

# ISA + 21 NEWSLETTER

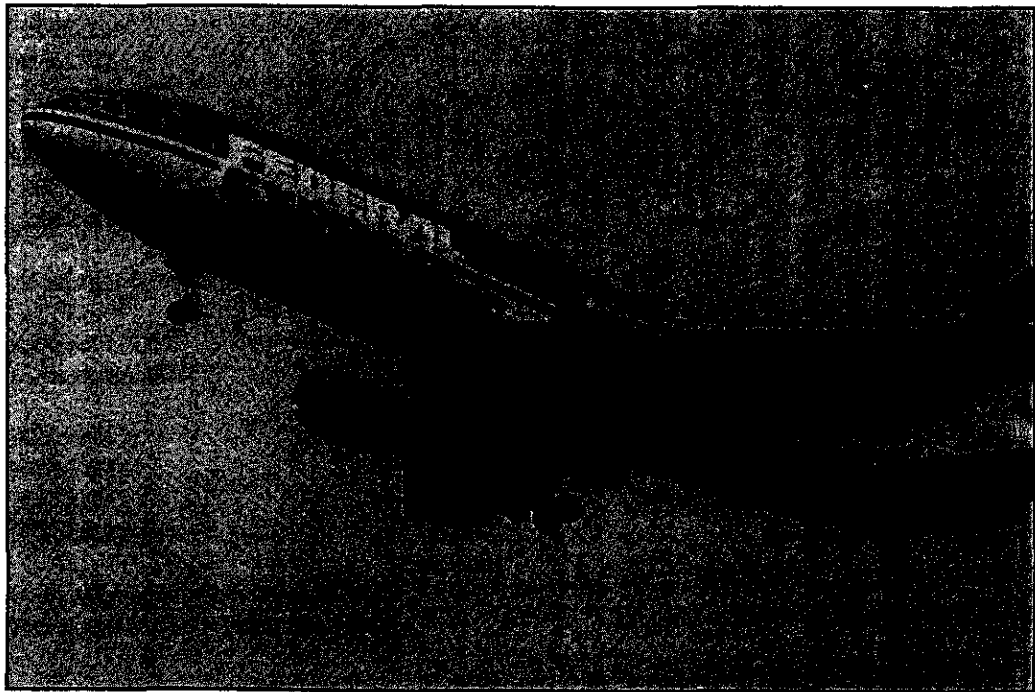
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VOLUME 2 NO. 2  
DECEMBER 1987



**FEDERAL EXPRESS  
WELCOMES ISA  
CONVENTION TO MEMPHIS**

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Please return when finished.



# INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

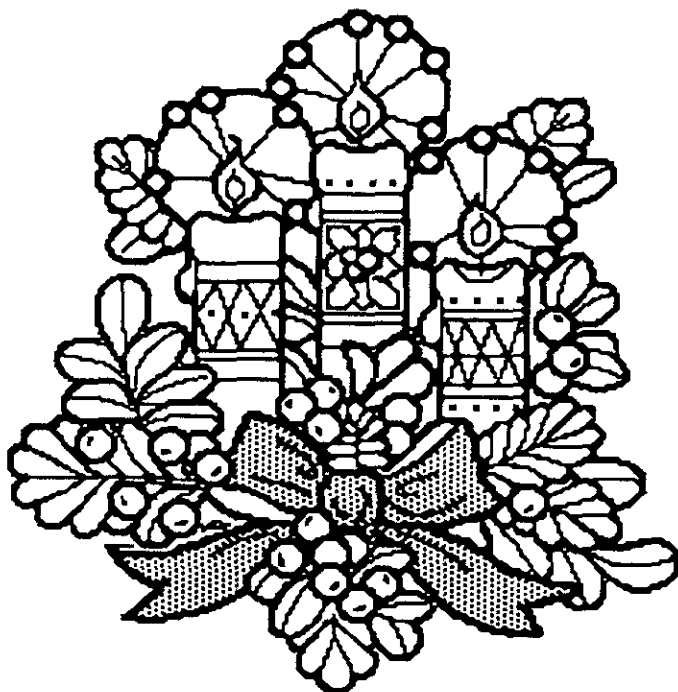
## Greetings Fellow Pilots

The Holiday season is drawing near and there will be many things for each one of us to do. Before the Christmas mail rush, please sit down, read all the news within, answer all ballots, renew your membership, and send your comments. There are many items which need your immediate response.

We decided to end 1987 with a new format for our newsletter. Do you like it? ISA + 21 thanks Gina Reynolds at Federal Express for all her hard work!

A friend, Paul May, is doing research for college credit. He's in his last semester, so please take time to help him out by completing the enclosed questionnaire. A business aviation magazine has already contacted him and would like to use results of his survey.

The next Executive Committee will be held in January. It'll either be in SFO, or during our mid-winter get together in Park City, Utah, January 15 - 17, 1988. Anyone is welcome to the meeting and to the FUN. Contact Ginger Mitchell (415) 595-3491 for further information.



The Executive Committee would like to wish everyone a happy holiday season and we look forward to a *great 1988 for ISA + 21!*

**The Editors: Carat, Sharon, and Suzanne**

## EXECUTIVE COUNCIL

**I  
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**Susan Arthurs**  
(815) 455-4739  
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3332 La Mesa #5  
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1513 Tejana Mesa Place, N.E.

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(901) 755-1801  
2283 Prestwick Drive  
Germantown, TN 38138

**Carat Vallee**  
(203) 888-9911  
P.O. Box 535  
Oxford, CT 06483

If in doubt about who to send your correspondence to, just send it to our main address: P.O. Box 38644, Denver, CO 80238

# INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

## 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, 1988, to receive your congratulations!!)

-----  
NAME: \_\_\_\_\_

AIRLINE \_\_\_\_\_

DATE OF UPGRADE: \_\_\_\_\_

A/C TYPE: \_\_\_\_\_  
-----

## FINANCIAL COMMITTEE

By Susan Arthurs

Bob and I have finally finished our summer home in Minnesota, so I won't be so much of a derelict now!

Fortunately, the finances of ISA have not been too demanding lately. I waited for the bills from the convention, but Federal Express has been more than a little generous, and has paid for everything associated with the Peabody Hotel except Dr. Hackman's room. That included the cocktail party, luncheon, and both meeting and hospitality rooms.

And of course, FedEx made some resources available to us, mostly in the form of Evelyn Milsap, which saved ISA both time and money!

Our convention expenses were:

Dr. Hackman's room	\$ 84.56
Printing and copying	100.54
Phone	43.54
Postage	180.50
Original member plaques	510.00
Ramesses tour	848.50
Misc. (VCR, gifts, flowers, refreshments for hospitality suite, etc.)	<u>438.59</u>
<b>TOTAL EXPENSES</b>	<b>\$2206.47</b>

Convention income:

Pre-registration	\$ 570.00
Registration	450.00
Ramesses tour	783.75
Misc. (jewelry, T-shirts, extra lunches, etc.)	<u>80.00</u>
<b>TOTAL INCOME</b>	<b>\$1883.75</b>

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As you can see, not much of our dues money was used to pay for the convention - thanks to Federal Express.

