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ISA + 21

International Society of Women Airline Pilots

P. O. Box 66268

Chicago, Illinois 60666

FIRST CLASS MAIL

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Las Vegas, NV

Permit Number 1997

October 1993

OCTOBER 1993

- 1 - Newsletter Mailing**
- 30 - Deadline for EC secretary nomination**

NOVEMBER 1993

- EC Meeting - Las Vegas call Maggie Rose for dates and details (702)892-9847**
- ALL MEMBERS WELCOME**

DECEMBER 1993

- 1 - EC Nominations Close**
- 5 - Newsletter Articles Due**

JANUARY 1994

- 1 - Newsletter Mailing**
- EC Meeting - to be announced**

FEBRUARY 1994

- 1 - EC Ballots Mailing**
- 20 - Newsletter Articles Due**

MARCH 1994

- 10-12 Women in Aviation Conference Orlando, Florida - contact Karen Kahn 805-687-5859**
- 15 - Newsletter Mailing**

APRIL 1994

- 1 - EC Ballots Close**
- 1 - Scholarship Applications Due- contact Brenda Tirshfield, (619)576-1644**
- EC Meeting - to be announced**

MAY 1994

- 1- Scholarship Notification of Eligibility**
- 10-12 ISA CONVENTION & EC Meeting Vancouver, Canada- contact Terre Hines 704-588-7051**
- 14-21 ALASKA CRUISE- contact Laura Hahn Cox (616)373-6552**

JUNE 1994

- 1- Scholarship Interviewers assigned to Applicants**
- 5 - Newsletter Articles Due**
- 15- Scholarship Applicant Interview Dates Set**

JULY 1994

- 1 - Newsletter Mailing**

AUGUST 1994

- 1- Scholarship Packets Due from Interviewers**
- 15 - Convention Bids Due**
- EC Meeting - to be announced**

SEPTEMBER 1994

- 1- Scholarship Awards Notification**
- 5 - Newsletter Articles Due**

ISA + 21

Newsletter

October 1993



**It's Time
to Renew**

YOUR MEMBERSHIP



From The Editor:

For Contributions to the Newsletter Please use the following methods. They are in order of preference.

1. CompuServe message or file transfer 70774,1022
2. 5 1/4 or 3 1/2 IBM data disk
3. Fax (702)733-9386 (call just in case its not on)
4. Mail to 2851 Queens Courtyard Las Vegas, NV 89109

Please mail pictures. Pictures are subject to cutting to fit and will be returned at your request or added to the ISA scrapbook. Please not on the back any pertinent information.

Thank you
Maggie Rose

EXECUTIVE COUNCIL

Carolyn Pasqualino
FAMILY
1111 Edgewood Circle
Rockford, IL 61108
(815)229-7759
UNITED
Compuserve 76250,372

Binka Bone
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Newnan, GA 30263
(404)251-2932
KIWI
Compuserve 70273,2773

Brenda Tirshfield
SCHOLARSHIP
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San Diego, CA 92111
(619)576-1644
UNITED
Compuserve 76637,3032

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Dillon, CO 80435
(303)468-0626
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Compuserve 70774,1022

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UNITED
Compuserve 76637,2776

Terre Hines
CONVENTION
16009 Riverpointe Dr.
Charlotte, NC 28278
(704)588-7051
U S AIR
Compuserve 70773,1367

NOTICE

1994 ISA MEMBERSHIP RENEWAL

Ladies, its that time of year again! Time to renew your ISA+21 membership for 1994! We have again enclosed a membership renewal submission envelope addressed to our Finance Chairperson, Binka Bone, to help make this process easy for you. Below you will find the membership renewal form. Please submit your dues (U.S. funds only, please) and the completed renewal form in the enclosed envelope as soon as possible as we would like to include you in the 1994 ISA+21 membership directory. Active members - \$40 Honorary and inactive (those on furlough, medical leave, airline out of business) member dues - \$10. Your dues must be received by December 31 in order to be included in the directory. Anyone who joined after the May convention do not need to send in dues for 1994. Everyone is invited to use the renewal form to update address changes and any other information. Any questions on membership status may be directed to Cindy Shonk - Membership Chairwoman.

1993 ISA MEMBERSHIP RENEWAL FORM

Mail in envelope provided to:

Binka Bone
64 College Street
Newnan, GA 30263

CIRCLE ANY THAT APPLY:
Name change ... New address ...

New phone ... New husband ...

New baby ... New airline ...

Recent upgrade .

	Regular Membership	Inactive
Membership dues (NOT tax deductible at present):	\$36.00	\$ 9.00
ISA Aviatrix Scholarship Trust Contribution (Tax Deductible):	\$ 4.00	\$ 1.00
Additional Scholarship Trust Contribution (Tax Deductible):	_____	_____
TOTAL (enter amount):	_____	_____
Please send US dollars ONLY.		

NAME: _____ AIRLINE: _____ POSITION: _____

ADDRESS: _____

PHONE: _____ HUSBAND: _____ CHILDREN: _____

OTHER NEWS: _____

WOULD YOU LIKE TO COMMUNICATE VIA YOUR COMPUTER TO OTHER ISA MEMBERS???

GIVE US YOUR COMPUSERVE OR PRODIGY NUMBERS: _____

For our stats: If married, is your husband an airline pilot? _____ If yes, for which airline? _____

If you have ever been employed in the airline industry in a capacity other than pilot, please describe.

EXECUTIVE COUNCIL REPORTS

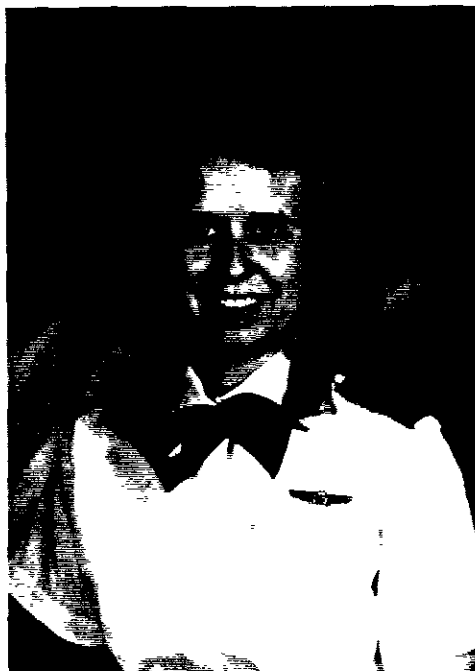


HISTORIAN / SPEAKERS BANK

by Betsy Landon

Historically speaking, it has been a quiet summer. I received some Convention photos from our roving photographer, Gladys Lim of Philippine Airlines. I know there were more pictures taken, because I took some of them with YOUR cameras. Feel free to send extras to Norah O'Neil or me for the ISA scrapbook. Please include names with the photos. Also, any FIRST information can be sent here. I have received two requests for information about becoming an airline pilot. One is in New York City and the other in Los Angeles. I may be calling on one of you in their area to speak personally with them.

Our SIU (Southern Illinois University) video was just returned with great reviews. It is a good aid for speaking engagements along with our own ISA video. Please contact me if you would like to check one out for a presentation.



FAMILY

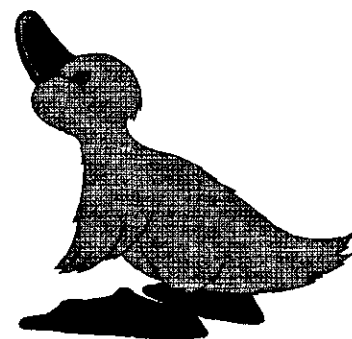
by Carolyn Pasqualino

It's been a slow summer for family news. There are a few new arrivals to announce. Laurie Boyer had Jennifer Katherine on Feb. 16, 1992 and she waves and blows kisses to airplanes overhead. Tom and Cynthia Burgess Luchow welcomed Ben on June 17th. Cynthia says he arrived 2 1/2 weeks ahead of ETA but is healthy and fine. Also, congratulations to Carol

and Dan Dishart on the birth of Addison Daniel Dishart on June 22 weighing in at 7 lbs. 9 oz.

Helen Erskine of United sent me a nice booklet from her friend Christine DeBouzy of Air France. It's all about their maternity policy and of course is written in French! It's been too many years since my high school French classes, but if anyone out there would like to translate it would be a good project for a long layover. I also received a letter from Cockie van Giessel, the Chairwoman of the Europilote Female Pilots Committee requesting our maternity policies. She sent along a copy of their policy.

For our new members, in addition to airline maternity policies I also have information on several nanny services that have been recommended by our members. As always any new information is appreciated.



