



ISA News

International Society of Women Airline Pilots

January 1998

1998 ISA+21 Annual Convention

It's our 20th Anniversary!

Come join us in Las Vegas

on May 12-14,

Hotel Registration Deadline

April 11

ISA Board of Directors

NEEDS YOU!

Nomination deadline

February 10

ISA Ski Days

and

Board of Directors Meeting

February 9-12

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Las Vegas News Bureau

Las Vegas - Here We Come

ISA+21's 20th Anniversary Convention.

May 12-14 - Mark it on your calendars!

The date is set and the party is planned and a fun time is guaranteed.

The hotel? Harrahs! The weather? Sunny and Warm!

The party? At the Poolside!

*These and more details are inside.
Plan your vacation NOW to join
us in Las Vegas this May!*

(See page 13)



Las Vegas News Bureau

ISA PLANNING CALENDAR

JANUARY 1998

- 1 ISA News mailing
- 20 Santa Barbara ISA Fly-in, Santa Barbara, California, USA
Contact Karen Kahn at 805-687-5859 or
76147 135@compuserve.com

FEBRUARY 1998

- 9-12 ISA Ski Days and Board of Directors Meeting, Keystone, Colorado, USA. All members welcome. Contact Cindy Shonk at 830-964-3295 or cindyshonk@compuserve.com
- 10 ISA Board of Directors Election Nominations and special nominations close
- 15 ISA News articles due.

MARCH 1998

- 12-14 Women In Aviation Conference, Denver, Colorado, USA.
- 15 Board of Directors Election Mailing
- 15 ISA News mailing.

APRIL 1998

- 1 Captain's Club Forms due. See form in centerfold of this newsletter. Contact Lisa Kuehl
- 1 Scholarship applications due. Contact Scholarship Chair, Gail Redden-Jones
- 4 Girl Scout Day at the National Air and Space Museum, Contact Morgen Greschel Reeb.
- 8-12 First Asia Pacific Conference, Women in Aviation, Queenstown, New Zealand. Contact Irish Paterson, Phone 64-3-312 5526
- 25 Board of Directors Election Ballots due

MAY 1998

- 1 Scholarship Notification of Eligibility
- 12-14 ISA Convention, Business Meeting, and Board of Directors Meeting, Las Vegas, Nevada, USA. Contact Convention Chair Liz Voigt smythe@euronet.nl or Convention Liaison, Maggie Rose 70774 1022@compuserve.com

JUNE 1998

- 1 Scholarship Interviewers assigned to Applicants
- 1 ISA News Articles Due
- 15 Scholarship Applicant Interview Dates Set

JULY 1998

- 1 ISA News Mailing

AUGUST 1998

- 1 2000 Convention Bids Due
ISA Board of Directors Meeting. All members welcome.
Contact any Board member

SEPTEMBER 1998

- 1 Scholarship Awards Notification
- 1 ISA News Articles Due

Next Newsletter Deadline Sunday, February 15

The International Society of Women Airline Pilots, founded in 1978, has over 530 members from 90 airlines in 33 countries.

ISA welcomes as members women flight crew working for FAA Part 121 airlines or non-US equivalent having at least one aircraft with a gross weight of 90,000 lbs/41,000 kg or more.

ISA News is published four times a year in January, March, July and October. All material in the ISA News is copyright © 1998 ISA and/or the individual authors as noted. Permission to reprint articles for your airline or other organizations can be obtained by contacting the Editor.



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Chair's Letter

Mary Ana Gilbert

Dear Ladies,

A very happy, healthy and prosperous New Year to each of you!

Your board members have been busy again this quarter. At the BOD meeting in November, we realigned two Board positions and renamed one. The Family Chair is now the "Human Performance and Resources Chair" and will be responsible for Gender Issues, Pregnancy, Menopause, Critical Incident Response, Aeromedical, Radiation, and Family committees. The new name reflects the logical grouping and is intended to consolidate resources concerning our needs as, well, humans. The Corporation Chair, having successfully incorporated ISA as a 501(c)(3) corporation, will now be responsible for the "needs" of the corporation, mainly money and press. She will be responsible for fund raising, silent auction, corporate sponsorship, press kits and releases, the press conference at the convention, and the updating of the operations manuals every year. These two positions, as well as the Scholarship Chair and the Convention Chair are open for two year terms starting in May. If you are interested in any of these positions, please call the present chair for more information and notify Tiana Daugherty (Secretary) of your intention to run. ISA NEEDS YOU!!!

The next big issue concerns your newsletter. This Chair's responsibility has grown to enormous proportions in the recent past. It is no longer realistic to



expect volunteers to fulfill all the requirements of this incredible task. The Board has authorized the use of outside help for layout, printing, and mailing services. This will enable our editor to focus on content and free her from the time consuming tasks involved in the production phases. We will be switching the US mailings to third class mail to take advantage of non-profit postage rates. (Non-US newsletters will still go first class.) Since we won't have a time delay for volunteers to label and mail, net delivery time should remain the same. You will, however, need to keep your address updated since third class mail will not be forwarded.

With great regret, I have accepted the resignation of Jenny Beatty as Editor and Newsletter Chair effective November 22, 1997. She was instrumental in the initial research concerning outsourcing of the newsletter production. She has accepted a position as Manager of Technical Publications at Reno Air and we wish her well in this exciting new position. Her ideas and energy will be sorely missed.

It was with immense gratitude for her volunteer spirit, that I have appointed Ginger Cutter as the Interim Editor. She was responsible for the publication of this newsletter and has done an outstanding job in a very

compressed timeframe. The position of Editor is open immediately, so any one interested, please contact Tiana, Ginger, or me. Nominations to fill the remainder of Jenny's term (through May '99) will close Feb 10th. Once again, ISA NEEDS YOU!!!

Please remember that ISA is YOUR organization. It is a coalition of women who have attained a significant professional achievement and are interested in the advancement of young women in this chosen field, mutual support among our peers, and a non-threatening, enjoyable social network. This organization is a combination of each of you and is greatly enhanced by your involvement, no matter how small or insignificant it may seem. It is unfair that a certain number of volunteers are overworked when others do little. Please! Become active in your organization. ISA NEEDS YOU!!

I look forward to working with you or getting your inputs via phone, fax, or e-mail.

My best to each of you,

Mary Ana Gilbert



ATTENTION

If you have not renewed your ISA membership please do so by January 15 in order to be included in the 1998 membership roster. If not received by the deadline you will be dropped from the active membership list. So, please renew now. (Non-US members may renew between now and the convention in May.)

ISA News Managing Editor

by Ginger Cutter



A new year...and a new editor. With thanks to Jenny Beatty for the October 97 newsletter, we congratulate her on her promotion and wish her the best. I accepted the position of Interim Editor and Board Member with some trepidation when Mary Ana Gilbert phoned me, but with the Board's approval to outsource the production of this newsletter, I felt that this would be project that I would enjoy. The job of getting this quarterly newsletter out has become phenomenal, and I can only salute the previous editors and the work that they have done!

Our Constitution and By-Laws require that a Special Election be held to fill the remainder of Jenny's term - until May '99. If you have that willingness to serve and wish to be the Newsletter Managing Editor, please notify Tiana Daugherty or Mary Ana Gilbert. I will continue as Interim Editor until such a time as someone else is elected or the term expires.

For those of you who don't know who I am, please let me introduce myself. I am a US Airways pilot currently on Long-Term Disability due to Type I Diabetes. This gives me a LITTLE free time, however you would be amazed how quickly your time is filled up

when you're not working! I became a member of ISA in 1986 in San Diego at that convention. It certainly was a memorable time, as this was the convention where we went from an officer hierarchy to a Executive Council of 9 members. I think it's worked! I was on the EC (which is what we called the Board back then) for 3 years. My jobs included: Corresponding Secretary, PR, Convention, Speakers Bank, and a few other positions thrown in. Back then, the entire EC had to do double and triple duty.

Currently, I am the 20th Anniversary Convention Registrar and am helping Liz and Maggie with the Las Vegas Convention. I am also the Webmaster for ISA's website and manage ISA's FIRST committee.

As you peruse this newsletter, you will notice that there is a general lack of pictures included. Well, I would love to put pictures in of my dog, Tam, but don't really think that would be appropriate. So all YOU have to send me pictures...and articles...and funny stories...and letters to the editor. This is YOUR newsletter.

I never really thought that I would be back on the Board of ISA. After three years in the 80's, I always thought that I had done my "duty." But when the call to arms came, I volunteered. ...WHY?? Because I love ISA; I think that it is such a worthwhile organization; I have made so many special friends through it; wouldn't you like to to say the same? The Board of Directors is looking for you! Nominations are upon us for the upcoming term of May 1998-May 2000. There are some exciting committees opening up. Be a part

of it! Please find the BOD application later on in this publication and send it in!

And now's the time to mail in your Convention Registration. And this year, ALL members may use their VISA or MasterCard thanks to the hard work of Janet Coté. Hopefully, this will make registration and refunds work smoothly this year. ➔

FIRST ASIA PACIFIC CONFERENCE

highlighting

Women in Aviation

- Educational sessions
- Panel Discussions
- Workshops
- Warbirds over Wanaka
- Airshow

Program designed for women in all areas of aviation

8-12 April, 1998

**Queenstown,
New Zealand**



for information, contact:

Trish Paterson,
Organising Committee
Phone: 64-3-312 5526
Fax: 64-3-312 5818

Human Performance and Resources (Family)

by Mary Ana Gilbert

1997 was a very busy year for our members, especially in the professional arena. It brought about many changes and exciting advances. The Family Chair has also seen some changes. At the November Board of Director's meeting, the Board voted to rename and realign the duties of the Family Chair. The new name is Human Performance and Resources which more closely reflects all the committees that will report to this chair. Under this new title, I am now responsible for the committees that affects us as, well, humans. Gender Issues, Pregnancy, Menopause, Critical Incident Response, Aeromedical, Family, and Radiation are some of the primary committees that are now the responsibility of the HPR Chair. One can see it is a logical grouping of these committees and will certainly consolidate our resources in these very important areas.

Now for the news:

Nursery News

Rhonda Wolleat, American, had a 7lb, 4oz baby boy on August 23rd. Casey Devin Wolleat was welcomed home by his big brother Cort.

Pam Noeldner and husband, Bob Benson (both US Airways) are thrilled with their first child, a little girl. Christine Elizabeth Benson arrived eight days late on Sept 12th.

Achievements

Linda Alexander, Continental, upgraded from 727 SO to DC-9 FO. Cory Anderson, formerly 737 Capt with Air South reported to class at Southwest on Oct 30th.

Jenny Beatty is now Manager of Technical Publications at Reno Air. Connie Bowlin Delta from MD-80



to B757/767 Captain ATL

Julie Chapleau, transferred from Ryan International to Polar Air Cargo and then to Kitty Hawk Air Cargo.

Nancy Charles, Delta, is now an L1011 First Officer in ATL.

Tiana Daugherty, United, upgraded to 727 Capt in SFO.

Margie Freeman, United, is now a 727 Capt in ORD.

Jean Haley Harper, United, now 757/767 Capt in DEN. Husband Victor (also UAL) upgraded to 737-300(Shuttle) Capt in DEN also.

Sandy Holliday, Air Canada, is now an A320 FO in YVR.

Patricia Jimenez, Ryan International, upgraded to A320 FO from B727 SO and is based in Chicago.

Betsy Landon, upgraded to B777 FO (including a type rating!) and is based in MIA.

Lorraine Morris, United, is now a 747-400 FO in ORD.

Diane Myers, Continental, from DC-10 FO to B737 captain IAH.

Sinead Sands, is now a B757/767 FO for United.

Mary Ann Schaffer, United, is now 727 Capt, DCA.

Patricia Toher, FedEx, transitioned from A300 Capt in MEM to MD11 Capt. in ANC.

Joy Walker, Delta, transitioned from 757 Capt to L1011 Capt.

Retirements

Lori Adams retired from Alaska Airlines.

Barbara Harper retired from Continental on 12-1-97.

Dorothy Westby retired from Miami Air International on Dec 21, 1996 as a 727 Captain.

New Challenges

Anitra Ruth, A300, Captain, was furloughed from Pan Am on Oct 15. →

Japan Airlines Qualifies Woman for B747 FO

(The following article appeared in The Japan Times newspaper on Thursday, September 25, 1997)

Japan's first woman to pilot a jumbo jet took to the air Tuesday on a flight from Tokyo's Haneda airport to Hokkaido's Hakodate airport.

Tomoko Otake, 29, who quit her graduate studies at Kobe University and joined Japan Airlines in 1994, became qualified to fly jumbos in March.

She had been undergoing on-the-job training and Tuesday was the first time she flew as copilot.

