

MARCH 1993

ISA + 21

**International Society of Women Airline Pilots
P.O. Box 66268
Chicago, Illinois 60666
U.S.A**

**First Class Mail
U.S. Postage Paid
Las Vegas, NV
Permit Number 1997**

ISA PLANNING CALENDAR

1993 - 1994

MARCH 1993

4, 5, 6 - Women in Aviation Conference, St. Louis, contact Karen Kahn (805)687-5859

15 - Newsletter Mailing

APRIL 1993

1 - EC Ballots Close

1 - Scholarship Applications Due, for info. contact Brenda Tirshfield, (619)576-1644

EC Meeting - to be announced

MAY 1993

11, 12, 13 - ISA CONVENTION & EC Meeting - ATLANTA, contact Binka Bone, (404)251-2932

JUNE 1993

5 - Newsletter Articles Due

JULY 1993

1 - Newsletter Mailing - Incl. Annual Meeting Minutes.

AUGUST 1993

15 - Convention Bids Due

EC Meeting - to be announced

SEPTEMBER 1993

5 - Newsletter Articles Due

OCTOBER 1993

1 - Newsletter Mailing

NOVEMBER 1993

EC Meeting - to be announced

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

ISA + 21

Newsletter

MARCH 1993

THE WINNER'S CIRCLE



ISA members trade their wings for racing helmets at the Charlotte Motor Speedway.



A MEMBER ON THE MOVE

Sandy Anderson of Northwest Airlines is busy these days telling any young people that will listen, how great it is to be an airline pilot. She is chairman of an ALPA committee of nine pilots who attend career days and make speeches to elementary, junior high and high schools in Minneapolis and other areas. Her committee has two videos and two slide programs with written guideline manuals that they use as aids in their presentations. Having given over 50 speeches in Minneapolis and the surrounding area along with tours of aircraft, flight operations, flight simulators, the airport and NATCO, she and her committee members stay very busy. They have traveled to Wisconsin, California, Louisiana and Tennessee and have attended a national ALPA and AIA conference on pilot career education among many other activities.

Sandy also became the first female Captain instructor on May 12, 1992 and the first female Captain Check airman on August 7, 1992 for Northwest Airlines. *Congratulations Sandy!*

EXECUTIVE COUNCIL

MARIA EBERLE

Family

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Kirkwood, MO 63122
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LAURA HAHN COX

Finance

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Kalamazoo, MI 49006
616-373-6552
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ANGELA ALLEN

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Tyrone, GA 30290
404-487-3912
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USAIR

BINKA BONE

Convention

64 College Street
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404-251-2932
EASTERN

CAROL DANIS-LITTON

Constitution

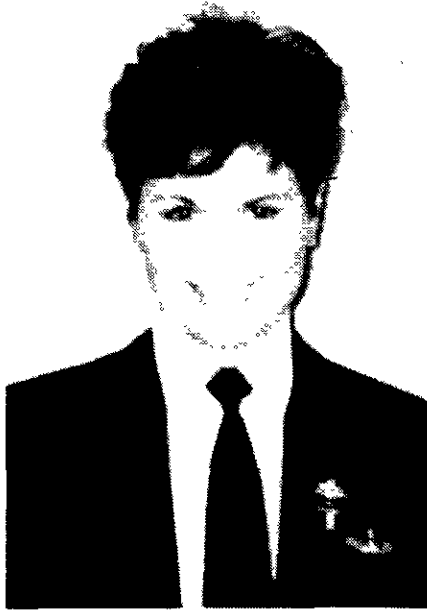
6204 Summer Tree Lane
Charlotte, NC 28226
704-365-2004
USAIR

BRENDA TIRSHFIELD

Scholarship

6451 Caminito Liso
San Diego, CA 92111
619-576-1644
UNITED

CONVENTION by Binka Bone



CONVENTION 1993 -- ATLANTA, GEORGIA

On May 11-13, 1993 the annual convention of **The International Society of Women Airline Pilots (ISA + 21)** will be held in Atlanta, Georgia. This year marks the 20th anniversary of the employment of women as airline pilots in the United States. The National Air and Space Museum and the General Electric Aviation Lecture Series recently honored Captain Emily Warner in celebration of "Two Decades Of Women In Commercial Aviation". Captain Warner will be present at the convention to recognize those women who have completed their upgrade to Captain and to celebrate their membership in the ISA Captain's Club. The first six members of the Captain's Club were recognized in 1982 and in the past decade 116 women from 46 different airlines and 11 countries have completed their upgrade to Commercial Airline Captain.

ISA + 21 was founded in 1978 by 21 airline pilots from the United States, many of whom are members of the ISA Executive Council and will be attending the convention in Atlanta. The organization has grown to over 450 members in 25 countries representing over 60 airlines. The international network created among ISA members is truly unique. We expect airline pilots to attend the convention from Canada, Mexico, Brazil, Jamaica, Philippines, Australia, New Zealand, Russia, India, Nigeria, Pakistan, Italy, Poland, Switzerland, France, England, Sweden, Finland, Germany, Greece, Malta and Holland.

ISA + 21 more than women airline pilots. ISA is activities and people who are encouraged to network and participate in service events to assist aspiring women pilots entering the airline industry. **ISA is a place to meet friends from all over the**

world and have fun. Last year those of us at the 1992 ISA Convention in San Francisco were educated and charmed by our guest of honor, Aeroflot Pilot, Natalia Vinokurova. **ISA is education.** ISA's Speakers and Information Bank is a network of women helping other women overcome the unique obstacles encountered in pursuing an airline pilot career. The S/I Bank also involves our members in speaking at their local schools, colleges, civic clubs and other community gatherings. Our guest speaker at this year's convention is Ms. Deborah Corley who specializes in sexual harassment prevention. Her keynote address will be "Sexual Harassment and Sexism Our Cultural Heritage". **ISA is scholarships.** If you are or know of a dedicated woman with an aptitude for flying and for the determination to turn that into a career as an airline pilot, ISA's International Career Scholarship, may be of interest. **ISA is entertainment.** The entertainment at this year's convention will feature the **LAS VEGAS REVUE** of ISA + 21 Charter Member, **Claudia Jones Sorenson**. Claudia and her band are exerting a tremendous amount of effort, time and personal money to present this First Class Act for the 1993 Convention. "Variety Magazine" says this may be one of their final performances, so don't miss out!! And finally, Ladies, **ISA IS FOR YOU---** We all share the affiliation of women airline pilots; however, it is so important to remember that each friendship we make is unique and that our uniqueness is a special gift that we can and should share with each other as pilots, friends, sisters and mothers. If this Convention Report sounds more like a Membership Report, it is because I am hopeful that this will encourage, entice and energize each of you to attend the **ISA + 21 CONVENTION IN ATLANTA, GEORGIA ON MAY 11-13, 1993.**

And now for some "Immediate Action Items" for the convention and some "Manual Revisions" to the Registration Form and Itinerary that appeared in the January 1993 Newsletter.

"Immediate Action Items"

1. Remember to bring your uniforms but NO HAT. If you don't have a uniform, then wear a dark suit with a white blouse.
2. Bring items from your airline "company store" or anything that you think would be fun to raffle off for the scholarship fund.
3. Consider if you would like to spend some of your free time with a group at the following places (CNN Tour, Coca-Cola Pavilion, Underground Atlanta, or Lenox Shopping Center). There will be a sign-up sheet at the registration table on

Tuesday, May 11 for these events and your early interest will enable us to arrange group tours.

4 The company who printed the January 1993 Newsletter left out the REGISTRATION FORM from some of your newsletters. The REGISTRATION FORM along with TRANSPORTATION FROM THE AIRPORT TO THE HOTEL. TRAVEL TO ATLANTA. AND AGENDA sections from the January Newsletter have been reprinted in this issue for clarification purposes.

"Manual Revisions"

1. Several Change/Add/Delete to Registration Form CHANGE--"Circle one for lunch option" now becomes "Circle one for DINNER option. ADD--Make checks payable to "ISA + 21". If you choose to send foreign currency. I will exchange it at the bank for you. ADD--Phone #
2. Several Change/Add/Delete to AGENDA: CHANGE--Southern Cuisine Luncheon will now be held in the Health and Racquet Center.
CHANGE--Wednesday night buffet in Health and Racquet Center now becomes Sit Down Dinner/Show in Terrace Ballroom with choices for entrees served at Dinner/Show instead of at lunch
DELETE--Square Dancing.