EXECUTIVE COUNCIL REPORTS



MEMBERSHIP

by Cindy Shonk

I am your new Executive Council Membership Coordinator. For those of you who don't know me, allow me this opportunity for a brief introduction. I served in the Air Force as a simulator instructor, flew corporate, and flew the DC-9 for Emerald Airlines, before coming to work for Continental Airlines. I am a MD-80 copilot for Continental Airlines, Denver based. I've taken over membership from Angela Allen, and would like to thank her for her continuing support. This is a very good job to become intimately familiar with your computer. Last month I managed to dump all the ISA membership files at about 12:30 at night. Thank goodness I had Angela's back

up copy. Now I know how important back-ups are. As Airline hiring is down, it is important that we make every effort to invite existing pilots with your airlines to join ISA. There are many women that are still unfamiliar with ISA. You may want to keep a copy of the ISA membership application in your Jepps in case you run into one of these women. Also, I can mail or compuserve you a copy of this application if you don't have one. Remember that if you have been furloughed, are on medical leave, or your airline no longer exists, you may renew in Inactive status for only \$10.

Cindy Shonk
Phone (210) 964-3295
HC 4, Box 180 E-1
Phone 2 (303) 468-0626
Canyon Lake, TX.
78133
compuserve 71063,213

WELCOME TO OUR NEW MEMBERS

Since the last newsletter, we have added 7 new members. This brings our total membership to 427 representing 63 airlines in 25 countries. Please give a warm welcome to the following new members:

Karen Cardin
2262 Crystal Shores
Newport, WA 99156
Westair

Christina Vance
85-58 114th ST.
Richmond Hill, NY 11418
Delta

Janet Schermeister
1949 Jade Lane
Eagan MN 55122
American

Joyce May
4337 Marina City Dr. #1147
Marina del Rey, CA 90292

Lisa Daly
15107 - 63rd Ave. West
Edmonds, WA 98026
Northwest

Helen Erskine
3002 - 3rd St. #206
Santa Monica, CA 90405
United

Pamela Renee Atkinson
9718 NW 7th Circle Apt 934
Plantation, FL 33324
American

UPGRADES
Nanc-elisha Bernatas,
furloughed from Hawaiian,
hired with Air Transport
International.
Tracy Reitenauer to B767/757
FO United
LaDonna Shea to 747 FO
United
Ruth Sherry to 767/757 FO
United

EXECUTIVE COUNCIL REPORTS



From the Chairwoman, CONSTITUTION

by Carole Danis-Litten
Hope your summer was not a hot and sultry as we experienced her in Atlanta. August brought little relief in the way of breezes to our over 100F days. An ISA EC meeting was held here despite the heat and there were no shortage of ideas.

WOMEN'S AIRLINE PILOT EXHIBIT 1994

One success was Lori Griffith's work with the Executive Director of the San Diego's Aerospace Museum to combine efforts and talents to create a new woman airline pilot exhibit for their Women's Gallery of Flight. The Women's Gallery of Flight is probably THE best known exhibit dedicated to woman

aviators that can be found in our country and is among the top 10 most visited aviation museums in the U.S. It is an impressive gallery of honor to women aviation figures and a landmark opportunity for the site of our 1994 woman airline pilot exhibit.

While Lori is trying to receive some financial support from the museum, it is estimated that ISA will need to fund about \$1,000 to complete this endeavor. In the past years we have financed these projects straight from our budget. However, this time because the estimate represents a quarter of our balance, the EC is establishing a separate drive for the Museum. We are asking for contributions from members to be sent directly to Lori Griffith. Checks should be written out to ISA (Museum Fund), to keep it tax deductible for donors and sent to Lori.

What portion we are unable to raise to complete the project will then be matched from ISA's account. The Executive Committee kicked off the fund raiser with contributions of \$50 each.

WINTER ISA SNOW-SKIING?

We are looking for ideas for an ISA winter, perhaps snow skiing, get together. Anybody have any ideas? It may have to be coordinated through

be very short fused if we wait for responses after the winter newsletter has been published.

ISA FINANCE/TREASURER

Binka Bone is our new Treasurer. Mary Bush-Shipko has had to resign for personal reasons and while we missed having the chance to work with her, we wish her the best health and success. Mary, keep us updated, please.



by Mary Bush-Shipko
At the May Convention I accepted the duties of Finance person on the Executive Council. I write you now to say that I will not be able to carry out these plans. Since accepting office, my life situation has changed and I now feel it would be difficult to fulfill my position. I became

EXECUTIVE COUNCIL REPORTS

pregnant this summer. While this in itself should not cause a ruckus, I am also a full time graduate student. At 44 this is my last shot at having a second child. After four miscarriages and with my advancing age I will not be able to try again. If it was not of paramount importance to me and I did not feel that reducing my commitments in the next year could be of benefit, I would continue to be on the Executive Council. I would greatly appreciate one of our many talented women in ISA to come forward and serve on the E. C. I guarantee you will not be disappointed. It's a very rewarding experience, well worth your time.

SCHOLARSHIP COMMITTEE REPORT

by Brenda Z. Tirshfield
Before I go on to the details of our 1993 Scholarship Awards, I would like to give you an example of where the money comes from for ISA's scholarships. A big THANK YOU goes out to Beth Ann Raphael who donated \$4,000.00 to the scholarship trust. Her note to the Scholarship Committee stated... "This check is the result of an EEOC lawsuit against American Airlines for height discrimination. I feel that I want part of my



settlement to go to other women in aviation." Along with a way to express my gratitude, I'm using Beth as an example for those of you who feel the need to help out other women in a BIG way. Or maybe, you have a need to ease your conscience, or simply want your name to appear in the newsletter!! We have great women applicants who will someday be airline pilots; but, could use your help NOW!! Thank you's are overdue to our members who organized and traveled to conduct most excellent interviews (a little Bill and Ted humor) with this year's seven applicants. My sincere appreciation to: Karen Bland, Tiana Pickle-Lumry, Morgan Reeb, Terry Rinehart, Karen Kahn, Lisa Kuehl, Maria Eberle; and a special thanks to Debbie McEndree and Lynn

Ripplemeyer, for their interview, as well as, time spent mulling over scholarship applications. The result of these volunteer's efforts ultimately lead to the selection of four 1993 very qualified scholarship recipients.

AT LAST OUR 1993 SCHOLARSHIP AWARD WINNERS!

Holly Mullins Memorial Career Scholarship in the amount of \$500.00 will go to Wendy Grimm of Newport News, VA. Wendy was awarded a nice sum of money from the 99's however, was still short of her financial needs to achieve her ATP-MEI. Wendy is currently the Chief Flight Instructor and Manager of the Flight Department (9 CFI's and 8 aircraft) at Piedmont Aviation services in Norfolk, VA. Fiorenza de Bernardi Merit Award in the amount of \$500.00 is going to Jennifer Stark of Edwardsville, IL. Jennifer is currently a Flight Instructor with Premier Air Center. She is going to use her scholarship award for her MEI.

International Career Scholarship in the amount of \$1,250.00 will be awarded to Kathleen Vietoris of Salt Lake City, UT. She is currently a CFI with American Air Academy in Salt Lake City and, is also a Fog Seeder with Barken International, also in

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Salt Lake.

For those of you who, like myself, have never heard of a Fog Seeder this is my understanding of her job: Kathleen takes off from SLC on an IFR flight plan to a VOR where she holds until weather drops below CAT III minimums. She then shoots an ILS and missed approach, seeding the fog with more precipitation (I picture a sprinkler under her airplane). This saturates the air, allowing it to snow or rain, improving the visibility and therefore allowing us Airline Folk to get our passengers into the airport. Pretty nice of her, huh!

Kathleen, a full time flight attendant with Delta Airlines, will be using her scholarship to get her ATP.

International Career

Scholarship in the amount of \$1,750.00 will be awarded to Linda Martin of Diamond Bar, CA. She is currently a CFI for College Aviation in La Verne, CA; as well as, a Sim instructor and flight team

coach for Mount San Antonio College in Walnut, CA.

Linda will use her scholarship to achieve her Multi-Engine rating which will allow her the opportunity to do charter work for Ameriflight out of Burbank, CA.

Let's give these ISA awardees a big hand!!

Scholarships are awarded based upon many criteria including: Attitude toward self and others, Commitment to success, Dedication to pilot career, Financial need, Motivation, Reliability, Responsibility and Teamwork. The awarded amounts are also based on the above factors.

Any of our scholarship recipients are not only eligible, but are encouraged to apply for the next higher level of scholarship in ensuing years. The scholarship levels are:

1. Merit (Fiorenza)
2. International Career
3. UAL 727 Type Rating

In addition, the Holly Mullins Memorial Scholarship is made

available to a single mother or similar hardship; and, a scholarship funded by the Alberta Aviation Council is available for Canadian applicants.

