

ISA + 21

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

Property of *ISA News Editor*.
Please return when finished.

JULY 1988



ISA MEMBERS IN FRONT OF THE PRESIDENTIAL PALACE, ROME, ITALY,
SITE OF THE 11TH ANNUAL ISA + 21 CONVENTION, MAY 10-12, 1988.



The meeting went quickly along
The Press waiting in a great throng.
We threw open the door
But they wanted much more,
As they asked do we fly ALL month long?

Our luncheon was held in the garden,
5 courses just to get started.
Holly's Dad won the prize
A sweatshirt the right size
Fiorenza received her gift, then we parted.

We were tired after the Palace tour,
But we dressed up for dinner once more.
It was Alitalia's time
For dinner and two wines
And announced hiring women was no chore.

It was a formal dinner all in all,
But some wished for a dancing hall.
The rest were really smashed,
Some even got "trashed"
At 4am they finally came home.

On Thursday we left on the bus
For a tour of Rome - it's a must.
A villa for lunch,
or a church to munch
The local foods are the best we trust.

The final evening was Aeritalia's treat
Filled with salad, pastas and meat.
With live music and singing
Our last chance for mingling,
We partied till we were dead on our feet.

The scholarship was renamed for our hostess,
To Fiorenza de Bernardi we throw a kiss.
There were tears in our eyes
As we said our good-byes
To the generous Italians with the "mostess".

There's still one thing left to say
You're all very special in your way
This week has been great
I can hardly wait
Till next year when all return to play.

A very special thanks to my friends
I wish these times wouldn't end.
But one thing I know
Even though I must go
Next year is right around the bend!!

ISA + 21 NEWSLETTER

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

JULY 1, 1988

FROM THE NEW EDITOR

(Sandra Lloyd)
Many thanks to Suzanne Skeeters for all the hard work she has done on putting together this last newsletter. Suzanne, Carat Vallee and Sharon Finch have done an outstanding job with these letters - I only hope to do half as well with future issues! Apologies are due Suzanne as well for being unable to utilize some of the finished product she had so beautifully produced for this newsletter with her desktop program - I just couldn't get a machine that would run your program, Suzanne. Hopefully by next issue I'll have a desktop publishing program to use.

I am very much looking forward to being more involved with ISA in the next two years as an executive council member, and am thankful to all of you for this opportunity. Some of my favorite activities for ISA include continuing and developing the scholarship; the establishment of a central library of maternity policies and related information for members' use (Sarah Pearl is doing good work in this area - see her letter in this edition); continuation of our fantastic annual conventions and mid-winter get-togethers; and continuing to provide career information to prospective airline pilots (Susan Staples has some great ideas here, and Ginger Mitchell's information package is an excellent career-planning aid for a budding pilot). I also like Denise

Blankinship's plans for further developing our historical data base of women pilots, as well as Lori Griffith's Master Seniority List of women airline pilots worldwide.

As far as the newsletter is concerned, we are interested in any and all contributions from members! We're planning four issues this year - please see the planning calendar in this issue for dates. Some ideas for contributions:

- * historical facts about women pilots in your area, country or airline. For example, our European members - we know little about pilots in your countries and would find it interesting to read a brief article describing how many women pilots there are, when the first woman airline pilot was hired, etc.

- * newsy items about women pilots. If you see an article about a woman pilot, or anything else to do with women or flying that you think the membership would find interesting, clip it out and send it in!

- * news of members. Please advise us of any upgrades, marriages, births, looking for a job, other achievements or disappointments that have happened in your own life or the lives of other members (we have to take the good with the bad, and we're all in this together!).

- * any ideas you have for ISA activities, projects, or for developing the organization - including constructive criticism.

A FUNNY THING HAPPENED ON THE WAY TO THE FORUM (Ginger Mitchell)

The ISA council had set the day
To go to Rome and play.
We all had our passes
And sat with the masses
On the plane in the middle of May.

The Rome airport seemed easy enough
To get around in - hey, we're tough.
But for those who weren't met,
Which is most you can bet,
The directions were easily muffed.

For those of us who got in Monday
We settled in to begin our stay.
We had a real treat
And went to the street
Where Anne Giroud had been cooking all day.

May 10 arrived with the sunrise.
The dinner now all on our thighs.
Those with a free day,
Took to the subway,
As the rest of our guests arrive.

Christina and Lucille were so kind,
To help us out when we were in a bind.
They took all the money,
And still managed to be funny,
When the rooms ran short and we whined.

Tuesday's dinner was Agusta's pleasure,
Our first greeting we will always treasure,
To see our old friends,
And say hello again,
Is worth the trouble without measure.

We have new members for our society,
One more reason to give up sobriety.
From Olympic and Swissair,
To C.T.A. and Finnair
We greet you with great hospitality.

After dinner we came up with the idea
To walk to Trevi Fountain in our heels.
With Lucille in the lead
And gelatia the need
At midnight we set off - is this real?
Wednesday morning came far too early.
Some of us were rather surly.
But with uniforms on,
Our frivolity gone,
The subjects were covered most thoroughly.

(How about writing a "Dear Editor" letter?)
Please send any contributions to me at my new address:

Sandra Lloyd
908-2233 Allison Road
Vancouver, B.C.
Canada V6T 1T7
(604) 228-9723

Deadline for contributions to the next issue is September 1, 1988. I'll look forward to hearing from you.

p.s. Apologies to those of you who submitted "Dear Amelia" letters. We just plain ran out of time and space. Your letters will be a high priority for the next issue.

p.p.s. if anyone has a desktop publishing program for a PCXT clone that they would like to share with ISA, please send to the above address. thanks!

Executive Council

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Sandra Lloyd (above)

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(415) 595-3491
3332 La Mesa, #5
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(817) 571-5544
750 E. Mid-Cities Bl
Eules, TX 76039

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

ROME CONVENTION IS A SUCCESS

by Ginger Mitchell
1986-88 Convention Chairman

On Tuesday, May 10, 1988, ISA + 21 held their 11th Annual Meeting in Rome, Italy, sponsored by Agusta helicopters, Aeritalia, and Alitalia. Our hostess for this meeting was Fiorenza de Bernardi. Sixty members joined together in Rome for fun and frolic, as well as three hours of business on the morning of May 11. The minutes of this meeting are included in this Newsletter.

During the luncheon on May 11, ISA thanked our hostess with a silver "Nambe" platter from Santa Fe, New Mexico. Fiorenza's helpers each received a gold "Cross" pen. Their help in this convention was invaluable. We also honored those members who in the last year earned their left seat checkout. They are.....

FOR YOUR INTEREST.....

Some facts on pilots in Canada: With a total population of around 26 million, there are 6940 males who hold Airline Transport Ratings, and 95 females. That is, 1.35% of the ATR pilots in Canada are women. There are about 3500 pilots flying with major airlines in Canada (i.e. with either Air Canada, Canadian Airlines International, or Wardair). Twenty of these airline pilots are women, i.e. about .56%. Thirteen women fly for Air Canada, seven for Canadian Airlines, and none for Wardair. The first woman airline pilot in Canada was ISA member **Rosella Bjornson**, hired by Transair (now part of Canadian Airlines International) in 1973. We don't yet have a woman flying as a Captain for a major airline in Canada. Statistics Canada reports that in 1986, the occupational category of "Air Pilots, Navigators and Flight Engineers" was the 6th-highest paid occupational category for males in Canada (using average salaries in each occupation). The average age of a male in that occupational category was 39.7 years and the average salary for the category \$57,337. (The average male salary for all occupations in Canada was \$30,504; the average male worker's age overall was 39.7 years). In 1986, the average wage for females in the "Air Pilots, Navigators and Flight Engineers" category was \$27,436; the average age of the female in that category 34.9 years. (The overall average wage for females was \$19,995; the average female worker's age was 37.2 years).

