



# ISA News

INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

OCTOBER 1995

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**1996 ISA Dues are now payable. Payment by November 15 will save ISA the cost of mailing out a reminder notice to you. Renewal form on page 24.**

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## Critical Incident Stress Management Preparing for the Aftermath

*by Mimi Tompkins*

*An aircraft rolls upside and slams into the ground on downwind...Landing at Dallas an aircraft touches down short of the runway then manages to successfully go around...Taking off from Phoenix, an aircraft hits and kills a man on the runway...Cruising in clear air, an aircraft hits turbulence and a flight attendant is seriously injured.*

**H**ijackings, passenger medical emergencies, system malfunctions: as professional pilots, our jobs place us in a high risk category. We must perform routine duties with a constant awareness that routine could turn to crisis in a split second. What is often forgotten is that stress reactions as a result of trauma are normal.

In fact, the definition given for critical incident stress by Jeffrey Mitchell, Ph.D., professor at the University of Maryland and co-founder of the International Critical Incident Stress Foundation (ICISF) is that stress reactions are "a normal reaction of a normal person to an abnormal situation." However, post-traumatic stress disorder is a more serious psychiatric diagnosis.

### **ALPA Established CIRP**

In 1994, the Air Line Pilots Association Executive Board established the Critical Incident Response Program

(CIRP) to educate members about critical incident stress, and to help prevent the onset of Post-Traumatic Stress Disorder (PTSD) among crewmembers following a critical incident or accident. The program is composed of two parts: to educate pilots on what is critical incident stress; and to provide an avenue for pilots to resolve a stress reaction.

### **Critical Incident Defined**

A critical incident has been defined as: (1) an aircraft accident; (2) an aircraft incident that results in injury to a crewmember or passenger; (3) an aircraft incident that results in damage to equipment; (4) an on-the-job incident where there exists the real or perceived threat of death or serious injury to a crewmember or passenger; and the most recently addition to this list, (5) an aircraft evacuation.

*(Continued on page 18)*

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# ISA PLANNING CALENDAR

## October 1995

1: ISA News Mailing

## November 1995

7-9: ISA Board of Directors Meeting, New York City. Contact ISA Chair Betsy Landon

27: ISA Board of Directors Election Nominations Close. See form in this newsletter.

## December 1995

1: ISA News Articles Due

## January 1996

1: ISA News Mailing

## February 1996

1: Board of Directors Election Ballots Mailing

5-9: ISA Ski Days and Board of Directors Meeting. All members welcome. Contact ISA member Cindy Shonk

15: ISA News Articles Due

## March 1996

15: ISA News Mailing

7-9: Women in Aviation Conference. Contact ISA member Karen Kahn

## April 1996

1: Captains' Club Forms Due. Contact ISA member Lisa Kuehl. See form in the centerfold of this newsletter.

1: Scholarship applications due; Contact Morgen G. Reeb 804-493-0518

## May 1996

1: Scholarship Notification of Eligibility

14-16: ISA Convention & Board of Directors Meeting, Dallas, Texas. Contact Pam Mitchell 904-646-9995

## June 1996

1: Scholarship Interviewers assigned to Applicants

1: ISA News Articles Due

15: Scholarship Applicant Interview Dates Set

## July 1996

1: ISA News Mailing

## August 1996

15: 1997 Convention Bids Due

—: ISA Board of Directors Meeting. All members welcome. Date tentative. Contact ISA Chair Betsy Landon.

## September 1996

1: Scholarship Awards Notification

1: ISA News Articles Due

**Deadline for January 1996 ISA News  
Friday December 1**

**ISA NEWS** is published four times a year in January, March, July and October.

The International Society of Women Airline Pilots, founded in 1978, has nearly 500 members from 60 airlines in 24 countries.

ISA welcomes as members women flight crew working for Part 121 airlines having at least one aircraft with a gross weight of 90,000 pounds or more.

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## ISA BOARD OF DIRECTORS

P.O. Box 66268, CHICAGO, IL 60666

### Betsy Landon

CHAIR, ISA BOARD OF DIRECTORS

HISTORIAN & SPEAKERS BANK

United

Compuserve 76637,2776

### Binka Bone

TREASURER

Kiwi

Compuserve 70273,2773

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SECRETARY

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Compuserve 76140,3516

### Pam Mitchell

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### Kathleen Wentworth

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## BOARD OF DIRECTORS REPORTS



**HISTORIAN and  
SPEAKERS BANK**  
*Betsy Landon*

### **Historian News**

Captain **Sandy Anderson** of Northwest Airlines, who was a Fleet Check Captain on 727 aircraft, is now Assistant Chief Pilot in Minneapolis.

### **Speakers Bank**

The Speakers Bank was busy this summer loaning out videos to ISA members Leslie Boyle and Sharon Crawford. Also, James Ward, a student at a Virginia school made a classroom presentation using one of our videos. Our ISA Video continues to be a favorite, but the SIU and BBC videos are very good as well. The following is a summary of the videos we loan out:

ISA Video: 15 minute video about women airline pilots

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

BBC Video: Nine minute video including ISA member Lynn Ripplemeyer, created by the British Broadcasting Corporation

Till next time.



**ISA NEWS EDITOR**  
*Kathleen Wentworth*

### **ISA Centerfold**

In this issue, you'll find a new feature—the *ISA News* "Centerfold". This change came about because some members had indicated concern about having their home address and telephone number listed in the *ISA News*. Although the *ISA News* mailing list is essentially limited to ISA members, many newsletters have been shared with other pilots, airline management

and even passengers! I'm certain that all the *ISA News* article authors are flattered that others are interested in reading our *ISA* publication. And as we continue to highlight substantive issues (see Mimi Tompkins great article on CIRP in this issue), we'd like to protect *ISA* members' personal data for those issues which get "re-cycled". Feel free to share your *ISA News*, but before you do so, **please remove the four page centerfold** (with care in removal, the staples will hold the rest together!)

All these layout changes meant many opportunities for typos – if you find a typo I your data or if you want your personal data to show more information or less information, please let me know via CompuServe 76627,2775.

### **Wider Distribution for ISA News?**

In the past, *ISA* has considered widening the distribution of the *ISA News*, but has been reluctant because of the inclusion of members' personal data and personal stories. With the new *ISA News* format change, I'd like to advocate that we once again discuss making the *ISA News* (without the centerfold, of course!) available by subscription fee to interested parties such as:

libraries in colleges with aviation programs or majors, women pilots at regional/commuter airlines, and the Chief Pilot and Equal Opportunity Officer at every airline in the world! (The more the airline managers know about *ISA*'s great charitable and educational activities, the easier it will be to approach them for scholarship money and scholarship ratings!)

I'm proud of the new *ISA* incorporation and IRS tax deductible status as a charitable organization and I think the *ISA News* is a great vehicle to showcase our "good deeds." And what better membership tool to obtain future *ISA* members than to reach enthusiastic women pilots in the aviation colleges and commuter airlines of today!

### **Let's Hear From You**

I'd like to hear from you on this issue – pro and con. If we get enough response, we'll run a special Forum in the Letters to the Editor devoted to this question: **Should the *ISA News* distribution (without the centerfold) be expanded (at no increased cost to *ISA*) to interested parties such as libraries, Airline Chief Pilots, EEO officers, and commuter/regional women pilots?**

## BOARD OF DIRECTORS REPORTS



### CONVENTION

**Pam Mitchell**

Howdy, pardners!!! Dallas/Ft. Worth 1996 Convention plans are shaping

up with a lot of great ideas for side trips and interesting speakers. Here are some of them (although all are still very tentative at this point): side trips to a dude ranch with horse-back riding, a mini-rodeo and barbecue; a DC-3 charter flight to Houston to tour the Johnson Space Center/NASA with astronauts who are personal friends of members; line dance lessons and two-step struttin' at Billy Bob's at the Ft. Worth Stockyards! FAA head honcho Dave Hinson has expressed an interest in speaking to our group if his schedule allows.