FOR THOSE OF YOU WHO REALLY LIKE THE "KISS METHOD", FORGET THESE TIRING DETAILS AND JUST SEND ME \$97.00 IN ANY FORM OR FASHION AND COME TO THE CONVENTION AND HAVE FUN!!!-----
Hugs and kisses, Binka

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: **Angela Allen, ISA Membership Chairwoman, 123 Magnolia Dr., Tyrone, GA 30290.** Or call her at: **404-487-3912.**

NAME: _____ HUSBAND: _____

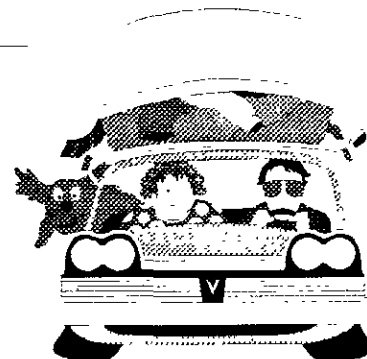
CHILDREN: _____ PHONE: _____

ADDRESS: _____

AIRLINE: _____ POSITION: _____

EQUIPMENT: _____

OTHER NEWS: _____



ATLANTA CONVENTION REGISTRATION FORM**May 11, 12, 13 1993**

CONVENTION PRE-REGISTRATION \$97.00 GUEST. \$97.00 CHILDREN OVER AGE 8. \$10.00 UNDER AGE 8: Free

NAME _____ NAMES OF GUESTS Spouse _____ Parents _____
Children _____ Friends _____

ADDRESS: _____

CITY _____ STATE: _____ ZIP: _____ COUNTRY: _____

AIRLINE: _____ PHONE # _____ FIRST CONVENTION? YES _____ NO _____

PLANNED DATE OF ARRIVAL _____ PLANNED DATE OF DEPT. _____

Would You Like Us To Find You A Roommate? Yes _____ (Include credit card information)
No _____ (Make your reservation directly with the hotel)

VISA/MC/AMEX : _____ NUMBER _____ EXP. DATE: _____

Are you bringing children: Yes/No How many? _____ What ages? _____

Are you interested in volunteering at: Reception Desk _____ Hospitality Suite _____ Welcoming New Arrivals _____

Circle one for room option: Single room-\$95.00 + \$12.35tax = \$107.35 per night
Double room-\$95.00 + \$12.35tax = \$107.35 per night
(Additional person/ \$10.00 per night fee)

Circle one for dinner option. Lobster/Crab Taco. Chicken Genovese. Boquet of Petite Lamb Chops. Vegetarian Surprise.

HOTEL RESERVATION PROCEDURE:

➔ If you already have a roommate, make your reservation directly with the hotel, and mention the ISA convention.

➔ If you would like us to find you a roommate, you must include a credit card number, and we will make your hotel reservations.

This form and registration fees should be mailed to: Binka Bone, 64 College St., Newnan, GA 30263. Make your check payable to ISA + 21. Your cancelled check is your confirmation notice. Checks are deposited daily. You may send foreign currency and I will exchange it for you. Registration at the door, or past the 4/26/93 deadline, will be \$122.00.

Any questions or problems? Call me 404/251-2932. FAX 404/251-6485 Compuserve #70273,2773

For additional hotel information or reservations please call:

Terrace Garden Inn. 3405 Lenox Road, N.E. Atlanta, GA 30326. 404/261-9250 local #;
Reservation #1-800-241-8260 USA Toll Free.**ABSOLUTE DEADLINE FOR PRE-REGISTRATION: APRIL 26, 1993 !**