Our checking balance is now \$5370.69 which reflects the expenses for the last newsletter and the addition of several new members. The savings account/scholarship fund balance is \$860.90.

## FAMILY COMMITTEE

By Carat Vallee and Susan Horstman

Divorce is the death of a relationship. "Thank you" to all who have given me support and understanding. -Carat

There's more to being a woman than being a wife, a daughter, and a mommy. Women need other women to share with - to grow with, say supporters of The Mothers' Center, a national organization that helps bring them together.

For more information about joining a Mothers' Center in your area, call this tollfree number: (800) 645-3828. New York residents, call: (516) 486-6614.

A good book to read on those long layovers - REMAKING MOTHERHOOD: How Working Mothers Are Shaping Our Children's Future by Anita Shreve, Viking Press, \$18.95.

## In The Future

Regarding NORAD and Air Force Academy Tour in September or October, 1988:

No letters in response to my inquiry.

I'll keep you posted!

# INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

## THE 1987 MEMPHIS CONVENTION

### - SOME COMMENTS....

By Ginger Mitchell

Thanks to all who took the time to fill out and send in their critiques of our May meeting in Memphis this year. It really helps us to understand what you all like and dislike about these meetings. And it's nice to say that it was mostly what you liked. That makes those of us who worked so hard to make it a success, very happy. There were, however, some very valid dislikes and questions that I would like to address here.

One of the main areas of question was the cost of the hotel. A few mentioned that they thought the cost excessive. If I may, I would like to paraphrase a few of you who commented on the majority's side: "...part of the fun of a convention is enjoying first class surroundings, and good service." "...I hope the hotels continue to be 4 to 5 star." "...at first, I thought the price a bit high, but found it was well worth it. ISA is a very special group, and should convene at quality establishments."

These comments were the majority of responses to the question of the hotel. Just one more thought on hotels. The room rates that were negotiated were a group rate (lower than the top rate). I understand that the airline rate is even lower than that, but with a large convention, you cannot reserve a block of rooms for the airline discount. Most of the time, you can't "reserve" an airline room anyway. That is the reason we offer only the group rate at these conventions and not the lower airline rate. If you as an individual wish to obtain a room at that rate, it's up to your discretion. However, it is doubtful if you can reserve it ahead of time.

There were some of you who were at their first convention this year, and we received some very good and legitimate comments from you. I would like to address a few to help you understand why we did what we did. Here are a few opposites to explain my point: "Business meeting ...was the best one yet." "...was glad to see it didn't run overtime." And, "...maybe we could lighten up on the 'tight' timeframe and allow more questions and participation from the whole group" "...could have been a little shorter by eliminating infighting".

The Executive Council had decided to keep the Business Meeting to two hours. As a matter of fact, we promised the membership just that in 1986 in San Diego.

For those of you who have been to our yearly meetings before and have sat for eight hours; due to "discussion" and "questions" - you know why we shortened it.

ISA now has committees to do the work that only three were doing before. Therefore, we have involved more of our members throughout the year. The Business Meeting is our forum to tell all members what we have accomplished by committee the previous year. And as one member put it, "Let us all put pen to paper during the year if we want something changed."

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How true! Any major decisions will of course, be balloted to the entire membership. I believe that the business meeting will remain in its current format with the exception that questions will be allowed after each separate committee report.

One reminder to all: The cocktail reception is considered semi-formal as was mentioned in the flyers that went out before the meeting. A few remarked that they were surprised by the attire.

We had some great ideas for future conventions. Here's some: "...4 days instead of 3" "HALP plans to attend...Bob Rinehart makes a great HALP Host" "...Alaska (with a side fishing trip!!)" "Washington, D.C." (this came up many times, perhaps a USAir sponsor...?) "...perhaps warm tropical beaches?"

All these comments and the many more we received are greatly appreciated. I hope you won't mind that I printed some of your words, I thought they all made a valid point. And I hope maybe you might understand a little more why the convention was planned the way it was.

Come see us do it even better in Rome!!!

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## WOMEN ON WINGS

The Women On Wings airshow was held last May in San Diego, CA. Four of our members attended. They were Jan Giesar and Duana Robinson of PSA, and Gail Tworek and Gina Grisafi of USAir. Both groups sent ISA a report of what they found at this show. Basically - a whole lot of confusion. ISA jumped onto the bandwagon very late in the game and therefore, was not in on the organization of W.O.W. The military was very much highlighted with some impressive representatives from the Army, Air Force and NASA. These gals ended up doing a lot of the organizing at the last minute. Wouldn't it be great if ISA and our military cohorts could team up on this project? The possibilities are endless. The concept is certainly exciting, but the outcome in this case was less than expected. Our members' recommendation to ISA was to support W.O.W. in their future endeavors, but only if there is a change in the Executive Director. ISA has since sent a letter stating this to Vicki Berner, the Virginia Slims consultant (a \$50,000 sponsor), who showed particular interest in reviving the airshow under proper management. Would you be interested in helping on this project? **Contact Ginger Mitchell.**

# INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

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## MEMBERSHIP REPORT

By Lori Griffith

I'm proud to announce that the Membership Committee's goal for "200 Members in 87," has been met! At this writing, ISA's current membership is 206. My, how we have grown!!

Wouldn't it be impressive if all 200 of us could remember to send in our renewals so our 1988 Membership Roster would be complete. Unfortunately, it's a fact that over 25% of you will forget to send in your dues by the deadline date and your names will not be included.

Below you'll find your renewal form for the 1988 dues. **THIS IS THE ONLY NOTICE YOU WILL RECEIVE!**

We suggest you complete the form, include your check for \$35, post date it for December 31, 1987, and mail it immediately. It only takes a few moments to do. **Please don't forget - mail it today!!**

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### 1988 ISA MEMBERSHIP RENEWAL FORM

**SEND TO:** Susan Arthurs  
535 Cress Creek Court  
Crystal Lake, IL 60014  
ISA Finance Chairman

**SEND BY:** Preferably now, but no  
later than the Dec. 31, 1987  
deadline date

**SEND IN:** This completed form, and your dues  
check for \$35 (US) - Charter members  
and members joining after Sept. 1, 1987,  
are exempt.