The dates are May 14-16, 1996 with registration and the traditional Welcome Cocktail Party on Tuesday, May 14. Wednesday is the business meeting, photo, luncheon and guest speaker, followed by a possible press conference and/or seminars and workshops (a new idea this year, still in the tentative stages). Wednesday night we

may go to a private ranch for a Texas-style barbecue and a rodeo highlighting the origins of each event on a working ranch. Then we could adjourn to Billy Bob's, or the Stockyards honky-tonks, or to Sundance Square for some country dancin', pool-playin', and shuffle-board. Thursday's events will probably be optional (unless we can get some substantial financial support from anyone's airline!!! Hint, hint, y'all!) and the tentative Friday trip to Houston for the space center tour is also still in the planning stages and will be optional add-on trip. (Working on a chartered DC-3 for those interested in arriving at the future via the past!)

So...dust off your boots (spurs optional), your denims, and your cowboy hats and let's plan on a great time in the Old (and new!) West! Start making your plans and bidding your vacations for the biggest ISA+21 convention ever!

### ISA Scholarship Auction and Raffle

*by Pam Mitchell*

Karol Welling has very graciously volunteered to organize our auction and raffle for the Scholarship Fund this year, and she needs a few volunteers to help with some of the details. Please call her at 404-631-9195 if you can spare a little time to help out.

**Tax Deduction Ideas!!!** Donate your time-share condo week, or a week at your family vacation home to ISA's Scholarship Auction and write it off your taxes as a charitable donation!! (Talk to your tax advisor for the details, and talk to Karol Welling for the donation!). Also, look around you, and hit up some of your local vendors, companies, friends, etc. for donations. You are only limited by your imagination and you would really be surprised how generous people are, if only asked! Karol can either send them a formal request on ISA letterhead, or she can send you a sample of what I sent last year with our tax ID number. These donations are tax-

deductible to the donating companies, which always seems to add to their enthusiasm!

We already have a great donation from Ellen Carlock's husband Bruce, of 100 CD's! (We assume these are the listening kind and not the interest-bearing ones!) Thanks in advance, Bruce!

Everything is welcome, no matter how large or small! Last year we had donations of a Scott Leather flight bag, an intro flight in a P-51, dude ranch vacation at Double J Ranch, tennis lessons, golf lessons, resort stays, magazine subscriptions, airline passes (everyone should hit up their individual airlines for these!), hats, bags, and there were dozens more that I just didn't have time to ask for! (The most anyone can say is, "no", so give it a try!) And give Karol Welling a call! 404-631-9195.

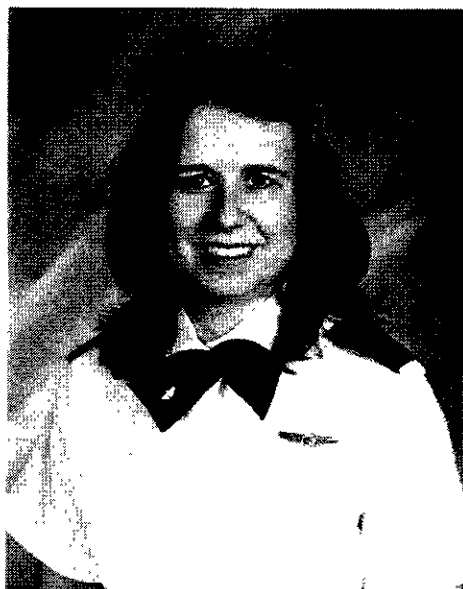
### ISA Board of Directors Fall Meeting New York City

The November ISA Board of Directors meeting will be held in New York, tentatively November 7, 8, 9 and we welcome any ISA member to join us!

We're going to try to get the meeting part over with in a day and then see a show, do some sightseeing, try some restaurants! This is still a bit tentative and we have not decided on a hotel or gotten show tickets yet, but if you are interested, call or Email any Board member during October and we'll have some info.

Everyone will be responsible for their own hotel reservations, but we'll try to work out some sort of discount for a fun, spontaneous, ISA get-together in Manhattan!

## BOARD OF DIRECTORS REPORTS



### MEMBERSHIP

**Carolyn Pasqualino**

Welcome to our 10 new members  
and 2 former members who decided

to rejoin us. We now have 423  
members.

Pam Duncan  
Southwest 737 Captain MDW  
DOH 1-31-85

Becky Sparks  
Southwest 737 Captain HOU  
DOH 3-87

Jenny Beatty  
Reno Air MD-80 F/O RNO  
DOH 5-25-95

Fjola Hliddal  
SwissAir MD-80 F/O Zurich  
DOH 4-95

Karen Kolonick  
Aloha 737-200 F/O HNL  
DOH 4-26-95

Kathy Mott  
United 737-300 F/O ORD  
DOH 4-24-95

Holly Nagie  
Southwest 737 Captain DAL  
DOH 1-18-90

Maureen Ramsay  
Airborne Express DC-9 F/O  
Wilmington, OH  
DOH 2-24-95

Catherine Rush  
Northwest 757 F/O DTW  
DOH 6-9-89

Linda Tobin  
Southwest 737 F/O OAK  
DOH 4-28-94

Jennifer Van Wormer  
United 737-200 F/O DEN  
DOH 11-12-90

Ines Villalaz  
SwissAir MD-11 F/O Zurich  
DOH 1-4-88

Also returning from a 1 1/2 year  
medical leave is Kathy Hurst-Tracy,  
United 737-300 F/O. Welcome Back,  
Kathy!



### FINANCE

**Binka Bone**

I have been a member of the ISA  
Board of Directors since May, 1992 and  
I have given up on the "numbers only"  
report that I keep promising you.  
There are so many issues other than  
Financial that challenge ISA + 21;  
however none of these ideas and goals

for the future can even be considered if  
there is no one to whom we can pass  
the Torch! There are 3 seats open on  
the BOD beginning in May 1996. In  
my desperation to understand "why"  
none of the Members have come forth  
to participate, I have consulted our  
learned advisor, Amelia. Here is her  
reply: "Dear Gentle Reader, Serving on  
the ISA Board of Directors is like  
learning to fly or rearing a child. If you  
wait for the **right time**, you'll never  
have these experiences; however,  
aren't we all happy that we pursued  
one/ both of these joys?"

Next Question: Amelia, is it possible to  
**have fun** on the Board of Directors?

Dear Gentle Reader, Do not try and  
trick me with that Rhetorical Ques-  
tion! I have heard about your annual  
Ski Trips to Keystone, Colorado each  
February, your annual Conventions in  
May held at 4 and 5 star hotels all over  
the world, your planned trip to New  
York City this November and what  
about this meeting in Atlanta and  
those Hot August Nights by the pool?  
Has the cork from that last bottle of  
champagne re-entered the atmosphere,  
or shall we ask NASA about it when  
you visit the "Vomit Comet" after the  
Dallas Convention next year?

Next Question: Is the Board of Direc-  
tors as financially effective as they are  
socially active?

Dear Gentle Reader, I will let the  
"numbers" speak for themselves:

On September 1, 1995, \$20,798.47 was  
transferred from the ISA + 21 Cash  
Account into the ISA + 21 Aviatrix  
Scholarship Trust. The breakdown on  
this amount is as follows:

\$ 5,123.96: 1/2 of the \$10,247.93 trans-  
ferred from 1993 checking account to  
updated '94/'95 computerized account.

\$ 2,760.12 Profits from '94 YVR Con-  
vention

\$ 5,154.29 Scholarship Income from  
Dues and Additional Member Contri-  
butions

\$ 1,345.12 Interest earned on checking  
account

\$ 6,880.50 Profits from '95 BKK Con-  
vention

Next Question: Amelia, **how** can I be-  
come a member of the ISA + 21 Board  
of Directors? Dear Gentle Reader, Just  
fill out the application and send it to  
Kathleen Malone!

P.S. Master Card/Visa for Membership  
Dues is available for **international  
members only**.

## BOARD OF DIRECTORS REPORTS



### SCHOLARSHIP

**Morgen A. Greschel Reeb**

The 1995 Scholarship selection process is complete. I reported in the last newsletter that we would be conducting 24 interviews. One of our applicants was hired by Northwest Airlines, so 23 interviews were conducted.