Captains' Club

presented to
YOU!

~~~~~  
Your Airline!  
Your Aircraft!  
The Date of Your First Signed Release!

## Dog Fighting

Lucy Young is trying to put together an "aerial laser experience" during our convention in Atlanta. It is offered by Sky Warriors at Fulton County Airport using T-34 aircraft. The cost will be about \$500 and flying slots are limited. With good response, this event could be offered again in September. Look for more information and a video during the convention since this is still in the planning stages.

If you are interested and want more information before the convention, contact Lucy Young (404)432-6918 or CompuServe 70774,1474



## EXECUTIVE COUNCIL REPORTS

### SECRETARY by Lisa Kuehl



#### Greetings Everyone!

I'm back from another great month of TDY in Rome and ready to start preparations for our 1993 convention. BUT, I need your help! I know that this is repetitive, but PLEASE, if you qualify for inclusion into the Captain's Club, get those notices in to me by April 1st! Also, just a reminder.. you may only be indicted ONCE as a Captain's Club member, regardless of how many new type ratings or Captain's checkouts you complete. And remember, you are eligible even if you checked out years ago and just haven't gotten around to sharing your news with us. Enough said?

The new ISA business cards are fresh off of the press and are quite attractive. They complement our new brochures and are also for sale to the general membership! You can find ordering information on the same page as the ISA decal order form found in the back of

this, and every, ISA newsletter

Do you hail from the great state of Iowa, or am I the only one? I recently received a request from author Ann Pellegrino of Story City, Iowa. Ms. Pellegrino is writing the third and final volume of Iowa Takes To The Air, a history of aviation in Iowa. Needed is information on women who are, or were, flying for airlines and who are native Iowans. If you meet these qualifications, please contact the author at the following address:

**Ann Pellegrino**  
Route 1, Box 17  
Story City, Iowa 50248-9512  
(515)733-2589

This is yet another chance for ISA members to be immortalized!

In closing my report, I want to again thank all of the past and present ISA members that I have had the pleasure to know and work with over the past two years as an EC member. I have learned much about ISA's beginnings and have enjoyed helping ISA progress towards its goals. My thanks also goes out to the new incoming EC members for volunteering to devote their time and energy to ensuring ISA's future as a First Class organization that we can all be proud of. Although I am stepping down as ISA's Secretary, I am also stepping up to the newly created position of ISA's Graphic Artist. I plan to continue to handle ISA's printing and design needs. Please contact me if a creative project should arise. In addition, I will continue to collect the ISA mail from our P.O. box at O'Hare. Please remember to send any timely material, such as membership renewals or dated items directly to the appropriate EC member. Much time can be saved by bypassing the ORD mailbox. That is all for this time. Looking forward to seeing everyone in Atlanta!

### CAPTAIN'S CLUB REMINDER by Lisa Kuehl

Just a reminder...all 1992 Captain's Club notices are due by **APRIL 1st, 1993** for recognition at the ATL convention! This doesn't mean that if you checked out in early 1993 that you are not eligible, as ISA's calendar year runs from May through April. The following ladies have kindly sent me their notices to date. PLEASE, everyone, look over this very small list and if you are, or know of someone who is a brand new Captain and who should be on this list, please let me know ASAP. Remember, APRIL 1st is the deadline on this list, check carefully for spelling and data errors, as this is the very same information that will be engraved on your plaque. This list is considerably shorter than last years' at this time. I know you Captains are out there!!!

Jean E Harper United B-737-300  
November 9, 1992

Nicole Sauve Nationair DC-8  
January 22, 1990

Elizabeth Voight Transavia B-737-300  
June 15, 1992

Lori Killough Continental B-727  
May 1, 1989

As you can see, upgrades from days-gone-by that have not been recognized by the Captains' Club are most welcome..and if you're wondering you do not have to attend the convention if you are a Captain's Club recipient. So, there's no excuse NOT to share your upgrade news with us! **Please stand up and be recognized!**

## MEMBERSHIP by Angela Allen



Renewals continue to come in, but there are still well over 100 of you who have not sent in your dues for 1993. This will be the last newsletter you will receive if you have not already sent in your \$40.00. The membership roster is being included along with this newsletter mailing for those whose dues are paid. Remember, if you have been furloughed, are on medical leave, or your airline no longer exists, you may renew in inactive status for only \$10.00. Please send your renewals directly to me, so that I can rush you a copy of the new roster.

I hope you are all making plans to attend the annual convention in Atlanta on May 11-13. Binka and her committee have planned an exciting agenda, with plenty of Southern hospitality, and it is a great opportunity for everyone to meet new members and renew old friendships. I look forward to seeing you all in May!

### WELCOME TO OUR NEW MEMBERS

Since the last newsletter, we have added 8 new ISA members. This brings our

total membership to 454 representing 63 airlines in 25 countries. We have added one new airline, Varig, and one new country, Brazil, to our roster. Please give a warm welcome to the following new members:

Judy Holly-Gasparis  
10915 Cranbrook  
Houston, TX 77042  
Southwest

Kalina Cox  
Ave. Atlantica 290/606  
Rio de Janeiro 22010  
BRAZIL  
Varig

Stayce Harris  
P.O. Box 4783  
Norton AFB, CA 92409  
United

Mary S. Woodley  
2871 N. Oakland Forest Dr., #204  
Oakland Park, FL 33309  
Delta

Anna Eagles  
107 Wycombe Ln., Wooburn Green  
Buckinghamshire HP10 0HJ  
ENGLAND  
British Airways

Deborah Davenport  
136 Shore Acres Dr  
Hot Springs, AR 71913  
UPS

Andrea Barthels  
223 Glenview Dr  
Avon Lake, OH 44012  
American

Lisa Tank  
808 NE 138th Ave.  
Vancouver, WA 98684  
Delta

### CONGRATULATIONS AND CONTRAILS

#### NEW AIRLINES:

Laurie Wilde from America West to American

#### CAPTAIN UPGRADES:

Tracey Lee, UPS, to B-727 Captain  
Jean Harper, United, to B-737-300 Captain  
Elizabeth Voigt, Transavia, to B-737-300 Captain  
Gail Grieshaber, US Air, to B-737-300/400 Captain

#### OTHER UPGRADES:

Grace McHargue, United, to B-757/767 F/O  
Laurie Wilde, American, to MD-80 F/O  
Sandra Lloyd, Canadian, to A-320 F/O  
Eden Alegre, Philippine Airlines, to Fokker-50 F/O  
Natasia Papadopoulou, Cyprus Airways, to A-310 F/O  
Pam Krueger, Continental, to MD-80 F/O  
Connie Bowlin, Delta, to MD-88 Captain  
Sue Yamamoto, United, to B-767 F/O  
Kathy Malone, American, to B-767/757 F/O  
Mary Ann Schaffer, United, to B-757 F/O  
Sharon Crawford, United, to B-737-300 F/O  
Marcy Deckelbaum, United, to B-747-400 F/O  
Sue Nielsen, United, to B-767/757 F/O  
Ann Hogan, Northwest, to B-757 F/O  
Sheri Laurie, Federal Express, to MD-11 F/O

#### OTHER NEWS FROM MEMBERS:

Sandy Anderson became the first female Captain instructor at Northwest on 5-12-92, and the first female Captain Check Airman on 8-7-92. To date, she is still the only female Captain instructor at Northwest.

Sheri Laurie reports that she, her husband, and her father all checked out on the MD-11 within three months of each other. She and hubby, Craig, are both F/O's at FedEx, and her father is a captain at American.

#### WEDDING BELLS:

Mary Ann Poteat recently married Gary Schaffer.  
Sheri Graybill and Craig Laurie were wed on October 26, 1992.

**NEW BABIES:**

Bobbie Snowden gave birth to a baby girl, Kelly, on April 15, 1992

Parvin and Mark Belknap are the proud parents of Erin, born March 17, 1992

Christine and Scott Deeble have a new baby boy, Charles Elliot, born on December 10, 1992

Stephanie and Geary Padden's first child, Daniel, was born on September 8, 1992

Dianna Alsing gave birth to Jaimee Rebecca on October 31, 1992

Jutta Piensalmi gave birth to Ella on March 28, 1992

Marjorie and Steve Bachman have a new son, Parker, born on July 27, 1992

Suzanne and Tim Batz are the proud parents of Dylan, born on November 5, 1992

Lori and Dean Adams have a new son, Connor Jeffrey, born on December 25, 1992

Linda and Roger Larson's first baby, Robert Alan, made the front page of the Austin newspaper, having the honor of being the first baby born in 1993 in Austin (1:56 am, New Year's morning)

Congratulations to Robin and Larry Wheeler on their newest addition, Cameron

Angela Mack and husband, Tom, are the proud parents of Claire Simone, born November 19, 1991

**BABIES ON THE WAY:**

Carol and Dan Dishart are expecting their first child in June

Brenda and Jeff Tirshfield have their first baby due in April

Kathleen and Allen Garske are expecting their first baby in February.

Sue and Dick Yamamoto are expecting a baby in the near future.

Cynthia Prewitt reports that she and Tom are expecting their third baby soon

Maria Ziadie-Haddad and husband, Brian, are expecting a new arrival in February.