Thanks to all of you for the encouragement and assistance you give to the women with whom you come in contact. Remember, giving freely of your time, information and experience today will only further women in our profession.

Any questions, comments or suggestions, please give me a call at (619) 576-1644.

Remember, I'm always looking for volunteers.

DONATIONS ARE NOW BEING ACCEPTED FOR THE 1993 TAX YEAR! Don't forget ISA+21 Aviatrix Scholarship Trust is an ideal tax deductible contribution. All monies will be used solely for scholarship funds.

Send donations to: ISA+21
Aviatrix Scholarship Trust
P.O. Box 29298
Honolulu, HI 96820

THANKS

from Nancy Stuke, Manager Flight Officer Employment, United Airlines

First of all, I would like to express my appreciation for the warm welcome I received at the May convention. I was very impressed with the professional, well organized manner in which the convention was coordinated. Its exciting to see an organization like ISA, that promotes and mentors female pilots toward professional airline careers.

I am very pleased to announce that Captain Bill Traub, Vice President of Flight Standards and Training for United Airlines, has graciously offered two scholarships to ISA for training leading to a jet type rating at the United Airlines Flight Center. We will be happy to award the scholarships at your 1994 convention. United will provide free training but the recipients will be responsible for their own lodging and meal expenses during their stay in Denver. The aircraft used for the training will be based on availability of training slots and will be determined by United Airlines.

Again, thank you for inviting me to participate with your organization. I look forward to seeing all of you at the 1994 convention in Vancouver.

EXECUTIVE COUNCIL REPORTS

by Binka Bone

Greetings from your past Convention Chair, your present Secretary and your future Finance Chair! My Type E Personality (Everything to Everybody) has gotten out of control again; however, I will attempt to give an informative status report on each of these positions:

ATL Convention 1993 Income Statement

Registration Fee	Income	\$12,745.00
Luncheon	Income	100.00
Corp. Donation	Income	1,500.00
Cocktail Party	Income	50.00
Dinner Only	Income	850.00
Raffle Income	Income	1,126.00
Check Interest	Income	50.07
Food & Beverage	Expense	\$ 9,890.71
Entertainment	Expense	3,040.28
Guest Speaker	Expense	300.00
Postage/Off.Supp.	Expense	91.73
Misc. Expenses	Expense	194.00
Goodwill (Asset)	Expense	209.50
No Show Refund	Expense	776.00

'93 Convnt. Acct. Check \$ 1,918.19

Summary of Minutes of ISA Executive Council Meeting: 8/17/93

Thank you to Angela Allen and Carole Litten for recording the minutes of this meeting, as I was not in attendance.

- 1.The next EC Meeting will be in Las Vegas at the new home of Maggie Rose.
- 2.The 1995 ISA Convention is in **Bangkok**.
- 3.Terry Rhinehart proposed a voluntary support fund for those that have severe financial troubles and/or furloughed. It was suggested that profits from the '93 Convention be used to start this fund. The EC has asked Terry to get a small committee together to do a feasibility study on this concept.
- 4.Mary Bush-Shipko has resigned as Finance Chair and Binka Bone will assume the Finance position. **This ISA Newsletter is**



EXECUTIVE COUNCIL REPORTS

running election notices for the position of Secretary.

5. We will edit the ISA Video Tapes for a cost of approximately \$500.00. Betsy Landon is coordinating this effort to correct several discrepancies in the Tape.

6. Lori Griffith requested about \$1,000.00 for adding a new Women Airline Pilot exhibit at the San Diego Aerospace Museum. We approved her choice for the 1994 exhibit sight, however, since the \$1,000.00 would consume a large portion of our budget, the Committee has requested that ISA Members and Friends make donations to the project. If Lori is unable to get the full amount, ISA will make up the difference. Checks are to be made out to ISA with a reference to SAN Museum and mailed directly to Lori at her Huntersville address.

7. Kathleen Wentworth has sent the Gender Discrimination Survey to the European Women Pilots Association.

8. Membership reported that there has been no increase in numbers; therefore, with the assistance of Convention Chair, Terre Hines, we will create a nice invitation that will include details of the 1994 Convention. These will be sent out to all women airline pilots and will not only increase the awareness of the existence of ISA, but will also give them the opportunity to Show Up/Sign Up as ISA Members at the 1994 Convention.

9. Sandra Lloyd has joined Compuserve. 72712,3726

Finance Chair

1. My #1 Goal is to secure our Tax Exempt Status!! This is very important to our organization! We have a major corporation who has **called us three times** to make a contribution to ISA; however, we must have a TAX ID #. I have been a member of the ISA EC for one year and keep hearing that progress is being made on this project; however, as Convention Chair I could not obtain any information about this much needed status. If **ANYBODY**, past or present ISA Executive Council Members, has any information to assist me with, PLEASE Mail, Fax, Phone or Compuserve this to me.

2. In an effort to coordinate our Income and Expenses, please send me all checks made out to ISA (with the exception, of course, of special projects, i.e. Lori's Museum project.) Please drop these monies in the mail to me ASAP. Additionally, send me all of the bills associated with your projects, i.e. graphics, video, etc. and I will keep a running total of your expenses or pay your bills directly to the vendor. Your choice-just let me know.

And lastly! Many are Chosen, but I've finally been Called by KIWI to start training as a B727 SO on September 13, 1993!! Yahoo--Back In The Saddle Again!!



CAPTAINS

STAND UP AND BE RECOGNIZED

Be included with the best!

Please fill out the Captain's Club form on the last page of the Newsletter.

ISA SURVEY ON GENDER/SEX DISCRIMINATION -- DEADLINE EXTENDED KEEP THOSE CARDS AND LETTERS COMING!

Lots of you have already turned the ISA Survey on Gender Discrimination and Sexual Harassment. We have now received 84 surveys, but are still well short of the 100 needed to obtain the pledge donation for our ISA Scholarship Fund.

Several of you pointed out that the deadline was unrealistic after the receipt of your July newsletter -- a lot of folks were away either on vacation or flights. You're absolutely right!

NEW DEADLINE IS OCTOBER 30, 1993

The Survey looks a little long and intimidating when you first pick it up -- but we promise, IT IS A TEN MINUTE PROJECT! Mostly "check the boxes" and "fill in the blanks"! (Essay

questions are optional!). Bring the Survey along with you on your next trip -- you might find those 10 minutes in dispatch between flights or while sipping a cool one by the pool at one of those posh hotels we all layover at! So far, the Surveys are showing a widely varied range of opinions and experiences. And, they are sharing some great ideas for responding to challenging situations, whether the situation is trivial or significant.

Without intending to denigrate the serious experiences many of you shared, here's a short preview of a couple of fun, creative responses to the some of the more common ...

—"how can a little girl like you fly this big airplane?"... "I'M GOING TO FLY THE PLANE, NOT CARRY IT!"

—"I still can't believe they let girls fly

airplanes." ... GEE, THE AIRPLANE DOESN'T KNOW THE DIFFERENCE, WHY SHOULD YOU?"

—"women just aren't suited to be pilots."...

"IT DOESN'T REQUIRE A PENIS TO OPERATE THE CONTROL COLUMN!"

—"another empty kitchen"... "My kitchen isn't empty, I've got a maid."

You're not expected to have equally creative responses on your survey (if you're like most of us, we think of the clever thing to say two days later!), but please share your thoughts and experiences, whether trivial or significant. Please return the Survey included in the next couple of pages. and return to: **Kathleen Wentworth, 1180 Millbrae Avenue, Millbrae CA 94030-2946; Phone: 415-697-0930.** Your Survey will help us reach the ISA Scholarship Pledge Goal and help your fellow

women pilots with your thoughts, comments and experiences. Please don't assume the "other guy" will do it. Please return your Survey. Thanks.

FEET WET

a book report by Lucy Young
What on earth possesses perfectly sane aviators to fly their trusty aircraft on and off of moving aircraft carrier decks, and who would possibly enjoy flying controlled crashes that appear to be bordering on absolute chaos? Good question! Retired Navy Admiral Paul Gillcrist, one of my former wing commanders, has written FEET WET, a very heartfelt, engaging and entertaining account of a 33 year career flying around carriers, which very nicely illustrates what Naval Aviation is all about. I could barely put it down. My copy has several thousand miles on it as I carried it around on numerous airline trips! Although biased by knowing the author and being eternally grateful for his leadership when I was a "nugget" (newly minted naval aviator), this book is invaluable in its keen insight into naval air deftly intertwined with the innermost thoughts of a very accomplished naval aviator. The term "feet wet" is one of many brevity codes used by pilots to shorten up their radio transmissions, and means that the aircraft has crossed over the beach from land to water. Since we always used nicknames in tactical aviation, it is much easier to refer to Admiral Gillcrist

NOTAM

If you flew an invitation from the Forest of Friendship, please send some brief information about what country, who you presented the invitation to, any other pertinent information, and a picture if you have one to:

MORGEN GRESCHER REEB

39 Lakeview Drive

Montross, VA 22520

U. S. A.

This information will be included in an upcoming article for our newsletter.