Her flight took off from Haneda shortly after noon with 280 passengers. Otake took the controls for the landing at Hakodate.

She also piloted the aircraft during the return flight to Haneda. The round trip took 2 1/2 hours, according to JAL.

At a news conference afterward, Otake said she managed the flight without becoming too nervous.

"It was a smooth flight, and it was memorable one for me", she said, smiling after she received a bouquet. "I would give myself 80 points (out of 100). It was just like training, so I did not feel particularly tense."

Otake will continue flying domestic routes for a while, but after getting some experience may be promoted to international flights. →

Corporation Report

by Nancy Novaes



There are as many reasons to join ISA as there are members. Cyndy Lauper sings, "Girls just want to have fun!" That is probably first on our list, and having fun remains everyone's top priority. However, we have an opportunity to accomplish something while we are enjoying ourselves.

The objectives of the organization are to educate and encourage women in aviation. We do this most obviously with our successful Scholarship program. However, there are other things that we do to further the mission of this organization. Our association enables the exchange of information vital to survival in the corporate world. Our collective experiences provide a database for young members and others involved in the airline industry. The ISA network is a valuable tool to each of us. Armed with the experiences of ISA friends, we are better equipped to handle the daily challenges of life in the "fast lane" of aviation, making us stronger and happier employees. Getting the job is only the first part of what we need to accomplish. The second part is keeping the job and making our careers a success.

With more than twenty-five years' experience in airline cockpits, women have successfully accommodated ourselves to the

airline industry. Now, industry is beginning to accommodate us by taking a broader view of family and health issues affecting pilots, and a frank look at diversity issues of men and women working together.

Several members have been honored with promotions to Management and given the respect of their peers with their service to their companies and unions. We are finding ways to "give back" to the industry that has well rewarded us. We have changed one Board member due to a promotion, regaining a former EC member in her place. Congratulations, Jenny Beatty, on your promotion at Reno Air. Welcome back, Ginger Cutter, Interim Editor, and fabulous Webmaster for the ever-growing ISA website (<http://www.iswap.org>). The Centerfold of this Newsletter contains the names of other ISA members who are sharing their skills and experiences. Please remove it and put it in your flight bag. Call any of those names if you need information or just someone to talk.

The Corporation will be undergoing some changes in the next few years. We will be rearranging Board seats and duties to accommodate new Directors. The Operations Manual, 1998 edition, will contain the latest information about ISA's structure and services. If you are thinking about volunteering for one of our committees, but are not sure which one, you can contact me for a copy of the current ISA Ops Manual. I encourage you to consider donating a little time and energy to ISA. Your reward will be the friendship of some of the finest women in the world, and the satisfaction of knowing you have made a difference in the lives of those you assist. ➔

Finance Report

by Janet Coté



Another busy year is quickly drawing to a close. From a new treasurer's perspective, ISA fared well in meeting its financial goals. In 1997, income from membership dues totaled \$17,249 and expenses are estimated at \$16,800. The budget for 1998 requires a bit more fine tuning in the attempt to lower operating costs. Currently, printing and mailing the newsletter requires approximately 74% of the funds collected from your \$36 portion of membership dues. Research is being done to find ways to reduce production costs of the newsletter while maintaining its integrity.

Thanks to the hard work of Gail Redden-Jones, the scholarship account at Paine Webber now consists of several money market funds for diversity. As of September, \$80,440 is invested in this account. I will continue to track performance, making changes, at the BOD's approval, as necessary.

At the November BOD meeting, a convention refund policy was discussed and agreed upon. This policy will be stated on the convention registration form... please read it carefully.

I look forward to 1998, and wish everyone a prosperous and happy new year!

ISA Scholarship Donations

Donations to the ISA Scholarship Fund are tax deductible under Section 501 (c)3 of the U.S. IRS Tax Code, ID number 52-1465669. Scholarship donations payable to the "ISA Scholarship Fund" may be sent to Gail Redden-Jones, reference account number GK 17130. ➔

BOARD OF DIRECTORS REPORTS

BOD Meeting, November 1997, New York City, NY, USA

submitted by Tiana Daugherty



The meeting was called to order by Chairwoman Mary Ana Gilbert at 0945 in New York City. Board members present were: Mary Ana Gilbert, Nancy Novaes, Denise Mowat, and Diane Casavant. Member present was Maggie Rose.

Treasurer

3rd Quarter financial report presented. Preliminary operating budget for 1998 is in the works Janet needs an estimate of all expenses (even if a Member has elected not to be reimbursed) to have the most accurate figures for compiling the 1998 budget. Electronic processing is in place and working well.

MOTION: Transfer general operating funds from Paine Webber to Pacific Horizon Money Market Fund at Bank of America. Passed.

MOTION: Convention cancellation and refund policy. Full refund if cancellation is requested by April 30. 50% refund if cancellation received between May 1 and May 20. No refund after May 20. Refund requests should be sent to Ginger Cutter by fax, e-mail or written. Faxes may be sent to Harrah's May 11-12. Passed.

Convention

Potential sponsors still being finalized. Side trip deadlines extended. Karen and Gail working on an ISA logo pin to be issued to past Board of Director members.

Corporation

Plan to file for a Nevada tax ID number in 1998. Revisions to Operations Manual due by December 15.

MOTION: Rename "Family" to "Human Performance and Resources" chair. Reporting to this position - CIRP, Gender Issues, Menopause, Aeromedical, and current duties. "Corporation" chair duties expanded to include Fundraising, Public Relations, Press Kit compilation and IFALPA. Passed.

Membership

Encourage all members during the Convention to assist first-time attendees with feeling welcome.

Family (Human Performance and Resources)

Coordinating with Membership chair to update information.

Education

99s Museum expansion is due to open in Summer '99.

Scholarship

Seeking volunteers to help solicit funds and/or type ratings. Compile a database of previous scholarship winners to track their

career progress. The Paine Webber Scholarship account is being transferred to the Treasurer for recordkeeping.

Newsletter

Contract out for mailing along with printing of the newsletter. Change rate of U.S. postage from First Class to Third Class bulk mail as a cost savings measure. (Eliminates forwarding and return postage guaranteed.) Maintain First Class postage for non-U.S. members. Review cost of using a Graphic Artist to assist in lay-out of the newsletter. Selling advertisement in newsletter tabled until a later date.

Old Business

Our Web Master is contacting each airline to update the Firsts page for the most up-to-date information.

The brick has been purchased from the 99s. It can be viewed in Atchinson, Kansas at Amelia Earhart's birthplace.

New Business

Discussion of requirements for Honorary Membership to ISA. Tabled pending further review.

ISA will have a booth at the Women In Aviation Conference to be held in Denver during March.

Next Board of Director meeting will be in February at Keystone, Colorado.

Meeting adjourned. ➔



Financial Scholarship Report

by Gail Redden-Jones



Calling All Friends of the Scholarship Program.

We need your help! I am looking for a few individuals who would like to help our scholarship program grow. Currently only two airlines support us with cash donations, **UPS** and **Northwest**, and three airlines donate type ratings and flight engineer ratings, **United**, **USAirways**, and **Federal Express**. As our scholarship program is becoming more visible, especially through our website courtesy of Ginger Cutter, we are receiving more and more requests for financial assistance. We would like to see every one of our members' airlines contribute so we can assist even more women struggling to become airline pilots. As you are aware, it is a long, difficult, and expensive road to travel.

If you don't see your airline's name in those mentioned earlier, why not do something about it? If you would like to help us, I have a kit all set up to show your Chief Pilot or other individuals who can help. The kit contains two past newsletters, one with coverage of our convention, and one with our scholarship recipients, a scholarship information sheet, sample scholarship application, and our pamphlet, "Tips on Becoming an Airline Pilot". These will assist you in showing your airline who we are and what our scholarship program is all about. I have also included our press kit which highlights all our activities as well as profiling our Board members. This way they can see

our other activities and who our volunteers are.

I know what you're saying. How can I possibly get my airline to talk to me? Well, that's what our other members said at first, but every donation and contribution we have received from the aforementioned airlines came about because women like you and me just walked in and asked! Many airlines are interested in hiring women and they know that with ISA's assistance, they will be excellent candidates for their airlines. Many of our past scholarship recipients are working for the airlines now.

So just take a minute to think about it. Maybe your airline could help with a type rating or cash donation. Maybe you know someone in the training department who could help. All you have to do is ask and you may be surprised with the results. If you need any assistance, we have several members who can give you tips and pointers on how to approach your airline. Just remember, the worst they can say is no! We would also welcome scholarships from other companies, such as Flight Safety or any company that trains regional and commuter pilots. Type ratings in these aircraft would also be invaluable to our scholarship recipients. And we would definitely welcome any assistance in procuring scholarships from our non-US member's airlines. We are seeing more non-US applicants now that we are truly becoming a global organization. I look forward to hearing from you even if you just have questions. My number is (847) 599-9886.

Where Are They Now?

Two of the most frequently asked questions I get is where are our scholarship recipients now and did any of them make it to the airlines? Following is a list of those past **Airline Scholarship** recipients, along with the year they received their scholarships, who are now with the airlines.

Please let us know if we left anyone out. We would be interested in hearing from you if you are now a member of ISA and possibly profile you in an upcoming issue.

- '94 Lisa Ash is currently with Federal Express (ISA member)
Julie Chapleau is currently with Kitty Hawk Air Cargo. (ISA member)
Christine Debouzy is currently with Air France. (ISA member)
- '95 Amy Himic is currently with Federal Express.
Cheryl Olivier is currently with Federal Express. (ISA member)
- '96 Jennifer Hegseth is currently with United Airlines
Angelia Smith is currently with Northwest Airlines
Roberta Paulet is currently with United Airlines
Michelle Rinata is due to upgrade with Midwest Express in January 1998
- '97 Catherine Drury was hired by America West

Are you or do you know one of our past **financial scholarship** recipients? We would like to learn of our past recipient's whereabouts, if they are now working for an airline, and possibly profile them in upcoming issues:

- 1988 - Elizabeth Ann Logan, Shelly Lee Shallenberg
- 1989 - Lanita Edvalds, Priya Nanuwadekar
- 1990 - Betsy Stanga, Kathy Mitel
- 1991 - Kristy Soli, Paige (Kelly) McDermott, Robin Gayney, Janet Gowan, Ingrid Tamme, Renee Gosselin
- 1992 - Gay Williams, (unknown), (unknown)
- 1993 - Wendy Grimm, Jennifer Stark, Kathleen Vietoris, Linda Martin
- 1994 - Isabelle Villier de Boves, Dawn Criddle, Denise Egglestone
- 1995 - Renee Burger, Donata Hunt
- 1996 - Stephanie Fryer, Kathryn L. Hansen, Tracy S. Leonard, Jennifer D. Muellner

We are missing the names of two recipients from the 1992 scholarships. If you have any information, please contact me. ➔

Letters from Scholarship Recipients

*Excerpts from letter from
Vickey Blythe McLendon-*

"Please accept my sincere thanks and gratitude for awarding me the Fiorenza de Bernardi Merit Scholarship. Without the generosity shown by the International Society of Women Airline Pilots, I would have had great difficulty in obtaining my CFI rating. I am now actively pursuing the Instrument Instructor Rating and should be finished by mid-November. I also completed the AGI and IGI Ratings in October. The faith that you...and others have shown in me has made me even more determined to succeed in a flying career. I'll keep you posted on my progress and look forward to joining your ranks in the near future."

from Alison Devereux-Naumann

"I would like to say thank you for choosing me to be a scholarship recipient. It will help me to continue pursuing my dream of becoming an airline pilot. I anticipate beginning my ATP training within the next month or two-which your scholarship helps make possible."

from Renee Burger

"Once again I must thank you for the \$1000 Scholarship award, which I recently used to obtain my ATP. As most all of you know, the road to commercial pilotdom is a long and expensive journey. How fortunate and grateful I am to have your support and encouragement." (note: Renee is now employed as SIC on a Lear 35 flying cargo for Bank Air.)

from Stephanie Fryer-1996 recipient

"I...would like to update the organization on my progress. In January I completed training for my MEI with June Bonesteel...who was selected as 1987 National

Flight Instructor of the Year. I received excellent training with the aid of the...scholarship.

One week before my MEI checkride I was offered a job as co-pilot on a Beech 99, flying in Barrow, Alaska. With a grand total of 820 hours, I passed my MEI checkride and headed North. Little did I know my BE-99 checkride was to be FAA supervised. Having just finished my MEI gave me the confidence in my flying skills to pass. My nerves were another story. I was never as terrified as when I had my first Part 135 checkride!