Sheri and Craig Laurie are expecting their first child

## FAMILY by Maria Eberle



There is not much happening in the families of our ISA members, at least if the lack of mail I've received lately is any indication. Please remember to drop a quick note to me if you have any news you wish to share with your ISA friends.

I returned to work in January. It is still difficult leaving my baby, but he is very happy in day care two days a week, and his Dad and Grandpa share watching him on the other days I'm gone. I am enjoying my return to flying, but miss Paul most on the overnights.

In other news, I received a cute announcement from Beverly Bass. The cover said, "Just rolled another one out of the hangar. Our fleet is now complete." Inside was

Designers: Beverly and Tom Stawicki  
Make: Paige Allyson  
Model: Girl  
Rollout: 1:39 am on October 5, 1992  
Basic Operation Weight: 7lb 7oz  
Span: 19 1/2 inches  
Maintenance Chief: Dr. Michael A. White

*Congratulations Beverly and Tom!*

Julie Chapleau wishes to pass on an announcement of her engagement to J.D. Hempsmyer. Both Julie and J.D. fly for Ryan International, which has a nepotism policy, so they are going to wait until one of them finds another job, or Ryan changes its policy to make it official. *Congratulations Julie and J.D.*

## ATTENTION!!!

*by Lisa Keuhl - secretary*

**Are you missing your ISA  
newsletters or other ISA  
mail?**

**Could be that you have not  
sent ISA your NEW  
MAILING ADDRESS!**

I have a large stack of "orphan" newsletters that have gone unclaimed. Please give these poor things a home by sending any EC member your new address ASAP!!!

## NOTICE\*NOTICE

Will the following persons please forward your current mailing address to **LISA KUEHL, 1787 Vermont Dr. Elk Grove Village, IL 60007-2754**. She has ISA mail for you that came back to the P.O. box in Chicago, labeled "Forwarding Time Expired. Return to Sender".

**Barbara Baerg  
Suzanne Pettigrew  
Shelly Shallenberger  
Shirley Tyus**

**CONSTITUTION**

by Carole Litten



The last couple of months have been real busy. My husband has a new job in Marietta, GA and between commuting between old city, new city and crew base, I can't get much more confused. Hope the rest of the year is slower. Anyway, Laura has been wading through over 20 IRS forms in the re-submission to the IRS of our tax-free status application. I Don't know exactly how long it will take before we get an answer from them. We anticipate knowing the status of our application by the ISA Convention in May 93. Once the correct and updated forms are approved, then we will be working with Mike O'Shea on drafting a legally correct and current constitution to more closely match our current operations. Mike has tons of experience in this area and as large as we are now, it is great to have Mike as a close advisor. We are looking for any ISA member who has a law degree, and would be available to render the association advice, if we ever need, to be an ad hoc advisor to the executive council. Any one interested please call me (404)-953-3618, compuserve - 70774,1354. See you in Atlanta!

**HISTORIAN**

by Charlene Sammis-Singleton

*"The spilling of the beans"*

Now that the deed is done, here's the good news. This past November the Dean of Colorado State University, Graduate School, Dean Jaros (yes, his first name is also Dean) contacted me through Vicki Karnes. He just completed writing a scholarly book entitled, *Heroes Without Legacy: American Airwomen 1912-1944*. As the Dean wrote in one of his letters, "While this book focuses on a period which began some eighty years ago, I need to make some brief comparisons between historical figures and successful women pilots of today. To establish context and to draw contrasts would greatly enhance my message." He continues, "While I have read many materials written by or about contemporaries, I would like to supplement this information. I propose to interview ten active professional women aviators."

He goes on to explain the possible selection process of those to be interviewed and the areas his questions will cover. He writes, "However, in accord with good interviewing practice,

the subjects should not have prior access to the questions nor should they know the details of my purpose."

A selection of eighteen of our members was made. Out of eighteen, thirteen were reached by phone and gave their permission for me to pass their name and phone number to the Dean. He eventually reached the ten he needed.

My thanks to those members who participated in the survey. Due to a time constraint by the publisher, we did not have the luxury of playing message machine tag for long.

Dean Jaros will be giving ISA+21 an acknowledgment in his book. He will also make a donation to the ISA+21 Aviatrix Scholarship Trust Fund. He has also offered to speak at our convention in 1994.

We received the go ahead from Patricia Williams, at the National Air and Space Museum Archives, to send them copies of some of our first newsletters, newspaper articles, group photos and constitution and by-laws so that ISA+21 will be represented along with the other aviation oriented organizations.

I received a letter from Isabelle Guillard in response to my plea for a translator, Italian to English, of an article on Ester Krauth and Judy Bittenbach. Thank you Isabelle. It's coming your way.

Lastly, "Possibly a First", as Sheri Graybill (now Sheri Laurie) wrote on her membership renewal form, "My father is also an MD-11 Captain for American Airlines. I upgraded first, then my husband then my father! (All within 3 months of each other!)" Sheri just upgraded to MD-11 F/O in August, moved to Anchorage and married October 26, 1992.

That's history. Hope to see you all in Atlanta. May all your todays become yesterdays you can be proud of.

## FINANCE

by Laura Cox



## SPEAKERS BANK by Charlene Sammis-Singleton

Not sure if this is just a slow year for career days, etc. or maybe most of our members now have their very own copy of the ISA+21 video. It could be that my phone number has been incorrect in the last two newsletters. Whatever it is, it's been slow. I've received only two requests for the video since the last newsletter. One from Diane Wade and the other from Joy Klopfer. Laurie Reeves helped Joy track me down. Sorry for the mix up. I'm glad you all persevered.

Here's my phone number again, (305)852-0193. If all else fails, I should be listed through the information operator under my last name, it's one-of-a-kind.

See ya'll in Atlanta!

I hope everyone is managing to bid around the winter storms this year. I find that going to school this time of year works pretty well. I just completed DC10 F/O school and I think I'd rather deal with a winter storm instead. At least now I can look forward to HNL layovers!!

As of this date, we have had only 265 members renew out of the 400+ we had on the roster for '92. I am a little dismayed by the low figure. The past few years have brought us increasing membership. If you know someone out there that did not renew, ask them why? We want to serve the needs of our membership and can't change unless we are kept informed of those needs.

### *A little budget history:*

#### General Expenditures for 91 and 92

|                                          | 1991           | 1992           | Proposed 93   |
|------------------------------------------|----------------|----------------|---------------|
| Printing                                 | \$1300         | 2172           | \$1500        |
| Postage                                  | 1187           | 1372           | 1000          |
| Phone                                    | 480            | 68             | 50            |
| Plaques/Gifts                            | 1200           | 791            | 500           |
| Newsletter                               | 5380           | 5241           | 5200          |
| Office Supplies                          | 497            | 166            | 100           |
| Bank Fees                                | 10             | 128            | 120           |
| Misc (IFALPA, UAA, Museum exhibits, etc) | 3424           | 2179           | 1100          |
| <b>TOTAL</b>                             | <b>\$13478</b> | <b>\$12117</b> | <b>\$9570</b> |

General funds as of 2-17-93: \$9463.51

As you can see, because of the low membership renewal we are going to have to sharply curtail our special projects such as museum exhibits. The 135 members we are missing would allow us to do these special projects with the extra \$4000 they would bring to the organization. We want those 135 members back!! Not just for the money, but for the ideas and strength that they bring to us as a group. The larger we are, the more seriously we are taken!!!

## SCHOLARSHIP by Brenda Tirshfield



The following is part III of a III part series concerning scholarship information. Part I and II were presented in the October and January Newsletters, respectively.

Scholarship information series, 3 parts:

- I. Scholarship Deadlines
- II. Scholarship requirements & previous scholarships
- III. Scholarship interviewing techniques