#### ISA Interviewers

During June and July, thirty-six of our members interviewed the applicants. Some of our members did more than one interview and some traveled out of town to do the interviews. I want to thank the following interviewers: Dana Fulks Aschinger, Denise Brown, Debi Burroughs, Carol Cansdale, Diane Casavant, Jean Combs, Laura Cox, Sharon Crawford, Sherry Dey, Chris Doig (formerly Kruemmel), Trina Dora, Cyd Fougner, Wally Funk, Lou Anne Gibson, Peri Hoffman, Karen Kahn, Judy Lee, Kathy Malone, Debbie McEndree, Cammy Montgomery, Jerje Motschman, Lynn O'Donnell, Jennifer Palmer, Carolyn Pasqualino, Cindy Pawlik, Kati Reagor, Gail Redden, Laurie Reeves, Lori Rossier, Kathy

Royer, Jane Saddler, Sinead Sands, Bobbie Snoden, Brenda Tirschfield, Denise Van Grunsven, Lee Wilkerson.

If by some slight chance I missed anyone, please let me know. I also want to thank those of you who offered to do interviews. The interview process really adds to the integrity of our Scholarship program. The women being interviewed benefit greatly even if they are not selected for a Scholarship. Not only do they gain valuable interviewing experience, but they also receive information about women in the airline industry and how to further their career. Sometimes the applicants have never met a women airline pilot before!

#### ISA Selection Committee

On August 8th and 9th the Selection Committee met. I owe a big thank you to Krisan Wismer and Jane Porter for serving on the Selection Committee with me. It is a big job looking through the volumes of information and choosing the most deserving of the very competitive candidates. It is difficult matching airline schedules, so I want to thank Keith Johnson for being an alternate in case the original days didn't work out.

#### The Winners Are...

Finally, what you have all been waiting for; the 1995 Scholarship recipients!

The ISA+21 Fiorenza de Bernardi Merit Scholarship was awarded to Renee Burger from Eagan, Minnesota. Renee was awarded \$1,000 for her ATP. She is a Flight Attendant for Northwest Airlines full time and flies part time as a corporate copilot on a Cheyenne.

The ISA+21 International Career Scholarship was awarded to Donata Hunt from Apollo, Pennsylvania. Donata was awarded \$2,000 for

her ATP. She is a Flight Instructor for a Part 141 flight school at Kent State Airport.

The two United Airlines Type Rating recipients are Cheryl Olivier and Kathleen Vietoris. Cheryl lives in Ft. Lauderdale, Florida and flies for Merlin Express, a cargo company. She is a Captain on the Fairchild Merlin IV and has flown copilot on a Citation I. When her application was submitted, she had 1,940 hours. Kathleen lives in Salt Lake City, Utah and flies for SkyWest Airlines. She is a First Officer on the Fairchild Metroliner. When her application was submitted, she had 1,936 hours. The runner-up for the United Airlines Scholarships is Amy Himic from Miami, Florida.

The Northwest Airlines Type Rating recipient is Erin Kindall from Maple Valley, Washington. Erin flies for SkyWest Airlines as a First Officer on the Fairchild Metroliner. When she submitted her application, she had 2,580 hours.

The Northwest Airlines Flight Engineer Rating recipient is Laura TePoel from Appleton, Wisconsin. Laura flies for Maxair, a 135 Charter operation. She flies the BE-58 and C-414 and had 1,470 hours when her application was submitted. The runner-up for the Northwest Airlines Type Rating is Dawn Beecher from Aurora, Colorado. The runner-up for the Northwest Airlines Flight Engineer Rating is Kelly Poetzman from Leesport, Pennsylvania.

ISA is especially indebted to United Airlines and Northwest Airlines for providing Scholarships again this year to four aspiring women airline pilots.

#### Scholarship Training Updates

All four Airline Scholarships from last year have been completed. Thanks to Northwest Airlines, Karen Arendt now has a Type Rating in a B-757. She was highly complimentary of

*(Continued on page 7)*

## BOARD OF DIRECTORS REPORTS

the training she received and said that the people at NATCO were wonderful. I'm not sure if she has come down from Cloud 9 yet!

### Changes To Next Year's Scholarships

We will hopefully be able to continue our relationship with United Airlines and Northwest Airlines.

The Selection Committee and the Board of Directors has decided to require an ATP for the Type Rating Scholarships. All of our Type Rating recipients have had their ATPs.

### ISA Elections

Since I am into my second year as the Scholarship Chair, it is time to

think about elections for next year. I have found the Scholarship position to be extremely rewarding. If you have the time and are interested in helping women to further their dreams of becoming an airline pilot, I highly recommend this position. If you think you might be interested, please call me and I'll tell you more about the Scholarship Chair duties. The women I have worked with on the Board of Directors have been one of the finest and most enjoyable groups I have worked with. It has been a wonderful experience that I would not trade.

### Assistant Scholarship Chair

### Solicited

The Scholarship program has grown so much that we have decided to appoint an Assistant Scholarship Chairwoman. If you are interested, please call me.

### Tax Deductions!

As this year comes to a close, it is once again time to think about tax deductible contributions for the 1995 tax year. The ISA+21 Aviatrix Scholarship Trust Fund is an extremely worthwhile cause. You may send donations to Binka Bone. As we enter the busy Holiday Season, I wish all of you Happy Holidays!



The ISA Scholarship Selection Committee reviewing the applicants. From L-R: Krisan Wismer, Morgen Greschel Reeb, Jan Porter.



Enjoying a Crab and Shrimp Fest during a break from scholarship application review.

## BOARD OF DIRECTORS REPORTS



### FAMILY

#### Denise Van Grunsven

I hope you all had a wonderful summer. The months seem to go by far too quickly, don't they? Let's get started on news from our members.

### Children

Tracy Prior Welch and her husband Chuck would like to announce that

their daughter, Abigail Lee Welch, born July 9, 1993, now has a new baby brother, William Garver Welch, born May 27, 1995.

Tracy Lee says she has had her 3rd and last(?) baby on March 24, 1995, a girl, Stephanie Diane.

Ann Hogan and husband Marty now have their hands full. Twin A and Twin B, Alexis and Briana, were born May 3, 1995. They were in and out of the hospital in 24 hours. What's it like having twins? Ann says it's wild... talk about unusual attitudes!

Kathleen Wentworth has recently returned from Russia with her new 3 year old son — Dimitri Maxwell Wentworth.

### Weddings and Engagements

Shelly Shallenberger informed me via CompuServe that she is engaged to Harry Trefes, UPS 727 FO. They plan a May 11, 1996 wedding.

Diane G. Wilder married, and is now Diane W. Coe

### Upgrades, Transitions, Transfers,

### New Airlines

Terri Donner-UPS, upgraded to 727 CA. (What's this about balloon flying Terri?)

Sandy Anderson-NW 727 CA, is now assistant chief pilot in Minneapolis. Congratulations Sandy!

Barb Howell-DHL, upgrade to 727 FO  
Duana Robinson-US Air, as of May 1995, to 757/767 FO

Pam Mitchell-NW, returned to 747-400 FO from 747 FO generic

Amy C. Bond-AA, transferred to 727 FO International MIA

Shelly Shallenberger-UPS, from 727 FO to DC8 FO

Carol Cansdale-NW, recently upgraded to DC9 CA MSP

Diane W. Coe-UPS, is now DC8 CA  
*Congratulations to all!*

### Other Family News

Karen Schaefer's follow up to her new detached garage is the addition of a pretty pricey lawn tractor. She says it's awesome, explaining it has everything, including cruise control!



### CORPORATION

#### Nancy Novaes

The process continues...we are currently preparing a report for the IRS which will justify our new existence as an educational and charitable organization. While scholarship remains an important function, it is not the only function of ISA. We hope to provide services to our membership, services which we would like to expand as more women enter the cockpits of the world's major airlines.