The plus side comes from the experience of it all. I received an outstanding opportunity from ISA and applied it immediately to real life skills. I have now been with Cape Smythe Air Services for seven months and look forward to moving up in the company."

from Lisa Kooima-

"I am writing to express my sincere appreciation for the scholarship you have awarded me. I consider it a great honor and I am sure it will be very helpful to me in my career. I have made arrangements to take my ATP checkride in October.

This is a very exciting time for me. I will graduate from the Univ. of Phoenix with a degree in Business Administration in November. With the acquisition of my ATP I feel I will be an excellent candidate for an opportunity with an airline.

I know that there are many more deserving candidates that you have considered for this award and I will do my best to make the most of the opportunity you have afforded me."

letter from Beth Huie

"Just wanted to drop you a note to say thank you for selecting me for the ISA scholarship. I really appreciate your assistance."

from B.J. Christensen

"I wish to thank you and all the women of ISA+21 for the International Career Scholarship...to apply toward my ATP rating. I was absolutely thrilled and I promise I will do my best to be deserving of this award.

On Monday, Sept.22, I was offered a place in the Oct. 13 ground school at United Express...to train on the Beech 1900... the VP of Operations...interviewed me and said my credentials were "impressive" and my interview presentation was "excellent". I couldn't help being proud that I was the only woman interviewed that day.

To prepare myself for the ground and flight training, I am going to Chicago Palwaukee where I will complete my ATP and FE written.

It's hard to believe that three years ago I was a high school teacher dreaming of becoming a professional pilot. I had attended the Women in Aviation Conference in Orlando that March and met so many interesting women...Karen Kahn, Lou Anne Gibson...and in Minneapolis Morgen Reeb, you(Gail), Nancy Aldrich, Sandy Anderson, and Barb Howland. Last year I interviewed with Krisan Wismer...and she gave me good advice. This year I interviewed with Laura Cox, she had excellent advise also, and she was so gracious when the waitress spilled coffee all over my updated resume and logbook copies.

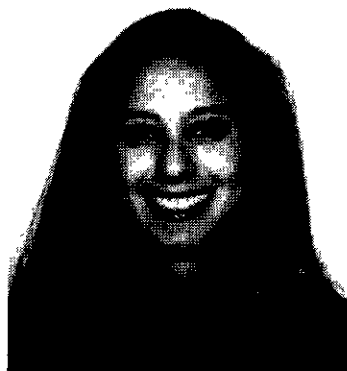
With so many prestigious women believing in me I knew I had to do my best. I did and I will continue to do so. So to each of you who encouraged me this award is for you, also

Don't ever miss the chance to encourage someone A kind word has the power to last a lifetime in someone's mind. I thank you." ✈

Airline Scholarship

By Keith Johnson

I am happy to report that one of our 1997 Airline Scholarship recipients, **Catherine Drury** has been hired by America West Airlines. We hope that she will soon join the ranks of ISA+21! Catherine was awarded a Type rating scholarship from United Airlines, but had not yet completed her training. The scholarship will now be passed on to the runner-up, **Patricia Jimenez** from Denver, Colorado. Patricia ("Tricia") has flown for Ryan



Airlines since September, 1995. At the time she applied for the scholarship, she was a B-727 Flight Engineer, but is now just completing her transition training to the A-320 First Officer position. She hopes to schedule her UAL type rating training early in the new year. Tricia is well acquainted with the United Airlines Training Center, having served a summer internship there while in college in August, 1993. She included a letter of recommendation in her scholarship packet from **Captain William Traub** who worked with her at United. Captain Traub was the Vice-President of Flight Standards and Training who initially endorsed the ISA+21 Scholarship program four years ago. United Airlines is the only airline that has consistently offered scholarships to ISA+21 every year for the past four years. We are very thankful of their great support.



ISA+21 will be hosting a booth at the Women in Aviation conference in Denver, Colorado on March 12-14, 1998 to promote our scholarship program. **Krisan Wismer** has generously financed the cost of this booth as her personal contribution to the scholarship program. Please review her article about the Women in Aviation conference for more details. In conjunction with this booth, the Airline Scholarship committee will be participating in a scheduled seminar during the conference about Scholarship Opportunities for Women. The seminar will be introduced with an explanation of our scholarship program, followed by short talks from two of last year's scholarship recipients, **Angelia Smith** - US Airways B-727 type rating and **Michelle Rintala** - Federal Express- B-727 Flight Engineer rating. I would like to encourage as many ISA+21 members as possible to attend this conference to mingle with our potential future members. Many of our scholarship applications were submitted after the WIA conference in Dallas in 1997 because of the information they received at the conference and the input of the ISA members present at that conference. It is extremely beneficial to these aspiring women pilots to meet and talk with all of us that have already attained the dreams they are seeking. Please mark these dates on your calendars and keep it in mind when bidding your March schedules!!!

I would like to extend a special thank you to **Krisan Wismer** for her extremely generous donation of the ISA+21 booth at the upcoming WIA Conference. I would also like to encourage any other members who would like to make a tax-deductible donation to the ISA+21 Scholarship program. This is a good time to think about tax deductions as the year comes to a close and as all the past scholarship recipients will attest, the scholarship program is a very worthwhile cause that deserves your financial support!! Donations to the scholarship program can be sent to Janet Coté, ISA+21 Treasurer and be sure to specify that you wish to direct your donation to the Scholarship Fund. I would like to conclude this report with excerpts from some of the thank you notes I have received from this year's airline scholarship applicants to let all of you know how they value this experience. My special thanks go to all of the scholarship interviewers and especially the liaison members at each of our sponsoring airlines, **Lisa Ash**, Federal Express, **Karen Bland**, United Airlines and **Lori Cline**, US Airways. Their hard work and donation of their time has made this scholarship program possible.

Laura Chenault Smith - September, 1997

"I am writing to thank you for considering me for the ISA+21 Airline Scholarship. I received notification of the winners today and I would like to thank you for the handwritten note you included.

I am currently completing my 4 year degree, and I am now in captain upgrade training with my airline. I will continue to try to improve my qualifications and reapply for the airline scholarship next year. I would like to thank you and the ISA+21 members for

(continued on page 12)

BOARD OF DIRECTORS REPORTS

Membership Report

by Denise Mowat



Happy Holidays!

Besides being busy with the annual membership renewals this quarter, I have also received 15 new memberships and one renewal from last year. Our membership total is now 549 from 33 countries and we have pilots from four additional airlines: Air UK, Laker Bahamas Ltd., Sky Trek Int'l, and USA Jet to bring the total to 90 different airlines!

Here are our newest members:

Elaine Satterlee

Arrow Air DC-8 & L-1011 F/O MIA
DOH 8-89

Diane Kramp

TWA B727 F/O STL
DOH 6-20-96

Camilla Daser

Virgin Atlantic A340 Captain
DOH 5-11-92

Kitty Sue Smith

Northwest DC-10 S/O HNL
DOH 6-9-89

Sara Moreland

Ryan International B727 F/O DAY
DOH 1-10-95

Jeanene Urban

Federal Express B727 F/O MEM
DOH 12-19-83

Cathy Haar

Northwest DC-9 F/O MSP
DOH 5-2-96

Bridget Vietz

Reno Air MD-80/90 F/O SJC
DOH 5-9-97

Angie Smith

Northwest B727 S/O MSP
DOH 3-21-97

Cristina Grohs

United B737 F/O LAX
DOH 6-16-97

Lucinda Mead

Air UK FK-50 F/O
DOH 6-10-96

Pamela Mincey

USA Jet Falcon DA-20 F/O YIP
DOH 8-96

Caroline Aylen

Laker Bahamas Ltd. B727 S/O
DOH 12-96

Annette Schirling

Lufthansa A320 F/O FRA
DOH 3-13-91

Nikki Welch Solper

Sky Trek Int'l B727 S/O RIC
DOH 11-17-96

Renewal-

Sandi Holliday

Air Canada A320 F/O YVR

Welcome ladies! →

Education Report

by Diane Casavant

Happy Holidays to you all.

In November, the Board of Directors, once again, had a very productive meeting in New York City, given by the gracious hostess, Nancy Novaes. Thank you Nancy.

Getting proficient on my new computer has been challenging, and of course, frustrating. Finally, I can be reached at my e-mail address on CompuServe, #110603,2673.

Have you ever had an opportunity to give a presentation, but the thought of getting behind a lectern, in front of a large group of people, scared you to death? Well, you are not alone. Toastmasters

International might be just what you have been looking for. It is the worlds largest organization helping to improve public speaking, communication skills, and enhance leadership potential, all through its member clubs, which are located in most small and large cities. One is probably right in your neighborhood. The Toastmasters program is not a formal course in public speaking, but a workshop in which you and others develop and practice together in a professional environment. The possibilities are endless. As a fellow Toastmaster, I can attest to those possibilities. If you would like to receive more information about joining a club in your area, call Toastmasters International at 1-800-993-7732, and see how they can help you.



Don't forget, these three videos are available for your next presentation. ISA Video: 8-minute video about women airline pilots.

SIU Video: 15-minute video about women in varying fields of aviation, created by Southern Illinois University.

BBC Video: 9-minute video featuring ISA member Lynn Ripplemeyer, created by the British Broadcasting Corporation. →

Convention

by Liz Voigt

By the time you get this newsletter ISA's 20th Anniversary Convention will be less than four months away! I hope you've requested vacation or put in your bids so you can come and join us in Las Vegas. It's going to be great!! Maggie Rose has outlined our three day program in her article - full details will be available in the March newsletter.

Maggie, as Local Liaison, has been doing the overall negotiating with our hotel, Harrahs (and has gotten us great rates!) as well as putting together the framework of our three days which entails quite a bit of planning. The basic itinerary will be familiar to those of you who have attended recent conventions. Ginger Cutter will be handling pre-convention registration and has been working hard getting the registration form put together. Believe me it's harder than it looks! I'd also like to thank Karen Bland for taking care of the Grand Canyon side trip registration for us - at this time there are a couple of places left - call quickly if you'd like to go and you may be in luck.

Elise Pistor will be hosting the Silent Auction - you can write to her or call her:

Elise Pistor
7200 Holly Ln.
Colleyville, TX 76034
(817) 424-0056

with your donations. Please help make this the most profitable Silent Auction ever as befitting an Anniversary celebration! Last years donations included a tandem sky dive, vouchers for hotel stays, gourmet meals as well as merchandise from members businesses. PLEASE help us in some way, however small.



You will notice that we have instituted an official cancellation and refund policy this year. This decision was made at the November Board of Directors meeting as a response to the increasing size, complexity and, of course, cost of our conventions. A full refund will be available up to April 30th - by then members will have received their schedules and know if they have received the necessary time off. If you cancel after April 30th but before May 20th you qualify to have 50% of the registration fee refunded. We need to receive all cancellations/requests for refunds in writing (either a letter, a fax or an email). These new procedures are essential both to ensure that ISA does not incur unnecessary costs but also in order to keep our administration "do-able" now that we are regularly dealing with convention attendance of over two hundred people.

Please don't wait to register until the last minute - it makes life really hard for the person doing the administration (Ginger Cutter this year) if she is swamped by faxes and letters in the last few days! Register early and cancel later if your bid result is disappointing. ➔

ISA On-Line
Visit the ISA Website at:
www.iswap.org

Airline Scholarship

(continued from page 10)

considering my application. It is a wonderful organization and I hope to be a part of it someday."

Kimberly Grennan -

November, 1997

"It is such a privilege and honor to have been selected for the Federal Express Flight Engineer Scholarship. I am very excited and look forward to the training.....I am finally settled in at work with a base and schedule. The scholarship is now my number one priority..... I want to reassure you that I am determined and am confident that I will succeed. I am so thankful to you and the ISA+21 members for this opportunity. I will make everyone proud of their decision."

Carolyn Reisz - September, 1997

"Thank you for the opportunity to win the type rating and the nice comments that you passed on from Cindy (Shonk) and Judy (Gasparis). I really learned some interesting things by talking to them in San Antonio. They were very professional in the interview and it came across very friendly and informative. I am so pleased that I found out about your organization and I hope to be a part of it someday."

Tami Sue Moore - September, 1997

"Just got back from my trip and got your message about the US Airways Scholarship.... Keith, I am looking forward to learning a new aircraft and I would like to thank you and the ISA +21 Committee for allowing me this opportunity. It was an unexpected surprise to receive your phone call. I'll keep you posted of my progress."