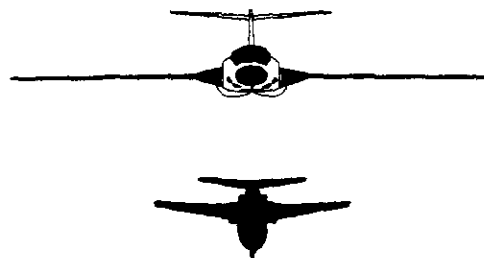
as "Gator" and myself as "Juice"! Silly, perhaps at first glance, but it really simplified radio communications when in the thick of a dogfight (remember the movie TOP GUN?).

This book will transport even the most casual reader into the pilots world, the cockpit, with gripping descriptions of what its like to be there. Gator began by flying two indoctrination flights in the N-3N seaplane in the spring of his plebe year at Annapolis in 1949, wearing a cloth flight helmet and goggles! He knew, as did many of us, that he was hooked! He made his first trap (carrier arrested landing) in 1952 in a SNJ Texan aircraft on the USS MONTEREY (before a lot of us were born!). Contrast this with his final carrier landing in the F-14 Tomcat on the USS KITTY HAWK in 1980, and one can imagine the incredible changes that took place during his career. The advances in naval aviation paralleled those in civilian aviation and in many cases were driven by a war effort on enemy technological advances.

A select few diagrams are placed

in the book to enable the reader to visualize, for example, the optical landing system on the ship, which is essentially a very precise VASI system. Some very impressive numbers are included, such as the steam catapults on the USS NIMITZ can accelerate a 68,000 pound F-14 to almost 150 knots with 8-10 knots of wind over the deck, in less than 300 feet! The total landing area length on the early carriers was 590 feet, with five arresting gear cables for the tail hooks to snag. Number 3 cable was the optimal one to catch!

A strong proponent of women in aviation, Gator is still writing books and encouraging young people to fly. If you want an autographed copy of FEET WET, call Phyllis or Linda at Chevaliers Brooks (213)465-1334 in LA and Gator will go right over there and sign one for you!



The International Society of Women Airline Pilots

SURVEY ON GENDER DISCRIMINATION AND SEXUAL HARASSMENT

This survey is designed to help women pilots learn how to deal effectively with comments or actions that might be unwelcome and offensive -- by **hearing** how **you** have dealt with these issues in your career. Many comments or actions you've encountered may not have been malicious in intent (and may, in fact, have been intended to be friendly or joking). The survey is primarily concerned with how the incidents might have affected you, affected CRM or impacted your working environment. The survey is lengthy, but we appreciate your time in helping other women pilots learn from you to help insure them a productive and positive career. Survey results will be de-identified, computer processed and made available in an upcoming ISA newsletter.

Please try to answer every question, but feel free to leave blank any question you prefer not to answer.

Question 38 has space for extended comments to any question or attach additional paper.

1. Today's Date _____ 2. Your age today _____ 3. Your current airplane type/position _____
4. Your marital status today (single, married, widowed, divorced, living with "significant other", etc.). _____
5. Your current **residence**: _____ Africa; _____ Asia; _____ Australia; _____ Canada; _____ Europe; _____ Mexico; _____ So America; _____ USA/State: _____
6. Your **birthplace**: _____ Africa; _____ Asia; _____ Australia; _____ Canada; _____ Europe; _____ Mexico; _____ So America; _____ USA/State: _____.
7. Your ethnic ancestry (eg. Caucasian, African-American, Filipina, Latina, etc. etc. etc.) _____
8. Your pre-airline experience was primarily: _____ commuter; _____ military; _____ corporate; _____ other: _____
9. Your current airline (eg. UAL, BA) _____ or (if you prefer not to name your airline), number of pilots employed: _____ more than 6000; _____ 4000-6000; _____ 2000-3999; _____ 500-1999; _____ 50-499; _____ less than 50
10. Is your airline primarily: _____ passenger; _____ freight. 10a. Is your airline: _____ scheduled; _____ non-scheduled.
11. Year of hire with your **current** airline: 19____. 12. Year **first** hired with an airline: 19____. 13. During the time you have been flying with your **current** airline, have you observed a change in the attitude regarding acceptance of women pilots? _____ yes _____ no. 13a. If yes, is the change _____ positive or _____ negative. 13b. If a change, briefly describe: _____
14. **For Captains:** Year you became captain: 19____. 14a. Have you noticed a change in cockpit atmosphere or the number or type of incidents of sexual harassment or gender discrimination since you have become captain? _____ yes _____ no. 14b. Describe: _____

15. Have you ever been the recipient of **ANY** of the following incidents of sexual harassment or gender discrimination (intentional or unintentional) from a flight crewmember? (Rate **each** of the following with 1=very few incidents; 2=occasional incidents; 3=somewhat common incidents; 4=frequent incidents; 5=very frequent incidents; NO=no incidents)

Rate each of the following 1-5 or NO:

- _____ verbal sexual (sex related jokes, sexual innuendo, comments about body parts, whistling, etc.)
- _____ physical sexual (touching, brushing up against your body, blocking your path, etc.)
- _____ visual sexual (pornography in cockpit, graffiti posted, pornography in your mailbox, etc.)
- _____ verbal discrimination ("women don't belong in cockpits", "women haven't paid their dues", "women can't be drafted")
- _____ verbal stereotyping of women ("another empty kitchen"; women aren't mechanical, etc.)
- _____ verbal terms of endearment or demeaning terms (honey, sweetie, dear, girl, broad, babe)
- _____ professional discrimination (refusal to accept input from a woman, unreasonably question her professional opinion, refusal to fly with women, etc.)
- _____ social shunning by male crewmembers (refusal to have lunch with women crew, lack of conversation with women crew)
- _____ repeated unwanted dating/sexual advances from co-worker
- _____ request for date/sexual favors from a supervisor/manager/person in position of authority
- _____ other type of harassment or discrimination: _____
- _____ have never encountered an incident of discrimination or inappropriate statement/behavior

16. Briefly describe the type of action or words and job titles of perpetrators from the incidents (from #15) which occur **most frequently**: _____

17. The most frequent incidents (in #15) occurred between the years of 19____ and 19____. 17a. During that time, your airplane type and position were: _____. 17b. The perpetrator's airplane type and position (or other job title or passenger or other) most commonly were: _____

18. In the most frequent incidents (in #15), the most common location for these to occur were (eg. cockpit, flight operations, crew room, layover location, etc.) _____

19. Regarding a **SINGLE INCIDENT** of sexual harassment or gender discrimination (intentional or unintentional) you consider most significant that you have personally encountered from a flight crewmember, was it

Check one box only

- ☐ verbal sexual (sex related jokes, sexual innuendo, comments about body parts, whistling, etc.)
- ☐ physical sexual (touching, brushing up against your body, blocking your path, etc.)
- ☐ visual sexual (pornography in cockpit, graffiti posted, pornography in your mailbox, etc.)
- ☐ verbal discrimination ("women don't belong in cockpits", "women haven't paid their dues", "women can't be drafted")
- ☐ verbal stereotyping of women ("another empty kitchen"; women aren't mechanical, etc.)
- ☐ verbal terms of endearment or demeaning terms (honey, sweetie, dear, girl, broad, babe)
- ☐ professional discrimination (refusal to accept input from a woman, unreasonably question her professional opinion, refusal to fly with women, etc.)
- ☐ social shunning by male crewmembers (refusal to have lunch with women crew, lack of conversation)
- ☐ repeated unwanted dating/sexual advances from co-worker
- ☐ request for date/sexual favors from a supervisor/manager/person in position of authority
- ☐ other type of harassment or discrimination: _____
- ☐ have never encountered an incident of discrimination or inappropriate statement/behavior

20. Describe the action or words referred to in #19 above: _____

21. Was this incident (#19) an isolated event with this individual or was more than one thing done/said? Describe: _____

22. **At the time** of above incident, (#19) the year was 19____ and your airplane type and position were: _____. The perpetrator's airplane type and position (or other job title) were: _____. Location of the incident was (eg. cockpit, crew room, dispatch, layover location, etc.) _____

23. **Your Response:** List the steps you took in response to the words or actions in #19. (Number starting with #1 for your first response step, #2 for your second response step, etc. if you took more than one step).