We are looking for members interested in issues of concern to women pilots: medical issues, gender issues, and family issues. Check out our new Newsletter format for the latest in Centerfolds including ISA's *Committees and Resource List*. If you've been juggling motherhood and airline flying, you are knowledgeable in family issues and have something to contribute. Would you be willing to share some of your experiences with other members via the Newsletter, the telephone, or at the Convention? Have you been sexually

harassed or have experience dealing with man-woman issues, we'd like to hear from you. If you have worrisome medical problems, there are members who will at least provide a comfortable shoulder while you work it through.

If you have ideas or needs, please contact us. If you don't know who to contact, call me. I'm always happy to hear from you.

Have you computer nerds checked out Women in Aviation Online on CompuServe? (GO WIAONLINE) ISA is there. Our library has just recently been updated with the ISA Calendar and selected newsletter articles. Now the Ninety-nines have their very own forum, too. If you are a 99, you are already a member of the forum. Just type GO NINETYNINES.

The Bylaws and the Operations Manual are serving us well as operations continue at "ISA, Inc." Now we would like to hear from you.



## BOARD OF DIRECTORS REPORTS



**SECRETARY**  
**Kathleen Malone**

Many heartfelt thanks to Binka Bone for hosting the August Board of Directors meeting and a fantastic pool-side gathering. Much was accomplished amid the beautiful surroundings of her gracious home in Newnan, Georgia.

### Board of Director Elections

The Board of Directors will have three vacancies for the two-year term running from May 1996 to May 1998. Now is your opportunity to embark on a remarkable journey whose rewards for involvement are legion. Choose from the following offices:

Convention Chair, Scholarship Chair, or Secretary. Contact the current holder of each of these offices for information pertaining to their positions.

Many thanks to Nancy Novaes who has volunteered to seek re-election to the board as the Corporation Chair and to Binka Bone who has extended her term an additional year to provide continuity between the two Aviatix Scholarship Fund Trustee board member positions.

A brief description of the Secretary's responsibilities follows, as I will be taking over the newsletter next year. The duties of the Secretary include overseeing mail retrieval and distribution, planning board and general membership meeting agendas and taking minutes, conducting elections and special balloting, and responding to requests for pilot career information and statistical data.

Call now—this offer is open on a limited-time basis only! The application deadline is November 27—please see the elections article and application elsewhere in this newsletter for all of the exciting details.

### ISA Store

A limited number of Bangkok commemorative T-shirts are still available from your ISA store for just \$8—beat the holiday crowd and order now! Those terrific Vancouver T-

shirts are also still selling for \$6/short sleeve and \$8/long sleeve—great chill-inhibitors for the approaching winter season.

New this fall are those great high-lighter pens previously available only at conventions for just \$2. A number of past convention photographs are also on sale—see the special order form for a detailed listing of the pictures available.

Rush your orders to Carol Cansdale who will be taking over the store effective with this newsletter. Watch for some terrific new and innovative items she will be introducing in future newsletters. Many thanks, Carol, for volunteering your time to manage the store.

### Correspondence

SunQuest Aviation of Jupiter, Florida offers a special unusual attitude and emergency procedures course designed to compliment airline ground and simulator training. The course is taught in a Grob 115D aerobatic monoplane. Contact SunQuest at (407) 627-0037 for information.

The Civil Aviation Medical Association (CAMA) will be holding their next annual meeting in Virginia Beach, Virginia, October 16-20, 1996. Contact CAMA Headquarters at (405) 840-0199 for further information.

## ANNUAL MEMBERSHIP DUES TIME

*by Carolyn Pasqualino, Membership Chair*

It's time again for our annual dues renewal. Dues of **\$40 are due by January 1, 1996**. For those who haven't mailed their dues to me by mid-November, I will be sending out reminder cards.

I've already received one renewal for '96 – Florence Higdon takes the "early bird, atta-girl" reward!

Thanks Florence.

Please send your check directly to my home address along with any address or phone number changes, name change, etc. or simply use the Membership Application/Renewal Form found on the last page of this *ISA News*.

For our international members,

you may pay your dues at our convention in Dallas-Ft. Worth in May. I still have not received dues for 95 from several of our international members. Please don't miss out on another year of ISA news & fellowship!

Dues must be received in a timely manner to be included in the 96 Membership Roster.

## HIGHLIGHTS—ISA BOARD OF DIRECTORS QUARTERLY MEETING MINUTES

The quarterly Board of Directors meeting was held August 23, 1995 at the home of Binka Bone in Newnan, Georgia. The meeting was called to order at 0945 EDT. Board members in attendance were Chairwoman Betsy Landon, Binka Bone, Kathleen Malone, Pam Mitchell, Nancy Novaes, Carolyn Pasqualino, Morgen Greschel Reeb, Denise Van Grunsven, and Aviatrix Scholarship Trustee Charlene Sammis.

### Committee Reports

1. The minutes of the previous board meeting were approved and correspondence was reviewed.
2. The income and expenses derived from the Bangkok convention were reported and the options available for diversifying the moneys in the Aviatrix Scholarship Trust Fund were discussed. The board voted to limit the use of the credit card option in fee collection to international members due to the high costs and labor involved.
3. Critique sheets from the Bangkok convention were reviewed, and preliminary plans for the 1996 convention in the Dallas area were discussed. Pam is negotiating with a hotel in downtown Fort Worth as the membership indicated a strong preference for that area. Karol Welling has graciously volunteered to be in charge of the silent auction and raffle.
4. Nancy updated the board on the status of ISA's application for tax exemption from the IRS and the additional documentation they require.
5. Denise is soliciting information to update the nanny network and the airline pregnancy policies she has on file. She is also seeking information from members on the successful balance of family and career issues.

6. The twenty-five dollar international member dues sponsorship program is being discontinued due to the fact no provision exists in the bylaws for differing membership rates. Alternative options were discussed.

7. Morgen reported the results of the 1995 scholarship program and discussed recommended changes to the program. These include adding an ATP or the international equivalent to the requirements for the airline type rating scholarships and specifying a training completion date for all scholarship recipients. An assistant will be appointed by the scholarship chairwoman to oversee the airline scholarships; the scholarship chair will continue to handle the Aviatrix Trust scholarships.

### Old Business

1. Mail retrieval options were discussed concluding with the decision to retain the services of a professional mail forwarding service. Various services around the country will be researched.
2. To expand the resources available to our members through the ISA Library, Denise is soliciting updated training materials available in company stores from the membership.
3. An update on the products available and sales made through the ISA store was given.
4. The application deadline for Board of Director (BOD) elections for the 1996-1998 term is November 27. Board positions available are Convention, Scholarship, and Secretary. Nancy has generously volunteered to seek reelection to the board for another term.
5. Each member's preference for inclusion on a selective mailing list will be solicited at the time of initial member-

ship application or renewal. The respective forms will be revised accordingly.

### New Business

1. The locations under consideration for the 1997 convention include Amsterdam, The Netherlands, Cyprus, and Merida, Mexico. The need for a European regional membership director was discussed.
  2. The feasibility of establishing a gender issues committee within ISA to provide a support and information network for issues such as sexual harassment was discussed.
  3. The Ninety-Nines now have a private forum available on-line to members only. The possibility of setting up a meeting place for ISA members within this forum will be investigated.
  4. Ginger Cutter reported that second-hand information from the FAA Administrator and the Federal Air Surgeon indicates that the FAA will be making a recommendation in October or November in response to the letter writing campaign she conducted and the support of organizations such as ISA. It is hoped that the recommendation will include first or second class medicals for Insulin-treated Diabetics. Ginger thanked everyone for their support.
  5. A membership drive to recruit new members prior to the Dallas convention was proposed.
  6. A fall bicycle trip is planned for October. Details will be disseminated via CompuServe as they become available.
  7. The next meeting will be held in November in New York city.
- The meeting was adjourned at 1720 EDT.

Kathleen Malone, Secretary

## FAST TRACK

### News for ISA Job Seekers

Luan Meredith & Laurie Wilde

Hey career seekers! There are four Majors and 16 Nationals currently hiring!