Letters like these should help keep all of us enthused about the scholarship program and make us realize that our efforts really are worthwhile!! Thanks to all of you and Happy New Year! ➔

Las Vegas - Here We Come

(continued from page 1)



THE HOTEL

First of all, the hotel is Harrah's which is right across from Caesars and the Mirage. A truly excellent location. Rooms have been blocked for us starting on Monday, May 11th through Friday, May 15th. The rate is \$85 single/double, \$100 triple, \$115 quad. Unless you want us to find you a roommate, please call the hotel directly to make your reservation at 1-800-634-6765 or 702-369-5000 or fax 702-369-5008, or check out Harrah's website at <http://harrahs.lv.com> for more information. Please refer to our group code - SN5ISAW. These rooms will be blocked at this rate until April 11th so please make your reservations early. If you find you need to cancel, you may cancel with no penalty up to 48 hours prior to arrival. The special convention rate is not guaranteed after April 11th, and Harrahs does not give an airline rate. Check in time is 3pm and check out is noon. Information on taxi rates and van service to strip hotels from the airport is readily available in baggage claim.

PRELIMINARY ITINERARY

Registration will start at noon on April 12th. The registration desks will be located in the foyer of the Convention and Banquet Facility

area. After registering, you will be able to proceed to the hospitality suite right around the corner.

There you will be able to sign up for various events and trips, shop the ISA store, buy a 20th Anniversary t-shirt, browse the ISA scrap books, buy a raffle ticket benefiting the scholarship and visit with new and old friends.

Tuesday night is the welcome cocktail party which will be across the hall from the hospitality suite. There will be an area set up near cocktail party for our always popular silent auction benefiting the scholarship so bring your checkbooks and credit cards. A cash bar will be available along with hors d'oeuvres.

A continental breakfast will be offered adjacent to the business meeting site prior to the beginning of the meeting on Wednesday morning. Remember, members only in the business meeting and wear your uniforms. Hats not required.

After the meeting and the group photo, lunch will be served. We plan to do something a little different this year at the luncheon. There will be a microphone available to members who would like to propose future events or any other non-business items. We will also award the Captain's Plaques and give out raffle ticket items. After the luncheon, the rest of the afternoon is free to discover the wonders of Las Vegas.

Wednesday evening promises to be the Best Time! We will start with a Flamingo Hilton pool party. There will be a cash bar, munchies and a DJ playing our favorite tunes.

After the pool party, we will make the short walk back to Harrah's for CityLights, the variety show at Harrah's. This is a wonderful, typical Las Vegas show. As this is going to be the late show, it will be

inappropriate for minors.

Thursday there will be a forum on gender and harassment issues conducted BY our members FOR our members. This will be a "don't miss" opportunity for education and enlightenment.

CHILDREN WELCOME!

We are making a major effort to accommodate children that may attend this convention. Since we have no idea how many and what ages, we need your help. If you are planning on bringing anyone that needs to be supervised please let us know as soon as possible. We have some great ideas in the works.

TRAVELING TO LAS VEGAS

Las Vegas is served by most carriers from most major cities. Many flights are full so please plan an alternate route or carrier, just in case you are bumped. We are requesting reduced rate passes from the major carriers that serve Las Vegas and will publish the results in the next newsletter. There is nearly hourly service to Las Vegas from Phoenix, AZ, Los Angeles, CA, San Francisco, CA, and Denver, CO. Las Vegas is also served by many charter and excursion airlines in addition to the regular carriers.

THE WEATHER

Bring those swimsuits and don't forget the sunblock! The weather in Las Vegas is a sunny and balmy 90 degrees Fahrenheit, 32 degrees Celsius, during the day and in the 70's (20's Celsius) at night. All hotels and casinos are fully air-conditioned. So much so, that you may even get a little cold in them, so bring layers to wear.

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Las Vegas - Here We Come

(continued from page 13)

CONVENTION SIDE TRIPS

The river raft trip with the Arizona River Runners is very close to booked for both weekends (there may be one or two spaces open each weekend). If you are still interested, call or e-mail Karen Bland, (73761,467@compuserve.com), and she will put you on a waiting list for last minute cancellations. Check out the October '97 ISA News for details about this exciting outdoor adventure!

The other optional trip is set up for Thursday, May 14th through Saturday, May 16th. This trip is a two night stay at the Grand Canyon with the middle day free for hiking, or other ground tours.

The itinerary is as follows:

Thursday, May 14

2:00 p.m. - you are picked up at the hotel and taken to the airport.

3:00 p.m. - depart on Scenic Airlines flight#705 for the Grand Canyon. Along the way, you will have an air tour of Hoover Dam, Lake Mead, and the western portions of the Grand Canyon.

4:30 p.m. -Arrive at the Grand Canyon and transfer to the Maswick Lodge for check-in. Immediately thereafter, you will leave for a sunset ground tour of the Canyon.

Friday, May 15

This day is free for you to hike and explore. There are numerous ground tours available that can be scheduled at your convenience while you're there. All information on these various tours will be available in the next newsletter or at the convention.

Saturday, May 16th

You are picked up from the Maswick Lodge at 8:15 a.m., and depart for Las Vegas at 9:15. You will arrive back in Las Vegas at 10:30 a.m. and can transfer back to a hotel or leave on a flight home.

The cost for this trip is: \$281.65 per person -single occupancy / \$247.65 per person-double occupancy / \$222.15 per person - quad (4 to a room)

Now for the important part... here's how to book this trip:

Please phone: (800) 748-6754 or (702) 638-3346 and ask for the group department.

Or you can fax your reservation to (702) 638-3275.

It is critical that you refer to this group number: *378092* The group department will not be able to book you at this special price without it. Be prepared to give a credit card, but they are only using it to HOLD the individual seats. As a special agreement with our group, they will not charge your card until May 1, 1998. Their cancellation policy is very flexible: you can cancel up to 24 hours prior to the trip with no penalty. However, you **MUST** reconfirm 24 hours prior to the trip but this will be AT the convention, so we will remind everyone.

That's about it...for those of you who cannot go for two nights, there are also 1-day trips to the Grand Canyon that can be booked at the convention.

IN CONCLUSION

We hope that as many of you as possible will be able to make this exciting 20th Anniversary of ISA. When ISA began in 1978, who would have thought it would have grown so large! Las Vegas should be the largest convention yet. We

would especially like to see ALL our charter members there. And just in case you've forgotten who you are:

Beverley Bass (founding member)
Denise Blankinship
Jane Bonny
Julie Clark
Gail Gorski
Jean Harper
Mary Horton
Karen Kahn
Sharon Krask
Angela Masson
Norah O'Neill
Lynn Rhoades
Terry Rinehart
Maggie Rose
Claudia Sorenson
Lennie Sorenson
Sandra Szigeti
Stephanie Wallach (founding member)
Holly Mullins is deceased and will be greatly missed.

Other good news for ALL our members is that we have been approved to use VISA or MasterCard for convention registration. This applies to not only the non-U.S. members as it has in the past, but to all U.S. members also. You can enter the appropriate numbers on the Convention Registration Form.

Send in those forms found on page 15 now! →

ATTENTION

Authors and Photographers!

We need YOU to send in articles and photographs for the ISA News. Tell us a funny aviation story, show us a great picture of your new airplane, quote us poetry. This is your newsletter for your news. Let's hear from you!

ISA COMMITTEES AND RESOURCES

International Society of Women Airline Pilots, 2250 E. Tropicana Ave, Suite 19-395, Las Vegas, NV 89119 USA

Aeromedical

Carole Litten
941-437-9750
70774.1354@compuserve.com

Captain's Club

Recognition of Captain Upgrade
Lisa Kuehl
1727 250th Street
Boone, IA 50036-7552 USA
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Convention

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Scrapbook

Send articles and pictures!
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December 1997 Roster Update

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Sara Moreland 2818 Canby Court Northfield, MN 55057 612-652-2457 E-mail- Spooners@aol.com	Angie Smith 1415 Sunnyside Drive Columbia, TN 38401 615-388-0577	Annette Schirling Ruckertstr. 31 Darnstadt 64285 GERMANY 0049-6151-425320
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Camilla Katherine Daser Jersbeker Str. 7 D23863 Bargfeld-Stegen Germany 0049-4532-4138	Lucinda Mead Home Cottage, 23 High Street Kelvedon, Essex CO5 9AG GREAT BRITAIN 01376-572-773	Renewal- Sandi Holliday #205-4101 Yew Street Vancouver, British Columbia V6L 3B7 CANADA 604-733-6461
Diane Kramp 1400 N.W. 79th St Kansas City, MO 64118 816-468-1497		

Insert this Roster Update into your ISA Membership Directory

"The 1998 ISA Membership roster is scheduled to be out in February so have opted not to include any roster updates in this section this time, except for new member information.

Important! ISA will now be sending all US member newsletters by Third Class mail in order to save on costs. This new service will no longer forward your newsletter in the event you move, so please update any address changes promptly."

This ISA News centerfold is for the use of ISA members only

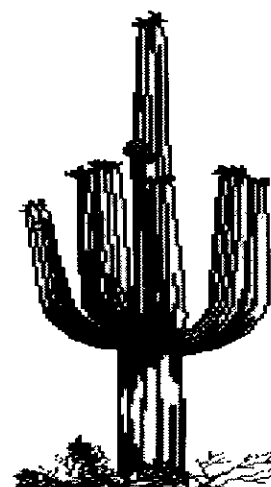
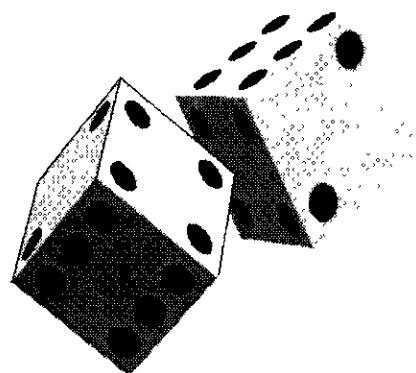
To protect members' personal data, please remove this centerfold before sharing the ISA News with others

ATTENTION WOMEN AIRLINE PILOTS

The International Society of Women Airline Pilots

ISA + 21

invites you to the
20th Anniversary Convention
in
Las Vegas, Nevada, USA



Tuesday May 12–Thursday May 14, 1998

REGISTRATION FEE: \$US 110

Includes:

- Tuesday Welcome Cocktail Party
- Wed. Morning Continental Breakfast
- Wednesday Business Meeting
- Luncheon with Captains' Plaque Ceremony
- Wednesday Evening Pool Party
- Thursday Seminar

Hotel Registration Deadline: April 11

Harrah's Hotel and Casino

Convention attendance is limited to
ISA members and their guests

For More Information About
The Convention, Contact:

Elizabeth Voigt

Phone/Fax: +31-35-695 3442; UTC+1

E-mail: smythe@euronet.nl

or

Maggie Rose

Phone: 412-262-5424; UTC-5

E-mail: 70774.1022@compuserve.com

For Information About
Membership, Contact:

Denise Mowat

ISA Membership Chair

W12347 848th Ave., River Falls, WI 54022 USA

E-mail: 70264.2006@compuserve.com

Phone: 715-426-5202 Fax: 715-426-0995

Isa welcomes as members women flight crew working for airlines having at least one aircraft with a gross weight of 90,000 lbs./41,000 kgs. or more—she need not be flying that large an aircraft herself to qualify for membership. ISA was founded in 1978 and has over 540 members from 93 airlines in 34 countries worldwide.

Please JOIN US!

Visit us at: www.iswap.org

ISA Membership Application/ Renewal Form

Membership* \$40 ☐ New Member ☐ Renewal

Name

Address

City, State, Zip, Country

Telephone Fax

E-mail address(es)

Airline Domicile

Position/Equipment Date of Hire

*If you are currently on leave, retired, or furloughed, you may be eligible for inactive Membership (\$10), which will entitle you to full participation at a reduced rate. Please include this information below.

Previous airlines/positions/equipment flown (please include employment dates):

Certificates and Ratings Held:

Background: ☐ Military ☐ Civilian

Do you have other skills, talents or interests you may be willing to share with us?
(e.g., writing, public speaking, fund raising?)

Children? Names and ages

Spouse/Partner name

How/from whom did you hear about ISA?

Do you wish to be included in an ISA approved mailing list of products and services? ☐ yes ☐ no

By your signature on this membership application/renewal, you agree that all photographs, reproductions, articles, software and other properties and information submitted by you to ISA have not been previously copyrighted and henceforth become the property of ISA unless otherwise agreed in writing between you and ISA.

Signature Date

Please make check or money order payable in United States funds to: ISA

Non-US Members only may use Mastercard/Visa

Name of card: Card number:

Card Expiration Date Signature

ISA - The International Society of Women Airline Pilots
welcomes all women pilots who are employed as flight crew-members (Captain, First Officer or Second Officer) or hold seniority numbers with an air carrier (FAR Part 121 or non-US equivalent) which operates at least one aircraft with a gross weight of 90,000 lbs./41,000 kgs. or more. Applicant need not be flying that large of aircraft herself to qualify for membership.

Mail to: Denise Mowat, ISA Membership Chair
W12347 848th Ave, River Falls, WI 54022 USA

Moving?...Change of Address/Phone/Email?