As an aside, the highest-paid category for males was that of "doctors" and for women it was "judges and magistrates". These stats refer only to full-year, full-time workers, and all figures are in Canadian dollars. Sources: Financial Post, Canadian Aviation, Statistics Canada.

How does your country compare? Let us know!

The Vancouver Sun, Tuesday, June 7, 1988

—BRIEFLY— First women begin fighter pilot training

Sun News Services

COLD LAKE, Alta. — The first two women to train as fighter pilots for the Canadian Forces started the basic fighter pilot course Monday at Canadian Forces Base Cold Lake, Alta.

Capt. Deanna Brasseur, 34, and Capt. Jane Foster, 27, with 15 male counterparts will spend the next seven months training on the CF-5 Freedom Fighter.

In 1987 all restrictions on employment of women in the Canadian air force were lifted and women may now apply for any jobs for which they meet the requirements.

NEW CAPTAINS

Jackie Gillespie	Piedmont	B-737	2-??-86
Lisa Brockenbrough	Northwest	CV 580	8-01-87
Nancy Law	Piedmont	B-737	8-01-87
Sharon Menear	U.S. Air	BAC 1-11	8-01-87
Sandy Christison	America West	B-737	10-04-87
Sandy Szigeti	Flying Tigers	B-727	10-05-87
Amy Correll	Piedmont	F-28	10-30-87
Jeanne Dietrich	Piedmont	B-737	11-27-87
Jill Butterworth	U.S. Air	B-737	12-11-87
Nancy St. Ives	Piedmont	F-28	12-22-87
Pati Marsh	U.S. Air	DC 9	2-22-88
Yasmin Rahman	Biman Bangla.	F-28	4-12-88
Karen Kahn	Continental	MD-80	5-15-88

Our congratulations are once again extended to the above members for a job well done!

I would like to take this opportunity to thank those of you who have sent their critique sheets from the convention. I feel perhaps an explanation and a few apologies are in order. We did have some problems with the availability of rooms at the Quirinale. This is due to the fact that several members sent in deposits, then didn't show up. These rooms were used by those members who had not made reservations, but decided to join us. However, we had more members than anticipated show and we ran out of the rooms that Fiorenza had booked for us. A few of the later arrivals were asked to go to a hotel nearby. For this I sincerely apologize. In the future, it might be wise to have everyone make their own reservations (as in Memphis), therefore you can be responsible for your own time of arrival and cancellation.

There were some rooms within the Quirinale itself that were less than satisfactory for some.

Please keep in mind that this hotel is a four-star by European standards. All the rooms were not equal in size or amenities as they would be in the U.S. After reading the critiques, the general consensus was, as it was a year ago, that we all like the four and five star hotels. We will try to keep to this desire in future conventions.

The one thing that almost everybody liked was the single price for food and lodging. Especially after being in Rome for a few days and seeing how much it can cost to eat. This will be something that we will try again next year, if we can. The only drawback to this plan is for those of you who can't make the entire meeting. Any suggestions?

The last explanation that I would like to give is to explain what happened to the group photo that we always have taken. I thought that that had been arranged, but as it turned out, the photographer was one of the press conference photographers. And if you

May 31, 1988

Dear ISA members,

Letters have been arriving throughout the past month from Alaska Airlines, Air Jamaica, American Airlines, Finnair, and Canadian Airlines. I would like to thank those of you who took the time to send me your company's maternity policies. We are slowly filling in the gaps, and now have maternity information on the following airlines:

Air Canada	Delta Airlines
Air Jamaica	Eastern Airlines
Alaska Airlines	Finnair
American Airlines	Indian Airlines
Aspen Airways	Lufthansa
Bangladesh Airlines	Northwest
Canadian Airlines	Quantas
Connie Kalitta	Southwest
United Airlines	US Air

I have also received many requests from members for copies of policies from various airlines, so in the upcoming ISA magazine, I'll publish condensed versions of all maternity policies in my file. The women who are interested in this issue will then have their own lists of policies, and can correct any discrepancies in my information.

Recently, I discovered that ALPA National supports women pilots flying while pregnant. This brief statement was made policy by the 1980 Board of Directors: "ALPA opposes airline management decisions aimed at requiring pilots to terminate flying immediately upon knowledge of pregnancy." For those of you working on modifying your company's maternity policy, ALPA National's position on women pilots flying while pregnant may be helpful. In addition, Dr. Masters, ALPA Aeromedical Advisor, has supported my efforts to obtain recognition and help on this issue from my local union members, by offering to endorse my proposed resolution to our ALPA contract. I was also considering sending the resolution to the American College of Obstetricians and Gynecologists, and asking for their endorsement of its medical portion. Do any of you have an opinion about such a request?

As always, I am open to any suggestions, comments, or questions you may have. I believe that it will take the efforts of many women working together to change the very restrictive maternity policies of many of our airlines, so please stay in touch!

Sincerely,

Sarah J. Pearl
Sarah J. Pearl

remember the press conference at all, you'll know that it was basically bedlam. I had a deadline to get all the questions and answers done by 1:15 pm so that...the rice wouldn't overcook?! The Italians are very particular about their food, which was always absolutely delicious. I felt that if we had tried to get together for a group shot, it would have taken at least 45 minutes to do so. As you can tell, I think I lost control of the group at about that time! So, I am working with Fiorenza to try to get the picture that was taken last by the main photographer. I will let you know ASAP. Sorry about the confusion!

Here are a few of the comments found on some of the critiques: "the warm welcome we received and the all-inclusive price", a wish to see "a little less structured. We had relatively no free time", "all events were well-organized and extremely enjoyable. The tour of Rome was perfect, not too long nor too short; all meals made enjoyable by unique surroundings, especially the dinner theater". If you haven't filled out the critique, won't you help your convention committee to give you the meeting you want?

If you wish to write a thank-you note to our wonderful sponsors and helpers in Rome, you will find the addresses on the following page. We would like to encourage all ISA members who were in Rome to drop them all a note.

I am handing over the Convention Committee to one of our newly elected Executive Council members, Nancy Law. I

will be assisting her on next year's convention, but please address all future convention correspondence to her. I wish to thank all of you who have helped me in the last two years to make these meetings as enjoyable as they have been. See you all next year.

COVER PHOTO AVAILABLE

Those of you who went to Rome and didn't have the chance to sign up for a copy of the picture of the group in uniform in front of the President's Palace - here's your opportunity to do so! Ginger Mitchell has a limited amount of extra pictures available. Please let her know as soon as possible if you would like one.

"THANK-YOU" ADDRESSES

The 11th annual I.S.A. + 21 convention would not have been the great success it was without the help of the folks listed on the following page. Please show your appreciation for their efforts by sending them a note of thanks!