### PART III SCHOLARSHIP INTERVIEWING TECHNIQUES:

Fortunately, at this year's convention we will have Nancy Stuke, Manager of Flight Officer Employment for United Airlines, give us a brief insight into interviewing. This will not only be beneficial information for all of us to pass on to our successors, but, will be especially helpful to those of us who will actually be conducting this year's scholarship interviews.

Nancy Stuke, as Manager of Flight Officer Employment for United Airlines, is responsible for all pilot recruiting for the Airline. She has served in various positions with United since 1982. These include sales representative, supervisor-customer service, senior employment representative and senior recruitment specialist.

Nancy will be making her presentation after our business meeting, Wednesday May 12th at 11:30 A.M. She will also be available for 1 on 1 questions and answers in our hospitality suite at 3:00 P.M. During that time, she will have UAL's video tape "More than a gut feeling" playing, to inform us on United's approach to the interview.

In order to enhance our time with Nancy, I would greatly appreciate you each taking the time to fill out the following survey.

### INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

The survey questions below have been developed as a source of gathering the type of information that will be useful as counseling and development tools. Also, this information will enable us to more closely recognize the roads we've traveled as women pilots but, still how far we have to go.

We are asking all members to complete a minimum of 3 questions to help validate the survey. Of course, completing all 8 would create the ideal survey. If you feel enterprising, please venture beyond the required 3 and answer as many questions as possible. All participants must complete the General Information section. Printed or typed survey responses are preferred, however, all will be accepted. Surveys should be completed and returned to **Brenda Tirshfield by the Deadline - MARCH 31, 1993.** (see following page for survey)

*Thank you for your cooperation!*

**HOT NEWS:** Available through me are United Airlines Pilot Applications, which United has provided for our members use only. These applications have ISA stamped on them for quick identification of our members by United.

At this time, I only have two eligible complete application packets, the deadline is April 1, 1993. Encourage

any of your aspiring woman pilot friends to get their scholarship applications in!

As always, 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**

See you in May!.....

### Newsletter Contributions

Compuserve 70774,1022  
5 1/4 or 3 1/2 Floppy Disk  
Fax (702)733-9386  
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Las Vegas, NV 89109  
Prodigy MKCV11A  
Next Articles Due June 5

### NEWSLETTER EDITOR Maggie Rose



Regarding the following survey - please see the SCOLARSHIP REPORT by Brenda Tirshfield.

### General Information

Background: ☐ General Aviation ☐ Military

Present Age Group: ☐ 20-30 ☐ 31-40 ☐ 41-50 ☐ 51-60

Employment: ☐ Number of years employed Part 121

### SURVEY QUESTIONS

1. What has been the biggest obstacle you've overcome since the start of your career?
2. What was the impetus that led you to pursue a pilot's career?
3. What stereotypical comment or behavior confronts you the most?
- 4a. What words of inspiration would you share with an aspiring female pilot?
- 4b. Are they different from those you would share with an aspiring male pilot? If so, why?
5. If the opportunity were available, what would you do differently in the pursuit of your career?
6. Compare "unbelievable" comments, pertaining to your profession, made by your peers against those made by the general public.
7. In what ways do you feel you still have to "prove" yourself?
- 8a. Reflecting back on your Part 121 interview, what was the most challenging aspect of the process?
- 8b. What is/has been the most challenging aspect of your Part 121 training?
- 8c. What is the most challenging aspect of your job today?

Connie Tobias, Joe Nemechek, Lori Griffith



# Googoo, gaga and happy new year

By Mike Todd  
American-Statesman Staff

Austin's first baby of 1993 arrived well after the new year turned, but the last tax deduction of 1992 squeaked in with only seconds to spare.

Both were born at St. David's Hospital.

Sheila and Russell Putman of Buda welcomed their first child — a boy they named Levi Baeden — into the world Thursday night at 11:59 and 40 seconds, just in time to declare him a dependent for the 1992 income tax year.

The 1993 New Year's baby, Robert Alan Larson, was born at 1:56 a.m. Friday. He, too, is a first child, of Roger and Linda Larson of Lakeway.

While the Putmans get a tax break, the Larsons get a first-baby gift package from a radio station.

The new parents said all that was the furthest thing from their minds.

"I'm just proud, very proud," said Russell Putman. "I don't think there's a word for it."

Sheila Putman had a word: tired. She went into labor at 12:30 a.m. Thursday, more than 23 hours before the birth.

"He didn't have to start on me that early," she said.

The last baby of 1992 weighed in at 7 pounds, 8

See New year, A14



## New year greets babies born closest to midnight

Continued from A1

ounces. He was due Dec. 28, and the couple had been counting on the tax deduction, said Russell Putman, service manager in a Sears auto department. His wife quit her job at a finance company to stay home with their new son, she said.

Both parents of the New Year's baby are pilots for Northwest Airlines. Linda Larson flies DC-9s, she said, while husband Roger flies Boeing 727s. She plans to take a few months off before returning to the skies in June.

Their son weighed 7 pounds, 9½ ounces.

Unlike the Putmans, the Larsons' time in the delivery room was brief. They entered the hospital at 9:30 p.m.

"We barely had time to fill out the papers," Roger Larson said.

Linda Larson said her due date was Jan. 18. On Thursday, she said, the doctor thought at first that her pains were a false alarm.

"Yesterday, when the doctor told us I wasn't in labor, I didn't think we'd have a New Year's baby," she said. "But once he decided to come, we didn't know if he'd be a tax deduction or a New Year's baby."

Her husband said the date was a happy coincidence: The baby's paternal grandfather was born on New Year's Day, too.

Roger Putman said he told his hours-old son what he had to look forward to.

"He can sit around and watch football all day on his birthday," he said.

Robert Alan Larson wasn't impressed. While his parents beamed and television cameras rolled, the baby slept in his mother's arms.

The Larsons and Putmans were far from the only new parents this day — just the first on either side of midnight.

At St. David's alone, 13 other babies were born Thursday and two more Friday morning. One of those came within a short time after the Larson birth, hospital spokeswoman Jan McCrory said.

Officials at Brackenridge Hospital and Seton Medical Center said that while their maternity wards had been busy in the past few days, Thursday night and Friday morning were fairly quiet. No other New Year's arrivals came close to the Larson family's time, they said. Officials at South Austin Medical Center said their last birth was Thursday afternoon.

## WELCOME YOUR NEW EXECUTIVE COUNCIL MEMBERS!

The council members who will have completed their two year term at the May 1993 Convention are: **Maria Eberle - Family, Laura Cox - Finance, Angela Allen - Membership, Lisa Kuehl - Secretary, and Charlene Sammis-Singleton - Historian.** We had five applicants this year for the Executive Council to fill these five openings. According to our Constitution, postal ballot is not required in this event, so please welcome our newest EC Members: **Mary Bush Shipko, Terre Hines, Carolyn Pasqualino, Cindy Shonk, and Betsy Landon.** You can read a little about each of them below. Their positions on the Council will be announced at the 1993 Convention in Atlanta.

### MARY BUSH SHIPKO



My name is Mary Bush Shipko and I am a charter member of ISA. I was the Membership Chairman in 1978 and I would once again like to serve you on the Executive Council in the Finance seat. I am 42 years old and presently medically retired from Northwest Airlines. I began my flying career in the southern Florida area flying passengers and cargo to the Caribbean and South America before being hired by Hughes Airwest in 1976. Since retiring I have owned a horse farm in northern Virginia and was very active in fox hunting there. I went to graduate school at Virginia Commonwealth University, got married and now have a 3 year old son. We recently moved to Atlanta and bought a 76 acre farm and built a new home. It was a corporate move and promotion for my husband, he

is with AT&T in their Network Control Center here. We have a computer at home with Money Management software and if elected I would computerize the ISA finances and could issue quarterly and/or monthly reports if you like. Thank you for your time and I look forward to seeing you this May in Atlanta.

Sincerely, Mary Shipko

### TERRE HINES

My name is Terre Hines and I would be honored to serve on the ISA Executive Council for the term of May 1993-1995. I am currently a B-737-200 reserve captain for U.S. Air, based in Charlotte, N.C. Because I am on reserve, I would have time to work on any committee where my services are needed, with special interest in the position of secretary.