Please let us know right away so we'll know where
to send your next newsletter!

Name _____ Email _____

Address _____

City, State, Zip, Country _____

Phone _____ Fax _____

Send to: Denise Mowat, W12347 848th Ave, River Falls, WI 54022 USA

Fax: (715) 426-0995; email: 70264.2006@compuserve.com

Family News? Any special news to tell us about? New baby? Upgrade? New Spouse/Partner? New Aircraft Type? New Airline? Special Achievements?

Name _____ Phone _____ Email _____

(include both family and married names)

Address/City/State/Zip/Country _____

Airline _____ Position _____ Equipment _____ Country _____

New News _____

(continue on separate sheet of paper as required)

Send to: Mary Ana Gilbert, 8408 Granite Place, Tampa, FL 33615 USA; email: 105313.640@compuserve.com

CALLING ALL CAPTAINS!! For inclusion in the ISA+21 Captain's Club

Name _____ Airline _____

Date First Signed Release* _____ Aircraft Type _____

(*After Initial Operating Experience, OK to solo, or whatever your company may call it)

Send to: Lisa Kuehl, 1727 250th Street, Boone, IA 50036-7552 USA Fax: 515-432-2860

ISA News Article Submission Information

All members are encouraged to submit articles for the newsletter. The deadline for each issue is 30 days (35 days for non-electronic submissions) prior to the mailing date. Articles that are not time-sensitive may be held for future issues.

PLEASE SUBMIT YOUR ARTICLE IN ELECTRONIC FORMAT IF AT ALL POSSIBLE. A simple text file (.txt) or Rich Text Format (.rtf) is preferred, however you may send in Word (Mac or Windows), WordPerfect (Mac or Windows), Claris Works (Mac or Windows) AmiPro (Windows), Windows Write. PLEASE, PLEASE indicate which format your file is saved in

If the article is small enough, you may also just send it as email

Submit your article by one of the following methods, in order of preference:

1) File transfer or email to: Ginger Cutter, gmcutter@aol.com or gmcutter@compuserve.com

2) Mail IBM or Mac 3.5" disc to Editor, 191 Bridgeport Drive, Half Moon Bay, CA, 94019 USA

3) Fax to 650-728-8502

4) Mail typed articles to above address

Unless written instructions to the contrary are received by ISA from the author, all submissions become the property of ISA and may be reproduced and disseminated at the sole discretion of ISA.

Photographs may be mailed to the Editor, they MAY be trimmed for spacing. Please identify the people and event on the back of each photo. After publication, photos will be forwarded to the Scrapbook Chair unless your request for return is noted on the back of the photo.

This ISA News centerfold is for the use of ISA members only

To protect members' personal data, please remove this centerfold before sharing the ISA News with others

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International Society of Women Airline Pilots

2250 E. Tropicana Avenue, Suite 19-395

Las Vegas, NV 89119-6594 USA

Las Vegas 20TH Anniversary Convention Registration

See Page 15

Board of Directors Elections: Nominations Close February 10

See Page 19

ISA Ski Days & Board of Directors Meeting

See Page 22

ISA Store Order Form

Name _____ Phone _____

Date _____

Address, City, State, Zip, Country _____

Please send me the following ISA items

	Price	Quantity	Color/Size	Shipping	Total
ISA Lapel Pin (gold logo on black background)	\$4 00	_____		\$2 00	\$ _____
ISA Notecards and Envelopes	\$5.00/15	_____		\$2 00	\$ _____
ISA Travel Alarm Clocks	\$12 00	_____		\$2 00	\$ _____
ISA Highlighter Pen (gold logo on black pen w/ yellow highlighter)	\$2 00	_____		\$1.00	\$ _____
ISA Decals (blue and gray on glossy white, 2.5")	\$1 00/ea.	_____		none	\$ _____

ISA Clothing

ISA Logo Polo Shirt (white or navy in S, M, L or XL)	\$27 00	_____		\$3.00	\$ _____
ISA T-Shirt (white with gray logo only in L or XL)	\$15.00	_____		\$2 50	\$ _____

The following shirts are of limited quantity and subject to availability. Please call or e-mail prior to ordering.

Bangkok '95: Women's short sleeve	\$8 00	_____		\$2.50	\$ _____
Vancouver '94: Women's short sleeve	\$6 00	_____		\$2 50	\$ _____
'94 HALP long sleeve mock turtleneck	\$8 00	_____		\$2 50	\$ _____
'94 Women's long sleeve	\$8 00	_____		\$2.50	\$ _____
Career Information Booklet. "Tips on Becoming an Airline Pilot"	\$1 00	_____		\$ 50	\$ _____

TOTAL \$ _____

Please make checks payable to "ISA" and send to:
Carol Cansdale, 6281 Mallory Lane, Eden Prairie, MN 55346-1424 USA

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C-4 To protect members' personal data, please remove this centerfold before sharing the ISA News with others

20th Anniversary of ISA + 21

CONVENTION REGISTRATION

May 12, 13 and 14, 1998

Las Vegas, Nevada, USA

ISA MEMBER: _____ \$ 110.00

AIRLINE _____ FIRST CONVENTION? _____

ADDRESS: _____

PHONE _____ FAX: _____

EMAIL _____

GUESTS ATTENDING: _____ \$ 110 each \$ _____

CHILDREN (state age) ATTENDING (includes Wednesday Lunch and Flamingo Pool party):
_____ \$ 55 each \$ _____

"CITYLIGHTS" - Harrah's Show, Wednesday evening (Age 8 and over): \$ 20 each \$ _____

TOTAL REGISTRATION \$ _____ USD

VEGETARIAN LUNCH? _____ HOW MANY? _____

Make checks payable in U S funds to ISA Convention Or use your credit card

VISA or MASTERCARD # _____ expiration _____

Signature _____

HARRAH'S HOTEL INFORMATION

Phone 800-634-6765 or 702-369-5000

Fax 702-369-5008

Please make reservations by April 11, 1998 to benefit from the following rates.

\$ 85 Single/Double \$ 100 Triple \$ 115 Quad (Refer to Group Code #SN5ISAW)

Roommate Wanted? ___ YES ___ NO (If NO, please contact the hotel above directly for reservations)

___ Non-Smoking or ___ Smoking Roommate Prefer: ___ Double ___ Triple ___ Quad

Arrival Date _____ May 1998 Departure Date _____ May 1998

A credit card is requested to reserve your room if you would like a roommate.

Please fill in credit card information above.

<http://harrahs.lv.com>

IMPORTANT: REFUND POLICY

1. Full refund of registration if cancelled by April 30, 1998.
2. 50% refund of registration thereafter.
3. All refund requests must be received either written, fax, or email by May 20, 1998.
4. Requests must be directed to Ginger Cutter, Registrar
Fax: (650) 728-8502 Email: gmcutter@aol.com, gmcutter@compuserve.com
Mail: 191 Bridgeport Drive, Half Moon Bay, CA 94019-4236 USA

Fold Line

IF MAILING FROM OUTSIDE THE USA,
PLEASE INSERT THIS FORM INTO A ENVELOPE!

Fold Line

ISA+21 20th Annual Convention



Ginger Cutter
ISA Convention Registrar
191 Bridgeport Drive
Half Moon Bay, CA 94019
USA

ATTENTION ALL MEMBERS!!

The ISA Scholarship Auction Needs YOUR Help!

Here's a small "time" donation that any member can offer to aid our very successful scholarship fundraising. Take the "time" to write a couple of letters to your friends, neighbors, family, and/or business associates.

Please ask all you know to donate goods/services/gift certificates etc. to our Scholarship auction.

They will benefit from a tax deductible donation (US. only at this time), and our scholarship recipients will be getting the support and encouragement that we all know is so helpful!

Following is a "sample" letter. Please feel free to alter as necessary, but USE IT!! I know, I know, it would be much easier to have this as a generic letter and you could just tear it out and hand it to someone. But in reality, though it may be easier FOR YOU, the person or business you hand it to is not at all impressed! Take the time to personalize this letter and then hand it out. It will make a HUGE difference.

Some ideas? How about the use of a beach house in Florida, California, or Hawaii or even the south of France? A flight in a

vintage airplane? Hotel/Bed & Breakfast gift certificates? Sports memorabilia? A ski house in Canada or Colorado? →

January 1998

Mr. John Doe
10 Anywhere Place
Sometown, USA 55555

Dear Mr. Doe,

I'm writing on behalf of ISA+21, the International Society of Women Airline Pilots. We are hosting our 20th Annual Convention in Las Vegas, Nevada in May 1998. A highlight of the conference is our Scholarship Auction, which funds a growing number of scholarships each year for aspiring women pilots.

I hope that you might be willing to donate (a gift certificate/merchandise/stay at your resort...) for our auction this year. Our members are women with active lifestyles, generally affluent and well traveled. I am a regular customer and would like the opportunity to introduce my colleagues to your wonderful product/hotel. I am sure it would be a welcome addition to our Scholarship Auction. ISA's US Tax ID # is 52-1465669 under the US Tax Code 501(c)3; therefore your donation would be fully tax-deductible within the United States.

ISA would gladly display any brochures or literature at the auction and within our hospitality suite during the convention or include them in our welcome bags. Your business will also be mentioned in our newsletters that go to over 35 countries and over 90 airlines as well as all our members. For further information, you may contact me at 999/999-9999.

Thank you very much for your time and consideration of my request. I hope to hear from you soon.

Sincerely,

Polly Pilot
ISA+21 Member
ISA Air - First Officer

FIRSTS Committee

by Ginger Cutter

I was scheduled to talk about the FIRSTS at individual airlines this newsletter, however, I've started a letter writing campaign to elicit help from ISA members for updates for these FIRSTS. Thanks to the following ISA members who have responded and the airline FIRSTS they helped with:

If you received or receive a letter from me and you don't have the time and/or energy to track down the data, please let me know by phone, fax, or email so that I may find another member to help out. If you don't receive a letter from me,

Antonella Celletti	Alitalia
Kalina Cox Comenho	Varig and VASP
Sharon Finch	Midway Airline
Elena Folch	Mexicana and First Air
Jean Harper	United Airlines
Esther Krauth Horn	Air Cal
Janis Keown-Blackburn	Sun Country
Deb McCormick	America West
Andrea Rice	Hawaiian
Lynn Rippelmeyer	People Express
Alicia Sikes	TWA
Lucy Tardrew	Virgin Atlantic
Dianne Wade	Midwest Express

(continued on page 18)

Gender Issues Committee Report

by Nancy Novaes

The Gender Issues Committee hosted special guest Audrey Terrell this November. The GIC held its meeting the day after the ISA Board of Directors meeting at the New Yorker Hotel. Ms. Terrell spoke about discrimination, sexual harassment and the law. A worker's right to a safe, harassment-free workplace has been codified into law since the passage of the Civil Rights Act of 1964. The UAW has been active in educating its officers and members on their rights and



GIC Meeting: Front Row: June Viviano-FedEx, Charlene Sammis-American, Nancy Novaes-Continental **Second Row:** Linda Wright-Continental, Lisa Mauro-TWA, Audrey Terrell-UAW, Eileen Weingram-FedEx **Back Row:** Eva Brock-Delta, Lucy Young-US Airways

obligations under Title VII. Ms. Terrell also spoke about the role of a union in protecting all its members from instances of discrimination and harassment of all kinds.

A video tape was made of Ms. Terrell's presentation and will be available from the GIC Chairwoman or the ISA Library early in 1998.

Keep watching this Newsletter and the GIC's special presentation and the ISA Convention in Las Vegas for more information.

Thanks to Vice President Carolyn Forrest and the UAW for making this important presentation possible. ➔

ISA Library

Librarian: Denise Mowat

NEW TO THE ISA LIBRARY!

B-757/767 systems review-Windows 95 compatible (3.5" disk)
B-757/767 aircraft study guide
Both donated by Esther Krauth.
Many Thanks Esther!

Anyone interested in donating new or updated aircraft videos and software or other useful material to the ISA Library may do so at any time. They would be graciously accepted and most appreciated.