CONVENTION MEMBERSHIP TRIVIA

- * 60 ISA members were in attendance
- * 11 different countries represented
- * farthest distance travelled to attend: Debbie Lawrie, Melbourne, Australia
- * Most pregnant: Judy Cameron, 5 months
- * Newest Captain: Yasmin Rahman
- * Newlyweds: Sherry Harriman and Camela Condon

required to sign a contract. At this time, demand exceeds supply and we will handle all host family applicants in chronological order". You may phone **Cyndy Atkins**, Arlington TX: (817) 640-3071, or **Barbara Baum**, Newport, RI: (401) 847-6162.

CORRESPONDENCE

Any Navion Buffs? We have received a letter, dated April 14/88, from a Ted Gibson, an aerospace engineer. Ted writes, in part: "I ran across an article on your organization...and would be interested in placing the following in your newsletter, if appropriate...I recently purchased a 1947 North American Navion which I'm in the process of getting checked out on, and would be interested in sharing my excursions around the western states, i.e. local "brunch" flights or "Navioneer" fly-ins, with any of your members who may be based in the **Phoenix or Tucson** areas. The aircraft, N86887H is based at Falcon Field, Mesa, Arizona and my residence a mile east of there. I am presently an engineer on the Army Apache program...the Navion is built like a tank, roomy, comfortable, and even has curtains in the windows!....Sincerely, Ted Gibson." Write to Ted at USARPRO - Mesa Division, Hughes Helicopters, Inc., 5000 E. McDowell Rd, Mesa, AZ 85205. Phone work (602) 891-3497 or home (602) 981-5538.

We also received a letter/advertisement from Chandelle of Sonoma, Inc., (707) 938-5862, 14301 Arnold Drive, Unit 2, Glen Ellen CA

95442. This firm is shipping wines with labels "commemorating the adventure of flight". One label sample is pictured below, entitled "Gathering of Eagles". The other label currently available is a picture of the Wright Brothers' airplane flying at Kittyhawk, entitled "12 seconds at Kitty Hawk". The labels really are quite colourful and attractive, and both labels are available on either a bottle of red (1985 Cabernet Sauvignon) or a white (1986 Chardonnay). A unique gift idea or conversation piece? Limited quantities are available at \$10.95 per bottle, a case of 12 at 10% off. For more info contact the company at the above address or phone, or orders can be placed by calling (800) 544-8890.

Chandelle



CABERNET SAUVIGNON
1985

VINTED & BOTTLED BY CHANDELLE VINEYARDS
GLEN ELLEN • SONOMA VALLEY, CALIFORNIA
ALC. 13.1% BY VOLUME • CONTAINS SULFITES

EXPRESS YOURSELF!

Following is the list of people who hosted or helped out at the convention, to whom you may wish to send a thank-you note:

Ing. Ferruccio Pavolini
Direttore Centrale Operativo
Alitalia Airlines
P. le G. Pastore
00144 Roma, Italy
Dinner)

Comte. Alberto Sekules
Alitalia Airlines
P. le G. Pastore
00144 Roma, Italy
(the Captain at Gala

Dott. Rafaello Teti
Presidente Soc. Agusta
Via Abruzzi 11
00187 Roma, Italy

Ing. Federico Dalla Volta
Aeritalia
Via Ettore Petrolini 2
00197 Roma, Italy

Fendi Paola e Sorelle
Palazzo Ruspoli
Via Fontanell Borghese 57
00187 Roma, Italy
(gifts of Fendi perfume)

Prof. Raul Beghe e Signora
Piazza Aurelio 1
00152 Roma, Italy
(luncheon hosts 5/12)

Contessa Maria Fede Caproni
Via Azuni 13
00196 Roma, Italy
(guide in the President's
Palace and luncheon hostess 5/12)

Anne Giroud
Piazza Conca D'Oro 43
00141 Roma, Italy
(dinner hostess 5/09)

Fiorenza's Helpers

Lucille Quaglia
via Quintiliolo 28
00196 Roma, Italy

Allegra Carizzo
Corsia Francia 158
00100 Roma, Italy

Christina Armani
Via Castelfranco Veneto 51,
00191 Roma, Italy

Maria Theresa Montanarello
Via Del Cartari 5 int. 9
00186 Roma, Italy

MINUTES OF THE 11TH ANNUAL MEETING OF ISA + 21

MAY 11, 1988 ROME, ITALY

by Ginger Mitchell, Corresponding Secretary

The meeting was called to order by spokesperson Carat Vallee at 9:25 am. Executive Council members present were Susan Arthurs, Denise Blankinship, Sharon Finch, Lori Griffith, Susan Horstman, Ginger Mitchell, Suzanne Skeeters and Carat Vallee. There were a total of 57 members present....

FAMILY COMMITTEE

New Chair of the Family Committee is **Susan Knapp**

Congratulations to **F/O Mimi Tompkins** in your recent emergency. You reflected the highest of standards in solidly upholding the meaning of the words "professional flight crew member". As a group, we are very proud of you and would like to extend our support and admiration....**Congratulations** of a different sort to **Judy Cameron** and husband **Scott** on expected baby #2. Those at the Rome convention will agree Judy's uniform should be accepted industry-wide!....Not only did **Felicity and Stanley Bush** fly all the way from Australia to Rome for the convention, but they did so with their two-year-old son! All of us mothers can commend Felicity on her bravery. That's a long flight with a baby. It was wonderful to see children at the convention....a poignant request from Felicity and Stanley Bush: seems the picture they took of little **Francis** with the guard at the Presidential Palace has not come out. ANYONE who also took a picture of these two, PLEASE send a copy to Felicity and she will reimburse you for all the expenses (maybe you should hand-deliver it for a free trip?...No, I guess not.)....**CHILDREN WILL SAY THE DARNDDEST THINGS**, as reported by **Kathy Zokol** about 4 year old son **Ryan**, who has grown up with Mom being an airline pilot. This is the way he sees life: when recently asked if he wanted to be an airline pilot, too, he indignantly replied "No! I'm not a girl! I'm going to be a fireman!" How times have changed!....Sincere

condolences to **Ginger Mitchell** on the death of her grandfather....and to **Suzanne Skeeters** on the death of her uncle recently. **Good Luck** on the 757 course, too, **Suzanne!....Mothers!** When taking your babies out in the sun this summer make sure you bring your sun block #22 with aloe....Good book for those rainy layovers: **Raising Your Child Not By Force But By Love**, by Sheldon.

Maternity Policy: Please see the attached letter from Sarah Pearl. We'll look forward to getting your information in the next newsletter, Sarah.....Thanks!

Need an Au Pair? Following is the text of an ad from **ATKINS and BAUM LTD.**, P.O. Box 110852, Arlington Texas 76007. This firm is operated by two flight attendants, and their ad was submitted by **Susan Knapp**. "Currently, we are placing young ladies from stable, midwest families. There is a fee for our services and it would include the au pair's round-trip airfare. Typically, they would stay for 6 months at a time and you would pay them a salary of \$100 net per week for the first child and \$25 for each additional child. Additionally, you would provide them with room and board and the use of a car. We require our Au Pairs to provide us with a detailed resume, application, job and personal references, and a completed questionnaire. Additionally, they are

MINUTES OF THE 11TH ANNUAL MEETING OF I.S.A. + 21
MAY 11, 1988 ROME, ITALY

Carat asked that all members rise and introduce themselves to the membership. This was accomplished with Susan Knapp filming with a video camera.

