. Virtually the entire year of 1986 has yet to be up-dated and with hiring the way it has been there must be another 75-100 ladies to be listed.

Most airlines print a hard copy of the seniority at least once a year. If you have a copy and can distinguish the girls on it for us we could get an accurate sampling from each airline. If you can't tell which are the girls, your personnel department should be able to help.

MEMBERSHIP COMMITTEE (cont.)

UNITED, for example, has not given an update since 7/3/79 and it is probably safe to say there are at least another 40 girls that have been hired there within the last 7 years. Attempts by our committee to get the information from United have been unsuccessful, however those of you employed there should be able to get more help being on the inside.

Federal Express last up-date=9/85, Eastern=7/85, American+5/85
USAir=3/85, Air Cal=5/84, Tigers= 2/80, (these are just to name a few.)

PLEASE help us so that our second printing can be an impressive and correct representation of our woman airline pilots. Send company seniority lists to Lori Griffith.

The Membership Committee thought you would like to meet some of the newest members, and HEEEEEEEEEEER they are:

- Carol Cansdale - Born July 25, 1953 she started flying when she was 9! Soloed at 15 and was a flight attendant for Hughes Airwest while building up instruction time. Her Dad is a retired pilot from Republic and she is now continuing family tradition flying for Republic/ Northwest as a FO on the DC-9.
- Sue Cerdarquist - Born February 2, 1954 she began flying in 1977. She flight instructed for 5 years and then flew Grand Canyon tours out of Las Vegas before being hired by Imperial Airlines. She is now a DC-10 SO for United.
- Carol Clayton - Born October 29, 1952 Carol started flying in 1977. She flew in Puerto Rico for Crown Air to build time and then returned to Miami to fly for PBA and flew everything from a DC-3, and M-404 to a E-110 and a Cessna 402 as Captain. She was hired as a Republic DC-9 FO May 6, 1985.
- G. Leslie Dittmer-Boyle - Born June 7, 1952 she started flying in 1979. She was a Delta flight attendant while getting ratings and flying cargo. She was also a contract pilot for NASA flying King Air 200, SD 330, and Lockheed Electras She is now with USAir as a BAC 1-11 FO.
- Ann Hogan - Born March 5, 1961 flew a lot of charter and cargo before being hired by Republic in March of 1985 as a DC-9 FO.
- Carolyn Pasqualino - Born October 13, 1956 started flying in 1974 while in college. Flew charter and corporate until she was hired by United in their 6th class before the pilot's strike. She is glad to finally be back to work after honoring the picket lines.
- Sarah Pearl - Born June 7, 1959 Sarah started flying in 1978. Within a year she had earned all her ratings and became a full time instructor before returning to school for her BS in Aeronautics. She has flown charter, corporate and commuter for Pacific Coast Airlines and Skywest. She is now a Western B-727 SO based in Seattle.
- Rita Reo - Born December 17, 1954 Rita began flying in 1973. Received all her ratings in one year and was an instructor in flight school during which time she was awarded the 1978 Amelia Earhart Memorial Scholarship and placed 8th in the 1979 Angel Derby. She flew for Air Kentucky as a Beech 99 Captain before being hired by Orion where she is now a B-747 SO.
- Cheryl Stearns - Born July 14, 1955 she started flying in 1973. She has flown charter, freight and air ambulance service. Also instructed aerobatics with Duane Cole. (Although not mentioned she is also a parachutist and holds many records and awards.) She is now a 737 FO for Piedmont.

MEMBERSHIP COMMITTEE (cont.)

Lucy Young - Born September 9, 1954 she obtained her Private at Purdue University and entered US Navy flight training in 1976. She was a designated Naval Aviator and flew the TA-4 as an instructor pilot. She became a test pilot for the FAA in 1983 flying experimental aircraft for FAA certification. Now she's a 727 SO at Piedmont.

TO ALL MEMBERS ***** TO ALL MEMBERS ***** TO ALL MEMBERS *****

It's that time of year! No not the holidays, but time to pay your yearly membership dues. Please send them, along with this completed form (we need to update our files) to:

Susan Arthurs
Finance Committee
535 Cress Creek Ct.
Crystal Lake, IL 60014

Please send in your dues by January 1, 1987, to be included in the 1987 membership roster. Do it now while you're thinking about it! Thank you for your continued support!

CONVENTION REPORT as reported by Ginger Mitchell, Chairman, (415) 595-3491

!!!!CONVENTION NEWS!!!!