The following items are available to members for checkout from the ISA Library:

Aircraft Videos

A-300 systems review
B757/767 systems review
DC-8 cockpit review
A-320 pre-oral review
B-747 pre-oral review
BAe-146 systems review
B-727 systems review
DC-9/MD-80 systems review
B737-200 systems review
DC-9 systems review
B737-300 systems review
MD-80 pre-oral review
Introduction to Glass Cockpit (video and workbook)

Aircraft Systems Software

(diskettes not Windows 95 compatible unless stated)

A-320 systems review (3.5" disk)
B-727 systems review (3.5" disk)
B-747 systems review (3.5" disk)
B-757 systems review (3.5" disk & CD-ROM, two different programs)
B-757/767 systems review - Windows 95 compatible (3.5" disk)
DC-9 systems review (3.5" disk)
DC-10 systems review (3.5" disk)

Videos

- Several videos about women airline pilots
- ISA video
- Meeting the Challenge: Women in Aviation
- Menopause
- Complete Jeppesen Chart Review

Books & Pamphlets

- B-757/767 aircraft study guide
- *That's Not What I Meant! How Conversational Style Makes or Breaks Relationships*, by Deborah Tannen, Ph.D.
- *You Just Don't Understand! Women and Men in Conversation*, by Deborah Tannen, Ph.D.
- *Hardball for Women: Winning at the Game of Business*, by Pat Heim, Ph.D.
- *The Invisible Passenger: Radiation Risks for People Who Fly*, by Robert J. Barish, Ph.D.
- *Pregnancy and the Female Pilot: History and Review of Current Administrative Policies and Procedures*, report by Dr. Jacqueline B. Boyd, Ph.D.
- "In-Flight Radiation" medical bulletin ➔

FIRSTS Committee

(continued from page 17)

but your airline is not represented correctly on our website, again, please let me know.

In this newsletter I'd like to try and answer a few questions that this committee has. In taking over this committee from Lori Cline, I was sent a pile of photographs, most of them were clearly marked with the pilot's name and year (thank you, Lori). However there are a few neither Lori or I can identify. Can you?



If you know this pilot and/or recognize her airline, please contact me through email, phone, or fax. And if it's someone I know, I'M SO SORRY, but we all change SO much over the years... ➔

ISA Board of Directors Elections

Term: May 1998-2000
Nominations Deadline:
February 10, 1998

As you reflect on the passing year and settle into your winter and summer activities, your thoughts turn toward the new year. Perhaps you've been a member for a few years now, attended some of ISA's varied activities, and would now like to contribute by giving of your time and expertise. Terrific! We laud your decision to take your turn among our ranks. Or perhaps you are a new member excited about becoming involved with this dynamic organization. No problem! We welcome your fresh ideas and enthusiasm. Longtime member or former board/council member? We would be grateful for your desire to share your valuable experience with us.

For those of you who may not be familiar with the election process, here's how it works. ISA's governing body consists of nine officers: Board Chair, Vice-Chair, Secretary, Treasurer, and five Directors. Each officer chairs one of ISA's standing committees and is elected for a term of two years. The terms are staggered so that

each alternating year four or five positions become available. This year the following positions will be open: Convention, Corporation, Human Performance & Resource (previously known as Family), and Scholarship. Additionally, if you are interested in the Newsletter Managing Editor position, a special election is being held for the completion of a term ending May, 1999. Once elected, the board members decide among themselves who will chair each committee. Returning Board members have priority in this selection process; new members have preference based on their date of application on a first-come basis (so sign up now!). The term is for two years of service on the board; however jobs may be changed on an annual basis. Your seat on the Board awaits!

So where do you sign? Below this article is an application form which will be used to introduce yourself to the membership. The deadline for returning this application is February 10, 1998. Your biography and picture will be published in the March newsletter to allow the membership to get to know you before election ballots are mailed. Winners will be announced at the May convention in Las Vegas.

After a sincere and hearty welcome on board, you will be given a copy of ISA's Operations Manual to guide you through your adventure.

There are four quarterly board meetings held throughout the year at locations designated by the members of the board. In addition to the May meeting held at the convention, the February meeting has traditionally been held in conjunction with the winter ski get-together. Besides conducting the business of ISA, these meetings are also a lot of fun and provide a terrific opportunity to get acquainted with fellow board members.

Membership on the Board of Directors is open to all active, inactive, and life members. Your greatest qualification is a sincere desire to serve and have a computer. (Fear not ye non-computerphiles. There will be experts among the board more than happy to guide you into the present!) We're confident that you will find, as we have, that your time spent in service to ISA will be a truly rewarding experience.

(Ed. note: If this article seems familiar, thanks go to the writer of this article in the January 1997 edition. I liberally plagiarized!) ➔

ISA + 21 — APPLICATION TO RUN FOR BOARD OF DIRECTORS

TERM: May 1998 – May 2000

Name: _____

Airline: _____ Position: _____

Address: _____

City/State/Zip/Country: _____

Email: _____ Phone: _____

Fax: _____

Write a brief biography about yourself. Include a statement describing why you would like to be a Board member and the committee(s) you are interested in.

Please attach a head and shoulder photograph of yourself to be published along with your biography in the March newsletter. Your signature on this application declares your willingness and eligibility to serve on the Board of Directors of ISA+21 from May 1998 to May 2000. Thank you for your interest!

Signature: _____ Date: _____

Please mail your completed application to:
Tiana Daugherty, 1001 St. Andrews Drive,
Byron, CA 94514-9226 USA
E-Mail: 110024.2567@compuserve.com

APPLICATION DEADLINE: February 10, 1998

Girl Scout Day at the National Air and Space Museum

By Morgen A. Greschel Reeb

1998 Girl Scout Day at the National Air and Space Museum will be held on April 4th from 10:00 am to 3:00 pm. ISA+21 members that participated last year had a wonderful time sharing the experience of flying with the Girl Scouts. We will have two ATC-710 simulators available to let the Girl Scouts "fly". AV-ED Flight School from Leesburg, Virginia and the Leesburg Flying Club will each let us use a simulator for the day. The Old Dominion Chapter of the Ninety-Nines will also participate and will have handouts about flying and other display material available.

If you are interested in participating, please give Morgen A. Greschel Reeb a call at (804) 493-0518. All you have to do is show up in uniform. If you have any pictures of yourself in the cockpit or airplanes you have flown that you would like to bring, please do so. We start setting up on April 4th at 9:00 am, and will at that time explain the format for the day.

If you need a place to stay, we have arranged a block of rooms at the Ramada Plaza Hotel in Old Town Alexandria, Virginia. The hotel is right on the waterfront in Old Town. There is shuttle service to and from National Airport from 6:00 am to 10:30 pm. The Ramada Hotel will give us a \$99.00 rate plus tax for April 3rd and 4th. To make a reservation, call the hotel

at (703) 683-6000. Rooms not reserved by March 16th will be released. If you're not sure if you will be off that day, go ahead and make a reservation before March 16th, it can be canceled up to the day before the event without a penalty. If you have to cancel after March 16th, please call Morgen and make sure no one else needs the room first. Hotel rooms in the Washington, D.C. area in April can be hard to find. If possible we will try and have someone pick you up at the hotel on the morning of April 4th and give you a ride to the Air and Space Museum. If rides are not possible, it is very easy to take the Metro to the Air and Space Museum. Morgen will have the details when you call her.

PUT THIS FUN DAY ON YOUR CALENDAR NOW!! ➔

United Airlines Women Mentoring Women Pilot Program

United Airlines is continually looking for the best candidates for flight officer training. United has organized a mentoring program for prospective UAL female pilots. UAL will be officially announcing the UAL/WMW (Women Mentoring Women) program at the Women In Aviation Conference in Denver, Colorado March 12-14, 1998.

The mentoring program is totally voluntary, both for the mentor and the applicant. At this time UAL/WMW consists of 2 coordinators and 6 female pilot mentors. The UAL/WMW program represents an extraordinary opportunity to gain insight into the UAL flight officer interview process and receive general career advice from UAL/WMW mentor volunteers.

WHO IS ELIGIBLE?

Candidates for the program must first meet UAL flight officer qualifications, and either have an active application on file or be within 6 months of submitting an application (exceptions may be made as mentor workload permits). The WMW Coordinator will then assign candidates to mentor volunteers to begin the counseling process.

WHAT DOES IT COST?

The UAL/WMW program is totally a voluntary program. Female United airline pilots who believe in this program have graciously volunteered their time and expertise. The mentor will make the initial contact with the candidate, but the candidate will initiate all routine contact thereafter.

WHO TO CONTACT?

If you know of any female pilots that meet the previously

mentioned qualifications please have them contact KRISAN WISMER.

Krisan Wismer
1261 E. Northcrest Drive
Highlands Ranch, CO 80126
(303) 791-4246
74137.212 @ compuserve.com

Thank you for your attention and we would appreciate your helping us "spread the word" about the UAL/WMW program. ➔

ISA On-Line

Visit the ISA Website at:
www.iswap.org

- Current ISA events
- Informative articles reprinted from the ISA News
- ISA activities and more!

**Ginger Cutter
Webmaster**

WIA Conference

ISA+21 SCHOLARSHIP NEEDS YOUR HELP!!!!

Do you want to help Women in Aviation Rise to New Heights? Well, that is the theme of this year's Women In Aviation Conference taking place in Denver, Colorado March 12-14, 1998. The 9th international conference will be co-sponsored by United Airlines at the Adam's Mark Hotel.

United Airlines has been an avid donor of jet type ratings to the ISA+21 Scholarship program for the past 4 years. United has always been very impressed with the ISA scholarship program as well as the ISA organization. So when United came to ISA and asked if we would participate this year at the WIA conference in Denver, ISA could not refuse!

ISA will be sponsoring a booth this year at the WIA conference in order to spread the word about our

scholarship program. Keith Johnson, ISA's Airline Scholarship Chair has asked for volunteers to help ISA out with this event. We need help with ideas for the booth, but we especially need big believers in our scholarship who would like to educate young women about our organization and our scholarship program! We need your valuable time to help us a couple of hours to sit at the ISA booth to meet and greet and educate! The booth exhibit hours are:

Thursday, March 12 from 1pm until 6pm

Friday, March 13 from 10am until noon and then 1pm until 6pm

Saturday, March 14 from 10am until 2pm

If you would like to participate in this fun event please call Keith Johnson (601) 429-7972 or Krisan Wismer (303) 791-4246 or compuserve #74137,212. All

of those ISA members who volunteered to help at the Amsterdam Convention, please call Krisan if you are still interested in helping out!

This Conference is a great chance for you to meet the women who work in every aspect of aviation. Be prepared to be asked every type of question about flying from future women pilots! The enthusiasm is infectious!

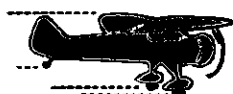
If you would like to attend the conference, I do have information as well as applications if you would like to join WIA. Keith and I would appreciate any ideas and participation that you could give us! If you can volunteer a couple of hours please call Keith or Krisan. Thanks for your attention!

PS: The skiing is great so if you can plan the conference with some skiing???? Hope to see you at the Ski Days in Keystone in February! ➔

ISA EXCURSIONS

SBA Flyin

by Karen Kahn



Looking for Sun? Fun?

Beachcombing? Good Food & Times? Then join us on Tuesday, January 20th for the First Annual ISA Santa Barbara Fly-In for lunch (at the Beachside Restaurant) on the waterfront and then an afternoon of fun, relaxation and friendship.

Santa Barbara has nonstop air service from Denver, San Francisco, Los Angeles, Phoenix, San Diego, Las Vegas and San Jose. Airlines include United, United Express, SkyWest, USAir Express, American Eagle and America West Express.

For you Denver snow-bounders, there's a nice non-stop flight (UA5581) at 11:30 a.m. that get to SBA at 1:05. Just in time for lunch.

Should you decide to fly yourself into our lovely 6,000 ft runway, plan to park at Signature Flight Service on the Northeast Ramp.

After lunch you're free to explore the city, shop, relax or tour the area. At 5 pm, you're all invited to enjoy the sunset from Karen & John's where we'll be serving margaritas with chips and John's famous homemade salsa.

If you can stay the evening, we'll be happy to help you make arrangements with any of numerous hotels/inns which range in price from \$45 near the

airport to \$85 and upwards for a stay at our (ISA Scholarship Sponsor) the El Encanto Hotel. (Fred/Claudia...did you enjoy your stay?)

Please RSVP to Karen Kahn at (805) 687-5859, 933 Cheltenham Road, Santa Barbara, CA 93105, e-mail at 76147.325@compuserve.com or fax at (805) 687-6226 to confirm your spot. Late rez are fine, we just need to know by the night before when you'll be arriving so we can meet your flight and get you to our leisurely luncheon at 1:30 p.m.

Looking forward to seeing you all for some good seafood, sightseeing and camaraderie! ➔

ISA EXCURSIONS

ISA Annual Ski Days & Board of Directors Meeting - Registration

Keystone Ski Area, Colorado
Monday-Thursday,
February 9-12, 1998

EVENTS

MONDAY: Arrive, ski and Cindy's Tex-Mix dinner.

TUESDAY: Ski & dinner at one of Keystone's exclusive restaurants.

WEDNESDAY: Ski & Dinner Pizza party at the big condo, with games by Amy Bond.

THURSDAY: Ski... and leave when you must.