**CURRENT DATE:** \_\_\_\_\_

**NAME:** \_\_\_\_\_ **HUSBAND:** \_\_\_\_\_

**ADDRESS:** \_\_\_\_\_ **PHONE:** \_\_\_\_\_

**CURRENT**

**AIRLINE:** \_\_\_\_\_ **POSITION:** \_\_\_\_\_

### NEW MEMBERS \* & CHANGE OF ADDRESS ^

**Sherry Anderson \***  
5771 Williamsburg Trace  
College Park, GA 30349  
(404) 997-5983  
Eastern

**Sheryl Ritchey \***  
548 Utica Drive  
Sunnyvale, CA 94087  
(805) 773-5727  
Pacific Southwest

**Gail Johns \***  
619 Maple Street  
Westfield, NJ 07090  
(201) 654-8250  
Peoples/Continental

**Michele Jett ^**  
Westendstrasse 41  
6072 Dreiech-Sprndligen  
West Germany  
Lufthansa

**Victoria L. Kendall \***  
9/183 Macquarie St.  
Sydney, 2000, NSW, Australia  
No phone  
Australian Airlines

**Sherry L. Moore \***  
6900 W. Quincy Ave. #9c  
Littleton, CO 80123  
(303) 933-9287  
United

**Suzanne Skeeters ^**  
1513 Tejana Mesa Place, N.E.  
Albuquerque, N.M. 87112  
(505) 292-3887

**Joneeta Olson \***  
3026 Pitkiu  
Arlington, TX 76006  
(817) 275-6552  
American

# INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

New Members  
continued

**Lauri Smith \***  
P.O. Box 29368  
Honolulu, HI 96820  
No phone given  
Hawaiian

**Cathy Fulk ^**  
847 N. Franklin Rd.  
Mt. Airy, NC 27030  
(919) 786-2067  
Piedmont

**Rita Reo ^**  
215 S. McKnight  
St. Paul, MN 55119  
(612) 739-8337  
Piedmont

**Sharon Ortega \***  
5863 Briarwood Ave.  
Sarasota, FL 33581  
(813) 923-3343  
Ryan International

**Cari Wilson \***  
116 Adams Drive  
Leesburg, VA 22075  
(703) 481-8435  
United

**Barbara Gardner ^**  
6387 Falling Leaf Circle  
Parker, CO 80134  
(303) 841-6971  
United

**Deborah Utz ^**  
1374 Candlewyck Drive  
Orlando, FL 32807  
(305) 249-2236

**Marilyn Orloff ^**  
P.O. Box 990  
Groveland, CA 95321  
No phone

**Sharon Hilgers Krask ^**  
P.O. Box 3790  
Manhattan Beach, CA 90266  
No Phone

**Liane Conway ^**  
621 Alta Ave.  
San Mateo, CA 94403  
No phone

## ISA'S WHO'S WHO

By Lori Griffith

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We received two winning entries from our first Who's Who puzzle - Jean Harper and Ginger Mitchell both submitted their answers and got 100%. Congratulations!

The answers were: 1. Jones, 2. Warner, 3. Bass, 4. Stearns, 5. Vallee, 6. Haddad, 7. O'Neill, 8. Johnson, 9. Harper, and 10. Horstman

.....

## ISA'S WHO'S WHO #2

To play, read the clues about 8 of our members and then write her last name in the spaces provided. Some are easy, some are hard. Step 2 is to find the name and circle it in the Name Search section. If you don't know the member by the clues, you may be able to find it by playing Name Search. Send your results to Lori Griffith and prizes will be awarded to those with the best scores.

1. At 26, she is Northwests' youngest female captain and is newly engaged = \_\_\_\_\_
2. American author of "Take Off" = T I B U R T L I
3. Ansett international globe-trotter who has traveled more miles than any other member to attend ISA conventions = \_\_\_\_\_
4. First ISA member to have twins. She was a 78-80 officer and has a well-known W.A.S.P. mother = \_\_\_\_\_
5. We're in good hands with this sharp, United member who keeps our books to the penny = A R T H U R S
6. She has enjoyed layovers with her FATHER, and was one of our 1982 Captain Club inductees= \_\_\_\_\_
7. Having been hired by Hughes Airwest back in 1976, she is now our only retired airline member = H O R T O N
8. She's our hostess for our 1988 Rome Convention and was one of our 1986 Captain Club inductees = D E B E R N A R D I

**CONSTITUTION**  
**& BY-LAWS BALLOT**

**I. TYPOGRAPHICAL ERRORS SECTION:**

Vote for each proposed change

- 1.  Accept Proposed Change;  Make No Change
- 2.  Accept Proposed Change;  Make No Change
- 3.  Accept Proposed Change;  Make No Change
- 4.  Accept Proposed Change;  Make No Change

**II. CHANGES TO TEXT:**

Vote for one item on each of the 29 proposals unless otherwise directed

- 1.  Current/No Change;  Proposal
- 2.  Current/No Change;  Proposal 1;  Proposal 2
- 3.  Accept New Proposal;  Make No Change
- 4.  Accept New Proposal;  Make No Change
- 5.  Accept Additional Address;  Make No Change
- 6.  Current/No Change;  Proposal 1;  Proposal 2  
(can vote for Proposal 1 or Proposal 2 or both Proposal 1 and 2)
- 7.  Current/No Change;  Proposal
- 8.  Make No Change;  Proposal
- 9.  Make No Change;  Proposal  
(This vote should match item 1 on Changes of Text to bring the two sections into conformity)
- 10.  Current/No Change;  Proposal
- 11.  Make No Change;  Proposal

# INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

Ballot  
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12.  Make No Change;  Proposal
13.  Make No Change;  Proposal  
(YES to the Proposal brings the C&B into line with the vote last year to honor the founding members)
14.  Make No Change;  Proposal
15.  Make No Change;  Proposal
16.  Make No Change;  Proposal
17.  Current/No Change;  Proposal
18.  Current/No Change;  Proposal
19.  No Change;  Accept Complete Change To Section 9  
(A complete rewrite of Section 9 of the C&B of the Executive Council was required to meet the Articles of Incorporation that the members voted approval on. Now the Accept Complete Change to section 9 is needed to bring the C&B into conformity.)
20.  Current/No Change;  Proposal
21.  Current/No Change;  Proposal
22.  Current/No Change;  Proposal
23.  Current/No Change;  Proposal
24.  Current/No Change;  Proposal
25.  Current/No Change;  Proposal
26.  Current/No Change;  Proposal
27.  Make No Change;  Proposal  
(Acceptance of Proposal needed to meet Articles of Incorporation and to bring the C&B into conformity)
28.  Make No Change;  Proposal
29.  Make No Change;  Proposal



# INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

WHO'S WHO #2

continued

D A P A U S D Q I L T U B

E T J I K D F E J I G H R

B R S B H E W T A R Q O C

E C V U L S S R U H T R A

R I B R R I N E H A R T L

R H D P E S G A I N E P C

D I J M H R E I R W A L M

I K S W P O Z I P G L V A

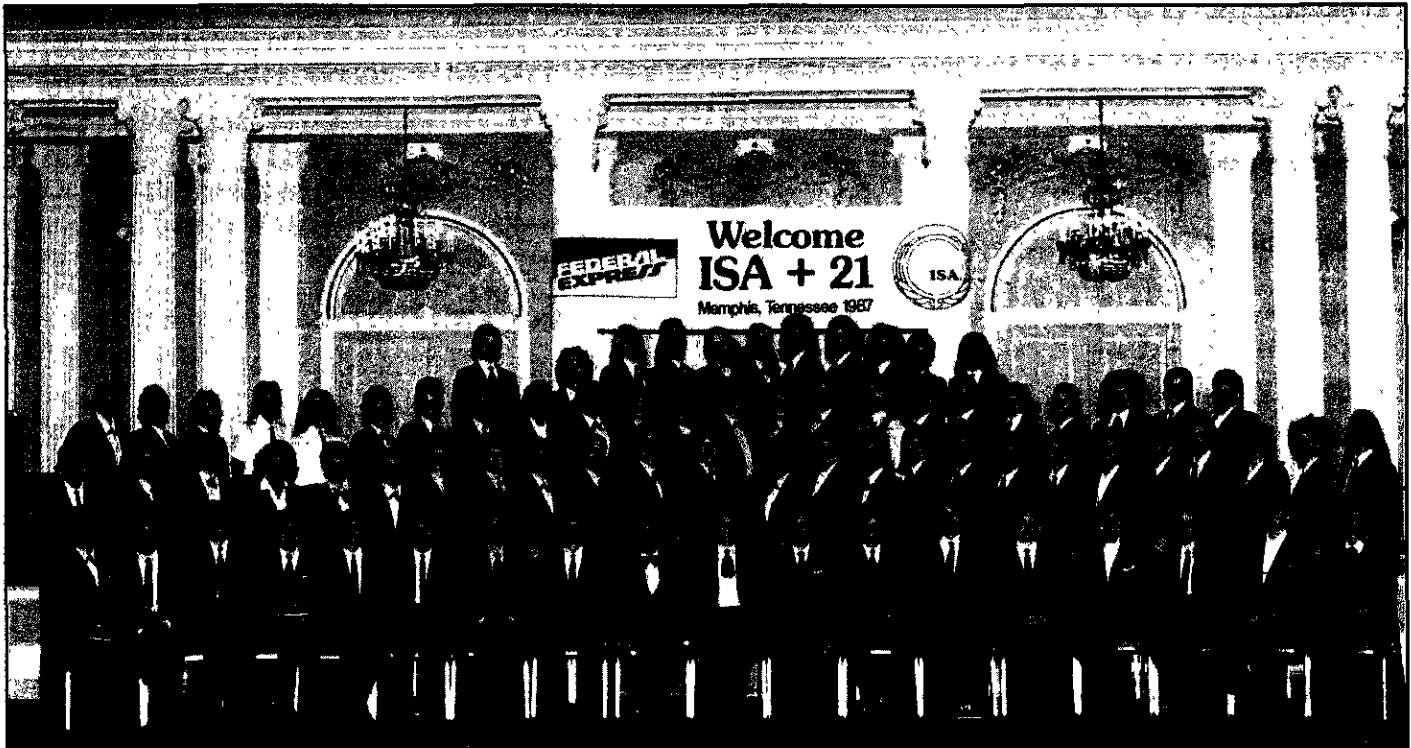
H G U O R B N E K C O R B

N S I Z R U B I T L B O E

A E N W B B A D J I S B S

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## 1987 ISA GROUP PICTURE



1st Row L to R: Lee Hilten, Nancy Law, Pam Noeldner, Gail Tworek, Duana Robinson, Jan Glesar, Carol Clayton, Molly Barr, Sandy Wilson, Susan Horstman, Linda Morley-Wells, Cheryl Stearns, Cammy Condon, Brenda Houston, Pam Stephens, Debbie Utz, Laura Hahn, and Sandy Szlgetl

2nd Row L to R: Diane Hallman, Maggie Rose, Angela Masson, Maria Haddad, Binka Bone, Kristen Kalstad, Debbie Opperman, Denise VanGrunsvan, Susan Staples, Felicity Bush, Sue Cederquist, Deborah Lawrie, Debbie Ross, Karen Kahn, Ann Singer, Barbara Baerg, Margaret Brewer, Connie Tobias, Lori Griffith, Sharon Finch, Helene Figueroa, Cindy Allen, Cathy Zokel, Ana Marie Scott and Connie Bowlin

3rd Row L to R: Ginger Mitchell, Pat Rockwell, Jean Harper, Andrea Rice, Mimi Tompkins, Laurie Reeves, Karen Schaefer, Carol Cansdale, Suzanne Skeeters, Beverley Bass, Vernie Kuglin, Sue Tomlinson, MegAnn Streeter, Holly Mullins, Florence Sanders, Evelyn Anderson Kennedy, Judy Buttgenbach, Susan Arthurs, Carole Danis, Keith Johnson, Esther Krauth, Mary Bardon and Sandra Lloyd

4th Row L to R: Lucy Young, Laura Faller, Gail Gorski, Valerie Walker, Norah O'Neill, Sheffle Worboys, Denise Blankinship, Terry Rinehart, Sharon Krask, Vicki Karnes and Ellen Griffin

**PAUL MAY'S QUESTIONNAIRE**

I appreciate your time and effort in assisting me in gathering information for my research paper. Understand, you will remain anonymous in answering this questionnaire.

I need this information to develop my thesis of "The impact of women in commercial aviation." I wholly support women in any career, especially aviation.

Please send your completed form to:

**R.P. May  
340 West Airport Road  
Butler, PA 16001**

Thank you.

Last job before major airline (commuter, corporate, exc.): \_\_\_\_\_

Times when hired by airline: Total \_\_\_\_\_ Multi \_\_\_\_\_ Turbine \_\_\_\_\_

College education: 4 year(s) \_\_\_\_\_ 2 year(s) \_\_\_\_\_ no college \_\_\_\_\_

Vision: 20/20 uncorrected \_\_\_\_\_ 20/20 corrected \_\_\_\_\_ other \_\_\_\_\_

Please explain conditions of any special policies (i.e., maternity leave) toward women, in your particular company or others you know about. Use separate paper if necessary: \_\_\_\_\_

Do you like - or agree - with them: Yes \_\_\_\_\_ No \_\_\_\_\_ Explain \_\_\_\_\_

Do you feel there are any covert biases or discriminations within the cockpit or in the company:

Yes \_\_\_\_\_ No \_\_\_\_\_ Explain \_\_\_\_\_

Position with airline: Captain \_\_\_\_\_ First Officer \_\_\_\_\_ Second Officer \_\_\_\_\_

Time with airline \_\_\_\_\_ years

Thanks again.

# INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

## **AVIATION CAREER SPONSORSHIP PROGRAM**

### **SCHOLARSHIP COMMITTEE REPORT**

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By Sharon Finch, Chairwoman

Research shows many young women have career aspirations in aviation, but do not know how to get information on such careers. The most effective means for young people to determine whether or not they would like a particular career is to visit job sites and meet professionals at the job they are considering.

The opportunity for high school-age girls to meet professional women pilots is being coordinated through a grant funded by the Illinois State Board of Education and in cooperation with organizations such as the Federal Aviation Administration. Southern Illinois University is facilitating an Aviation Career Sponsorship Program.

#### **How Does It Work?**

The young lady fills out an application to S.I.U. representatives. It is reviewed and forwarded to a sponsor. The sponsor provides information that can help overcome barriers and reservations young people experience when making a career decision. Who could provide more accurate insight into a career than someone currently engaged in that career?!!

There's no cost to the student, and the sponsor is not paid.

It would be great if ISA members would participate! In addition, a video tape has been produced for guest speaking purposes. This can be used separately from the sponsorship program. The tape is a great introduction to any aviation talk and any age group will enjoy it.

**This is also free of charge!**

I believe this is a great opportunity and beginning for ISA members to network in this way. It can really show a positive image for members and our organization.

Many young ladies will thank you, and who knows, maybe they will be YOUR co-pilot someday!