Plans for the tenth anniversary of ISA+21 are progressing wonderfully. I hope you have all marked the date on your vacation bids and calenders. Our meeting will be held in Memphis, Tennessee, USA on May 12, 13, and 14th of 1987. The hotel that has been selected is The Peabody, one of the nicest ones in Memphis, close in downtown and right in the heart of Tennessee history. We have made a very nice deal with The Peabody for a block of 50 rooms with the following costs: \$75.00/single and \$90.00/double. Roommates will be found for those who would like one.

Federal Express is sponsoring our meeting in 1987 and is graciously picking up much of the cost of incidentals. Therefore, the cost to ISA will be minimal. We are pleased to say that preregistration will only be \$10.00. If you pay at the door, registration will \$15.00.

Much more information will be forthcoming in future newsletters. Suffice it to say, we are going to have a GREAT meeting next May. DON'T BE LEFT OUT. And don't forget those HALP members and guests are always welcome to our Tuesday night cocktail party (this year we are planning on "heavy" hors d'oeuvres for the many of us who never made it to dinner last year), Wednesday luncheon and all other outside activities, i.e. Federal Express Hub tour and Ramsey exhibit (shades of the King Tut exhibit only better).

We would like to get as many of you as possible to preregister. This will make it much easier for us to plan ahead. Therefore, send in your \$10.00 now. If you find you cannot make it, you can get a 100% refund if you cancel at least 30 days in advance and 50% refunded with at least a 15 day notice. We will take preregistration up to two weeks before the convention. LET'S HEAR FROM YOU...

-----CUT HERE AND MAIL TODAY!-----

NEW BROCHURE ENCLOSED

Our newly revamped brochure has been included with this newsletter. It includes the photo taken at the 1986 San Diego Convention. Your comments would be appreciated. Please request brochures from Carat Vallee or Lori Griffith and PASS THEM AROUND TO THE OTHER WOMEN PILOTS AT YOUR AIRLINE!!!

<<<< M I D - W I N T E R G E T - T O G E T H E R >>>>

So... you have that mid-winter, weather never seems to get any better, post-holiday blues. WE CAN HELP!!! We have scheduled our mid-winter "get-together" just at that time when summer (or winter whichever hemisphere you happen to be in) seems farthest away. This is the time to get away from the pressures of the holiday schedule, to relax a bit before the spring break and teenagers (!!) descend on the airlines. Why not bring your families and join everyone else in sunny, relaxing Florida? May not be able to make it to our meeting in May in Memphis? Still want to renew acquaintances? You can do that...Come join us in Orlando, Florida!!

Yes, the vote was close, but Orlando, Florida, USA was picked by you, the voters, for our mid-winter get-together. (Does anyone have a better word for this meeting than get-together? I keep misspelling it and its awkward...) Susan Horstman and myself have been very busy trying to find the PERFECT location. We think we have come up with a winner. So here go the details.

The vote on the days was also close, so we made an executive decision and changed the days to February 2-5, 1987. This is between the two weekends we voted on, and hopefully, with it in the middle of the week, our junior pilots might be more able to come down for at least 2 days. Also the travel on passes should be a little easier during the week. So keep that in mind--- the first week in February...ORLANDO!!

After much searching and long-distance phone calls, the Holiday Inn-International Drive was selected to be the lucky hotel to obtain us. The benefits are substantial. There are four restaurants, video game room, boutique, playground, outdoor pool with a waterfall, separate children's wading pool, shuffleboard, whirlpool, volleyball, and golf and tennis nearby. In the vicinity of the hotel we have; Walt Disney World and Epcot Center, Sea World, Circus World, The New Cypress Gardens, Wet n'Wild (actually one block away), Medieval Times Dinner Tournament, Kennedy Space Center, and Church Street Station (historical landmark restorations). The Holiday Inn is located on International Drive in downtown Orlando. This drive is really the center of entertainment here. A trolley runs up and down Int'l Drive to all the different amusement centers and shopping areas.

And all this for only... \$46.00 per night for single/double/triple/ or quadruple. This is a special block rate we have received. Why not bring the hubby and/or boyfriend, the kids, and the dog? (well maybe not the dog...) The block has been reserved for three nights, the 2nd, 3rd, and 4th of February. Your stay, of course, doesn't have to encompass all three nights, or it could include even more. What ever works best with your schedule, we'd love to see you.