Number in chronological order:

- ☐ ignored behavior
- ☐ said nothing, but indicated displeasure (by facial expression, failure to laugh at joke, etc.) Describe your method: _____
- ☐ told perpetrator that you found it offensive _____
- ☐ discussed action/comment in depth to help perpetrator understand **why** it was objectionable _____
- ☐ asked other crewmember or other person (_____) to talk to the perpetrator
- ☐ sought assistance from union or employee group (eg. ALPA Professional Standards) Group: _____
- ☐ sought assistance from your airline Human Resources or EEO office: _____
- ☐ reported incident to Equal Employment Agency or other agency outside of your company: _____
- ☐ sought advice from attorney or filed lawsuit: _____
- ☐ other response: _____

24. For each step you took in "Your Response" (#23) rate **how effective** you think your response was in changing the behavior of the perpetrator by rating the effectiveness of each step (1=not effective, 2=mildly effective; 3=moderately effective; 4=very effective; 5=completely effective). If more than three steps, add additional comments in Question 38.

Rate 1-5 How effective was Your Response Step 1 (from Question #23) in

- ☐ stopping the perpetrator's behavior in your presence
- ☐ stopping the behavior for other women who fly with this perpetrator in the future
- ☐ modifying perpetrator's future behavior in presence of both men and women pilots
- ☐ helping the perpetrator understand **why** the behavior was inappropriate or offensive

Rate 1-5 How effective was **Your Response Step 2** (from Question #23) in

- _____ stopping the perpetrator's behavior in your presence
- _____ stopping the behavior for other women who fly with this perpetrator in the future
- _____ modifying perpetrator's future behavior in presence of both men and women pilots
- _____ helping the perpetrator understand **why** the behavior was inappropriate or offensive

Rate 1-5 How effective was **Your Response Step 3** (from Question #23) in

- _____ stopping the behavior in your presence
- _____ stopping the behavior for other women who fly with this perpetrator in the future
- _____ modifying perpetrator's future behavior in presence of both men and women pilots
- _____ helping the perpetrator understand **why** the behavior was inappropriate or offensive

25. Your thoughts about *Your Response* (#23) effectiveness: _____

26. In the above *Your Response* (#23), did you have a creative or interesting approach that seemed to work particularly effectively?
Describe: _____

27. Would you have handled the incident (#19) and your response (#23) differently if it happened today? _____ yes, _____ no.

27a. If yes, **how** would you handle it today : _____

27b. **Why** would you handle it differently: _____

28. **Crew Resource Management (CRM/CLM) Aspects** Did the above incident (#19) affect in **any** way the operation of flight (eg. ignored input) _____ yes _____ no. 28a. Were either or both of you briefly distracted _____ yes _____ no. 28b. Did the incident make your job more difficult or uncomfortable _____ yes _____ no. 24c. Describe: _____

_____ 24d. If yes to any of the above, did you file a NASA ASRS Flight Safety Report: _____ yes; _____ no

29. Briefly describe other incidents that **you** have encountered from other employees, passengers, etc. that have not been mentioned above: _____

30. The most **significant** incident of sexual harassment or gender discrimination occurring to a woman pilot you have **heard of** directly from a friend or colleague is: _____

31. The most **frequent** incidents of sexual harassment or gender discrimination occurring to a women pilots you have **heard of** directly from friends or colleagues are: _____

32. The most effective response method or "come-back" you have **used or heard of** in dealing with any incident of sexual harassment or gender discrimination is : _____

33. **Resources:** Rate how effective the following **resources** have been in helping you develop ways to deal with gender discrimination or sexual harassment: (0=didn't use; 1=not effective, 2=mildly effective, 3=moderately effective; 4=very effective; 5=completely effective or NO if resource not available).

Rate each of the following 0, 1-5 or NO :

- _____ talking with other women pilots about your incident or hearing about their incidents and how they dealt with them
- _____ talking with union committee (eg. ALPA Professional Standards) Group: _____
- _____ talking with a representative of your company's human resources department or flight management _____
- _____ reading articles about the subject of sexual harassment or gender discrimination in
 - _____ the public press: _____
 - _____ union publications: _____
 - _____ airline company publications: _____
 - _____ ISA publications: _____
- _____ training you've received from your airline. Describe: _____
- _____ other resources you've used: _____

34. **Training:** Rate the effectiveness of any sexual harassment or gender discrimination **guidance or training** provided by your airline: (1=not effective; 2=mildly effective; 3=moderately effective; 4=very effective; 5=completely effective; NO=not provided)

Rate each of the following: 1-5 or NO:

____ legal language in your company's official regulations
____ legal language specific to flight operations in your company's flight operations manual
____ management memos, etc. stressing the inappropriateness of sexual harassment/gender discrimination
____ written training materials regarding sexual harassment or gender discrimination
____ training by your company of 30 minutes or less per year. Describe: _____
____ training by your company of more than 30 minutes per year. Describe: _____
____ sexual harassment training included in CRM/CLR: _____
____ other guidance/training: _____

35. Do you think women pilots have to work harder to prove themselves? _____

36. Do you think women pilots are at a professional disadvantage today? _____

37. Do you think **ISA** should become involved in the issues of sexual harassment and gender discrimination by (**yes or no**):

____ publishing periodic articles or Question/Answer Column in ISA newsletter? _____
____ establishing a panel of interested and experienced ISA members to serve as a "resource panel" for other ISA members to call to discuss their experiences? _____
____ establishing a panel of interested and experienced ISA members to serve as a resource to ALPA Professional Standards or other union committees dealing with these issues? (this has been requested by at least one airline's ALPA Professional Standards Committee) _____
____ other: _____

38. Please use this space to continue comments from previous questions (list Question #) or note additional comments, suggestions, list additional incidents, list additional effective methods of dealing with incidents/words, your favorite "words of wisdom", or any other thoughts. If you attach additional paper to Survey, put name/other distinctive identifying mark on both.

OPTIONAL INFORMATION - FILL OUT SOME OR ALL AS YOU CHOOSE

(For purposes of Call Back if needed --If provided, will not be made public)

Name of your airline: _____. You are based out of _____ airport in _____ (State/Country)

Approximate number of women pilots at your company _____ Approximate total number pilots at your company _____

Approximate number of women captains at your company _____ Approximate total number of captains: _____

Are you member of: ____ ISA ____ ALPA; ____ APA; ____ Other Union: (____); ____ Non-Union; ____ Line Check Airman/Management Pilot

Name: _____ Phone: (____) _____

Address: _____ City _____ State _____ Country _____ Zip _____

ISA Ad Hoc Survey Group members Ann Hagfors, Carole Danis-Litten, Charlene Samis-Singleton and Kathleen Wentworth appreciate your time in completing this survey. Special thanks to M. Deborah Corley, M.A. for her assistance with this survey.

Please return survey by October 30 to:

ISA Survey, c/o Kathleen Wentworth, 1180 Millbrae Avenue, Millbrae CA 94030-2946

ISA EXECUTIVE COUNCIL POSITION OPEN



**ISA Needs You
Immediately
Respond by October 30**

WANTED: FOR INTERIM POSITION, 16 MONTHS, IMMEDIATELY AVAILABLE, HIGH REWARD OF SELF-GRATIFICATION, VALUED PERSON NEEDED TO ROUND OUT A SPECIAL TEAM. APPLY NOW BY COMPUSERVE, TELEPHONE, TELEGRAM, ETC. LOTS OF ASSISTANCE PROVIDED.

Please send a short autobiography including your reasons why you are interested in filling this position of Executive Council secretary to:

Carole Danis-Litten
780 Oak Trail Drive
Marietta, GA 30062
(404)509-7451
CompuServe 70774,1354
Fax (404)509-7460

Deadline is October 30. The Executive Council will vote on the applicants.

Results will be published in the January Newsletter.



Convention '94 - Vancouver, Canada May 10-13, 1994

by Sandra Lloyd, Local Convention Coordinator

Everything's a "go" for Convention '94 in Vancouver! Terre Hines and husband Mark have been up for a "site inspection" and we have settled on Canadian Pacific's *Waterfront Centre Hotel* as your 1994 ISA convention location.