My flying began in 1974 in Greensboro, N.C. and was followed by various pilot positions over the years. I was a flight instructor, charter pilot and banner tower for 2 1/2 years, followed by a corporate pilot for Burlington Industries for 3 years flying a Citation. After being furloughed at Burlington due to a shrinking flight department, I was employed by Mid-South Airlines, a regional commuter for 3 years. In 1984 I was finally hired by Piedmont Airlines (who I had been pursuing for 8 years!) as a B-737 first officer.

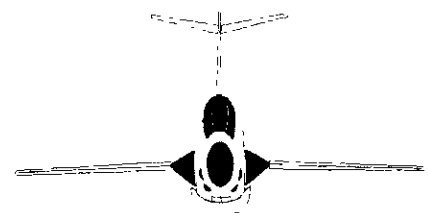
I am married to a U.S. Air Check pilot on the B-737 300/400. My husband, Mark,

and I have purchased a 58 Baron which we have set up in a charter business at the Charlotte airport.

I have spent the last 20 years raising my son, Scott. He has just recently moved to Fort Lauderdale to follow in Mom and Dad's footsteps as a flight instructor at American Flyers flight school. My other interests include caring for my dad who has Alzheimer's Disease, caring for two cats and a horse, horseback riding (hunter-jumper category), interior design (major in college), scuba diving, snow skiing, weight training and church activities.

Between my flying career and raising a son, I have until now been too busy to give time to ISA. ISA has given a lot to me over the years and I would like to have the opportunity to gladly pay some of that support back to our organization.

Sincerely, Terre Hines



## CAROLYN PASQUALINO



Dear ISA Members,

I would like the opportunity to serve as one of your Executive Council members for the 1993-95 term. I am particularly interested in serving in the Finance position, as I had many years in bookkeeping at my parents business. I would, although, be happy to serve in any of the open positions on the council.

I have been flying for 18 years, the last 7 at United Airlines, where I am currently a 757/767 First Officer. Recently, I was awarded a 737-300 Captain bid and anticipate training in early 1993.

I joined ISA in 1986 and have attended every convention since 1988 and several of the other get-togethers. I cherish the many friends I have made through ISA and hope to get to know many more of you.

## CINDY SHONK



I am Cindy Shonk, 36, and I would like to serve on the ISA Executive Council. I am a co-pilot on the MD-80 at Continental Airlines based in Denver. I've been flying 15 years, and have served in the Air Force 5 years, flew a corporate Citation 2 years, and flew the DC-9 for Emerald Airlines before Continental.

My husband of six years, Paul, is retired from the Air Force and is in charge of home maintenance, and care and recreation. We enjoy sailing, wind surfing, snow skiing and mountain biking.

ISA is a great organization. Since college, I've not had so many women friends with common interests and problems. Armed with my new lap-top computer, and learning how to use it, I feel I am able to help with the many demands of the Executive Council. ..Until May in Atlanta....

Cindy Shonk

## BETSY LANDON



My name is Betsy Landon and I would like to serve on the Executive Council. I have been an ISA member for five years and have attended two excellent conventions and the Boeing Tour where I have met many fascinating members.

I live in Boca Raton, Florida and learned to fly here in South Florida. My flying jobs included flight instructing, charter, corporate, West-Air Commuter, Eastern Airlines and new United Airlines. I have been with UAL for four years, two and a half as a 737-300 First Officer. My domicile is in Washington, D.C. and I look forward to being based in Miami, Florida soon. The extra days not spent commuting could mean playing more tennis and attending more ISA functions.

I look forward to seeing ya'll in Atlanta this May.

## A BLUE MILLION MILES AN HOUR

by Connie J Tobias

Under beautiful Carolina blue skies eighteen ISA women traded their wings for racing helmets and pursed their need for speed at the Charlotte Motor Speedway in Fast Track's Winston Cup stock racing cars. Each participant received a \$200 discount from the normal \$695 fee. The cars were actual veterans of superspeedway wars and had original paint jobs. One car retired early from competition with, uh, rules interpretation problems.

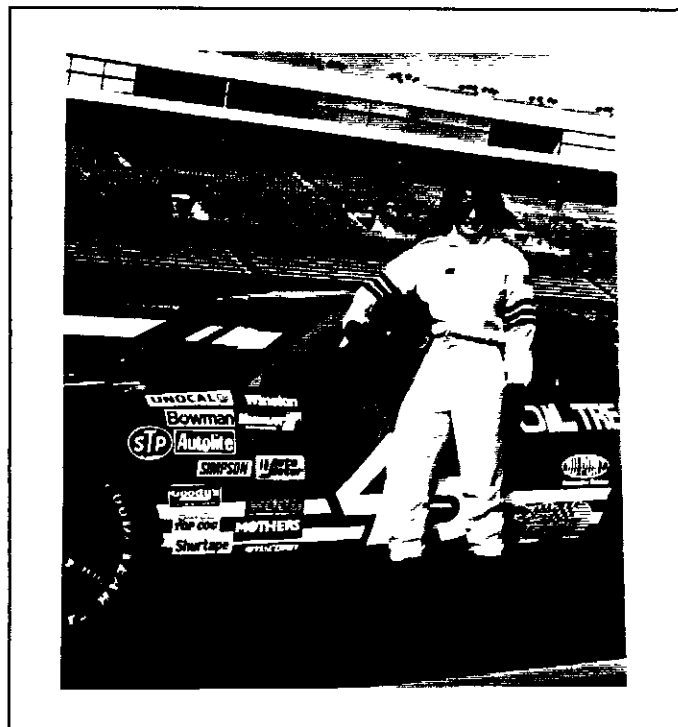
Blasting through the superspeedway's three story high banked turns compares to little, except for those making a living flying high speed aircraft close to the ground. One of the most heard comments was, "This is even more terrific than I thought it would be." Another overheard comment, "She hasn't said that since our honeymoon."

Most of the curriculum was devoted to driving and survival skills. Each woman and each HALP got comfortable running inches away from a concrete wall at more than twice the highest U.S. speed limit, but each had had a little classroom instruction on the profile or fastest line to be run on this superspeedway. Even though at one point we were in information overload, it all came together after the brisk walk around the 1.5 mile track which included a lecture on the intricacies of driving a stock car on the 24-degree banked turns. Comments such as, "If you jump off the gas, the car gets wormy. Don't over correct. The driver's job isn't done until she's out of the car." "Wormy" wasn't a pleasant image, but some of this was sounding like flight instruction and that felt good. Before noon, we had driven laps in a pace car and then climbed into the cockpit of these 600 horsepower dream machines and stormed around the track trying to impress our right seat instructors. One or two cars leap frogging out of the pits suggested a stiff clutch to the rest of us and we adapted quickly.

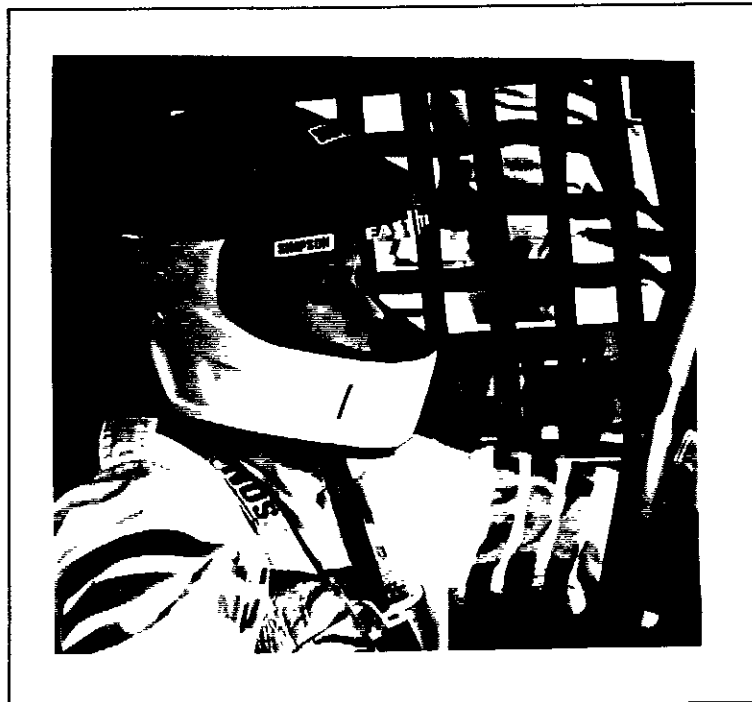
A buffet lunch was enjoyed at the unique private Speedway Club nestled high above the banked turns. We took in the scenery from our lofty vantage point and plotted our racing strategy for the afternoon. We traded the relaxing melodies emitting from the grand piano for the roar of the race car's engine. From the smiles on our faces both were music to our ears. The afternoon revealed the race car driver in each of us. Solo, there was no holding back as we each took control of all that power and roared around that oval course for one of the thrills of a lifetime. We quickly realized that uninterrupted concentration was another critical component of superspeedway racing. It crossed our minds that it would take a lot of mental and physical stamina to complete a 500 mile race. There were three solo segments had by all and each consisted of 10 or 12 laps around the track. Egged on by our peers combined with our own competitive spirit each time out we got more onto the racing groove and we got faster. The cars had no speedometers so the track talk was about rpms and speed. We estimated 150 mph on the back straights and the fastest lap was in the last group on day three at 130 mph total lap time. All performed extremely well in this unique driving school and each can claim victory in some segment. Even Paul Newman, who showed up to race the track during our noon break the third day, did fairly well. When Joe Nemechek, the Busch Grand National Champion, was asked which woman should get the checkered flag, he politely refused to choose sides. Smart man. Joe Nemechek did give us a few pointers and answered many questions before he headed out for his race in Daytona.

Aaaah, the track chatter about the walls in turn one and turn four, aiming points, passing, the thrill, the need for speed, hey, this pace car has a phone, don't call me on the track...ring!, uh oh, I think I started out in 4th gear, my helmet is too big...it fell over my eyes.. I had to lean back and look out the bottom to see to drive, aren't you going to take pictures of Paul Newman, no I only have nine shots left and I'm saving them to take of my husband, the thoughts of having dual careers, here come the reporters, believing it to be as good as flying, look at the smile on her face, watch this, eat my dust, my eyes got so big I needed bigger goggles, being hooked, and the talk of coming back to do it again.

One might consider what personal thoughts went through each woman's mind as she quietly returned her race suit and wistfully looked over her shoulder one last time at the empty track. The silence was broken as competitor's licenses for this beginning course were handed out. A windfall of chatter began all about racin' and flyin' and flyin' and racin'...an indescribable day.



Connie Tobias

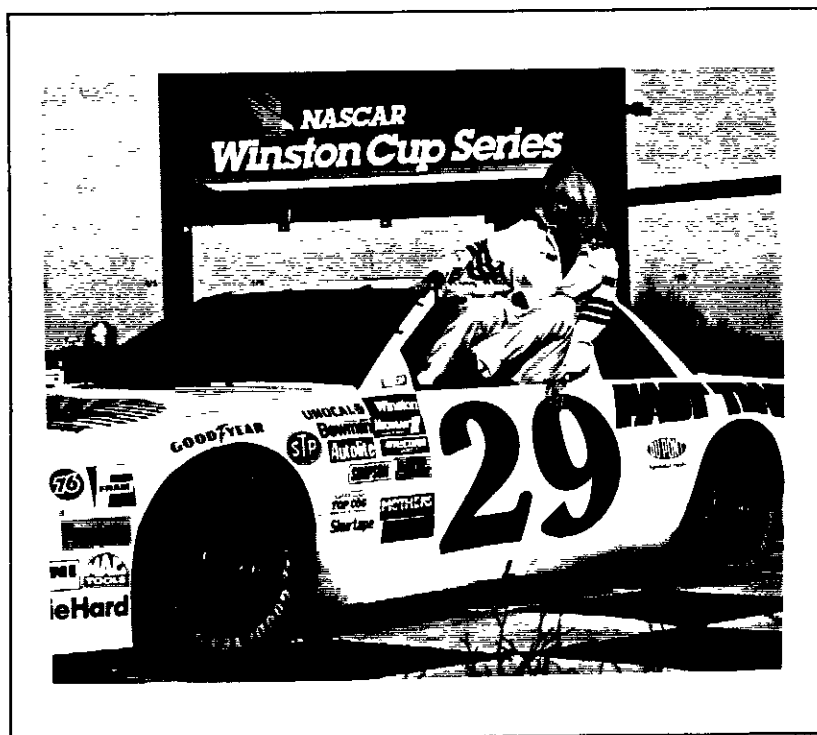


Cocpit Concentration  
Lori Griffith

Cockpit Happy  
Lucy Young



Terre Hines



## FALL GET TOGETHER: MOSCOW!

*September 16-21, 1993*

by Vicki Karnes

You'll need to plan ahead to join us for this special event. In order to obtain your Russian visa, you will need either:

- 1) a letter from a travel agent with your hotel reservation confirmed, or
- 2) an official invitation

We will be obtaining an official invitation to visit Moscow. To be included in this invitation, send me ASAP the following information for yourself, your husband, and/or guest:

- 1) Name on passport
- 2) Passport Number
- 3) Expiration date.

If you are interested in this adventure called "Moscow", send me this information even though you haven't yet arranged the days off.