Remember, this is purely social. No business will be conducted at this mid-winter "conference". We're just getting together to have FUN! A lot of you will be wanting to spend some time at Epcot and Walt Disney World, I bet. Therefore Susan has come up with a real deal. If we can get 15 of you who would like three-day passes to Epcot/Disney World, we can get them for \$6.00 off the normal rate. That comes to \$55.00 a person. Why not save some money and go that route? If this sounds good to you, drop Susan a card with your name and how many tickets and she will make the arrangements.

This week in Orlando will be a totally unstructured week. There are no big tours planned or meetings. Transportation will be on your own from airport to hotel, and hotel to amusements. We will let you know where to find it and how much it will be in our "Mid-Winter Flyer" we will be sending out with final info in January. The only organization will be a sign-in sheet at the front desk so we all know who has checked in and what room they can be found in. Cars can be rented in the lobby of the hotel and there is plenty of public transportation to be found. We wanted to make this as easy as possible so EVERYONE could come down at some time during that week and PLAY.

Do you need a roommate? (No this is not an escort service...) If you might be interested in rooming with someone, give me (Ginger Mitchell) a call. I'll try to match you up. (yes, I know, you want someone tall, dark, and handsome, preferably male-- get in line behind me, girl!).

MID-WINTER GET-TOGETHER con'd.

Enough of this jocularly... Make plans to come join us February 2-5, 1987 in Orlando, Florida, USA. Reservations can be made through the

Holiday Inn-International Drive
6515 International Drive
Orlando, Florida USA 32819

or call: (305) 351-3500

Our block of rooms is listed under ISA (or Int'l Women Airline Pilots) There is only a certain amount of rooms blocked so call in your reservation early. The cut-off date will be 2 weeks prior to our visit (in other words January 19, 1987). Any requests for rooms after that will be handled on a space available basis (but with the same \$46.00 rate).

So... any questions? Drop me a card, or give me a call. I'll be happy to explain more details. SEE YOU THERE!!!

**** CAPTAIN'S CLUB ****

Have you upgraded to the left seat with your airline in the last year? We need to know. We would like to honor you with membership into the very elite CAPTAIN'S CLUB within ISA+21. If you are an ISA member and would like to be in the Captain's Club please fill out the form below and mail in. (and then make sure you're at our meeting in May, 1987 to receive your congratulations!!)

=====

NAME: _____

AIRLINE: _____

DATE OF UPGRADE: _____

A/C TYPE: _____

Mail to: ISA CAPTAIN'S CLUB
P.O. Box 38644
Denver, CO 80238

PUBLICITY COMMITTEE: My apologies to those of you who want the 14k ISA pins. At present, they have to be ordered and it takes 4-6 weeks to get them. Please be patient. There will be a few pins for sale in Memphis at our annual meeting. All checks for merchandise should be made out to ISA+21 NOT KMK Associates.



"Yes, it is lonely at the top. That's why I'm helping other women get there."

ADVERTISING SPACE AVAILABLE

Want to sell something? Want to trade? The ISA Newsletter has space available for advertisements. A full page (8 1/2" X 11") is \$15.00 per issue. A half page is \$8.00 per issue. Business card size ads are \$3.50 per issue. All copy should be "camera ready" for copying and should be sent to:

Suzanne Skeeters
Newsletter Editor
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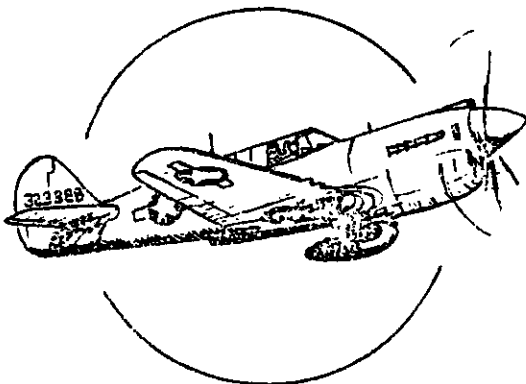
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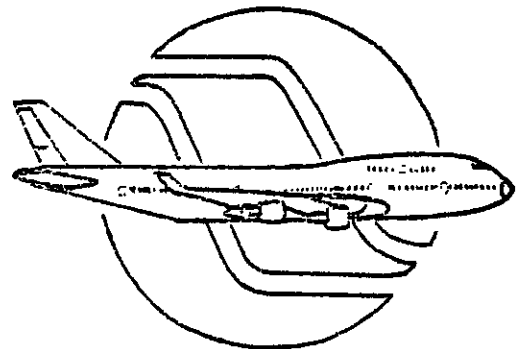
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ISA NEWSLETTER
NOVEMBER 1986
PAGE 13

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Please change Nancy Osterbrink
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(sorry Keith, we'll get it right
yet!)