COSTS

CONDOS: \$53 per person per night, for Monday - Wed nights. (Let me know if you want to come earlier. My house will be available over the weekend before the ski days, for a limited number, slumber party style)

Lift tickets: \$36 per day, and you can ski under the lights at night.

Tuesday Keystone Dinner: Optional. I don't have a price commitment, but as usual, it will be lots of fun, and too expensive (\$45 - \$86).

As always, everyone (including kids) and mates etc. are welcome. Last year, we got one-bedroom condos for \$165, and Lodge (nice

hotel style) rooms for \$112, for those with kids or anyone bringing companions. I believe that it will be about the same this year.

Rental Skis are available at an airline discount at Keystone Ski Area.

TRANSPORTATION

Last year, many shared rental cars. Also available is Resort Express van service, which runs almost hourly from the Denver Airport directly to my house, and Keystone. Their phone number is (800) 334-7433. The price is about \$32 depending on which Airline discount you get. (I'll help arrange rental car pool after registration

deadline via e-mail, everyone should let me know their approx. Mon. arrival time and airline, and Thur departure. I'll then let you know who else is arriving and departing in that time frame.)

Registration deadline is January 18, or whenever you bids close. If you have a late bid closing date, you'll need to e-mail me, so that I'll know to plan for your late registration. If you have any questions, e-mail me at "cindyshonk@compuserve.com", or call me at my Colorado phone (970)468-0626, or write to 93 Cooper Drive, Dillon, CO 80435, USA. ➔

HMB Fly-in



This hungry "core" group of dedicated ISA members met for the HMB Fly-in/Drive-in on October 21, 1997. Unfortunately, due to weather, it was a definite "Drive-in". We'll try again next year!

Left to right: Bob Rinehart, Terry Rinehart, Ginger Cutter, John Cutter, Patty Barrera, Catherine Shanahan

REGISTRATION FORM - ISA Annual Ski Days (e-mail data if possible, and send check later)

NAME _____

ADDRESS _____

CITY, STATE, & ZIP _____

E-MAIL ADDRESS _____

NUMBER OF LIFT TICKETS, AND THE DAYS YOU PLAN TO SKI

(ie 3/Tue, Wed, & Thur) _____ \$36 a day

Do you plan to arrive Mon & depart Thur _____

Name of requested room mate _____

Do you want to attend the Tues dinner outing at Keystone? (it tends to be too expensive \$55, but everyone usually goes) _____

Do you plan to stay in shared condos at \$53 a night? _____

PLEASE SEND A CHECK MADE OUT TO CINDY SHONK FOR

\$53 X NUMBER OF NIGHTS _____

\$36 X NUMBER OF LIFT TICKETS _____

\$55 X TUES DINNER _____

TOTAL _____

MAIL TO : CINDY SHONK, 93 COOPER DR., DILLON CO. 80435
 (refunds can be made until I make the condo reservations around Jan 26th.)

Sexual Harassment: The Enemy Within

By Beverly Wright ACSW

Several airlines and several years later, with the last sixteen as a Mental Health Practitioner, I am in a position to realize that an examination of sexual harassment in the airline industry, and the attitudes surrounding it, is long overdue. Although the problem is pervasive, this article focuses on pilots. While males are occasionally the subjects of harassment, for this article we will assume the victim is female.

First let us look at what sexual harassment is and is not. In the October 1997 issue of ISA News, F/O Young and Captain Novaes did a good job explaining that sexual harassment is not a romantic attraction. Deliberate and intentional harassment is an exercise in power. How can you tell the difference? If in doubt, let the offending individual know your perception and that the behavior is unwelcome. If it was unintentional, he will state so and most importantly, will not repeat it.

To reiterate, sexual harassment is behavior, sexual in nature, that is unwelcome and often repeated (In cases of physical assault and blatant cases of intentional harassment, once is enough to have an effect and establish a case.)

In 1993, the case of Harris V. Forklift Systems, the Supreme Court unanimously set the standard for sexual harassment as, "... unwelcome sexual behavior that a reasonable person in the same circumstances would find sufficient to create a hostile working environment."¹

Though there are other checks and balances, the best measure of sexual harassment is how the recipient experiences the behavior.

1 Rutter, Peter, M.D. *Sex, Power & Boundaries*. Bantam Books, 1996, p. 74

2 Rutter, Ibid p. 78

The effects of boundary-crossing

More often than not, the first time something happens, you just let it go. However, the person who acted inappropriately may need your feedback to let him or her know not to repeat the offending behavior. Harassers have admitted that often the first offense is a test to see whether the behavior will be permitted and from there, it is often escalated. Depending on the level of boundary-crossing (mild or moderate) the feedback you give can be nonverbal or verbal. If the behavior is not repeated you know that your rights and wishes are being respected. If the individual persists in the behavior, it becomes a major boundary-crossing, with clearly offensive behavior, the hallmark being that it is sexual in nature. Coercion is considered in the question of hostile environment - there is no question when the behavior is egregious or suggests or involves physical force. Unequal status (e.g. Captain to First Officer) does not allow for behavior to be coercion-free.

As Rutter tells us in his book, *Sex, Power and Boundaries*, "A not-uncommon masculine response to a woman who tries to control her own sexual boundaries, is to attempt to discredit, humiliate or scapegoat her, even when her reaction has been mild."² Often this comes from outside people, rather than, or in addition to, those directly involved.

There are practical steps you can take to deal with incidents of harassment. Based on my experience with clients and the writings of other therapists, I'd like to expand on the psychological and emotional symptoms and consequences mentioned in the October, 1997 ISA News article, "Sexual Harassment Overview."

When I initially began studying sexual harassment as a mental and physical health problem, I realized

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Playing Catch-Up

by Capt. Nancy Novaes

Bring up the topic of crew diversity in the crew room and watch the reactions. Almost certainly there will be some eye-rolling, as if the necessity of dealing with diversity issues is a recurring bore or some kind of chronic social blackmail. Others will shrug, sometimes even women or minority members themselves, as if to indicate that they think it is a sign of weakness, or even an unproductive obsession, to focus on problems. Still others will show no reaction, possibly preferring to tolerate or ignore expressions of discrimination.

Nonetheless, diversity continues to pose problems in the American workplace. While the rest of our culture has been dealing seriously with these issues since the 1960s, airline employees have had to play "catch-up." In the 1980s, airlines began integrating more women and minorities into non-traditional positions such as pilot, mechanic or management. This merging of America remains a significant factor in our day-to-day work environment.

As pilots, we have been taught that Crew Resource Management is perhaps the single most important component in aircraft accident/incident scenarios. Some crew conflicts may not meet the legal definition of discrimination or harassment, but can be troublesome, distracting, and can even adversely affect the safety of the flight. Couple that with federal law that makes expressions of bias in the workplace a federal offense, and you can understand why an

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Sexual Harassment: The Enemy Within

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that the symptoms I saw in clients where sexual harassment was a precipitating factor fell into seven or more different diagnostic categories, according to the DSM IV. These include adjustment disorders with anxiety, depressed mood or mixed episodes, generalized anxiety disorder, major depressive episodes, acute stress disorder and post traumatic stress disorder. Listed below are some of the symptoms that may affect the individual, her performance in the cockpit, and her family:

- Depressed or anxious mood
- Feelings of helplessness
- Diminished interest or pleasure in the job or other activities
- Significant weight loss or gain
- Insomnia or hypersomnia
- Fatigue or loss of energy
- Feelings of restlessness and irritability
- Outbursts of anger
- Feelings of worthlessness and/or inappropriate guilt
- Diminished ability to think or concentrate along with difficulties making decisions
- Recurrent suicidal thoughts (in some cases)
- Recurrent and intrusive thoughts of the event
- Distressing dreams
- Attempts to avoid the person or place where the incident(s) occurred
- Feelings of detachment or estrangement from others
- Hypervigilance and exaggerated startle response

As far back as the 1970s, the following physical symptoms were noted following incidents of sexual harassment: fatigue, nausea, headaches, muscle tension and spasms, psychogenic pain,

back problems, stomach problems and hypertension.

As you can see from the above symptoms, an individual can go from being mildly affected to being totally incapacitated. None of us could do her best given such symptoms nor would you want any of your colleagues to experience such symptoms.

Handling the event

First, be clear about your boundaries and give notice if they are violated. This, of course, is easier said than done, since women have traditionally been discouraged from being too assertive or expressing anger. Even women with the best boundary and assertiveness skills can be subjected to harassment that is beyond their abilities to handle. Though many men will respect a woman who is assertive regarding her boundaries, some will feel that she's challenging his traditional male control over both his boundaries and the other women in his world. He may try to break her, even resorting to hostile anti-female rhetoric: "What she needs is a good F***," "that bitch" etc. This kind of retaliation often follows the filing of a sexual harassment charge, sometimes extending beyond the original victim to friends, co-workers or witnesses.

Second, give a stronger warning, verbally or in writing. Put the individual on notice that if the behavior does not stop you will report it to employee relations, human resources or to whomever your company indicates you should. If you are having trouble with either step one or two, seek out your peer support network, or speak to someone at your EAP or in Human Resources for advice.

Three, if the behavior continues, follow your company's policies and procedures. Continue talking

to your peer support network or a CIRP-trained volunteer. From the beginning, it is usually a good idea to put the facts in writing as soon as harassment occurs. Your notes should detail the behavior you found objectionable, when it occurred and what you said or did. Dr. Rutter says that it is a good idea to give a copy to a trusted friend or mail yourself a copy, certified mail, left unopened to legally establish the date.

The fourth step is an official one, although still considered informal: an inquiry with whatever gatekeeper your airline designates. Any discussion at this level constitutes an informal harassment inquiry and may or may not lead to defusing the incident. It might also be a good idea to consult an attorney who specializes in the sexual harassment field - many practice in labor or employment law. It is never too early to seek such advice.

Step 5: If the situation remains unresolved, a formal complaint is then filed within the company. Your company now has the obligation to do a fair and competent investigation of your allegations, interviewing all involved parties, including witnesses. At this point, unfortunately, it is often impossible to keep the complaint confidential and you may be subject to retaliation and further harassment — if you don't already have one, you may need an attorney. It is still possible, though, that resolution can occur and at each step, resolution should be sought.

If you feel that your complaint has not been treated properly, however, you have the right to work with your attorney and/or go to the EEOC and possibly State or Federal Court. Be aware that each state has a different time limit for filing with the EEOC. Cases that are not Title VII and do not

proceed through EEOC can be filed as torts, personal injury cases. However, as we all know, court cases can be long, drawn out, painful and expensive. They can dominate your life for years. To make it through the gauntlet, you must feel intensely about taking a stand for your human rights, win or lose.

Having a workplace free of sexual harassment is a safety issue, a morale issue, an inalienable right, and the law.



Beverly Wright
ACSW, CASAC, CEAP

Ms. Wright has been in the mental health field for sixteen years, and is currently in private practice. She has previously worked for four different airlines, and was Continental Airlines' first Eastern Regional EAP Coordinator.

References:

- American Psychiatric Association, Diagnostic Criteria from DSM IV. Wn D.C. 1994
- Backhouse, C., Cohen, L., Sexual Harassment On the Job. Prentice-Hall, Englewood Cliffs, NJ. 1981
- Bravo, Ellen & Cassidy, Ellen. The Nine to Five Guide to Combating Sexual Harassment
- Burnsten, M.D. "Psychiatric Injury in Women's Workplaces," Bull. Am. Acad Psychatritc Law, Vol 14, No. 3, 1986
- Rutter, M.D., Peter, Sex, Power & Boundaries. Bantam Books, 1996
- "Sexual Harassment Lands Company in Court" Business Week, October 1, 1997 ➔

Playing Catch-Up

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airline might have a compelling interest in the behavior of its pilots and flight attendants.

The Company establishes and supports our flight deck procedures and crew coordination norms via its training department. Clear training on diversity issues and corporate policy therefore remains the responsibility of the airline. Given the diverse background of today's pilots, it is logical to assume a wide range of sophistication among employees with some of these concepts and their implementation. Recurrent training that keeps flight crews and other employees up to date on complex workplace issues would enhance safety and bring all our airlines into compliance with their own stated policies.

Society has come a long way since the 1960s when the first African-American pilots were hired by major airlines. By now, most of us recognize racial or ethnic slurs and are generally successful in avoiding this kind of insult or harassment. Racism and ethnic prejudice may not be dead in 1997, but a racist insult is usually recognized as discrimination. Even lower-level expressions of racism, like jokes, are not usually tolerated.

Meanwhile, a comparable sexist insult is still not readily recognized as prejudice or harassment.

Sexual banter and innuendo that people may employ privately or in a single-sex environment do not have the same dynamic in mixed company. Moreover, the avoidance of single-sex behavioral

norms in the crew room or flight deck does not constitute "special treatment." Since mixed company is the societal norm, all-male or all-female environments constitute "special" situations, not the other way around.