We are working with the Russian women pilots and a travel guide to make this trip an unforgettable experience.

Those who wish to extend their stay in Moscow will be free to do so. See you in Atlanta.

Vicki Karnes  
P.O. Box 450708  
Atlanta, GA 30345  
404-982-0661  
CompuServe 70224,1136

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Maggie Rose and Karol Welling

## SCHOLARSHIP DONATIONS

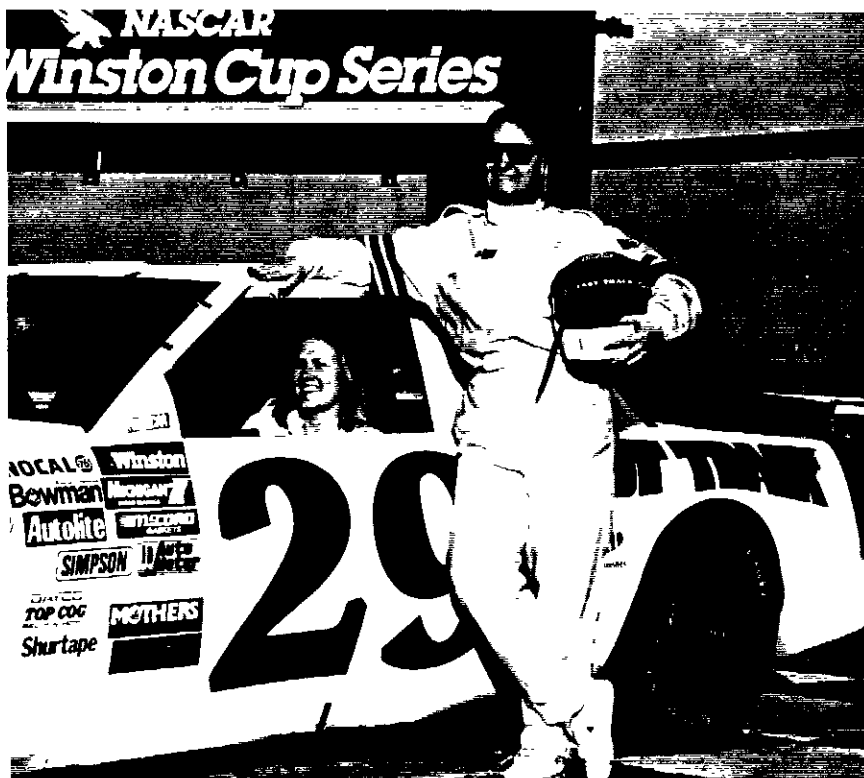
by Laura Cox

We would once again like to thank those who have given so generously to the ISA Aviatrix Scholarship fund over and above the dues checkoff. All donations to the fund are now completely tax deductible. It is all of us together, with donations large or small, that will make a difference in another woman's life.

Megann Streeter  
Rita Reo  
Angela Allen  
Natasa Papadopolov  
Joy Klopfer  
Marla Galloway  
Prudence Hostetter Kelly  
Sylvia Otycka  
Karen Kahn  
Kathleen Wentworth  
Laurie Reeves  
Lainey Richardson  
Renita Herrman  
Nancy Novaes  
Krisan Wismer  
Karen Bland  
Sherry Harriman  
Nancy Stripp

### Holly Mullins Scholarship:

Valerie Thal-Slocum  
Stephame Wallach  
Luana Davis  
Prudence Hostetter  
Keith Johnson  
Connie Tobias  
Florence Sanders  
Johnnie Olson  
Maria Theresa Haddad  
Carolyn Pasqualino  
Susan Gillet  
Laurie Reeves  
Margaret Bruce  
Morgan Reeb



### 4th ANNUAL WOMEN IN AVIATION CONFERENCE

by Karen Kahn

As of this writing we have a good supply of volunteers to participate in ISA's 3rd panel at the 4th Annual Women in Aviation Conference in St. Louis on March 4-6. Our panel will convene after lunch on Saturday, March 6th from 2.30-3.20pm, moderated by **Karen Kahn**. Presently, our panel members include: **Gail Redden, AA F/O; Lynn Ripplemeyer, CAL F/O; Becky Howell, SWA F/O; Ann Nelson, Delta F/O; and Julie Clark, NWA CAPT.**

Results from last year's panel in LAS were as follows: little use -- 3, some use -- 5, much use -- 67, good -- 5, excellent -- 72 (many with emphasis!) Comments included: "Inspiring! This is a big help to see how to get into the airlines and the various ways of making ourselves marketable. They all did a terrific job."

For those of you who would like to attend the conference on your own, registration before Feb 12 is \$95. After Feb. 12, \$110. (Includes all refreshment breaks, luncheon, banquet and handout materials.) Meeting activities will be held at the Hyatt Regency at Union Station, STL. Our panel members will have to pay their own registration if they wish to attend other conference functions. Also, no hospitality suite is planned at present. If anyone wants to do it, let me know.

Special rate of \$70/night single/double occupancy. For rez. call Hyatt at 800/233-1234 and mention WIA. For more conference information call 618/337-7500 x 203. For transportation from Lambert Field, use Airport Express, departing every 15 minutes. Fare is \$8 one way or \$14 round trip (Pickup point is at Exit 13 in baggage claim area.)

See you there!

### PILOTS-FOR-KIDS HELPS BRING JOY TO HOSPITALIZED CHILDREN

by Susan Knapp

With the retail push these days it is very easy to forget the real meaning of Christmas. Pilots-for-Kids helps bring that "Real Meaning" back into focus.

I joined Pilots-for-Kids as a member six months ago. Last month, I helped two other America West pilots and three Airborne Express pilots pass out Christmas gifts to over 300 hospitalized children in the Columbus, Ohio Children's Hospital (one of the nation's largest). The following week, Connie Netherton (fellow ISA member) and I produced our own gift giving event at a suburban Chicago hospital. The experience was overwhelming! To see a smile on a child's face who is sick (sometimes terminally ill) is a memory you'll never forget... and all because a "real" airline pilot, in uniform, felt they were important

enough to spend time with... That's what Christmas is all about!!!

Pilots-for-Kids was started over 10 years ago by a few Airborne Express pilots. It has grown to include pilots from UPS, Northwest, American, United, Delta, and America West. Gift-giving events were held in over 5 U.S. cities last Christmas.

Fund raisers to pay for the toys are conducted once or twice a year. Any pilot interested in joining this worthwhile organization, please contact:

**Pilots-for-Kids**  
**P.O. Box 620052**  
**Orlando, FL 32862-0052**  
**or call**  
**Ed Faath, Chairman:**  
**(407) 957-5110.**



Humane Hospital, Hoffman Estates: (L to R) Edwin Korczynski (AWA), Connie Netherton (UAL), Susan Knapp (AWA), Bruce Knapp (DAL)

## Smithsonian's GE Aviation Lecture Series Presents: Emily Warner

To celebrate the 20th Anniversary as our generations first women airline pilot, **Emily Warner** joined a long list of distinguished speakers in the National Air and Space Museum's General Electric Aviation Series on January 14, 1993.

The event was preceded by dinner in the museum's V.I.P room where selected guests, museum curators and General Electric representatives dined in Ms. Warners honor. More than 100 attendees gathered in the Samuel P. Langley Theater as Emily recounted the details of how she was selected by Frontier back in 1973 and just what it was like to be the "first" woman airline pilot. Currently writing a book on the subject, Emily revealed it should be in publication in 1994. Two presentations followed the lecture. The first was a bouquet of roses presented to Emily in celebration of her 20th Anniversary by UPS **Terry Donner**. It was a gesture from all her friends at UPS, the company where Emily retired her flying career before joining the FAA. The second, was a clock presented to the ISA charter member by **Ginger Mitchell** on behalf of our membership. The inscription on the clock best expresses the feelings of more than 1,600 women airline pilots who fly aboard Americas flightdecks today.

*We're Here  
Because You Were There  
1973 - 1993  
Thanks ISA + 21*

The evening was a fitting tribute to Emily Warner and two decades of accomplishments by women in commercial aviation that have followed in her wake. Approximately 15 ISA members traveled to Washington for the event including **Gay Williams** our 1992 ISA scholarship winner



Emily Warner (L), Ginger Mitchell (R)

## AIRLINE SENIORITY LISTS NEEDED: by Lori Griffith

In the last newsletter I requested current company seniority lists from our membership in order to update our Master Seniority List. I tempted members with the pledge of donating \$10.00 to our scholarship fund for each list I received that highlighted the women's names and their dates of hire. I was pleasantly surprised at the quick response of half a dozen of our members and would like to personally thank them for reacting so promptly. A check for \$90.00 will be given to help our scholarship fund.

DanaFulksAschinger - Airborne Express  
IsabelleGuillard - Air France  
VickiKarnes - Delta  
BarbHowell - DHL  
KarenMarchbanks - Evergreen  
LorraineLittle - UPS  
Julie Chapleau - Ryan International  
Cathy Fraser - Air Canada  
Lisa Kuehl - United

As you can see, this barely scratches the surface of the airlines our membership represents and I think we can do better. If your airline is NOT one of the ones listed above, it means I still don't have an accurate listing of the women at your company which is needed to print a new addition to our MSL. I especially want seniority lists from foreign carriers as well as Alaska, Aloha, America West, American, American Transair, Hawaiian, Midwest, Northwest, Southwest, TWA. Contact me first so that duplicate efforts are not made. Send highlighted company seniority lists to me at:

18571 Vineyard Point Lane  
Huntersville, NC 28078  
or call; 704-892-4743

## WOMEN AIRLINE PILOT EXHIBIT IN OKLAHOMA CITY

by Lori Griffith

The accompanying photo is our most recent permanent exhibit at the Ninety-Nines headquarters. The joint project between ISA and the 99's is a very visual display that portrays our history and presence in the airline industry.

We are currently selecting a new site for our 1994 permanent exhibit. If there is an aviation museum near you that you feel is a choice spot for one of our displays, please contact me with the details so it can be considered in our selection

18517 VineyardPoint Lane  
Huntersville, NC 28078  
or 704-892-4743

*Existing Exhibits:* Tucson, AZ  
Dayton, OH ... Oklahoma City, OK



### 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 your-self of these manuals and videos, **call Lori at: 704-892-4743.**



## Letter to the Editor - by Lori Griffith

I was recently approached by a member of my airline's Professional Standards Committee for a very unique request. A request that I believe will prove to be very enlightening to the women of our industry as well as a complimentary acceptance of our ISA organization.

While it is no secret that in the wake of the tail-hook scandal and the Anita Hill trial, many women in our cockpits have joined the list of those finally standing up for their rights when harassment and abuse are committed. Conversely, as we continue to grow in number at each airline, there are inevitable disciplinary actions that must be addressed. While gender is not usually the issue in these types of cases, there is no doubt that women are not immune from being summoned to the Chief Pilot's office.