The *Waterfront* is located harbourside in beautiful downtown Vancouver. Only 2 years new, with 23 stories, and fabulous meeting and workout facilities, the hotel offers every room with either an eastern or western view of the harbour and North Shore mountains. Close by are loads of restaurants and shopping opportunities, Gastown, Stanley Park, the Lookout!, the Aquarium, Seabus, Skytrain, CN Imax Theatre, and helicopter, floatplane and catamaran transportation to Victoria. There's lots to do!

Besides the usual fun ISA convention activities, we've planned an Aquarium tour and floatplane sightseeing for members and guests. Laura Hahn is organizing an Alaska cruise to follow the convention - look for her article elsewhere in this newsletter.

Other convention plans TBA in the January newsletter - until then, we look forward to seeing you next May!

CRUISE ALASKA !!!!!

Are you planning on coming to the
1994 Vancouver Convention???

Have you ever wanted to take an
Alaskan Cruise???

DO BOTH!!

I am currently gathering information on
an Alaskan Cruise following our 94
convention in Vancouver. I've been told
by folks that have been on one that it is
the BEST cruise ever. SPECTACULAR!
and BREATHTAKING!

So far, Princess Cruise lines seems to
offer the best in booking availability and departure dates.

Ship Departs Vancouver on Sat. May 14, 1994

cruises the Inside Passage and Glacier Bay with stops in Juneau, Skagway, and Ketchikan!

Ship returns Vancouver on Sat. May 21, 1994

An inside cabin with two lower beds are \$1399/person double occupancy up to \$3249/person double occupancy for a mini-suite with verandah. These are regular rack rates. Our Interline rate would be 50% OFF THESE RATES!!!! There are many other cabin options at prices in between those I have quoted. Princess offers many different land excursions for every interest and capability. From flightseeing by airplane or helicopter, canoeing, kayaking, bus tours, and on and on.....

If you are interested in the cruise, please let me know. I will be happy to send you more info as I get it. Marty and I would love to have your company with us on this exciting vacation!!!

I can be reached at: Laura Cox

367 Lake Forest Blvd.

Kalamazoo, MI 49006

616-373-6552

CompuServe - 71352,2253



MOVING? ... Any special news to tell us about? ...New babies? ...New Husband? ...Up-grade?

Let us know right away! (Especially if you are planning to move, so that we will know where to send your next newsletter.) Fill out this form and mail it to: Cindy Shonk-Buhl, ISA Membership Chairperson, HC 4, Box 180 E-1, Canyon Lake, TX 78133. Or call her at: (210)964-3295 or (303)468-0626.

Name: _____

Phone: _____

Address: _____

Airline: _____ Position: _____ Equipment: _____

New News: _____



ISA + 21
APPLICATION TO RUN FOR EXECUTIVE COUNCIL
TERM: MAY 1994 - 1996

(Please Print)

NAME: _____ DATE: _____

AIRLINE: _____ POSITION: _____

ADDRESS: _____

PHONE: _____

YEARS AS AN ISA MEMBER: _____ YEARS AT YOUR CURRENT AIRLINE: _____

Write a brief biography on yourself. Tell us why you would like to be an ISA Executive Council member, and include the committee(s) you might be interested in. (This information will be printed in the newsletter so that our members can get to know you before they vote.)

Please include with this form and your biography, a clear photograph of yourself. By signing this application, you are declaring your willingness and eligibility to work on the Executive Council of ISA + 21 from May 1994 to May 1996. Elections will be by postal ballot, and the results will be announced in Vancouver at the 17th annual ISA + 21 meeting in May 1994.

SIGNED: _____ DATE: _____

Please mail to: or send your bio via compuserve 70774,1022

Maggie Rose
2851 Queens Courtyard
Las Vegas, NV 89109

The deadline is **DECEMBER 1, 1993**. Your application must be received by this date in order to be included in the January newsletter.

EXECUTIVE COUNCIL ELECTIONS

Members, now is your chance to make a contribution!

Over the last few years, we have not had the opportunity to run an election since we barely received enough applications to fill the vacancies on the Executive Council. I would like to see a change this year. An organization is only as good as its members and those members must be willing to give their time and expertise to the organization. This year we not only have four positions to fill but we have a fifth position that is open immediately and will be filled in a separate vote by the EC. (The notice for this position is in another part of the newsletter and must be responded to by October 30) The application above is for the Executive Council positions to be filled for terms starting in May 1994 and going for two years. Executive Council is a rewarding job and now that we are computerized, it is not all that time consuming. I would like to urge any member that thinks she might like to try this to please fill out an application and send it to me. I promise, you will not be sorry you did it.

Pilots and Their Pets



Daisy, Josephine and Sophie

by Carol Cansdale

I'm baaaaaaack! Just like cat hair on your blue uniform, you can't get rid of me. Because so many of you expressed interest in hearing of members and their pets, Pilots and Their Pets will once again be a regular section of your newsletter. If a furry, four-legged or finned creature has stolen your heart, I welcome your contributions. Here are details of two members and their special pets.

Molly Barr, Sophie, Daisy & Josephine

Molly Barr, US Air, has no trouble juggling three cats and her flying career. Her "family" consists of two Himalayan cats named Daisy and Josephine, and one Siamese named Sophie. Sophie is #1 on the seniority list at 14 years old and Daisy and Josephine, both kittens, came to live with Sophie and Molly last September. Molly highly recommends Himalayans to anyone who loves loyalty and adoration. "Josephine and Daisy follow me everywhere and are extremely responsive to loving discipline—once introduced to their cat tree, they have never scratched the couch." Molly uses a cat-sitting service when on trips. She even gets them to water plants (the cat sitter, that is)

and take out the garbage! Her kitties eat only dry food and have two litter boxes with the 'clumping litter'. "The only thing I have to do when I get home from a long trip is give them lots of love and, of course, pick up tufts of white fur off the carpet."

Julie Clark and Mags

Her credentials include 2400 hours flying time and regular airshow attendance during the last eight years. She's done more slow rolls than a Suzuki Samurai and has appeared on several TV shows including "The Adventurers", "Prime Time Pets", "Mac and Muttley" and "The Joan Rivers Show". No, I'm not talking about Julie but her little dog, Mags, who is Julie's co-pilot on the airshow circuit when she's not flying her line trips for Northwest Airlines.

Julie adopted Mags on a short overnight in International Falls, MN in 1985. Mags was about four months old then and had been abandoned at



Mags

the Holiday Inn for about four days when Julie found her. Julie smuggled her on board the Convair 580 and they've been together ever since. Mags flies "co-pilot" for Julie (she occupies the back shelf) and flies with Julie to all her airshows. She even has her own 'following' on the airshow circuit. Julie writes, "She does many promotional flights with me in different airshow cities where she flies an aerobatics flight with me and the TV reporters...and she usually fares a whole lot better than the reporter! When I'm on airline trips, she stays with Jodee Brown, my secretary/bookkeeper who lives three blocks from my home on Cameron

Park California—50 miles west of Lake Tahoe.

Do you have a favorite or famous pet to tell us about? We'd love to hear about it. Please send a photo, brief description of the pet, and most importantly, how you care for them when you're on airline trips. Photo's may have to be trimmed but will be returned. Send photos and information to

**Carol Cansdale,
1520 W. 61st Street,**

**Minneapolis, MN
55419-2122 by
November 25 for the**



ATA Women Pilots added to the Master Seniority List -
Many thanks to ISA member Annette Kennedy who provided a copy of American Trans Air's seniority list for our Master Seniority List project. Never before have we been privileged to data that documented the number of women flying at ATA and we are happy to add their six women to our records. Our continued thanks and appreciation to members like Annette who take the time to keep us updated. REMEMBER, Anyone interested in obtaining a copy of the Master Seniority List need only send \$3.00 along with your request to Lori Griffith.



ISA LIBRARY

Are you transitioning or up-grading soon to another aircraft?

Would you like to get a jump on all that studying?

Well, ISA has what you need...

The ISA Library (donated by ISA members) has a large selection of videos and manuals for nearly every aircraft we fly. The ISA Library has been meticulously kept by Lori Griffith for your benefit. If you would like to avail yourself of these manuals and videos, call Lori at: 704-892-4743. CompuServe 70773,1706



Books for Sale

Becky Howell has a stack of new books that are duplicates to her library that she would like to sell. The prices are what she paid for them and she will pay the postage. If anyone is interested in purchasing a book from Becky, please call or write to her at: **Becky Howell**

P. O. Box 858

Manor, TX 78653-0858

(512)272-9002 (late night best)

JEAN BATTEN, THE GARBO OF THE SKIES, by Ian

Mackersey \$11.00

WAAF WITH WINGS, by Y.