The FAA is accepting applications for Airspace System Inspection Pilot positions. The address to request an application is:

DOT, FAA, MM Aeronautical Center  
Aviation Careers Division, AMH-300  
PO Box 26650  
Oklahoma City, OK 73126  
Phone: 405-954-4657

Call me if your looking or give my number to your friends who are. Because of the *Airline Pilot Job Monthly* from Kit Darby we have a wonderful resource available. I am not always home, but there is always a machine to take a message. I promise I will call you back. 1-708-888-2446, ask for Luan

We continue to solicit any information you may have about your airline and their needs. Keep in mind we have medically disqualified pilots out there looking too.

Please send any information on your airline's pilot hiring or any other hiring information you may have to ISA members:  
**Laurie Wilde—CompuServe 76140,1056** or  
**Luan Meredith**

If anyone has any information on hiring in aviation related fields: dispatcher, crew scheduler, etc. at your airline, please send it to us. Our medically disqualified members may be able to use this information.

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## ISA BOARD OF DIRECTORS ELECTION NOMINATIONS

TERM: MAY 1996-MAY 1998

DEADLINE NOVEMBER 27

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As the last vestiges of summer give way to autumn and the end of the year draws near, you begin to reflect on this passing year and turn your thoughts toward plans for the new one. Perhaps you've been a member for a few years now, attended some of ISA's varied activities, and would now like to contribute by giving of your time and expertise. Terrific! We laud your decision to take your turn among our ranks. Or perhaps you are a new member excited about becoming involved with this dynamic organization. No problem! We welcome your enthusiasm and fresh ideas. Long-time member or former board/council member? You've watched with interest the changes ISA has undergone recently with respect to incorporation, the exponential expansion of the scholarship program, and greater involvement in educational outreach activities and would like to help ISA continue to position for the future. We are grateful for your desire to share your valuable experience with us.

For those of you who may not be familiar with the process, here's how it works. ISA's governing body consists of nine officers: Chairwoman, Vice-Chairwoman, Secretary, Treasurer, and five Directors. Each officer chairs one of ISA's standing commit-

tees and is elected for a term of two years. The terms are staggered so that each alternating year four or five positions become available. Next year the following positions will be open: Convention, Scholarship, and Secretary. Once elected, the board members decide among themselves who will chair each committee. Returning board members have priority in this selection process; new members have preference based on their date of application (sign up now!). The term is for two years' service on the board; however, jobs may be changed on an annual basis. Your seat on the board awaits!

So where do you sign? Below this article is an application form which will be used to introduce yourself to the membership. The deadline for returning the application is November 27, 1995. Your CV will be published in the January newsletter to allow the membership to get to know you before election ballots are mailed in February. Winners will be announced at the May convention in Dallas. After a sincere and vigorous welcome on board, you will be given a copy of ISA's Operations Manual, produced by Maggie Rose, to guide you through your journey. (A copy of this manual is available

for your perusal prior to the election to help you decide. Please contact Kathleen Malone, 130 S.W. 91st Avenue #304, Plantation, FL 33324; (305) 473-8793; CompuServe 76140,3516.)

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

Membership on the Board of Directors is open to all active, inactive, and life members. Your greatest qualification is a sincere desire to serve (and although not required, a computer is of great benefit! But fear not, ye non-computerphiles. Some of us could barely spell the word when we signed on and might still remain in that state if not for the several computer experts among the ranks of the board only too willing to provide assistance!). We're confident that you will find, as we have, that your time spent in service to ISA will be a truly rewarding experience.

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### ISA + 21

#### Application to Run for Board of Directors

Term: May 1996 - May 1998

Name: \_\_\_\_\_ Phone: \_\_\_\_\_ Airline: \_\_\_\_\_ Position: \_\_\_\_\_

Address: \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

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

Please attach a photograph of yourself to be published along with your bio in the January newsletter. By signing this application, you are declaring your willingness and eligibility to serve on the Board of Directors of ISA+21 from May 1996 to May 1998. Thank you for your interest!

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Please mail your completed application to:

Kathleen Malone, 130 S.W. 91st Avenue #304, Plantation, FL 33324 (305) 473-8793; CompuServe 76140,3516

**Application deadline: November 27, 1995**

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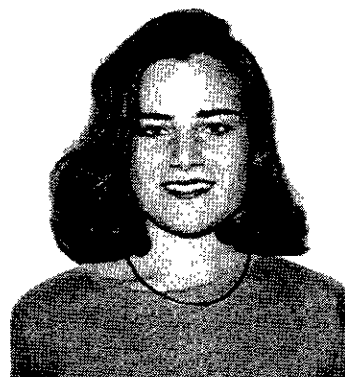
## ISA 1995 SCHOLARSHIP RECIPIENTS

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**ISA Fiorenza de Bernardi  
Merit Scholarship**

*Renee Burger*



**ISA International  
Career Scholarship**

*Donata Hunt*



**United Airlines  
Type Rating**

*Cheryl Olivier*



**United Airlines  
Type Rating**

*Kathleen Vietoris*



**Northwest Airlines  
Type Rating**

*Erin Kindall*



**Northwest Airlines  
Flight Engineer Rating**

*Laura Te Poel*

# ISA COMMITTEES AND RESOURCES

International Society of Women Airline Pilots, P.O. Box 66268, Chicago, IL 60666

## **Aeromedical**

Carole Danis Litten  
301-365-5670  
CServe 70774.1354

## **Captain's Club**

*\*Reconition of Captain upgrade*  
Lisa Kuehl  
1727 250th Street.  
Boone, IA 50036-7552

## **Convention**

Pam Mitchell  
12502 Mission Hills Cir. S.  
Jacksonville, FL 32225  
Phone/Fax 904-646-9995  
Compuserve 70263.3037

## **Corporation**

Nancy Novaes  
212-535-9865  
Compuserve 76147.514  
Prodigy WS5G29A

## **Family**

*\*Change of Address? Family News?*  
Denise Van Grunsven  
W12347 848th Avenue  
River Falls, WI 54022  
715-426-5202  
Compuserve 70264.2006

## **Fast Track**

*Info for ISA Job Seekers*  
Laurie Wilde  
220 Hawthorne Rd.,  
Lake in the Hills, IL 60102  
815-363-4045  
Compuserve 76140.1056  
Luan Meredith  
1175 Willoby Ln., Elgin, IL 60120  
708-888-2446

## **ISA Graphics**

Lisa K. Kuehl  
515-432-6019 Fax:515-432-2860  
CServe73761.2674

## **Historian**

Betsy Landon  
407-750-8854  
CServe 76637.2776

## **International Fund**

Chris (Kruemmel) Doig  
Compuserve 74223.1636

## **Library**

Denise Van Grunsven  
W12347 848th Avenue,  
River Falls, WI 54022  
715-426-5202  
Compuserve 70264.2006

## **Loss of License Committee**

Susie Arthurs  
816 747-2516,  
Carole Danis Litten  
301-365-5670,  
Sherry Harriman  
303 777-6882.  
Ginger Cutter  
415-728-0854, Fax 415-728-8502,  
CServe70774.747. AOL: GMCUTTER

## **Master Seniority List**

Lori Griffith  
412-788-0651

## **Membership**

Carolyn Pasqualino  
1111 Edgewood Circle  
Rockford, IL 61108  
815-229-7759; Fax 815-229-7236  
Compuserve 76250.372

## **Menopause Medical Resources**

Beth Raphael  
415-992-8019  
CompuServe 76250.1227  
Nancy Novaes  
212-535-9865  
Compuserve 76147.514  
Prodigy WS5G29A

## **Museum/Exhibits**

Lori Griffith  
412-788-0651

## **Newsletter**

Kathleen Wentworth.  
Editor. *ISA News*  
1180 Millbrae Avenue,  
Millbrae, CA 94030-2946  
24 Hr Phone/Fax:415-697-0930  
Compuserve 76627.2775  
Carol Cansdale  
Contributing Editor.