COMMITTEE REPORTS/DISCUSSION

CORRESPONDENCE reported by Ginger Mitchell. Judy Buttgenbach made the motion that the minutes from last year stand as written in the newsletter last year. This was seconded by Sue Cedarquist. There has been much more correspondence with ISA than in previous years. Some of the letters include requests for information on the group and possible job offers for some of our members. Ginger wanted to thank publicly Debbie Opperman in Denver, Colorado, who is our mailman, picking up and sorting all ISA mail from our post office box. Public Relations has been busy this past year. Susan Knapp is helping with this committee by writing and contacting different publications. We have had articles in "Airline Pilot" magazine, Pacific Flyer, the Arizona Republic, and Business Weeks Careers. There will soon be one in FAPA. We will be doing some P.R. for the scholarship presentation. If any members know of a publication that might be interested in ISA, please let Ginger know.

FINANCE reported by Susan Arthurs. A request was made for a member to do the yearly audit of the ISA checkbook. Judy Buttgenbach did that audit. A copy of the ISA expenses and income was passed out to all present. Included was a proposed budget for the 1988-89 year. \$1,500 was available for the Scholarship.

\$5,656.44 was the balance of the checkbook at the time of the meeting. Convention bills were still to be paid from this.

MEMBERSHIP reported by Lori Griffith. The membership is now 210 members with 57 members present at the meeting. Piedmont has the most member Captains and Northwest has the most members in ISA. We have 5 new members as of meeting day with a new associate member from France. The winners of the WHO's WHO in the newsletter were each given a small gift. They were Judy Buttgenbach, Karen Kahn, Nivedita Bhasin, Suzanne Skeeters, Carat Vallee, and Ginger Mitchell. There will be a new type of WHO's WHO in the next year's newsletter. The puzzles and games are to help members get to know one another.

EDUCATION AND RESEARCH reported by Sharon Finch. There are many projects that are being worked on by different people within the E & R committee. Included is the Maternity Policy that Sarah Pearl is putting together. If you need any information or have information to give, please contact her. Susan Staples has been working with the FAA program of networking with colleges and those people interested in becoming airline pilots. She has suggested that we join the University Aviation Association which would keep us in contact with all the institutions that offer scholarships and grants. We would be listed in the directory so that those wishing more information about our scholarship know where to write. This would cost ISA

\$35/year for the corporate package. The motion was made by Judy Buttgenbach and seconded by Margaret Brewer that we join UAA. This will go to postal ballot as there was not a 2/3 majority at this meeting.

Ginger Mitchell discussed the work of the Speakers/Information Bank. The "Polly Pilot" package was introduced. This includes a letter, list of colleges and universities, the booklet "So You Want to be an Airline Pilot" from FAPA, and an FAPA brochure. These are sent to aspiring pilots. About 45 have been sent out last year. Five of those also wanted to speak with one of our members. They were paired up with one of our members in their local area. Thanks to those members who volunteered. If you would like to volunteer please make sure that Ginger has your name on her list. Sally Van de Water (formerly Hoskins) has written up a list of questions and answers that these future pilots may have. This will be edited and included in the package. The tape originally donated by Susan Staples last year has been used several times in the last year by different members. This tape is available through Susan or Ginger Mitchell.

CONSTITUTION AND BY-LAWS

reported by Susan Horstman for MegAnn Streeter. The changes to the constitution and by-laws were summarized. These were the changes that were voted on last year. Some of the highlights were that the left-seat check-out was defined more clearly, as was qualification of membership. A new copy of the constitution and by-laws will be sent to all members as soon as it is

ISA 1988-89 PLANNING CALENDAR

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JUNE	JULY	AUGUST
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6/10 Newsletter articles due	7/1 Newsletter mailing	8/15 Convention Bids due
News: Convention Bids Minutes		8/24 Executive Council Meeting
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SEPTEMBER	OCTOBER	NOVEMBER
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9/10 Newsletter articles due	10/1 Newsletter mailing	11/16 Executive Council Meeting
News: EC Openings and Forms Preliminary Convention Info		
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DECEMBER	JANUARY	FEBRUARY
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12/1 EC Nominations Close	1/1 Newsletter Mailing	2/1 EC ballots mailing
12/10 Newsletter Articles Due	1/28-29 Mid- Winter Get- Together, Whistler Canada	2/22 Executive Council Meeting
News: EC Nominees and Pictures In-Depth Convention Info		
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MARCH	APRIL	MAY
<hr/>		
3/1 Convention Pre- Registration Mailing	4/1 Newsletter Mailing	5/9-11 International Meeting/Convention
3/10 Newsletter Articles Due	4/19 Executive Council Meeting	
3/15 Scholarship Bids Close		

printed. A reminder to all members that as we grow, so should our by-laws. They will need to be changed and revised as our organization becomes more complex. If any member wants to change anything, please write to this committee.

FAMILY reported by Carat Vallee. A reminder to all members that when you hear of another member reaching a goal (i.e. Captain, check-out, marriage, birth, etc.) please let this committee know so that we may send a congratulatory note on behalf of all our members and print it in the newsletter. We will be sending a note to Mimi Tompkins of Aloha.

Congratulations to Nivedita Bhasin for her new son. Also a reminder - if you are planning on going on the NORAD trip in September, please send in your money to Carat ASAP.

HISTORIAN/STATISTICIAN

reported by Denise Blankinship. All pictures and newspaper articles are to be sent to Norah O'Neill or Denise. This committee will be sending out a survey in the next newsletter to help establish the many firsts of our industry. It is recommended that these surveys also be given by our members to ALL women pilots of their respective airlines, even though they are not ISA members. 100% is requested from all members.

NEWSLETTER reported by Suzanne Skeeters. Our largest expense was the newsletter. \$2,895 was spent last year on this. However, this sum also includes printing and mailing of the roster and other assorted mailings. In the future, these projects

will be excluded so we can get a better idea of how much we do spend on the newsletter. A discussion was held on the format and quality of the newsletter. The question was whether we should continue in this new bound format or go back to a stapled but professionally typeset copy. Suzanne had two different copies for members to look at. We will be trying out our own software to print the next newsletter. There was some discussion whether ISA should buy its own software. The general discussion concluded that there were enough members with their own software that ISA needn't buy any. Suzanne reminded all members to send in noteworthy articles to be included in the newsletter, especially those outside the U.S.

CONVENTION reported by Ginger Mitchell. The Ski-Together held in January at Park City was a success. The Executive Council met during that time also. Discussion was held on if we wanted another Ski-Together in 1989. The general consensus was yes, and Kathy Zokol volunteered to set one up in Whistler, British Columbia for the last weekend in January, 1989. She will be giving us the details in the October newsletter. Bids for next year's annual convention are being accepted until August 15 by the Executive Committee. They will then make the decision as to where it will be based on these bids. As of right now, we have one bid from members living in Hawaii to have it on the island of Maui. The last reminder to all members to **please fill out critique sheets** that were given out. These will help the

convention committee in the future to plan the convention that you all want.

OTHER OLD BUSINESS

* The IFALPA representative this year is Margaret Brewer. She will be going to Acapulco, Mexico on May 18-23. She will be reporting back to us. (ed. note: see Oct. newsletter).