Spelling Correction--
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Our Members in the News!

Reprinted from the November 6 and 7 Editions of the San Francisco Chronicle Editorial Page

BOB GREENE

Fear of Flying With Female

EVEN IN AN enlightened and forward-thinking age our secret prejudices sometimes pop their heads up and surprise us.

So it was that I was on board an American Airlines DC-10 that was just preparing to pull away from the gate and take off. The door to the cockpit happened to be open. I glanced toward it. Hanging over the back of one of the pilots' seats I saw long blond hair.

Everything in my body tightened. I turned to the man seated directly to my left. He was in a business suit and reading a book.

Excuse me, I said, "but this plane is being piloted by either a hippie or a woman, and there ain't no more hippies."

'But a woman flying a DC-10? I'm not sure I'm ready for this'

He peered into the cockpit. My God, I think you're right, he said. I summoned a flight attendant. "I have to ask you sort of a stupid question," I said. "This plane, is the captain a woman?"

"Actually, she's the first officer," the flight attendant said. "Isn't that great?"

Apparently all the color washed out of my face because the flight attendant said, "You don't think it's great?"

At that time the cockpit door had closed, and we were taxiing into takeoff position. As we picked up speed I held my breath and closed my eyes.

I began to talk with my seatmate. I said this was the first airplane I had been on that had had a woman as one of the pilots, and I wasn't handling it well.

"I know what you mean," my seatmate said. "I happen to come from a family with very progressive ideas about women. We grew up being taught that a woman could do anything that a man could. As a matter of fact, my sister is a physician. But I agree with you — having a woman as a pilot on a DC-10 makes me feel a little funny."

"I've gone to women physicians," I said. "I've worked for women editors. I've had work done for me by women lawyers. I never had a second thought about it. But a woman flying a DC-10? I'm not sure I'm ready for this."

For most of the flight my seatmate and I discussed the problem. We were both ashamed of ourselves for feeling this way, but at the same time, our emotions were genuine.

WE FINALLY FIGURED out that it probably had something to do with our image of fliers. We had always believed in the "right stuff" theory — even before the theory was given a name by Tom Wolfe. Fliers were tough, rugged maim with military backgrounds — men such as Chuck Yeager and John Glenn. We trusted them with our lives because we imagined that they had faced danger a thousand times and laughed in its face.

To repeat, both my seatmate and I were sheepish about feeling so skittish. We knew intellectually that to make it to the cockpit of a DC-10 this woman probably had to be more than equal to her male counterparts. She probably had to be an absolute flying ace. She probably had to prove herself to be an even better flier than most male pilots to get to fly a DC-10.

At the end of the flight, I got the first officer's name. It is Ann Singer. I later contacted her and explained to her that I had been on her flight, and how I had felt. We had a long and intriguing conversation. I'll relate it to you tomorrow. — B.G.

BOB GREENE

Flying Beyond Stereotypes

WE KNOW WHAT the stereotype is," said Ann Singer. "The older man, slightly graying at the sides. Former military. The whole Chuck Yeager thing. The 'right stuff' thing."

"I've never read 'The Right Stuff.' I've never seen the movie. I've never read Yeager's autobiography. I think you just have to get past the 'right stuff' profile, and then you can laugh at it."

Yesterday I wrote about an American Airlines DC-10 flight aboard which I was a passenger. Just before takeoff, I looked into the cockpit to find that the first officer was a woman. I found myself facing irrational prejudices within myself. I could accept a woman doing virtually any job, but the idea of a woman as a pilot on a jumbo jet made me nervous.

'You have to get past the "right stuff" profile, and then you can laugh at it'

During the whole flight I talked about it with the man in the next seat. He, too, felt funny about it, even though his sister was a physician. There was something about that woman in the cockpit that bugged us, even though we were ashamed of it.

After we had landed, I got the woman pilot's name. Ann Singer is 25 years old; according to an American Airlines spokesman, approximately 50 of the airline's 3,000 pilots are women. None is a captain yet, the highest they have gone is to the position of first officer, which is sometimes referred to as co-pilot. I called Ann Singer, and we spoke at length.