With this in mind, I found it very interesting when a professional standards committee chairman approached me with this request: "Could we contact your International Society of Women Airline Pilots organization for counseling or guidance on how to handle some cases regarding female airline pilots?"

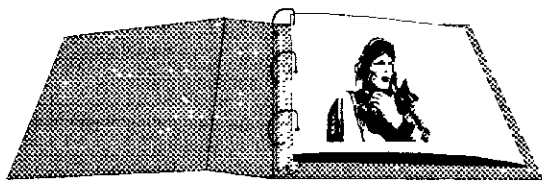
Because airline management and committees formed from them are comprised of 99.9% males, I was quite impressed with their intent to deal objectively and fairly in cases where women are involved. Contacting a professional group of women airline pilots to seek specialized advice is an admission in themselves that they don't always have all the answers. I would say their efforts in seeking counsel from an outside group of our stature is not only resourceful but respectful. Obviously a few courses in CRM are finally starting to kick-in if males are turning to a professional women's organization for insight into their own internal affairs. Personally, I would trust the judgment of any all-male group with routine matters but if the issue was sensitive in nature, I might be relieved to know that a peer of my gender had been contacted to lend a constructive opinion to the situation. My initial reaction to his question was "I don't see why not," but after further consideration I realize it would be an important step for our group and one that requires careful consideration. Any committee we might form to address these outside concerns would have to be purely for opinion as both the responsibility and the liability of actually formulating solutions to women airline pilot disputes could have serious repercussions.

While ISA was initially formed as a social group 15 years ago, it has made many transformations over the years to include the wide reaching needs of our members. Our initial concerns including "What should we wear?" evolved into "Is it possible to fly and have a family too?" "What are the long range effects of ultra-violet radiation?" and "How can we develop programs to assist other young women into airline careers."

As we turn towards the twenty-first century, it seems inevitable that the shape of our group will continue to change. Maybe it will be to answer the call as others rely upon us for insight into ourselves. Bring any ideas you have regarding this with you to the convention for a more thorough discussion of the matter. Regardless of whether you agree with the concept or not, isn't it flattering to know that as a group we have achieved the respect of our male peers and that they have sought US out for our opinions!

### ISA SCRAPBOOK

From the beginning of time, or so it would seem, ISA 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 continued to multiply 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. **Pictures for the scrapbook can be mailed to Norah at: P.O. Box 1504, Walla Walla, WA 99362**

## UPDATE ON INFLIGHT RADIATION EXPOSURE

by Susan Knapp

*(produced in part by article in The Safety Mind by Captain Ed Sprenkle)*

The final statistics on the amount of radiation we receive at altitude are finally available. The FAA-OAM (Office of Aviation Medicine) developed a computer package that displays the approximate amount of radiation one would receive at any altitude on any given route structure world-wide. Eventually, everyone will be able to tap into this computer.

First, a short synopsis on ionizing radiation. Cosmic radiation originates both in the sun (solar) and other stars (galactic) within and outside our galaxy. These charged particles begin a deceleration process upon encountering the earth's atmosphere. By the time they reach earth, most of the particles have been substantially depleted (slowed) and neutralized. Therefore, the higher the altitude, the greater the level of charged particles. The most dramatic changes occur above FL 370 with a maximum level recorded at approximately FL700 (I know MY airplane can't get up there!) Also, the magnetic flux of the earth has an effect on the directing proton activity (heavier, positively charged ions). These particles tend to align themselves with the earth's magnetic lines and are therefore more concentrated toward the magnetic poles. The neutrons (neutrally charged particles) are not influenced by this field and their path is a straight line. I.E., neutron levels are consistent at all latitudes. The overall result is that total radiation levels are higher as you approach the magnetic poles. Cosmic radiation is generally defined as low level radiation and is measured in mrem (millirems). The general population receives about 100 mrem of natural background radiation (total cosmic and terrestrial) at sea level per year. At the 5,000 elevation levels, this increases to about 180-200 mrem per year.

As operating crew members, we are receiving an additional 200-400 mrem per year at the lower altitude domestic structure (FL320-350) and approximately 500-700 mrem additional per year at the higher altitude/latitude combinations. This is based on 750 block hours per year.

The new limit under consideration for maximum exposure is 2,000 mrem per year. The current limit is 5,000. Since we fall into the occupationally exposed category, the FAA is developing a short training program that will eventually be required for all crew members.

The chance of developing a fatal cancer at these levels is low. The figures that the FAA-OAM have produced is from 1 in 4,800 in the low altitude domestic structure to 1 in 130 in a worse case scenario. However, any risk analysis such as this is not a science, but rather speculation and should be considered such.

A WORD OF CAUTION FOR COCKPIT OR CABIN CREWMEMBERS WHO ARE PREGNANT OR WHO ARE PLANNING ON PREGNANCY... A fetus is susceptible to ionizing radiation and the National Council on Radiation Protection recommends that pregnant women limit their dose rate to under 50 mrem per month. Pregnant crewmembers should consider bidding schedules that avoid the high altitude/latitude combination i.e., North Pacific/North Atlantic flights. These areas, if flown regularly, could result in an absorption rate of over 50 mrem per month.

Ultra violet radiation (UVR) from the sun is the primary cause of skin cancer. The SAE G-10 (a research group) has completed several studies on the amount of UVR that penetrates the cockpit windows. Using the latest and best known instrumentation, less than one percent UVR was measured as penetrating the cockpit windows. This includes all of the windows in use on all airliner type aircraft. Statistically,

however, it appears that pilots have a higher rate of skin cancer than the general public. (I had a basal cell skin cancer removed 4 years ago and was told the same thing by me dermatologist). The AMA claims that 1 in 7 people in the general population will develop skin cancer (virtually all is curable when detected early). This higher figure for pilots may be attributed to lifestyle. Most of us tend toward outdoor activities both on the road and at home. The best line of defense for UVR might be using a good sun block when out doors or in the cockpit.

## ISA VIDEOS

### WE STILL HAVE ISA VIDEOS AVAILABLE!

Most of us have seen this video by now, but for those of you 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

|                               |                           |               |
|-------------------------------|---------------------------|---------------|
| <b>Newsletter:</b>            | Maggie Rose               | (702)892-9847 |
| <b>Family:</b>                | Maria Eberle              | (314)821-3029 |
| <b>Constitution:</b>          | Carole Danis-Litten       | (704)365-2004 |
| <b>Finance:</b>               | Laura Cox                 | (616)373-6552 |
| <b>Membership:</b>            | Angela Allen              | (404)487-3912 |
| <b>Secretary:</b>             | Lisa Kuehl                | (708)924-8658 |
| <b>Historian:</b>             | Charlene Sammis-Singleton | (305)852-0193 |
| <b>Convention:</b>            | Binka Bone                | (404)251-2932 |
| <b>Scholarship:</b>           | Brenda Tirshfield         | (619)576-1644 |
| <b>Museums and Exhibits:</b>  | Lori Griffith             | (704)892-4743 |
| <b>Speaker's Bank:</b>        | Charlene Sammis-Singleton | (305)852-0193 |
| <b>Librarian:</b>             | Lori Griffith             | (704)892-4743 |
| <b>Master Seniority List:</b> | Lori Griffith             | (704)892-4743 |
| <b>Scrapbook :</b>            | Norah O'Neill             | (509)529-5256 |
| <b>ISA Video:</b>             | Florence Sanders          | (901)755-4771 |
| <b>Aeromedical</b>            | Carole Danis-Litton       | (704)365-2004 |
| <b>ISA Graphic Artist</b>     | Lisa Kuehl                | (708)924-8658 |
| <b>ISA Mail Collection</b>    | Lisa Kuehl                | (708)924-8658 |

## CALLING ALL CAPTAINS! 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. Phone #: 708-924-8658.

### ISA + 21 ORDER FORM

NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

Please send me POSTPAID 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 logo notecards (silver on grey<br>15 cards & envelopes) | _____           | \$3.50/ea    | _____        |
| c. ISA business cards                                          | _____           | \$0.50/10    | _____        |

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.