*** Application Selectivity.**

The question of how to turn down men that want to join ISA was again brought up. The ballot on this was defeated in the last by-laws ballot. The ballot addressed the possibility of requiring two recommendations for membership so that we wouldn't have to worry about lawsuits. The question about allowing men to join ISA caused some discussion. It was suggested that we contact legal counsel to see if we even had a problem. There were three volunteers to look into this problem.: Carol Cansdale, Sherry Harriman, and Carolyn Pasqualino. They will be reporting back to the Executive Committee. Two motions were directed and seconded:

1. (Vicki Carnes and Suzanne Skeeters) The motion was made that men be considered as associate non-voting members but they must meet the same requirements as our current membership.

2. (Mary Bardon and Nancy Lav) The motion was made to reconsider the requirements of needing two recommendations for membership. Both of these motions will be voted on by a postal ballot. Just a reminder to members that these are motions to **CONSIDER**, not do.

* Angela Masson, with the help of Maggie Rose, read an

small help towards attaining an additional rating that will accelerate the attainment of her goals.

THE INTERNATIONAL CAREER SCHOLARSHIP IS PRESENTED TO THE WINNER

On June 6, 1988, a check for \$1200 was presented to **Elizabeth Logan**, the winner of the 1988 ISA+21 **International Career Scholarship**. She was given the check at a luncheon held in San Francisco. Susan Staples, new head of the Education and Research Committee, was on hand to say a few words and present the check. Also presented was a year's associate membership with ISA and a 10K gold ISA pin. There was a group of 10 present to share in the festivities. Besides Elizabeth and Susan were Ginger Mitchell, Gail Gorski, Karen Kahn and husband John Clark, Nancy Law, Terry Rinehart, Carol Lasher, and Susan Knapp.



ELIZABETH LOGAN, CENTER, THE RECIPIENT OF ISA'S FIRST ATP SCHOLARSHIP. ON HAND TO CONGRATULATE ELIZABETH ARE GINGER MITCHELL (left), AND FORMER ISA PRESIDENT KAREN KAHN.

original poem in Italian and English to Fiorenza de Bernardi, thanking her for her work with the convention.

* Angela Masson brought up the idea of **changing the name of ISA + 21** to ISA + (the current number of members). There was a short discussion and concluded that we would stay as ISA + 21 in keeping with the number of original ISA members.

* Angela Masson brought up the requirements for **Captain's Club**. She would like to see it changed to the only requirement being that you have a type rating in an airplane. Then when you actually flew as Captain you would get a type of gold star on your plaque. There was a discussion. Members questioned whether type rating really constituted a Captain as some members have bought a type rating but have never flown as Captain on the equipment. Discussion resulted in the continuation of current policy - that which was voted on last year - that you must have signed the flight release or its international equivalent on a flight for your airline. Just a type rating does not signify that you have flown as a Captain and therefore do not qualify to be in the Captain's Club.

NEW BUSINESS

* Lori Griffith is putting together an **I.S.A. library** to include manuals, videos, notes and gauges for different airplanes. She will copy any video or manual you may want to send her or she will accept your old manuals. Any member then may contact her to borrow this material in the event of transition, upgrade or new hire.

* Suzanne Skeeters commented on the **Women's Trade Fair** held in Albuquerque, NM last February. She thought it would be nice to have ISA involved in this type of project around the country. Please contact her if you would be interested in looking into this in your city.

ISA INTERNATIONAL CAREER SCHOLARSHIP PRESENTATION

Sharon Finch gave a little background on the scholarship and the committee. The committee consisted of Sharon, Suzanne Skeeters, Margaret Brewer, Angela Allen, and Rita Reo. They made the decision of who would receive both scholarships this year. Sharon reminded us that only 10% of our dues goes to the scholarship - \$3.50 per member. This will not amount to that much over the year. Donations are needed. The idea that perhaps we should donate one-tenth of one-percent of our gross incomes was made. This would be around \$25 to \$150 per member. Suggestions should be sent to the new Scholarship Committee. The committee needs volunteers to interview prospective applicants for next year's scholarship. This would involve about one hour of your time. There will be some changes made on the form and requirements for the scholarship as each country has different requirements to become an airline pilot. This year \$1200 was given to Elizabeth Logan of California and her A.T.P. and the Merit Scholarship of \$300 was given to Shelly Lee Shallenberger of Ohio.

OUTGOING EXECUTIVE COUNCIL MEMBERS

Ginger thanked the outgoing

members for their contributions during the past two years.

They are Sharon Finch, Susan Horstaan, Suzanne Skeeters, and Carat Vallee.

INTRODUCTION OF NEW EXECUTIVE COUNCIL MEMBERS

The new Executive Council members were introduced. They are Sandra Lloyd, Susan Knapp, Susan Staples, and Nancy Law. The voting went as follows: Sandra Lloyd-48, Susan Knapp-43, Nancy Law-42, Susan Staples-32, Angela Masson-29, and Pam Noeldner-23. A thanks to all who ran and a request that everyone keep in mind that we have new elections every year. Please think about running for an Executive Council position.

CLOSING ANNOUNCEMENTS & STATEMENT

* Those interested in attending the Airline Recognition Day of the Ninety-Nines International Convention at Shangri-La Resort, Afton, Oklahoma on Friday August 12, please contact Marilyn Copeland, Convention Coordinator, at (316) 682-7444 or call Suzanne Skeeters or Lori Griffith.

* A reminder that there is a lot of press around during the conference and that it is very important that you be careful of what you say to them. Please remember that we are a non-political organization. All members were asked to refrain from giving personal interviews. All the interviewing will be done at the press conference immediately following the meeting.

* A closing statement was given by Carat Vallee to enjoy the rest of the meeting. She closed the meeting at 11:55 aa.

continues to be instrumental in making changes in her country, and is an inspiration to us all.

At our convention in Rome, it became apparent that her perseverance has ultimately paid off for her successors. Alitalia Airlines, one of our sponsors, announced that it would indeed finally open their hiring to women pilots. It was only through her steadfast efforts, and perhaps the arrival of 60 women airline pilots from around the world, that this historic change is taking place.

For these contributions to ISA and her fellow pilots, we are happy to honor Fiorenza de Bernardi by giving this award in her name. We hope that by her example, the recipients will persevere in pursuit of their aviation careers with determination and spirit.

ISA INTERNATIONAL CAREER SCHOLARSHIP WINNERS

Our **ATP Scholarship** of \$1200 has been given to **Elizabeth Ann Logan**, a 24 year old pilot residing in Palo Alto, California. A 1986 graduate of **Southern Illinois University** with a B.A. in Aviation Management, Elizabeth has been instructing at **Golden Gate Aviation** in San Carlos, CA and working part-time as a ticket agent for Skywest Airlines. She has been nominated as **Flight Instructor of the Month** 8 times in less than 2 years that she has been instructing and is currently doing CFII and charter work. Her over 1700 hours of flight time includes 1400 hours of dual given, and Elizabeth was highly recommended and impressive in both her interview with our ISA members and her application to us. Amazingly, all six members of the selection committee picked Elizabeth as their first choice. We hope that with this financial boost and a few more multi-engine hours, she will have a good possibility of being hired by a commuter airline like Skywest. She definitely has the financial need, and her desire and drive are evident. Elizabeth stated in her letter to us that she considers the ATP "an

important statement about one's approach, proficiency, and professionalism towards flying", and we are happy to help such an enthusiastic and dedicated individual in obtaining that rating and pursuing her goal of becoming an airline pilot.