M. Lucas \$12.55

LAST FLIGHT, by Amelia Earhart \$9.95

MY GOD! IT'S A WOMAN, by

Nancy Bird Walton \$14.95

AMELIA EARHART, A

BIOGRAPHY, by Doris L. Rich \$21.90

WOMEN OF THE AIR, by

Judy Lomax (hard back)

\$15.95 (paperback) \$3.95

NIGHT WITCHES, THE

AMAZING STORY OF

RUSSIA'S WOMEN PILOTS

IN WWII, by Bruce Myles

(paperback) \$7.95

WEST WITH THE NIGHT, by

Beryl Markham (paperback)

\$10.00

ON SILVER WINGS, THE

WOMEN AIRFORCE

SERVICE PILOTS ON WWII,

by Marianne Verges \$20.00

THOSE WONDERFUL

WOMEN IN THEIR FLYING

MACHINES, by Sally Van

Wagenen Keil \$24.95

UNITED STATES WOMEN IN

AVIATION 1919-1929, by

Kathleen Brooks-Pazmany

(paperback) \$7.95

UNITED STATES WOMEN IN

AVIATION 1930-1939, by

Claudia M. Oakes

(paperback) \$8.95

WOMAN PILOT MAGAZINE - A NEW PUBLICATION

by Lori Griffith

A new bimonthly magazine is now in circulation for women in aviation called *Women Pilot Magazine*. ISA articles will be featured within from time to time as well as a current calendar in each issue noting events of interest to women aviators.

The subscription rate is \$16.00 a year, \$19.00 for Canada mailings and \$15.00 in U.S. funds for Foreign mailings.

Make Checks payable to:

Woman Pilot Magazine

P.O. Box 1377

Mercer Island, WA 98040-1377

ISA HISTORICAL PHOTOS STILL AVAILABLE

The following ISA historical photographs are still available and are being offered at the unbeatable price of \$1.00 each! All proceeds benefit the ISA Scholarship fund.

8x10 1987 Memphis convention group photo

5x7 1987 Memphis convention group photo

5x7 1987 Memphis convention assorted airline crewmember group photos, including 3 (all USAir) group photos

7x9 1988 Rome convention group photo

If you would like to own a piece of ISA history, please send \$1.00 in U. S. funds for each photo to:

Lisa Keuhl

1787 Vermont Drive

Elk Grove Village, IL 60007

Checks should be made out to the ISA Scholarship Fund.

INTERNATIONAL FOREST OF FRIENDSHIP CELEBRATION

by Morgen Greschel Reeb

Emily Howell Warner was hired by Frontier Airlines 20 years ago. To honor Emily, ISA members sponsored Emily to be inducted into the International Forest of Friendship. It was a terrific weekend celebration with the added attraction of a Fly-Away that occurs only once every ten years.

Friday, June 18 was an ominous looking day in Kansas, with thunderstorms all around. After arriving at Kansas City International Airport and picking up the rental car, we started our drive northeast to Atchison along the scenic Amelia Earhart Memorial Highway. Arriving early enough, we checked in to the Mount

Conference Center and went to visit Amelia Earhart's birthplace. We arrived at the beautiful

home overlooking the Missouri River to find Betty Gillies (a 99's charter member) and some of her friends sitting on the front step. After a brief chat, we toured the home and had the opportunity to see Amelia's desk, hope chest, and a few other personal items.



L to R: Gail Redden, Kathy Malart, Morgen Greschel Reeb, Emily Warner



Emily and Julius Warner

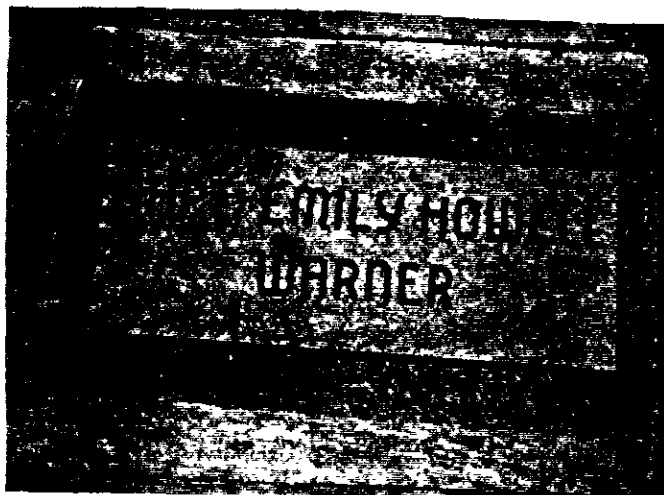
That evening, the traditional cocktail party/buffet dinner was held at the Mount Conference Center. It was a great opportunity to visit with old friends, meet new friends, and take a lot of pictures. We were also entertained by Lisa Cordess, impersonating Amelia Earhart. Saturday morning we arrived at the Forest of Friendship early, so that we could walk around Memory Lane and look at the honoree's plaques. The ceremony started with the parade of flags of all fifty states and countries around the world, which were carried by Girl Scouts and Boy Scouts of Atchison and the Color Guard from American Legion Post #6. After the welcome formalities and announcements, Fay Gillis Wells and Joe Carrigan presented the

new honorees with certificates. When it came time for Emily Howell Warner to receive her certificate, ISA members in attendance in uniform gathered with her as she was inducted into the Forest of Friendship. This year there were 42 honorees, including some from Australia, England, Egypt, Japan, Ontario, Pakistan, Poland, and Siberia. Following the dedication ceremony, a very nice luncheon was held at the Mount Conference Center. During the afternoon, we took advantage of some free time to visit Atchison's Museum, located at the Santa Fe Depot. A number of Amelia's personal belongings are in the museum. It also features quite a collection of Amelia's photographs and articles, including a picture of Amelia with Orville Wright. Saturday evening, everyone enjoyed the annual celebration banquet. The program highlighted the last three flyaways held in 1963, 1973, and 1983, including what happened in aviation each decade after the flyaway. As part of the highlights, women airline pilots in attendance were recognized and introduced. The conclusion of the program looked ahead to the year 2003, when the next flyaway will be held.

Sunday morning, we arose bright and early to a clear blue and beautiful Kansas day. It was a perfect day for a flyaway - and it was a shame Friday's weather was so bad that it prevented some



L to R: Denise Van Grunsven, head only-Joe Carrigan, Emily Warner, Florence Sanders, Fay Gillis Wells, Terri Donner, Rebecca Howell, Gail Redden, Morgen Greschel Reeb



Emily and her plaque on Memory Lane





Terri Donner's daughter, Amelia, with Amelia Earhart statue.

people from flying in. We enjoyed a pancake breakfast as we watched airplanes take off to the four corners of the world. The aircraft carried invitations to the Chief Foresters inviting them to Atchison in 1996 for the 20th anniversary of the Forest of Friendship. Fay Gillis Wells announced the airplanes as they departed, and Betty Gillies and Nancy Hopkins Tier waved the green flags (all three 99s charter members). For the first time, the special cargo going to countries around the world is being flown by women airline pilots on international assignments. Some of the ISA members were presented with invitations to fly overseas. It was then time to say good-byes and head for home.

MICHIGAN ISA MEMBER FOUND!

by Lori Griffith

ISA member and Michigan-ite, Janet Andersen responded to our search in the last newsletter for a woman airline pilot with ties to Michigan to be included in a special museum display at the Yankee Air Force Museum. As detailed earlier, the Greater Detroit Area Chapter of the Ninety-Nines is creating a "Women in Aviation" room at the Yankee Air Force Museum at Willow Run Airport. They had requested a woman airline pilot uniform to be displayed in the Woman Airline Pilot section and Janet Andersen ended our search when she promptly answered our plea. I can think of no one better to be honored in the exhibit. Not only did she receive the Mary Von Mach Scholarship from the Michigan Chapter of the Ninety-Nines, but she also attended Western Michigan University and flew as a DC-6 co-pilot for Trans-Continental Airlines, a cargo airline based at the very same Willow Run Airport! Janet lives just minutes away from this new exhibit and besides donating her uniform she plans to donate her time and energy to help with the completion of this unique exhibit.

UPDATE ON HOLLY FULTON MULLINS

Michael Mullins was indicted on first degree murder charges on June 29 for the murder of his wife and ISA charter member Holly Fulton Mullins. Their former housekeeper, Carol Pinkerton is the key witness for the prosecution. He pleaded "not guilty" on August 31st, two years after Holly's death. Mullins has been suspended without pay from Federal Express pending the outcome of his case. Any member interested in the progress of this case is welcome to call Florence Sanders for updates.