## **ISA Members Duty Free**

1520 61st Street West,  
Minneapolis, MN 55419

612-866-9814

CServe 70263.67

Margie Freeman

Contributing Editor, Layover Leisure

3629 N. Harding Ave.,

Chicago, IL60618

312-866-2337; CServe73412.2207

Maggie Rose

Circulation Manager

*To submit a change of address,  
see form elsewhere in this newsletter.*

## **ISA Operations Manual**

Maggie Rose  
1851 Queens Courtyard Drive  
Las Vegas, NV 89109  
702-892-9847  
CompuServe 70774.1022

## **Scholarship**

Morgen Greschel Reeb  
39 Lakeview Dr.,  
Montross, VA 22520  
804-493-0518

## **Scrapbook**

Norah O'Neill  
P.O. Box 1504  
Walla Walla, WA 99362-0027  
509-529-5256

## **Secretary**

Kathleen Malone  
130 S. W. 91st Ave. #304.  
Plantation, FL 33324  
305-473-8793  
Compuserve 76140.3516

## **ISA Shop**

Carol Cansdale  
1520 61st Street West,  
Minneapolis, MN 55419  
CServe 70263.67

## **Speakers Bank**

Betsy Landon  
(407) 750-8854  
Compuserve 76637.2776

## **Treasurer**

### **Scholarship Donations**

**Taxpayer ID #996062459**

Binka Bone  
64 College Street  
Newnan, GA 30263  
404-251-2932; Fax 404-251-6485  
Compuserve 70273.2773

## **ISA Video**

Florence Sanders-Higdon  
901-755-4771

\* See form elsewhere in this newsletter.

Revised 10/95

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## The ISA + 21 Store

by Kathleen A. Malone

The ISA + 21 store was designed and conceived for the dual purpose of providing logo merchandise for our membership while lending support to the ISA Scholarship Trust Fund. The products in our inventory were developed primarily through the creative efforts of ISA's Graphic Artist Lisa Kuehl who re-designed our striking logo. The following is a brief description of each item currently available for purchase.

**Bangkok '95 and Vancouver '94 T-shirts:** The newest arrival to the ISA store! These high quality shirts were originally designed for the 1994 Vancouver convention by Valerie Patton and Fred Sorensen. They were produced by Terry and Bob Rinehart and Claudia and Fred Sorensen, who have made these terrific shirts available to us at greatly-reduced prices. The Vancouver shirts are embellished with an ISA logo and are available in a light blue short sleeve version in large and extra large for the *unbelievable* price of \$6. A long sleeve version is available with an ISA or Halp logo and are an oatmeal beige comprised of a lightweight sweatshirt fabric in a mock turtle neck design. These shirts are remarkably priced at \$8 in medium,

large, and extra large sizes for the ISA shirts and large for the Halp shirts. In keeping with the spirit of ISA's expanding "world tour", a select number of these shirts were updated with a Bangkok logo for our recent convention. A limited number are still available in the blue or pink short sleeve version, in large and extra large sizes for just \$8.

**ISA Lapel pins:** This beautiful lapel pin incorporates the intricate ISA + 21 logo into a 3/4" round format. The polished gold design is arranged on a black background and sealed with an epoxy dome to prevent discoloration and fading. The pins complement all uniform styles and are available to the membership below cost for \$4.

**ISA Notecards:** The ISA logo is imprinted on these cards in silver ink on white linen card stock and measure 4 1/4" x 5 1/2", with matching white linen envelopes. These cards, developed for the ISA store by Pam Mitchell, are blank on the inside and are packaged in sets of fifteen for \$5.

**ISA Travel alarms:** The ISA logo is printed in blue and superimposed on a white background on this compact black travel alarm. A space shuttle cleverly encircles the face of this clock

as a second hand. The clock runs on one AA (no airline reference intended!) battery (included), measures approximately 2 1/4" square, and is available for \$12.

**ISA T-shirts:** The ISA logo is printed in grey ink on a white background on this T-shirt, available in small, medium, and large for \$15.

**ISA Decals:** This round decal highlights the ISA logo in blue ink with grey lettering, imprinted on glossy white paper. A great flight bag and luggage sticker, it sells for \$1.

**ISA Business cards:** The left half of this business card displays the ISA logo in blue and grey ink on a light grey background with a line for the member's name. The right side of the card incorporates the ISA address in grey ink on a light blue background, and includes the statement: "ISA + 21 is more than women airline pilots. . . please contact us for information on membership or an airline career. "The cards are sold in sets of ten for fifty cents.

Patronizing the ISA store is an excellent way to support your organization. We welcome any ideas and suggestions to more accurately serve your requirements.

## AVIATION WEEK & SPACE TECHNOLOGY

Where Aerospace Leaders Turn First

SPECIAL DISCOUNT TO ISA+21 MEMBERS

Special Savings Order Form OFF-THE-BASIC RATE! Order Date

Thank you for your recent interest in Aviation Week & Space Technology magazine, the authoritative source on a wide range of aerospace and aviation. The subscription rates are listed below. Please complete this form and return it to us by FAX +1-609-426-7087 or mail it to the address below.

Yes! Please enter my subscription immediately at the more/-saving rate I've checked below (all prices are in US\$). U.S. please add local sales tax. Canada please add GST.

	U.S.	CANADA/MEXICO	EUROPE	JAPAN	ALL OTHER COUNTRIES
1 yr (12 issues)	\$41	\$59 \$2.50	\$68 \$0	\$69 \$15	\$69 \$7.50
2 yr (24 issues)	\$82	\$105	\$136	\$139	\$139

Payment enclosed ☐ Bill me ☐ VISA ☐ American Express ☐ MasterCard ☐ TOTAL

Account # \_\_\_\_\_ Explanation Date \_\_\_\_\_

Signature \_\_\_\_\_

Title \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State or Country \_\_\_\_\_ Postal Code \_\_\_\_\_

Telephone # \_\_\_\_\_

Nature of Company's Business \_\_\_\_\_

What is your area of association?

☐ A Civil ☐ B Military ☐ C Space

Rates valid for management, engineers and scientists in aviation, aerospace and related technologies, military officers and government officials. Rates for others are slightly higher. Please allow 4-6 weeks for subscription to be processed.

Return completed form to

Aviation Week & Space Technology

McGraw-Hill, Inc.

1221 Avenue of the Americas, 42nd floor

New York, NY 10020

FOR SPEEDIER SERVICE FAX TO 1-609-426-7087

Aviation Week and Space Technology was a corporate sponsor of the ISA 1995 BKK Convention and has made available to ISA members a special subscription rate of 50% off.

2/94

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## ISA + 21 Store and Convention Photos Order Form

Name \_\_\_\_\_ Date \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

**Please send me the following ISA items:**

	Price	Quantity	Color/Size	Shipping	Total
ISA T-Shirts—					
Bangkok '95: Women's short sleeve (lt blue, L; pink, L-XL)	\$8.00	_____	_____	\$2.00	\$_____
Vancouver '94: Women's short sleeve (lt blue; L-XL)	\$6.00	_____	_____	\$2.00	\$_____
'94 Women's long sleeve (oatmeal beige; M-L-XL)	\$8.00	_____	_____	\$2.00	\$_____
'94 HALP long sleeve mock turtle neck (oatmeal; L)	\$8.00	_____	_____	\$2.00	\$_____
ISA T-Shirts (white with gray ISA logo; M-L-XL)	\$15.00	_____	_____	\$2.00	\$_____
ISA Lapel Pin (gold logo on black background)	\$4.00	_____	_____	\$2.00	\$_____
ISA Notecards and Envelopes (silver logo on white card)	\$5.00/15	_____	_____	\$2.00	\$_____
ISA Travel Alarm Clocks	\$12.00	_____	_____	\$1.50	\$_____
ISA Highlighter Pen (gold logo on black pen, yellow H/L)	\$2.00	_____	_____	\$1.00	\$_____
ISA Decals (blue and gray on glossy white, 2 1/2" round)	\$1.00 ea	_____	_____	none	\$_____
ISA Business cards (light blue and gray on gray, generic)	\$.50/10	_____	_____	none	\$_____
ISA Video	\$20.00	_____	_____	\$3.00	\$_____
Convention Photographs—see separate order form below			<b>Total</b>		\$_____