"I started flying when I was a teenager," she said. "While I was a college student, I took some of the money that my parents gave me for food, and I used it to continue my flying lessons."

SHE PROGRESSED from working at a seaplane company to working at a commuter airline to working as a flight engineer for American to her current position as a first officer.

"People still aren't used to seeing a woman as a pilot," she said. "Even though our uniforms are totally different than flight attendants' uniforms, when people see me getting on the plane they often assume that I am a flight attendant... all the time I'll have passengers say, 'Excuse me, Miss, but could I get a blanket and a pillow?'"

"In cases like those, I'll usually just politely say that I'll try to find a flight attendant."

She said that male captains have been accepting of her. "It's usually done 50-50, as far as the takeoffs and landings are concerned," she said. "If we're flying two legs of a flight, the captain will take off and land on one leg, and I'll take off and land on the other. Basically it's the captain's prerogative to fly all day long if he wants to. But I've never been denied a chance to fly my share."

She said she can understand that having a woman pilot makes some people nervous.

"It's a question of control," she said. "If you choose to go to a woman doctor or a woman lawyer, you have control over that choice. You have no choice on an airplane. You buy your ticket and — voila! — you discover that you've got a woman in the cockpit. A big part of the reason that people are nervous about flying in general is that they have no control in an airplane. ... So I try to take into consideration the feelings of people."

SINGER'S EGO IS healthy enough that she can grin and shrug at the attitudes of those passengers who are startled to find her flying the plane. "For me, flying remains fun," she said.

She said that her job has affected her personality — "I'm probably more assertive than I would be if I had another job" — and that she plans to keep flying until she becomes one of the first full captains.

"The day is coming when it won't be surprising at all to see me up in the cockpit," she said. — B.G.

The Sacramento Union, Thursday, September 18, 1986—A11

Women pilots finally in the command seat

By Paul Harvey

Harriet Quimby and Matilde Moisant were licensed women airplane pilots in 1911, but they won more sneers than cheers.

Airplanes in 1916 were pretty primitive, very little improved from the earliest Wright Brothers design.

Yet the openair tricycle gear biplane flown from Chicago to Hornell, N.Y., that year was piloted by a woman — Ruth Law.

Yet men aviators persisted in pronouncing women "temperamentally unfitted" for flying.

Over subsequent years they competed successfully with men in trials of endurance and speed — and still the media continued to debate: "Should women aviate?"

Women wanting to fly encountered a wall of masculine resistance, had to beg to be taught.

Even after Amelia Earhart and Jacqueline Cochran and Elinor Smith and Anne Lindbergh, even after these had demonstrated proficiency at least on a par with men then flying — it was rough.

For these were the days when an average woman's wage was \$850 a year and getting a pilot's license could cost \$750 — so few flew.

Another factor tended to discourage women in aviation. It had to do with Hollywood's penchant for stereotyping aviators as dauntless, daring men with helmet and goggles and scarves....

Can you believe that early macho Army men pilots even wore spurs on their dress boots!

But before we congratulate ourselves on how far "baby" has come in earning equal recognition aloft,

let me mention that Ohio State's recognized center for aviation education conducted a survey of chief pilots for our nation's corporations and all of them — and all of their flight department managers as well — were male.

I've seen women flying the Alaskan and Canadian bush — some of the trickiest peacetime flying anywhere.

I've watched the women pilots who converge each year on the fly-in convention of the Experimental Aircraft Association — Gail Turner who built and flies her own Marquart Charger, Jeana Yeager who will co-pilot a Voyager, around the world this year....

Fifty percent of the ferrying of planes during World War II was done by women.

And yet it has been only within the last dozen years that our airlines have been willing to hire women pilots. Emily Howell was first when she went to work for Frontier.

Today our airlines employ 383 women pilots.

President Henry Duffy of the Airline Pilot Association says, "While no comparative performance stats have been compiled yet, the women command pilots we have now are excellent."

For the first time in the 32-year history of the Air Force Academy, this year's top graduating cadet is a woman — Terrie Ann McLaughlin of Naperville, Ill.

It has been a tedious climb-out for the ladies, but women in the command seat, the best of the best, may be better than — most!

Paul Harvey is a syndicated columnist and radio commentator.

If you should run across an article of interest, please send it (or a copy) to Suzanne Skeeters, Newsletter Editor, 7122 Obelisco Circle, Carlsbad, CA 92008.

Happy Holidays!



ISA + 21

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