This year's **Fiorenza de Bernardi Merit Award** goes in the amount of \$300 to **Shelly Lee Shallenberg** of Columbus, Ohio. A 23 year old graduate of **Ohio State University**, she won their **Outstanding Aviatrix** award in 1987 and graduated that year with a B.A. in Aviation. Shelly has been instructing at Ohio State and has accumulated over 700 hours of flight time including 300 hours instruction given. Her goal is to continue her aviation training and she is considering using her award toward her multi-instructor rating or ATP if she can obtain it within the year limit on the funds. Ultimately, she speaks about becoming an airline pilot and optimistically, a 747 Captain one day. She is on her way toward those goals and with the determination and skill she has demonstrated to her employer she is bound to be within our ranks soon. We hope that this award will be a

ISA LIBRARY AVAILABLE

The ISA library is now open for your use. Material such as manuals, simulator notes and video system review tapes are available on request. Currently housed is material for:

B-727 Material donated by Lori Griffith
B-737 Material donated by Denise Blankinship
B-747 Material donated by Sharon Finch
BAC 146 Material donated by Ginger Mitchell
DC-9 Material donated by Carat Vallee
DC-10 Material donated by Suzanne Skeeters
FK-28 Material donated by Lori Griffith

We hope to have complete information on the B-757 and 767 within the next few months. Anyone who wishes to donate, lend or borrow material **contact Lori Griffith, 221 Riverview Terrace, Lake Wylie, SC 29710 (803) 831-7753**. (NOTE: This is a new address).

RESULTS OF ISA'S WHO'S WHO #3

We received six perfect scores from our final "Who's Who?" puzzle. Congratulations to: Nidedita Bhasin, Jean Harper, Karen Kahn, Ginger Mitchell, Diane Myers and Carat Vallee. You obviously know your members well! The answers were:
1. Rippelmeyer 2. Clark
3. Merritt 4. Streeter
5. Waylett 6. Tompkins
7. Worboys 8. Cansdale.

Overall puzzle winners were announced at the convention and prizes were awarded to those TRIVIAL women who seem to know TRIVIAL things about our TRIVIAL members!

The "Who's Who?" puzzles were designed to allow yet another means by which we could all get to know one another and it certainly was a success. If you enjoyed playing "Who's Who?", you'll love playing our new game, "Name This Pilot". Look for our first zany

installment elsewhere in this issue.

MASTER SENIORITY LIST PROJECT

Few updates have been submitted to bring our Master Seniority List up-to-date within the last year. Company seniority lists from the last six months of 1987 and for the first six months of 1988 are required in order to accurately list our female pilot representation.

Xerox copies of Company lists are always preferred. However, a handwritten update with the date of hire and correct spelling of the pilot's name would be greatly appreciated. As always, send your updates to **Lori Griffith, 221 Riverview Terrace, Lake Wylie, SC 29710, (803) 831-7753 (new address)**.

higher pay scale. In this way we would be able to have an ongoing balance in our account to accumulate earnings with which to give awards. Naturally, a donation of any size is greatly appreciated and adds up to make for a very happy pilot somewhere.

Many thanks go out again to those of you who did send money to our scholarship fund this year. Please feel free to send your donations to the ISA SCHOLARSHIP FUND at any time via our post office box so that it can start accumulating interest. Our account is now drained having withdrawn the entire \$1,500, about half of which came from dues and half from the contributions we received. Now that we finally have it started, it would be a shame to see this project swindle because of a lack of funds.

That about wraps up my report on how the scholarship was put together. Having no experience in a project like this, the five other members of the committee were a godsend and came up with many of the ideas. I think we're on the right track now and I thank all who have participated for their many hours of work.

FIORENZA DE BERNARDI MERIT AWARD

For those of you who have not had the pleasure of meeting Fiorenza or reading Italian aviation history, let me say a few words about my good friend and some of the reasons we felt compelled to honor her with an award in her name.

Having learned to fly from her father, an aviation pioneer, Fiorenza followed his example by making history in 1967 when she became Italy's first female airline pilot. That put her in the very exclusive group of four women in all of Europe who were flying for airlines at the time. Her long-time association with other European women has continued, and she is now serving as president of the European Women Pilots Federation as well as the founder-president of the Italian Women Pilots Association. Recently she has compiled and edited a book acknowledging a wonderful history of aviation entitled "Pink Line: A Gallery of European Women Pilots". Her illustrious career has also included flying DC-8s after she was the first woman to be allowed to attend Alitalia's training center, and a presentation tour around the Yak 40 tri-jet.

Over the years she has remained a steadfast supporter of ISA and promoted our international membership. It is in part due to her efforts that we have increased our international membership this year and she organized an outstanding convention, held for the first time in Europe. Fiorenza has been lobbying for and working on this convention since May of 1985 and those of us who attended are all very grateful that she was successful.

She has spent years struggling against Alitalia's attitudes that kept her goal of flying for Italy's national carrier but a dream. An unfortunate auto accident has now meant many months of hospitalization for Fiorenza and the even more painful realization that she may never fly again. Despite her personal tragedy, she

NEW EXECUTIVE COUNCIL BIOGRAPHIES

Here are two of the new executive council member's biographies, to help you to get to know them better. Look for Susan Knapp's and Susan Staples' biographies in the October newsletter.

NANCY LAW

I grew up in Knoxville, Tennessee, where I graduated Phi Beta Kappa from the University of Tennessee. After graduation I decided to take a break from academics and applied to Piedmont Airlines as a flight attendant. I was accepted and began life in the airlines at age 21.

During the next two years I started taking flying lessons and I was hooked! I continued working as a flight attendant while earning the various necessary licences and ratings. I flew all the general aviation jobs I could, in order to build time: freight, ferrying, corporate, flight instructing, etc. I had a real break when Atlantic Southeast Airlines hired me as a pilot. There I was able to gain the hours and experience necessary to apply to Piedmont.

I was hired as a flight engineer in May of 1983. The following year I up-graded to the right seat of the B-727 and two years later I up-graded to Captain on the B-737!

I have been an ISA member since 1984 and Seattle was the first convention. Since then I have attended every meeting, except for Australia, and am thrilled to be on the Executive

Council as the new Convention Coordinator. Planning parties is certainly a fun job and it will be a challenge, as well as my pleasure, to help plan the details for our 12th anniversary! I am anxious to serve you in this capacity and look forward to meeting many new faces.

SANDRA LLOYD

A native of Vancouver, British Columbia, Canada, I started flying at age sixteen at Abbotsford, B.C., my home at that time (I think it was the Abbotsford Airshow that got me going). I loved flying right off the bat and before age 19 held Canadian commercial, multi-engine, instrument and instructor ratings. I built up time over the next three years mainly through "bush" flying jobs in northern Manitoba and in British Columbia (lots of float flying!). In 1979 at age 22 I was hired by CP Air as their first woman pilot and was trained as a DC 8 second officer. Following three years in that position and a further three years of furlough, I returned to CP Air as a DC 10 second officer. Since then CP Air has become part of Canadian Airlines International, and I have been a B-737 first officer since September 1987. I have a degree in Business Admin. and a year of law school, which I'm planning on continuing this fall. Most of my favourite leisure time is spent playing sports and being in the outdoors - and going to ISA conventions, of course!