If anyone is interested, please call or write: **Susan Staples, 750 East Mid-Cities Blvd., Euless, TX 76039, (817) 571-5544.**

*I'd love to hear from everyone!*

First, I'd like to ask all of you to make sure you respond to the **ENCLOSED BALLOT** to allow 10% of our membership dues to be set aside for our scholarship fund. With our present membership of 200, and our \$35 fee, this will assure at least \$700 will be in the fund each year to keep our scholarship alive. Please give this idea your consideration.

Next, I have enclosed a **complete application form** for the scholarship and hope you'll make copies and give it to someone you think would be a **worthy candidate**. Also, please post one at your favorite flight school or FBO, take some to your next 99's or EAA meeting, and generally spread the word.

Please write me for extra copies when you need them at: 120 Balsam Lane, Boulder, CO 80302. (I'm considering having the form typeset for a more professional look, but we may want to wait until next year to accommodate any changes.)

Realize also that the time frame this year will be less than ideal. (I was waiting for input from you - the membership.) In subsequent years, I would hope to have all applications in by January 1st, so interviews and committee review could be complete by April 1st.

That way, the winner could be notified so she could receive the award at our convention. **This year, we'll accept applications until MARCH 1st**, which will leave us only a limited time to meet with individuals and each other to decide. In '88 then, if the winner is a European woman, she could hopefully come to Rome on short notice, but any other winner would most likely not be able to attend the convention.

This scholarship program has been established on your (the members) request and will only work with your **ACTIVE SUPPORT**. Please consider volunteering for a position on the scholarship committee **NOW** so you can help with promoting the award as well as have a hand in the selection process.

We still need more representatives from many regions for our network to work properly. I'll be asking those on the scholarship committee to help distribute the applications, meet with applicants, and help make our final decision.

It shouldn't take too much of your time, and should be very rewarding. A written personal recommendation for a candidate will always be welcome from any member, but please don't wait to join the committee until you have a "friend" to "lobby" for.

# INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

Scholarship Report  
continued

Now is also a great time for writing your **TAX-DEDUCTIBLE CONTRIBUTION** while you're thinking of it before the end of the year.

"Thanks" go out to those who have already given generously. We all can remember how expensive advanced training was and we need many more contributions to give even one meaningful award.

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## BALLOT

Do you approve of designating 10% of ISA annual membership dues toward the **ISA INTERNATIONAL CAREER SCHOLARSHIP?**

YES

NO

Return ballot by November 25, 1987

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## BALLOT

Re: **IFALPA** Should ISA be represented with observer status at all invited **IFALPA** functions?

YES

NO

To understand more about **IFALPA** read Airline Pilot, September, 1987.

■■■■■■■Cut here and return to ISA ■■■■■■■■

## EDUCATION RESEARCH COMMITTEE

By Sharon Finch, Chairwoman

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A great variety of activities and services have been suggested and are certainly needed to fulfill our goal of helping women become airline pilots.

I have decided to concentrate my personal efforts on getting the Scholarship going and would like to solicit—or more appropriately **PLEAD**—with you all to get involved with this and other committees.

Although the Executive Board sounds like a lot of people, there are many important projects not being completed because they need the membership's energies. This organization is not meant to be run by a closed group, and at least in my opinion, the committees (and their chairwomen) are not set in stone.

Let's all get together and really become a support group for each other - and career-boosters for young women breaking into our field!

## INFORMATION BANK

By far, the majority of our mail is from high school and college women who want information on how to go about 'following our footsteps'. Ginger Mitchell has graciously volunteered to compile a letter and 'packet' to send to them.

I'm sure she would like to have your input on what should be included, as well as concrete help in compiling things like: a "list of aviation schools", guidelines for making career choices, a list of available scholarships, and thoughts on "what it's like to be an airline pilot."

Also, if you haven't already, be sure to write her with your desire to be on our **INFORMATION BANK** list so you can help contact one of these future ISA members personally. **You know how much this can mean to a young pilot!**

## SPEAKERS BUREAU

Those of you who desire to give "talks" at schools might want to get together and organize as network of interested members. When we get a request (such as the Girl Scouts) we can refer them to a **willing member** in their area.

Susan Staples can lend us all a nice "Women in Aviation" video and

# INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

## Speakers continued

has suggested a "Big Sister" program. Let's hear more about it Susan!

### ADDITIONAL REMARKS

I think we have made a good start in making ISA a more viable, interesting and meaningful organization for its members and the public.

I personally don't have the time and energy to head-up any other projects that may come under the broad heading of 'Education & Research'. Certainly there is room for other committees and I hope, leaders among you will step forward to take on these challenges.

For me, I'll remain a co-worker on the scholarship committee and do my best to see that through to a successful conclusion. I have several other responsibilities and interests that need my attention, and I think it's time for some new faces and ideas to surface on the "leading edge" of ISA.

I'll remain willing to assist in coordinating your efforts and actively participate, but these ideas will not become reality without your efforts.

The joy and rewards in this group come from working together and we need to learn how to overcome the obstacles of distance and time between us. Perhaps the regional structure can be used to allow for local projects and more participation.

*As always, our limits are only defined by our individual interest and energies!*

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## SPEAKERS INFORMATION BANK

For those of you who have been members more than two years...think back. Remember the Information Bank Bonnie Tiburzi set up to help aspiring pilots learn of our great career - to give them advice and an opportunity to talk to a REAL lady airline pilot?

The networking Bonnie did back then seems to have fallen by the wayside due to non-use. There are those of us who have decided to pick up where Bonnie left off, but we need your help!

Due to the tremendous publicity Beverly Bass received on her Captain upgrade, ISA has become the primary source young women today are inquiring into for more information.

We have received numerous letters—from girls in high school to women in the working field—on how to become an airline pilot. With the system Bonnie had worked out, a letter requesting information would have been forwarded to a ISA member in the writer's local area. That member would then be available to answer questions, give advice, or lend support.

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This still seems like the best way we at ISA can give of our time. However, the Speakers Information Bank needs to know which of you CANT give of your time and advice. It really doesn't involve much - just a quick telephone call - maybe a lunch to help the aspiring pilot actually visualize what a REAL lady pilot is like.

You'd probably receive only one letter a year to respond to. Think what it would mean to those young women... How would you have felt if someone had called you to offer you support when you were going through those hard times (never enough money, sadistic flight instructors, cargo planes falling apart).

I hope you'll all volunteer to help out and let's all of us help pull the Speakers Information Bank together again! We need all of you—from all over the world—to volunteer. So, fill out the enclosed card and drop it into the mail.

On a separate note about the SI Bank, ISA is working with FAPA (Future Aviation Professionals of America) on a collaboration between the two associations.

All the mail we receive asks how to become an airline pilot. Our booklet written by Jean Harper is now under the auspices of FAPA. They are very willing however, to give us a fantastic discount on these booklets so we may still send them out.

Why not also send out a list of colleges and universities that offer aviation courses? Embry-Riddle would like to include their brochure with our mailings. Of course, ISA will not be recommending any particular school, but any information to these women is helpful. As of this time, the only information ISA has been sending out is the enclosed "Polly Pilot" form letter.

We CAN do better than that, and I think we should. What are your ideas? Wouldn't it be nice to have a whole packet to send to women?