**Please send me the following photographs at \$3.00 each:**

		Quantity	Total
Memphis 1987:	ISA Group (5 x 7)	_____	\$_____
	ISA Group (8 x 10)	_____	\$_____
	Founding/Charter members (5 x 7)	1	\$_____
	Captain's Club (5 x 7)	_____	\$_____
	Executive Council (5 x 7)	1	\$_____
	Northwest group (5 x 7)	_____	\$_____
Rome 1988:	ISA Group (7 x 9 1/2, black & white)	_____	\$_____
Maui 1989:	ISA Group (8 x 10)	_____	\$_____
Washington 1990:	ISA Group (8 x 12)	_____	\$_____
Atlanta 1993:	ISA Group (8 x 10)	1	\$_____
Bangkok 1995:	ISA Group (6 x 8 1/2)	_____	\$_____
	Shipping:		\$2.00
	<b>Total:</b>		\$_____

**SEND PAYMENT FOR ISA STORE ITEMS AND FOR CONVENTION PHOTOS**

**Please make checks payable to "ISA + 21" and send to:**

**Carol Cansdale, 1520 West 61st Street, Minneapolis, MN 55419-2122, USA**

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## ISA MEMBERSHIP UPDATE OCTOBER 1995

### New Members

Jenny Beatty  
316 California Ave. #101  
Reno, NV 89509  
702-786-9081

Pam Duncan  
16W021 64th St.  
Hinsdale, IL 60521  
708-789-0226

Fiola Hliddal  
Rebbergsstr. 24  
Boppelsen 8113  
Switzerland  
01-845 1209

Karen Kolonick  
1760 S. Beretania St. #12-C  
Honolulu, HI 96826  
808-944-1609

Kathy Mott  
221 Mass. Ave. Apt 805  
Boston, MA 02115  
617-424-6852

Holly Nagie  
2313 Broken Point  
McKinney, TX 75070  
214-540-1261

Maureen Ramsay  
101 Summerwood Dr.  
Los Gatos, CA 95030  
408-379-3366

Catherine Rush  
6 Spaldings East Shore  
Colchester, VT 05446  
802-660-2641

Becky Sparks  
110 White Oak  
Harker Heights, TX 76543  
812-690-1271

Linda Tobin  
3105 Sonoma Valley Dr.  
Fairfield, CA 94533  
707-434-1969

Jennifer Van Wormer  
22886 Solitude Lane  
Golden, CO 80401  
303-526-2297

### Members' Data Changes

Ines Villalaz  
Vollstrasse 81  
8044 Zurich  
Switzerland  
41-1-2620732

Cynthia Axell  
1217 Honokahua St. S.W.  
Honolulu, HI 96825-3014

Terri Donner  
17103 Deer Crossing Trail  
Eastwood, KY 40023  
502-245-9121

Lisa Tank  
7506 Celesta Lane  
Olympia, WA 98512

Amy C. Bond  
605 N. 31st Ave.  
Hollywood, FL 33021  
407-251-5209

Alicia Kellers Kubida  
151 N. Coconut Palm  
Tavernier, FL 33070  
305-853-0546

Cserve #72563,610

Laurie A. Wilde  
201 E. Emerald Dr.  
McHenry, IL 60050  
815-363-4045

Cserve#76140,1056

Chris (Krueemel) Doig  
Ph #215-345-4674

Sharon Higers Krask  
Ph #310-546-6677

Prudence Kelly  
Ph #407-790-3980

Sharon Crawford  
Ph #310-378-6855

Cammy Montgomery  
8286 Meeting St. #104  
West Chester, OH 45069  
513-755-9755

Annette Worthington  
10739 Kimball  
Parker, CO 80134  
303-840-2946

**MOVING?...Any special news to tell us about? New babies?...  
New Husband?...Upgrade?...New Airplane Type...New Airline?  
(Especially if you are planning to move, so we know where to send your next newsletter!)**

Name \_\_\_\_\_ Phone \_\_\_\_\_ CServe# \_\_\_\_\_  
(include both family and married names)

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Airline \_\_\_\_\_ Position \_\_\_\_\_ Equipment \_\_\_\_\_

New News \_\_\_\_\_



(continue on separate sheet of paper as required)

Mail this form to: Denise Van Grunsven, W12347 848th Avenue, River Falls, WI 54022 CServe 70264,2006

## CALLING ALL CAPTAINS!

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

Name \_\_\_\_\_ Airline \_\_\_\_\_

Date First Signed Release \_\_\_\_\_ Aircraft Type \_\_\_\_\_  
(After IOE, Safety Time, OK to solo or whatever your company may call it)

Mail/Fax to: Lisa Kuehl, 1727 250th St, Boone, IA 50036-7552; Fax: 515-432-2860

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## Indian Airlines A-320 "Unmanned" Flight

*Indian Airlines Captain  
Saudamini Deshmukh writes  
from Bombay that...*

"On the 9th of June, 1995, I entered my airplane Airbus A-320 as a Captain, as usual. I reached the cockpit and realized that I had a woman Co-Pilot that day - Captain Mrs. Sangita Kabra Bangar. Immediately a thought struck my mind, "I wonder if all the cabin crew are also women." I pressed the button and an airhostess came to the cockpit. I asked her if all the cabin crew were women. She went back, returned in a minute and confirmed that all the six cabin crew were airhostesses; there was no male flight purser on board.

We were all very happy to know that we were all-women-crew. We

had not heard of any previous all-women-crew flight on the Airbus A-320 — the world's most sophisticated, computerized and fly-by-wire civil jet airliner. It was probable that our flight would be a world record.

We started our work for the flight with renewed enthusiasm and job, with a happy smile on our faces.

Half way from Bombay to Madras, I made an announcement to the passengers over the public address system. I informed them about our historic flight and introduced all the crew members. I told them that it was a very special day for us and that we were very happy to share it with them. I thanked them for being with us that day.

All the passengers clapped spontaneously at the end of the an-

nouncement and our cabin crew were thrilled to witness that extraordinary scene.

That flight and that day will remain etched in our memories forever. All our dedication, concentration and years of hard work of handling a difficult job suddenly bore fruit that day and gave us immense satisfaction. It also brought a realization that we were all mere instruments in the hands of some mighty power, call it God or by any other name.

We felt a deep sense of gratitude to all those who made that flight possible — Indian Airlines, all the pilots who taught us flying and all those with whom we operate our daily flights; and all our friends and family members who have to suffer the irregularity, uncertainty and stress of our daily lives."



### Father-Daughter CRM

**I** SA Family Chair Denise Van Grunsven reports... "I'd like to introduce you to the Captain I've been flying with my first two months on the A320, the one in the picture with me. I'm tickled to say this is my father, Jerry. It has been a thrill and a dream realized to fly with my dad, finally, at Northwest. He was my hero when I was a kid, and taught me to fly. I'll be flying with him in September too, though I must say I only purposely bid to fly with him the first month. The other two were a fluke, my first choices happened to be his as well. I guess that just proves we think alike. I realize the father/daughter flight crew is a fairly rare occurrence and am curious if any of you have, or know someone who has, flown with your father at an airline. Ours is not the first at North-



west, it has happened with two others, I believe, although some time ago. If

anyone has any information I'd be interested in hearing from you."

### Family Tradition

**W** hen Terry (Delta) and Bob (United) Rinehart became one of the first airline pilot couples to have a child back in 1979, who would have guessed he would have followed in his parents (and grandmothers!) footsteps?

Well, Justin Rinehart turned 16 years old this past July 23, and what could be a better way to celebrate than to make your first solo in a Cessna 150.

*Congratulations Justin and family!*



### From Russia With Love

**I**SA member Kathleen Wentworth has returned from Russia this summer with her new son, Dimitri Maxwell Wentworth. Dimitri is three years old and comes from an orphanage in Kaliningrad.

Kathleen says: "After taking 12 weeks of unpaid family leave (thank you to Congress and the California Legislature for this guaranteed time off!) it was hard to go back to work and leave Dimitri at home.