When racial, gender or other harassment occurs in a professional environment, the recipient has two bad choices: he/she can ignore it and accept the debilitating bad feelings or he/she can complain, risking hostility and rejection. Neither choice is a comfortable one, and both responses accelerate the breakdown in crew coordination or professional association that began with the offensive statement or act.

While we cannot change people's hearts and minds, eliminating harassing expressions of all kinds make it possible for the minority or woman pilot to function normally. Speech that abuses another person attacks the rights and the freedom of its target. This is not an exercise of "free speech" but a verbal assault.

The best solution is to avoid questionable behavior. If you are not sure whether or not something is offensive, don't say it and don't do it. Maintain a neutral and friendly attitude toward everyone on board. Avoid ethnic, racial or sex jokes as an expression of poor judgment and poor taste in the workplace. Treating coworkers courteously and generously remains the best way to effectively lead or participate in a crew. Fortunately, the vast majority of pilots and flight attendants understand this and practice professionalism of the highest order. ➔

Do you have any ideas for new ISA products?

ISA MEMBERS, WE NEED YOUR HELP! We would like to introduce one or two new ISA products at the convention in Las Vegas, especially to commemorate ISA's 20th anniversary. Some suggestions include key chain with flashlight, insulated coffee mug and water bottles. We'd like your input. What type of products would you like to see in the ISA Store? Please send your suggestions to Carol Cansdale at the addresses shown on the ISA Store order form before Feb. 1. I will be submitting the ideas for approval to the ISA Board at their February meeting. THANKS!

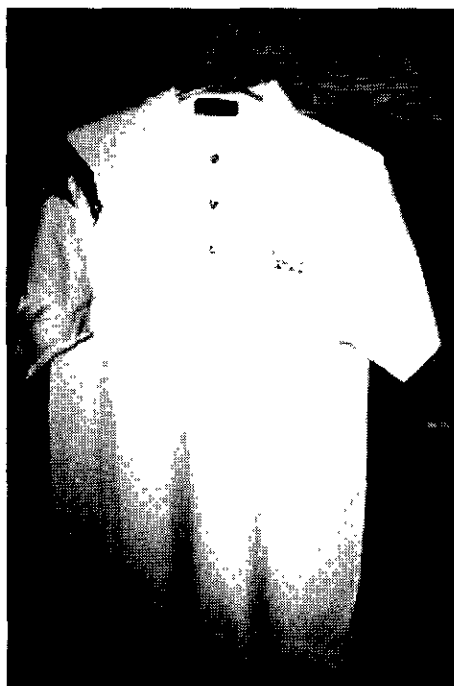
The ISA + 21 Store was designed and conceived for the dual purpose of providing logo merchandise for our membership while lending support to the ISA Aviatrix Scholarship Trust Fund. The ISA Logo was developed through the creative efforts of ISA's graphic artist Lisa Kuehl. The following is a brief description of each item currently available for purchase.

ISA Logo Polo Shirt

The NEWEST arrival to the ISA store is the Polo Shirt, which made its debut at the meeting in Ft. Worth (see photos). This 100% pique cotton, high quality polo shirt is embroidered with the distinctive ISA logo and is available in white or navy. It's available in SM, M, LG and XL for the unbelievable price of \$25. Get yours in time for this year's meeting in Las Vegas!

ISA Lapel Pins

We finally have a new shipment of them and for those of you who don't have one yet, they make an excellent tie tack for your uniform. They feature the ISA logo in gold on a black background and sell for just \$4.00.

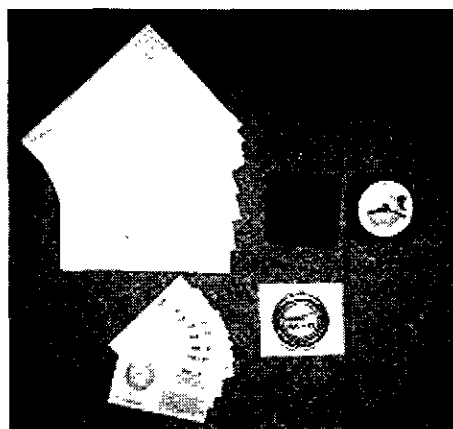


ISA Notecards

Come on now, wouldn't Grandma be pleased to receive her "thank you" note for this year's Christmas gift on this distinctive stationery? The ISA logo is imprinted on these cards in silver ink on white linen card stock, with matching white linen envelopes. These cards, developed for the ISA Store by Pam Mitchell, are blank on the inside and are packaged in sets of 15 for \$5.

ISA Travel Alarms

Never sleep through that wake-up call again! The ISA logo is printed in blue and superimposed on a white



background on this compact black travel alarm. A SPACE SHUTTLE cleverly encircles the face of this clock as a second hand. The clock runs on one AA battery (not included) and is available for \$12.

ISA T-Shirts

The ISA logo is printed in gray ink on a white background on this T-shirt, only available in L and XL for \$15.

ISA Decals

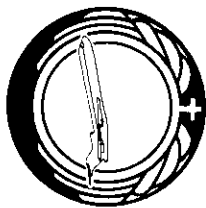
This round decal highlights the ISA logo in blue ink with gray lettering, imprinted on glossy white paper. A great flight bag and crew luggage sticker, it just may prevent another pilot from mistaking your bag for his! Only \$1 each.

Bangkok '95 and Vancouver '94 T-shirts

Last but not least! We have a few Bangkok '95 and Vancouver '94 T-shirts left. These high quality shirts were originally designed for the 1994 convention by Valerie Patton and Fred Sorensen. They were produced by Terry and Bob Rinehart and Claudia and Fred Sorensen, who have made these terrific shirts available to us at greatly reduced prices. There are only a few left, so first come, first served. Please see the order form for specific sizes remaining. A long sleeve version is available with an ISA or HALP logo and are an oatmeal beige, comprised of a lightweight sweatshirt fabric in a mock turtleneck design. These shirts are priced at \$8 and again, quantity is limited.

To place an order, send to Carol Cansdale, 6281 Mallory Lane, Eden Prairie, MN 55346-1424 or CompuServe: 70263,67; phone: 612-906-2833. Please make your checks payable to ISA +21. And don't forget, your purchase helps our SCHOLARSHIP grow!

See center fold for order form. ➔



International Society of Women Airline Pilots

...is PEOPLE AND ACTIVITIES

ISA+21 is an association of women airline pilots from the world over who have joined together to exchange ideas and information regarding their profession. ISA links a wide range of aviation back-grounds and experiences. ISA members assist aspiring women pilots entering the industry through an information bank, networking, scholarship, and service projects.

...is HISTORY

In 1978, twenty-one women pilots from ten U.S. airlines met in Las Vegas to share common interests. Today, ISA+21 numbers over 540 members worldwide from 90 airlines and 33 countries.

...is A PLACE TO MEET FRIENDS

Each May, ISA members and their guests meet for three days of relaxation, recreation and professional exchange. Previous convention sites include Amsterdam, Atlanta, Bangkok, Cancun, Denver, Helsinki, Jamaica, Las Vegas, Maui, Memphis, Rome, San Diego, Seattle, Sydney, Toronto, Vancouver, and Washington DC. A highlight of the gathering is the Captains' Club presentation, which gives special recognition to members who have completed their left-seat checkout during the previous year.

...is EDUCATION

ISA Speakers' and Information Bank is women helping other women overcome the unique obstacles encountered in pursuing an airline pilot career. The Speakers' and Information Bank also involves our members in speaking at local schools and colleges, civic clubs, and other community gatherings. A short program can be arranged with prior notice to ISA. ISA maintains a library of aircraft system review

video tapes, software, and other videos and books of interest to pilots. All of the materials have been donated and are available for members free of charge.

...is SCHOLARSHIP

ISA has established scholarships for women pilots who have demonstrated their commitment to careers as airline pilots. Awards are used for advanced pilot ratings and type ratings. In addition, funds allowing, the Fiorenza DeBernardi Merit Award and the Holly Mullins Memorial Scholarship will aid those pilots who have not yet attained their professional pilot ratings. Tax-deductible contributions may be made to the "ISA Aviation Scholarship Trust." Please send to the address below, Attn.: Treasurer).

...is ENTERTAINMENT

Husbands of Airline Pilots (HALP), ISA's auxiliary, assists at various ISA projects and functions. We welcome their support and applaud their unflagging efforts to provide aid and comfort to ISA members.

...is FOR YOU

ISA welcomes all women pilots who are employed as flight crew members (Captain, First Officer, Second Officer) or who hold seniority numbers with an air carrier (FAR Part 121 or non-US equivalent) which operates at least one aircraft with a gross weight of 90,000 lbs. / 41,000 kgs or more. Applicants need not be flying that large an aircraft themselves. If you meet these requirements, we cordially invite you to join us.

**ISA membership application
on reverse**

ISA 2250 E. Tropicana Avenue, Suite 19-395, Las Vegas, NV 89119-6594 USA

COMMITTEE REPORT LATE BREAKING NEWS

Fast Track

by Luan Meredith and Laurie Wilde

Just for the gals who want to apply or for the gals who have a friend looking, the following Major Airlines are hiring. AIRBORNE: Resumes only (no calls) ALASKA: Hiring! Request aps by mail with SASE and \$25 app fee. AMERICA WEST: Hiring from pool. AMERICAN: Interviewing now for Feb class...projected to hire 2000 pilots. CONTINENTAL: Hiring 30/mo in 1998. Accepting 1-pg resumes by mail only for computerized scanning and screening. DELTA: Hiring exclusively thru UPAS. Call UPAS at 800 745 6827 (\$100). DHL: May hire as many as 40 in Jan. FEDEX: Hiring from pool... NORTHWEST: Hiring from pool... SOUTHWEST: Not accepting aps or resumes now. TWA: Selecting exclusively thru UPAS@ 1-800-Pilot-Ap. UAL: Accepting aps...continuing to hire! USAIRWAYS: 341 still on furlough...

In addition to the above Major Carriers, there are numerous National and Regional Airlines hiring. Thanks to Kit Darby at Air Inc. for providing ISA with the stats! Call anytime to discuss further details. Luan Meredith@ 1-314-845-7282 or 76221,2731@compuserve.com. ➔

ISA BOARD OF DIRECTORS WINTER MEETING

Keystone, Colorado
February 10, 1998



The February ISA Board of Directors meeting will be held in Keystone, Colorado on February 10 at the home of ISA member Cindy Shonk. The Board of Directors Meeting will be held in conjunction with the ISA Ski days.

See page 22 of this issue for all the details. We encourage and we welcome any and all ISA members to join us!

ISA Membership Application/Renewal Form

Membership * \$40 USD ☐ New Member ☐ Renewal

Name _____

Address _____

City, State, Zip, Country _____

Telephone _____ Fax Number _____

Email Address(es) _____

Airline _____ Domicile _____

Position/Equipment _____ Date of Hire _____

*If you are currently on leave, retired, or furloughed, you may be eligible for Inactive Membership (\$10 USD), which will entitle you to full participation at a reduced rate. Please include this information below.

Previous airlines/positions/equipment flown (please include employment dates):

Certificates and Ratings Held:

Background: Military _____ Civilian _____

Do you have other skills, talents or interests you may be willing to share with us?
(e.g. writing, public speaking, fund raising?) _____

Children? Names and ages _____

Spouse/Partner name _____

How/from whom did you hear about ISA? _____

Do you wish to be included in an ISA approved mailing list of products and services?
Yes _____ No _____

By your signature on this membership application/renewal, you agree that all photographs, reproductions, articles, software and other properties and information submitted by you to ISA have not been previously copyrighted and henceforth become the property of ISA unless otherwise agreed upon in writing

Signature _____ Date _____

Please make check or money order payable in US funds to "ISA"
Non-US Members only may use VISA or MasterCard

Name on card: _____ Card number: _____

Card Expiration Date: _____ Signature: _____

ISA+21 International Society of Women Airline Pilots

welcomes all women pilots who are employed as flight crewmembers (Captain, First Officer, Second Officer, Flight Engineer) or hold seniority numbers with an air carrier (FAR Part 121 or non-US equivalent) which operates at least one aircraft with a gross weight of 90,000 lbs / 41,000 kgs or more. Applicant need not be flying that large an aircraft to qualify for membership.

Mail to: Denise Mowat, ISA Membership Chair

W12347 848th Ave., River Falls, WI 54022 USA

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Las Vegas 20TH Anniversary Convention Registration (See Page 15)

Board of Directors Elections: Nominations Close February 10 (See Page 19)

ISA Ski Days & Board of Directors Meeting (See Page 22)



**International Society of
Women Airline Pilots**

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