**IT'S TIME TO GET INVOLVED.....SEND IN YOUR COMPLETED POSTCARD TODAY!!!!**

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Polly Pilot  
123 Airport Blvd.  
International, USA 00000

# ISA + 21

August 30, 1987

INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS  
P.O. BOX 38644, DENVER, COLORADO 80238

Dear Polly,

Congratulations on choosing a career in aviation. Becoming an airline pilot takes hard work and determination, but the benefits are substantial. ISA+21 is a group of women drawn together for support in their careers, to share experiences, and the social opportunity of meeting other women airline pilots. We have two main services to those of you just starting out in this exciting career.

"So You Want To Be An Airline Pilot" is a booklet prepared by ISA as an educational service project. Even though women have been flying since the earliest days, airline flying is still a relatively new career field for young women. The number of female airline pilots in the world is still quite small, but we are happy to share our knowledge and experience with other interested women. To obtain a copy of this booklet, please call FAPA: 1-800-JET-JOBS. Or write to them at 4291-J Memorial Drive, Decatur, Georgia 30032. There is a nominal cost that includes postage and handling of \$4.95, payable to FAPA.

Our other project is ISA's Speakers/Information Bank. It is a network of women helping other women with the unique problems and struggles encountered in pursuing an airline pilot career. Unlike the pioneering women of the late 60's and early 70's there are now people to assist and guide interested women. Questions received by the Information Bank will be referred to one or more women pilots in the writer's local area. Our members are happy to discuss questions, offer suggestions and advice to others in their career planning and advancement. We are currently going through a structural change of this program, but would still like to hear from you to offer information and advice. Since you showed an interest in career information, your name has been forwarded to the Information Bank and as soon as the information has been printed, we will be sending this up-to-date material to you.

The Speakers portion of the S/I Bank involves our members speaking at their local schools and colleges, local civic clubs and other community gatherings. If you feel that you would like to have an ISA member speak at your organization, please let us know and we will try and arrange something for you.

ISA+21 has just recently organized an International Scholarship set aside for those aspiring pilots attempting to obtain their Airline Transport Pilot license or their Flight Engineer Certificate. These are both advanced ratings, but please keep it in mind for a later date.

As for right now, I will be more than willing to talk to you at any time by phone. If I can be of any further assistance, please do not hesitate to get in touch with me. Thank you for your interest, and GOOD LUCK!!

Sincerely,

Ginger Mitchell  
Pacific Southwest Airlines F/O  
Executive Council-ISA+21  
(415) 595-3491

# INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

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If clarification of any Proposals are needed, you may contact:

MegAnn Streeter  
2283 Prestwick Drive  
Germantown, TN 38138 U.S.A.  
Telephone: 901-755-1801

## ROME, ITALY

MAY 10, 11, 12, 1988



We've started the planing of our Rome Convention. Will you be there to share in the fun?

This might help... We have tentatively scheduled a deal with Alitalia that will help our North American members. How does this sound:

- \* POSITIVE SPACE
- \* ROUND TRIP ECONOMY CLASS  
FROM: JFK, LAX, BOS, ORD,  
MONTREAL OR TORONTO
- \* ALL FOR ONLY \$300 PER PERSON!

*(Parents are eligible too for an additional \$50 round trip.)*

We're still hashing out the final details for the transportation, but it looks pretty darn good!

We'll be mailing out a flyer when the details are finalized, so be sure to put a check on the YES on the stamped postcard...YES to a tentative trip to Rome! (That will also help us decide where to get lodging, i.e., bed and breakfast pensioni or an elegant, centuries-old palazzo.)

The meeting is only three days, certainly not enough to see Italy. So, if you have the time, team up with those of us who will be staying a few more days and visiting this beautiful country.

So far there are about 10 members who plan to tour up to Northern Italy down to Sicily and beyond.

If you're interested, let the Convention Committee know (that's me, Ginger Mitchell), and we'll let you in on the plans. Otherwise, for those of you that HAVE to work, join us for the three days to meet and greet again, those members you only get to see once a year.

Come meet the European Women Airline Pilots that will be joining our group in Rome.

Get your passport renewed (no visas necessary from the U.S.) AND SEND IN YOUR STAMPED POSTCARD TODAY!!!

## MASTER SENIORITY LIST REPORT

By Lori Griffith

The question most asked of me professionally is, "How many female pilots are there?"

Currently, the computer holds 637 names of women airline pilots on our Master Seniority List. Alpa's September issue posted the number of women pilots (U.S. only) and we certainly agree with their figures. Accordingly, over 500 women fly for US carriers; more than 70 are captains, 275 are first officers and 155 are second officers.

Piedmont leads the industry with the most captains, Northwest leads with the most first officers, Federal Express has the largest percentage of women pilots and United has the most in number, with over 90. The other 137 women making up our list are our international members.

Thanks to all who have helped by sending in their company seniority lists and in keeping us informed when new women join the ranks. The latest MSL addition will be printed in January and included in an upcoming newsletter.

CONSTITUTION RULES AND REGULATIONS  
OF INTERNATIONAL SOCIETY OF WOMEN  
AIRLINE PILOTS

SECTION 1

NAME

The name of this organisation is "INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS", formerly known as "INTERNATIONAL SOCIAL AFFILIATION OF WOMEN AIRLINE PILOTS".

SECTION 2

DEFINITIONS

- a) "Society" means the INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS (ISA).
- b) "A Major Airline Company" means a Company operating under Federal Aviation Regulations (FAR), Part 121 in the U.S.A. or its international equivalent, FAR Part 129, for foreign carriers.
- c) "Flight Crew Member" means a Captain, First Officer or Second Officer.

SECTION 3

ADDRESS

The business address of the Society shall be P.O. Box 38644, Denver, Colorado 80238, U.S.A., or as the Executive Council may decide.

SECTION 4

PURPOSES AND AIMS

The purposes and aims for which the Society is formed are as follows:-

- a) To exchange pertinent information and to cooperate with each other in all that affects our common interest; generally, to promote the welfare of all members and to do all things, which in the opinion of the Executive Council are in the interest of

the possession of a valid pilots licence or ceases to be employed by a major airline company, i.e., furlough, retirement, extended sick leave, leave-of-absence or maternity leave. Inactive members have the right to vote and hold executive office.

- b.iii) ASSOCIATE MEMBERS. Associate members are members who are actively engaged in aviation in a professional capacity but who are neither employed as a flight crew member with a major airline company nor have seniority of service with the same. Such women shall make initial application for membership in writing to the Executive Council. Approval of the Executive Council is required before the classification becomes final. Examples of this classification are:- NASA and military pilots. Associate members do not have the right to vote or hold executive office.
- b.iv) HONORARY MEMBERS. Honorary members shall be women who by three-fourths (3/4) majority vote of members by postal ballot are granted Honorary membership in the Society. Any member of the Society may nominate any person, whose conduct or service in professional aviation in her opinion merits such a grant. Such membership may be rescinded in the same manner as it was conferred. Honorary members shall not be required to pay dues and shall not be eligible to participate in the financial benefits of the Society. Honorary members do not have the right to vote or hold executive office.
- b.v) LIFE MEMBERS. Life members shall be women who by three-fourths (3/4) majority vote of the members by postal ballot have been granted Life membership. This shall be restricted to those who have been of outstanding service to the Society and are no longer eligible for Active membership, as decided by the Executive Council. Life members shall not be required to pay dues, nor shall they have the right to vote or hold executive office.
- c) Associate, Honorary and Life members shall not be able to have the right to vote or hold executive office.
- d) APPLICATION FOR MEMBERSHIP shall be on a standard form provided for that purpose by the Society and shall be approved by the Executive Council.

members of the Society.