Holly left three sons, Joel, 10, Jeffry, 7, And Zachary, almost 3. There is a good chance, due to probate and estate laws, these kids will be paupers when all is said and done. Zachary was not in the will since he was only a few months old when his mother was murdered. They have a court appointed lawyer/accountant taking care of their financial matters. He will handle all money given to the boys for thier future. There is no way their father can get access to this money. If you are interested in giving to thier future please write or call: **Mr. Ron Nance, 1440 Poplar Ave., Memphis, TN 38104 (901)276-2798 (Zachary is in particular need.)** Any questions, clarifications or added information, please contact Florence Sanders (901)755-4771.

CANADIAN WOMEN IN AVIATION CONFERENCE, AUGUST 4-8, 1993**by Sandra Lloyd, Canadian Airlines**

The second semi-annual Canadian Women in Aviation conference was held in Langley, B.C. in conjunction with the Abbotsford Airshow, and in my opinion was an unqualified success! The conference is, I understand, modeled after the U.S. Women in Aviation conference that we've all heard of through previous ISA newsletters and which some of you have attended.

On Thursday, (which I missed, unfortunately) speakers included: aviation award-winning pilot Lorna de Blicquy (Canada's first female civil aviation inspector); mechanic and trades instructor Alice McPherson, (gender equality in technology education); Roberta Taylor, an experienced bush pilot and now a college professor (sexual harassment); and CF-18 pilot Major Deanna Brasseur, one of the first 4 women in the Canadian military to become an operational pilot in 1979. A Thursday highlight, I understand, was ISA member Mimi Tompkins' seminar on stress management - thanks, Mimi, for taking the time to come to the conference!

On Friday, delegates attended the Abbotsford International Airshow. Always a great show, highlights this year included the Russian Knights, the Canadian Snowbirds and the U.S. Navy's Blue Angels.

On the final day of the conference, Major Brasseur spoke on Women in Combat; Captain Rosella Bjornson gave a career planning seminar for young pilots; and AME spoke about her career experiences; Gayle Connors, psychologist, commercial helicopter pilot and human factors specialist from the Canadian Transportation Safety Board, spoke about accident investigations; yours truly (with much appreciated input from military Flight Surgeon Dr. Karen Breeck and Air Canada's Judy Cameron) talked about medical and legal issues re: pregnancy and flying; and Captain Bjornson led and ISA question and answer panel. Topping off the day was a banquet featuring Mimi Tompkins kindly sharing her Miracle Landing experience once again, for which speech she received a well-deserved standing O.

One of the other experiences for me was the opportunity to meet, for the first time, Canadian women military pilots. Our military currently has only 19 operational women pilots, and I think over half of them attended the conference! It was also great to meet up with fellow ISA members Judy

**ISA SCRAPBOOK**

From the beginning of time, or so it seems, ISA charter member, Norah O'Neill, has carefully kept scrapbooks of ISA members doing ISA things. She brings these books for our enjoyment to each convention...no small feat as their numbers and weight have multiplied over the years! These scrapbooks are an invaluable record of ISA's history and good times. We would like you to keep Norah and the ISA scrapbooks in mind when you go to ISA functions with your camera. **Just send your two favorite photos (Convention or other ISA event) of yourself and your friends.** Pictures for the scrapbook may be mailed to:

Norah O'Neill
P. O. Box 1504
Walla Walla, WA 99362

Cameron, Cathy
Fraser, Sandi Holliday,
and Rosella.

Also attending were
two delegates from
Australia who are
planning an
Australia/New Zealand
Women in Aviation
conference for March
of 1995. They have
promised to send
conference info to us
and an invitation to all
ISA members to attend
their gathering, which I
will pass on to the ISA
newsletter.

Thanks to Trinity
Western University and
the 99's for sponsoring
a great conference,
and to ISA's Captain
Rosella Bjornson for
organizing it. If you
haven't been to one of
these conferences
before, I highly
recommend it next time
you get the
opportunity!

A NEW ORGANIZATION IS CREATED FOR WOMEN IN ALL FACETS OF AVIAITON

by Lori Griffith

14 women leaders representing varied careers and interests in the aviation community met on July 24th in Chicago, IL to create a new and progressive organization for women in the aviation industry.

The National Council for Women in Aviation and Aerospace (NCWAA) was born as a non-profit organization that will strive to meet the growing interests of today's women. NCWAA will provide a source of information and will promote opportunities for women in ALL facets of aviation and aerospace through educational, charitable and scientific means. From now through the end of March 1994, one time charter memberships are available for the special rate of \$25.00. Membership is open to all women, including students who would like to support and promote the exciting goals of this new organization. For an application, or for more information write:

The National Council For Women In Aviation and Aerospace
P.O. Box 6184
Benjamin Franklin Station
Washington, D.C. 20044

NEW ADDITIONS TO THE ISA LIBRARY

by Lori Griffith

A special thank you to ISA Member Tiana Pickle-Lumry who donated (2) new video system review tapes for our library use. She sent both a DC-8 video as well as one on the B737-200. Prior to this generous donation, DC-8 data could only be borrowed in the form of an audio cassette and those requesting the B737-200 tape always had to wait as it is our most requested video. With the addition of this extra tape we will be able to accommodate duplicate requests for that Boeing model. Many thanks Tiana for your support and interest in this project!

ISA Speaker's Bank...

Materials are available for those of you who volunteer to speak at schools, career days, and other organizational events. The ISA video has received rave reviews and is our best tool. Other materials are also available.

If you would like to use materials in the ISA Speaker's Bank, contact:

Betsy Landon
1150 S. W. 19th Street
Boca Raton, FL 33486
phone: (407) 395-0485
CompuServe 76637,2776

ISA + 21 SHOP ORDER FORM

NAME: _____ DATE: _____

ADDRESS: _____

Please send me the following ISA logo items:

	<u>quantity</u>	<u>price</u>	<u>total</u>
a. ISA decals (blue & grey on white)	_____	\$1.00/ea	_____
b. ISA business cards	_____	\$0.50/10	_____
c. ISA T-Shirts (grey on white)	_____	\$15.00ea.	_____
d. ISA Travel Alarms	_____	\$12.00ea.	_____

TOTAL ENCLOSED: _____

Please make check (in U.S. funds) payable to ISA+21 and mail to:
 ISA+21, c/o Lisa Kuehl, 1787 Vermont Dr., Elk Grove Village, IL 60007-2754.
 Phone: 707-924-8658.


































































ISA Videos

- Most of us have seen this video by now. For those of you who haven't, it is
- truly a professional production and a worthy gift for anyone in your family.
- It is also a wonderful tool to use for presentations.
- The videos cost \$22.00 each (make your check out to ISA). This covers the
- cost of mailing.
- The proceeds go to the ISA scholarship fund.

For more information or to order, contact:

Florence Sanders
8471 Bazemore Road
Cordova, TN 38018
(901)755-4771

ISA COMMITTEE CHAIRWOMEN

                             	Newsletter	Maggie Rose	(702)892-9847	cserve70774.1022	
	Family	Carolyn Pasqualino	(815)229-7759	cserve76250.372	
	Constitution	Carole Danis-Litten	(404)509-7451	cserve70774.1354	
	Finance	Binka Bone	(404)251-2932	cserve70273.2773	
	Membership	Cindy Shonk-Buhl	(303)468-0626	cserve71063.213	
	Secretary	OPEN			
	Historian	Betsy Landon	(407)395-0485	cserve76637.2776	
	Convention	Terre Hines	(704)588-7051	cserve70773.1367	
	Scholarship	Brenda Tirshfield	(619)576-1644	cserve76637.3032	
	Museums & Exhibits	Lori Griffith	(704)892-4743	cserve70773.1706	
	Speaker's Bank	Betsy Landon	(407)395-0485	cserve76637.2776	
	Librarian	Lori Griffith	(704)892-4743	cserve70773.1706	
	Master Seniority	Lori Griffith	(704)892-4743	cserve70773.1706	
	Scrapbook	Norah O'Neill	(509)529-5256		
	ISA Video	Florence Sanders	(901)755-4771		
	Aeromedical	Carole Danis-Litten	(404)509-7451	cserve70774.1354	
	ISA Graphic Artist	Lisa Kuehl	(708)924-8658		
	ISA Mail Collection	Lisa Kuehl	(708)924-8658		

CALLING ALL CAPTAINS!

FOR INCLUSION IN THE ISA+21 CAPTAIN'S CLUB,

please provide the following information:

NAME: _____

AIRLINE: _____

DATE OF FIRST SIGNED RELEASE: _____

AIRCRAFT: _____

(after IOE/SAFETY TIME/OK TO SOLO or whatever your company may call it.)

Send to: Lisa Kuehl, 1787 Vermont Dr., Elk Grove Village, IL 60007-2754 (707)924-8658