By an amazingly unanimous decision, we selected Elizabeth Logan as our first choice. As to the merit award, most of the applicants were among the top three choices on someone's list, but the name that came up most often was Shelly Shallenberger. Elizabeth has already started on her ATP work and Shelly is considering which rating to work on next. I urge any of you who feel so inclined to contact them with your congratulations and encouragement.

Moreover, I hope we can make all the applicants turn out to be winners in their association with ISA. There is much we can do in the way of informing and advising these young women in their career pursuits. As I stated in my letters to the eight who did not receive a monetary award, there are individuals amongst our members who might offer assistance with resumes or interview preparation as well as offering friendship and advice on career decisions.

The official announcement of our scholarship winners took place during the business meeting in Rome on May 11. I hope that in the future it will be possible to have these young women as guests at our convention to receive this honor and meet our membership. On June 6th in San Francisco, a group of our California contingent and scholarship committee members attended a luncheon to present Elizabeth Logan her check and an ISA pin as an associate member. We all look forward to meeting Elizabeth and Shelly in the future and wish them both continued success in their careers.

Now, the work is beginning already for repeating the process for next year. Soon we will have a new "revised" application form printed and I hope you will help to distribute them. Also we need to set in writing the specific questions that we would like asked on our scholarship interviews, and figure out the logistics of how to meet with our applicants. I know there are some members out there who have interviewed applicants for their own airlines and could give us much needed help on formulating these interview questions. Please let us know who you are! All members who are interested in participating with the interviewing, please send a note to the Scholarship Committee or fill in the membership renewal form that asks about your participation.

The success of this new scholarship very directly hinges on your participation and continued support, both in action and with your dollars. As a tax-deductible contribution it is one of the most direct ways I can think of for us to increase the number of women in our ranks. Although the 10% funding from our dues is nice, it will hardly suffice if we hope to make a meaningful award to even one deserving young woman a year. A suggestion I made at the business meeting as a guideline for those interested in seeing this scholarship succeed, it to consider a contribution each year from your checkbook that is commensurate with what your paycheck puts into it. If each of us would be willing to donate even just 1/10th of 1% of our annual gross income we would have the possibility of having several thousand dollars. It would only mean as little as a \$25 donation for our lower paid members up to perhaps \$150 on a

FINANCIAL COMMITTEE REPORT

by Susan Arthurs, Chairperson

What a great convention! I'm so sorry those of you who couldn't make it to Rome missed this one. Fiorenza certainly outdid my wildest expectations. A million thanks to her, her crew and Ginger Mitchell for all their work. Here are the convention expenses to date:

\$600.00 To Fiorenza for banner, printing, phone, transportation, name tags, meeting room, etc.

\$460.22 Refreshments the first afternoon

\$175.11 Gifts to departing executive council members and to convention workers

\$181.38 Silver "Nambe" platter for Fiorenza - thanks!

\$367.61 Miscellaneous convention expenses (phone, copies, correspondence, etc.)

\$1,784.32 TOTAL

I don't expect too many more bills to come in associated with the convention, so this should be accurate.

PROPOSED MOTIONS AND DISCUSSION

The following ballot and motions appear here for your information. Each member will be sent a separate ballot via the postal service. These have been printed here to allow you to give some serious thought to the issues and to allow for further comments.

BALLOT # 1

Should ISA +21 join the University Aviation Association as a corporate member for \$35 per year?

MOTION # 1

If men meet the same ISA requirements that our members do, should they be considered as associate non-voting members?

Discussion: According to one legal source, we could be sued because we are all female and the meaning of commerce is so broad. (submitted by Maggie Rose)

Discussion: The purpose of this motion is to establish our policy regarding male members. I see the primary goal of ISA+21 to be the support and advancement of women as airline pilots. If a male applicant, who otherwise meets our qualifications for membership, desires to support our goals then I propose that we encourage their support as a non-voting associate member. It is my belief that an accusation of discriminatory membership practices could only result if we completely exclude men directly or indirectly from ISA. By establishing this policy, we are not recruiting male members. On the contrary, I suggest that as long as we do not refuse membership to male applicants, their interest in ISA will dwindle. (submitted by Vicki Karnes)

MOTION #2

Should we reconsider the requirements of needing two (2) recommendations for membership?

with me over the past two years about their interest in this project. The members of the selection committee are Angela Allen, Margaret Brewer, Rita Reo, Suzanne Skeeters, Susan Staples, and myself. Their participation has been vital and greatly appreciated.

Wanting some reliable personal feedback about the applicants, other than the three letters of recommendation that were required, I contacted ISA members, two where possible, who could meet each applicant and report back to the committee. I would like to thank each of the following members for conducting those interviews on such short notice: Regina Grisafi, Mary Bardon, Deborah Waingrow, Lori Adams, Sarah Pearl, LaDonna Shea, Binka Bone, Cammy Condon, Suzanne Skeeters, Mary Horton, Cari Wilson, Angela Allen, Gail Gorski, Ginger Mitchell, Andrea Rice, Sandra Wilson, and Susan Arthurs. We certainly could not have done it without you and your reports to us were of immeasurable assistance. These members were picked because of their proximity to the applicants and because they had indicated their interest in working on this project by returning the postcards sent out to all members.

With this done, three of us sat down in Atlanta in April, communicating with the other selection committee members by phone, and discussed each applicant as well as refinements to the application form, interview process, and basic requirements. It was decided that to limit the number of applicants in future years and to make it possible for the receiving pilot to obtain her ATP within the allotted year, that the basic flight hours would be increased to 700 hours. Because of vast differences, the foreign application would be similar but prerequisites would reflect the hiring practices in each country.

Additionally, it was agreed that to have a better basis to compare the applicants, a standard airline-type interview should be given by the ISA members. This would have the dual and important purpose of also giving all the aspiring airline pilots exposure to and practice at the type of interview they will soon be encountering in their job search.

A little information about the applicants might be of interest to you. Our ten applicants came from nine different U.S. states and ranged in age from 22 to 31 years old with flight times totalling from 300 to 1700 hours. Because half of the applicants had relatively low time (300-700 hours) and would have difficulty in completing their ATP within a year, we decided to give two awards. One would be a larger amount (\$1,200) that would be used toward an ATP rating and the other a smaller amount (\$300) would be used toward an advanced instructor rating or FE written course. All the applicants appeared to be outstanding individuals that were dedicated, conscientious, skilled, financially needy, and came highly recommended. It was a very hard decision indeed, and more than once we commented that we were glad that there were only ten applicants this year. Next year there will undoubtedly be many more, hence the need for more time (applications due by January 1st), and a more standardized interview process.

**1989 CONVENTION SITE
NEEDED**

ISA is now accepting invitations from hosts and sponsors for our 1989 Convention! If your airline or another organization that you know of would like to sponsor us, submit your bid to the Denver address by **August 15th**. The final decision will be made at the August 24th Executive Council meeting and the results will be forwarded to each of you so that you can begin making plans to attend.

NOTE: Try to include some details about the convention site in your bid:

- a) Location -- is it accessible to the entire membership?
- b) Accommodations -- is there good ground transportation available?
- c) Activities -- what is in and around the site to do?
- d) Sponsor -- what will they be willing to provide?

**ISA MEMBERSHIP CONTINUES
TO GROW**

Currently ISA's membership stands at 213 with an additional 47 members whose dues are still unpaid for the 1988 season. 26 **new members** have joined us within the past 4 months! We welcome them and would like to introduce them to you below.