- b) To encourage members to assist and guide women entering the profession by the sharing of knowledge and experience with them.
- c) Being a social organisation, members should respect each others jurisdictional limits in relation to territory and pilot union membership; they should also seek industrial and legal representation from their respective pilot unions/associations; and should not allow considerations of politics, race, colour or creed to influence the free and fair determination of questions which come before them for decision making.
- d) To promote and maintain a high standard of ethics and conduct amongst its members; and also to honour and respect the Collective Pilot Bargaining Agreements and work conditions that govern them.
- e) To operate as a non-profit organisation, not for pecuniary gain.
- f) To levy dues and assessments upon its members to provide funds with which to carry on the purposes and aims of the Society including current expenses.
- g) To publish newsletters, periodicals or magazines which may be of interest to members of the Society.
- h) Not to publicly issue any preplanned statement in a matter directly affecting another member without first informing and, if possible, consulting that member.
- i) To have the right to affiliate with other organisations having similar purposes and aims if, in the opinion of the Society, such affiliation will beneficially serve the goals of ISA.

SECTION 5

DURATION

The duration of the Society shall be perpetual or until it is dissolved, as provided in Section 16.

SECTION 6

FISCAL YEAR

The fiscal year of the Society shall expire on the Thirty-First (31st) day of December of each year, or on such other date as the members by postal ballot may decide.

SECTION 7

AMENDMENTS TO THE CONSTITUTION & BY-LAWS

The Constitution and By-Laws may be altered, amended, repealed or added to by an affirmative vote of a majority of two-thirds (2/3) of the active membership by postal ballot, provided that a written notice shall have been sent to each member at least thirty (30) days prior to the voting day, which notice shall state the alterations, amendments or changes which are proposed to be made. Only such changes as have been specified in the notice shall be made.

SECTION 8

MEMBERSHIP

- a) Any woman of good moral character who serves as a flight crew member with a major airline company that operates at least one aircraft which has a gross weight of 90,000 lbs. or more shall be eligible for membership in the Society in accordance with the stipulations of the rules. (She need not be flying that aircraft herself to qualify)
- b) There shall be five (5) classes of membership, namely:-  
(i) Active (ii) Inactive (iii) Associate (iv) Honorary (v) Life.
- b.1) ACTIVE MEMBERS. Active members of the Society are members who in their duties with a major airline company are required by the relevant Governmental Authorities to be in possession of a valid pilots licence; and who also have seniority of service as a pilot with their respective airlines. Active members have the right to vote and hold executive office.
- b.ii) INACTIVE MEMBERS. An Active member shall automatically assume Inactive status when she accepts a position which does not require



- e) ACCEPTANCE OF MEMBERSHIP shall be determined by the Executive Council. If acceptable, the applicant may become a member upon paying the required dues. Any wilful mis-statement on an application, misleading information or withholding of information shall be cause for rejection or expulsion.
- f) MEMBERSHIP RENEWAL is accomplished at the end of the fiscal year, prior to the thirty-first (31st) day of December.
- g) MEMBERSHIP DUES shall be required to be paid by members annually, prior to the thirty-first (31st) day of December or before joining the Society in the case of new members.  
The Annual Dues payable shall be as follows:-  
Active members US\$20.00  
Inactive members US\$ 5.00  
Associate members US\$ 5.00  
The assessment of dues may be varied by such amounts as the Executive Council may decide.  
New members who have joined the Society after October 1st, will not be required to pay dues for the following fiscal year.
- h) TERMINATION OF MEMBERSHIP may be either by expulsion or voluntary withdrawal. Expulsion requires a majority vote of at least three-fourths (3/4) of the Active members by postal ballot. In such event the member concerned shall return all property in her possession belonging to the Society (for example, ISA stationary, ISA scrapbook, etc.).
- i) MEMBERSHIP RECRUITMENT depends largely on the members of the Society. Thus, members are encouraged to take the initiative to make ISA known to other women pilots, especially those employed by their company. Members should advise the ISA Secretary of potential members, who shall send them letters of explanation along with ISA application forms and informative literature.
- j) MEMBERS OF CAPTAIN'S CLUB are Active members who have completed their Captain/left seat check-out in an aircraft requiring a type rating. This recognition shall be on an annual basis for Active members as they achieve Captain status or for new members to the Society who have already done so.

- c) To keep and maintain a full and complete record of all financial transactions of the Society and to have custody of all books of account;
- d) To receive all moneys paid in to the Society and deposit all such funds in the bank(s) prescribed by the Executive Council;
- e) To receive all membership application forms and renewal forms along with the required annual dues;
- f) To maintain a current membership data bank with complete information re members' addresses, phone numbers, flight status/equipment to ensure up-to-date material.

SECTION 10

MEETING OF MEMBERS

The authority of the Society is vested in the meeting of the members which every member has a right to attend. Any question submitted for decision of the members present at a meeting shall be decided by a majority vote.

a) ANNUAL (GENERAL) MEETING

- i) The annual meeting of members shall be convened by the Executive Council and shall be held in the second (2nd) week of May in each year, that time being considered feasible for the majority of members.
- ii) Business and social activities should accommodate the sponsors when possible.
- iii) Transportation and accommodation arrangements are the responsibility of the attending member.
- iv) Guests of the attending members are welcomed to attend the social events associated with the Annual Meeting. However, all ISA business matters will be conducted in a closed session at the meeting. Guests attending the awards presentation will be asked to leave before the reading of the minutes.

SECTION 9

EXECUTIVE COUNCIL

- a) The Executive Council shall be the governing body elected by postal ballot by members who are entitled to vote.
- b) The Executive Council shall consist of:-  
(i) The President (ii) The Vice-President (iii) The Secretary/Treasurer and (iv) The Directors, when a Board of Directors are required by incorporation of the Society.
- c) ELECTION OF OFFICERS. Candidates for executive office shall be nominated individually to each separate office for which there is, or will be, a vacancy. Official forms for nominations will be obtained from the executive officers by the nominating member for her signature. Said form will then be sent to the nominee for her acceptance of such office and her signature. Thereafter, she will return the completed and signed form to the executive officers. The term of office of the officers of the Executive Council shall be for two (2) consecutive years beginning at the Annual Meeting and thereafter until their successors have been elected. All previous Executive Council members shall be eligible for re-election.  
The officers of the Society shall be the President, Vice President, Secretary/Treasurer and Directors (if required by the Society). Only Active and Inactive members shall qualify for the Executive Council positions.
- d) DUTIES OF THE EXECUTIVE COUNCIL. The business of the Society shall be conducted by the Executive Council. They shall meet as often as the business of the Society requires. Minutes of meetings of the Executive Council shall be recorded by the Secretary. The Executive Council shall have the general direction and control of the affairs of the Society and in particular:-  
i) Act upon all applications for membership and/or the expulsion of members;  
ii) Fill vacancies in the Executive Council;  
iii) Take all measures to provide for the management of the affairs of the Society;

- iv) Carry out such other duties as the members in Annual meeting may authorize from time to time.

- 1) PRESIDENT. The President shall preside at all meetings of the Society. She shall be the Spokesperson for the Society on all matters. She shall be the leader of the Society in initiating all discussions within the Society. She shall sign all agreements in the name of the Society. She shall be an ex-officio member of all committees of the Society. The President shall be empowered to conduct business necessary to the functioning of the Society and shall be responsible to the Society through the Executive Council for her actions. She is also responsible for the organization of the Annual General meetings, communicating regularly with the other officers, composing the newsletters, organising the Annual Address Book, responding to the needs of the members and to ensure that the duties of any office that is vacant are carried out.
- ii) VICE-PRESIDENT. The Vice-President shall, in the event of the absence or disability of the President, perform the duties of the President and/or other duties and projects as the Executive Council may request. She is responsible for maintaining and improving the Annual Meeting Scrapbook and soliciting photographs for same; collecting information for writing, and assembling, the bi-annual newsletter; and chairing any other major ISA projects targeted by the Executive Council.
- iii) SECRETARY/TREASURER. It shall be the duty of the Secretary/Treasurer to keep a correct record of all meetings of members and the Executive Council; to compose 'Thank You' letters for the Annual Meeting hosts and/or sponsors; typing and distributing membership letters as directed by the President; and officially welcoming new members as they are accepted to the Society. She shall also perform such other duties as may be imposed on her by resolution of the Executive Council.  
a) To have custody of all funds, valuable papers and other assets of the Society;  
b) To sign such cheques and other negotiable instruments drawn by the Society as required;

b) THE ORDER OF BUSINESS at the meeting shall be:-

- i) Opening ceremony;
  - ii) Explanation of absences;
  - iii) Welcome to Sponsors, Guests, Members and Officers;
  - iv) Presentation of 'Thank You' gift to Hostess;
  - v) 'Captain's Club' presentations;
  - vi) Other recognitions;
  - \* vii) Reading and approval of the Minutes of the last Annual (General) Meeting and discussions of matters arising therefrom;
  - viii) Reports of Executive Council (individually);
  - ix) Old business;
  - x) New business;
  - xi) Nominations (and voting) for the location of the following year's meeting (first and alternate choices);
  - xii) Installation of new Executive Officers;
  - xiii) Adjournment.
- \* NOTE Section (vii) to (xiii) held in closed session.

SECTION 11

VOTING

At all meetings each Active and Inactive member shall have one vote. Should there be an equal number of votes, then the President shall have the deciding vote. At least more than two-thirds (2/3) of the Active members of the Society should be present at meetings to decide the following:- Dissolution of the Society; Expulsion from Membership; Constitutional Changes. Failing the required attendance, the above issues will be decided by ballot.

SECTION 12

VACANCIES

In the event of the resignation or incapacity of an Executive Officer, a replacement shall be nominated and elected to fill the uncompleted term of the office. The remaining members of the Executive Council

shall delegate a member to take over the duties of an Officer who resigns or who is incapacitated, until a replacement is elected. Election procedures will be the same as regular officer elections. (See 9.c)

SECTION 13

COMPENSATION

The Executive Council may compensate any member who performs a duty for the Society. Personal expenses shall be reimbursed when incurred on Society business, provided accounts are submitted in accordance with Society policy.

SECTION 14

MEETING SITES

- a) In the choice of a meeting site, nominations should satisfy the following requirements:-
  - i) Availability of satisfactory accommodation and meeting facilities;
  - ii) The site should be reasonably accessible to the majority of members;
  - iii) There should be no impediments, political or otherwise, to the admission of all members into the country where the meeting is being held.
- b) With respect to (i), (ii) and (iii) above, consideration should be given to the following:- Personal cost to the member for transportation, accommodation, meals, etc.; the minimum required travel time and frequency of transportation services to and from the site, and also, immigration requirements of the country.
- c) A 'First' choice meeting site should be confirmed by September of the year preceeding the next Annual Meeting. Details of the meeting (i.e. hotel selection, discounted room rates, catering contracts and menu selection, travel information and pass benefits, and sightseeing tours) should be finalised and made available to the Executive Officers preferably by January 1st preceeding the Annual Meeting and by the latest March 1st.

SECTION 15

ADDRESS BOOKS

Members' address books are compiled from the names received by the Thirty-First (31st) day of December and are then printed and distributed to all members in January. The address books are only for personal use by the members. No officer or member will permit the ISA address list to be used by a private or public agency that does not formally represent the ISA membership. Private/Public sale or distribution of the ISA membership roster will be considered grounds for expulsion from the Society.

SECTION 16

DISSOLUTION

- a) The Society may be dissolved at any time by a vote of three-fourths (3/4) of all the Active members.
- b) The Executive Council shall promptly conduct such a vote as provided by a postal ballot on the request by petition to the President of at least twenty-five percent (25%) of the Active members of the Society.

ISA + 21 ORDER FORM

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY/STATE \_\_\_\_\_ ZIP \_\_\_\_\_

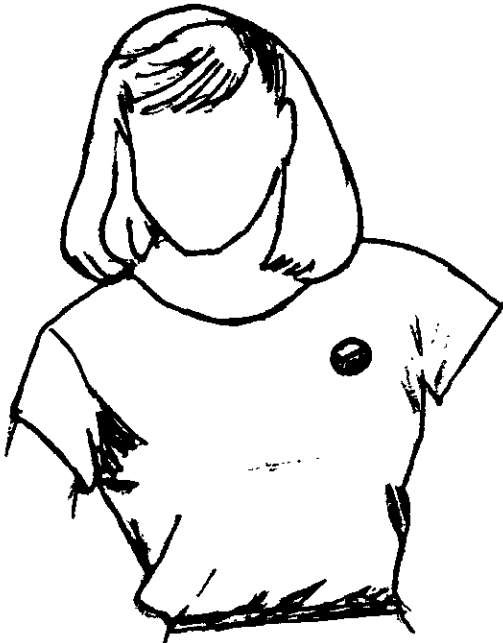
Please send me POSTPAID the following ISA logo items:

	SIZE	QUANTITY	PRICE	TOTAL
A. Ladies French Cut Tee Shirt -sky blue with navy ISA logo (small or medium)	_____	_____	@\$6.00	=\$ _____
B. Mens Golf Shirt with HALP logo -white in small only	<u>S</u>	_____	@\$7.00	=\$ _____
C. ISA Logo Tie-Tac in 14kt gold		_____	@\$30.00	=\$ _____
D. ISA Decals (not shown) 3 decals per package		_____	@\$2.95	=\$ _____

TOTAL AMOUNT ENCLOSED \$ \_\_\_\_\_  
=====

Please make your check or money order (U.S. funds) payable to:

ISA+21  
c/o Ginger Mitchell  
3332 La Mesa #5  
San Carlos, CA 94070  
USA



**a**



**b**