Sheila Beahm
1276 Mokulua Drive
Kailua, HI 96734
ALOHA

Catherine Beirne
P.O. Box 12415
International Airport
Pittsburgh, PA 15231
US AIR

Randy Blume
P.O. Box 8778-P
Tamuning, Guam 96911
CONTINENTAL

Toni Combs
P.O. Box 8778-P
Tamuning, Guam 96911
CONTINENTAL

Sandy Deller
4152 Partridge Drive
San Jose, CA 95121
FLYING TIGERS

Susan Ellison
440 New York Lane
Elk Grove, IL 60007
UNITED

Deborah Burroughs
264 Butternut Lane
Steamworld, IL 60107
AMERICAN

Sandy Chritison
6711 N. 19th Place
Phoenix, AZ 85016
AMERICA WEST

Tweet Coleman
Naval Hospital Guam
F.P.O. San Fran 96630
CONTINENTAL

Mary Lynn O'Donnell
P.O. Box 692
No. Miami Beach, FL
33161
EASTERN

Lori Probst-Jones
450 NE 210 Cir. Terr 204
Miami, FL 33179
EASTERN

Janet Reid
6975 W. 15th Ave.
Kialeah, FL 33014
EVERGREEN INT'L

are very valuable to young women working their way up and your input is greatly needed. An Aviation Career Sponsorship Program has already been set up where Susan Staples can pair you with a high school girl considering flying as a career. Our new scholarship, of course, gives a direct boost to a few lucky women, but more importantly puts us directly in contact with those who could possibly use our expertise.

I have enjoyed the last two years gathering suggestions from you and making up some of my own. I figure the most a chairman of such a "broad" committee can do is bounce these ideas out to you and see what takes hold. Some have and some haven't, and I've tried to keep track of what's going on. I have learned also that there doesn't always need to be a majority of members interested in order for these service projects to have validity, just a few dedicated and hard-working souls. It seems that our biggest problems are those of schedules and distance and how to communicate in a timely manner. Perhaps as our organization grows, we will be able to do more activities in our local areas and have more chances to gather together. Three days in May just never seems like enough time to even catch up with old friends, let alone the time to make new ones.

Susan Staples has been elected to the Executive Board and is now Chairman of the Education and Research Committee. She has already shown us great leadership in her efforts at setting up the Sponsorship Program and her assistance on the Scholarship. I cannot think of a better member for the job and will happily turn over the position to her. Thanks once more to all of you who have supported and assisted me in my tenure on the Executive Board and made it a truly rewarding experience.

SCHOLARSHIP COMMITTEE REPORT
by Sharon Finch, Chairperson

The ISA International Career Scholarship that was presented for the first time this year was borne of members' urging and confirmed as a priority of the organization in a 1986 questionnaire that showed a large majority interested in creating our own unique scholarship. With that goal in mind, I proceeded to the best of my ability to create such an award. Having compiled an application form, I submitted it to the membership for comment and changes. Assuming that the small amount of feedback was a sign of general approval, I proceeded to distribute the forms to you through the newsletter. Although I had hoped for an October 1st distribution, most of you did not receive the newsletter until the first of the year. This was unfortunate because it left me very little time to pair members with applicants for a personal meeting and for them to report back to the committee.

The selection committee was formed of six members from different regions and backgrounds so as to have a diversified group that would hopefully not favor one type of applicant over another. These members were selected from those that had communicated

Andrea Gladson
4029 Valle Vista
Chino, CA 91709
AMERICAN

Mari Halme
Heinapellonkuja 1C 20
00700 Helsinki 70
Finland
FINNAIR

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C.T.A.

Bobbie Snoden
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Camilla Sommar
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ASSOCIATE MEMBER

Mari Claire Pele
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**Please change the following
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EDUCATION AND RESEARCH COMMITTEE
a FINAL REPORT by Sharon Finch

I have spent the last two years trying to figure out exactly what this committee is all about and why, in a two-minute decision at our 1986 convention, I grabbed upon the words "education and research" to define the areas of concern that I wanted to put my efforts into. My interest at the time was, and remains, a desire to bring our members together by our common professional bond and to do some good. I have always enjoyed the social activity of meeting once a year, but when I decided to run for office, I felt a need to be able to say that this organization of ours actually DID something. I think I can now leave my position on the Executive Board being able to say that in earnest, and knowing that I was a small part of it.

Back to the question at hand, I have realized that this committee should actually be several, one each for all the projects and concerns our varied factions find important enough to pursue. To me, it boils down to the "education of" and "research into" three very special groups: OURSELVES, THE PUBLIC, and OUR SUCCESSORS.

To start with "ourselves", there are a myriad of interests you have expressed a desire to pursue, like research into the health problems of flying while pregnant, and attitude problems encountered in our work environments. All sorts of things are in the works including Lori Griffith's library of technical manuals, and pregnancy research being done by Sarah Pearl and Maria Ziadie. Over the past two years we have also participated in research done by graduate students on women in aviation.

As for "the public", many of you are out there individually doing your best to educate the public about aviation and women's place in it. This includes speaking to young children as well as meeting with the press. Many of the letters we receive have been a direct response to your mentioning our organization.

It would be nice if we could expand our Speakers' Bureau and Information Bank so all inquiries for speakers could be immediately directed to an I.S.A. volunteer.

Finally, and I think most importantly, "our successors", which is that group of young women out there who are trying their best to follow in our footsteps. Ginger Mitchell's efforts to correspond with this growing group and keep our Information Bank going has been outstanding and we have made real progress towards sending them some meaningful information. Efforts have also been started to try to consolidate interview tips and Sally Van de Water has contributed an article with some very good pointers for aspiring airline pilot interviewees. Career counseling has been mentioned and it might be nice to compile a brochure for the airline-bound pilot. I'm sure you all have a few thoughts on what qualities are needed and what it's like after you finally land a job. Your ideas

name-this-pilot

If you enjoyed playing "Who's Who", you'll love playing "Name-This-Pilot". Each newsletter from now until our 1989 convention will have some comical pictures of our ISA members. Use the multiple choice method to guess their identity and return your results for tabulation.

Play for fun or play to win. Even if you don't know all the members, your guess may be as good as someone else's so don't hesitate to submit your answers. Send to Lori Griffith at 221 Riverview Terrace, Lake Wylie, SC 29710.

Also, if you would like to submit a picture for "Name-This Pilot" be sure it is non-airline related so as not to provide too many clues. (All pictures will be returned.)

Have fun, good luck, and try not to laugh too hard!

1. 2. 3.



1. a) Valerie Walker
b) Karen Griffin
c) Sandy Case
d) Denise Blankinship
2. a) Bonnie Tiburzi
b) Terry Rinehart
c) Gail Gorski
d) Sandra Simmons
3. a) Sharyn Emminger
b) Judy Buttgenbach
c) Claudia Jones
d) Patricia Toher

4.

4. a) Felicity Bush
b) Margaret Brewer
c) Florence Sanders
d) Pat Toher



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5.

5. a) Sharon Krask
b) Esther Krauth
c) Evelyn Kennedy
d) Karen Kahn



6.

6. a) Ginger Mitchell
b) Pam Stephens
c) Pati Marsh
d) Gail Tworek