For my first trip back, I asked Craig to bring Dimitri to the airport to see where mama works. After touring the cabin and sitting in mama's seat, I let Dimitri sit in the jumpseat while I did my pre-flight duties.

When it was departure time, and I told Dimitri to leave, I'm sure the first class passengers thought his screams were the result of a severe trauma. As he departed, screaming down the jetway, the first flight attendant commented that wasn't it



*Dimitri was thrilled with his first airplane ride and the hospitality of the Aeroflot crew.*

sweet that he was so disconsolate at leaving mama. I had to admit to her that he wasn't concerned at all about

leaving *me*—he just wanted to go for a ride in the airplane!"

### Future ISA Member

**F**lorence Sanders-Higdon has returned to work and is transitioning to the A/300/600 following maternity leave to care for her new daughter Natalie. The A300 will allow Florence lots of time home with her family. Florence writes that her company has a very good maternity policy ...

"We have to take our sick leave first; when it runs out, we get 70% of our pay until six weeks after birth. I had 12 years of sick leave, so have been on full pay the entire time. Almost a year off. I've destroyed the myth that if you didn't work, you could get a lot of things done. Didn't happen!"

*It sounds as if FedEx's enlightened pro-family leave policy could be emulated by many other carriers.*



*Florence with Natalie at five months.*

## Middle-Age Madness?

by Carol Cansdale

*it's the quiet ones you have to watch out for! I spent some time with Molly Barr, USAir, at convention in BKK and she never mentioned anything about her special talent in the martial arts. I'll let her tell you her story.....*

"Two and a half years ago I finally worked up enough courage to walk into a martial arts studio near my home. It's something I've always thought of doing, but never have. These places are predominately full of very *young* people, and I guess I was intimidated. Anyway, I walked in and inquired about Tai Chi; I'd heard it was sedate enough for an out-of-shape middle-aged lady. I have a *terrible reputation* for sticking to things, and have three out-of-date memberships at various gyms to prove it. To my surprise it was a wonderful sport for me, and I have now moved on to a more 'hard core' martial arts called Choi Li Put, which is not sedate at all. I now know forms

(sets of moves for fighting and self-defense) for two kinds of swords and the long staff, plus some that don't use a weapon. I'm building my own little arsenal here in my house. The forms have great names like: Green Dragon Sword, Golden Leopard, and Five Animal. The next form I will be learning is with a spear. I'm having so much fun with it in the process. Last year I gathered my courage and entered a tournament in Reno and actually came home with a first place trophy for one of my sword forms...of course there was very little competition in my age group, but it was fun anyway! "



*In the words of Crocodile Dundee, "Now that's a knife."*

*Congrats, Molly, on your award! Perhaps you and Sly Otypka (ISA ace pistol shooter) should team up and give us all some self-defense hints at the next convention! Or you could be ISA's version of Thelma and Louise!*

## Grounded, But Flying High

by Carol Cansdale

Another talented member, Karen Masterson, USAir, wrote to explain why she didn't make it to this year's convention in BKK.

It seems Karen and husband Ancil practically had their bags packed months in advance when Karen, who is in her seventh year of *teaching handicapped people to ski* at Winter Park, had a minor accident 100 feet from the lodge.

As luck would have it, Karen went under the knife for reconstructive ligament repair on the

first day of convention!

The story's not done yet. Karen *claims* she suffered a complication as a result of her immobility following surgery....she became pregnant and the baby is due on Valentine's Day!

Normally pregnant women with broken knees are grounded (at least from USAir) but Karen adds another dimension to her story.

She and her husband bought an ASW 20 sailplane in February

and Karen made her first flight this week. She has doctor's permission to do short flights as long as she stays below 11,000 ft.

Karen writes, "It is nice to feel like a 'land person' for a while. I spend time taking fun classes, tending my vegetable garden, and raising our second Labrador puppy. Any information on a good nanny service would receive a warm welcome. Do some flying for me, ladies, OK?"



Karen Masterson and her ASW 20 sailplane

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ATTENTION MEMBERS! I'm appealing to the silent but talented masses out there. You know who you are! Are you or another ISA member you know involved in an interesting activity outside of your airline flying? Tell us about your extracurricular activities such as volunteering, sports, talents, awards, hobbies, etc. Send all information including photos to Carol Cansdale, 1520 West 61st Street, Minneapolis, MN 55419-2122 or Compuserve 70263,67.

**Next Deadline for ISA Members *Duty Free* is December 1**

# CIRP: Critical Incident Response Program

(Continued from page 1)

While the professional crewmember has honed risk awareness and instant appropriate responses to a razor-sharp edge, he/she often has not been as effective in learning how to handle the medical and psychological aftermath of a critical incident.

## Common Stress Reactions

Stress reactions seen most often in crewmembers are sleep problems, the desire to avoid situations related to the event, an increase in risk taking behaviors both on and off the job, intense anger toward the company or the system, and anger toward fellow pilots.

Fallout from this most often contributes to family problems and the crewmember starts thinking that "real estate looks good" and it is time to get out of aviation because things "just aren't like they used to be." Research from the ICISF demonstrates that more than 90% of individuals involved in a traumatic event will develop some type of adverse psychological effect. ALPA's Aeromedical Advisor, Dr. Donald Hudson stated that of those ALPA crewmembers who contacted the Aeromedical Office following a critical incident or accident, approximately 70 percent of those who received proper treatment continued their careers as pilots. Of those who did not receive treatment, however, over 70 percent left their jobs within two years of the traumatic events. Also, families suffered, marriages failed, and health declined.

A crewmember can experience substantial and long-lasting cognitive, emotional, behavioral, and physical changes that must be treated immediately to prevent additional problems. Even those who witness or participate in the rescue or investigation

of an accident (like Oklahoma City) are at risk of developing PTSD. All of the crewmembers and one of the Flight Attendant accident investigators for the Aloha 243 accident, developed PTSD within two years of this event. Crewmembers have a tendency to feel that asking for support is a sign of weakness. Unfortunately, ignoring the side effects of stress can have almost irreversible effects. And proper treatment is essential to ensure complete recovery. Regardless of the degree of critical incident stress or PTSD, early intervention can greatly reduce the time and expense of the treatment.

Critical incident response teams have been operating for about eight years with firefighters, police and emergency service workers. The Association of Flight Attendants has been training their Employee Assistance Personnel committee members in critical incident stress for at least seven years.

ALPA plans to educate pilots in stress reduction and coping strategies in order to reduce the effects of psychological trauma. Also, each Master Executive Chairman (MEC) of each carrier has been tasked to establish a CIRP team or committee. Most have placed this program within the Safety Structure. Others have selected the Aeromedical Committee or Family Awareness /Assistance to implement the program.

## Airlines Adopt CIRP Training

Alaska Airlines, Delta Air Lines, Northwest Airlines and TWA have held company-wide Critical Incident Stress Management training courses. Alaska Airlines' program is employee based, where TWA's program is company based. Delta and Northwest have not yet fully implemented the program. American, Southwest and UPS are all interested in putting together their own program. American Airlines' Crew Development Department is working with APA to put to-

gether a program. They are in the final steps of scheduling training and soliciting for volunteers.

Several ISA members have been trained in one of the three courses sponsored over the past year by ALPA. Among the women pilots who have participated in training are: Capt. Sandy Anderson, Assistant Chief Pilot, NWA; Capt. Charlene Sammis, American; Laurie O'Leary, HAL; Capt. Debra Bailey, SWA; Scottie Clark, UAL; Kathy Royer, UAL; Capt. Lori Adams, Alaska; and Carin Octigan, America West. Several more women are scheduled for the next course in Denver on Sept. 6-10, 1995. Critical Incident Stress Management (CISM) A lot has been learned about helping people who work in occupations where they experience traumatic events.

## Genesis of the ALPA CIRP

The ALPA Critical Incident Response Program grew out of the Executive Human Performance Committee under the direction of Capt. Don Smith, Delta Air Lines. Capt. Smith assigned Capt. Robert Sumwalt, USAir to head the effort. Captains Alan Campbell, DAL and Mimi Tompkins, ALO, researched the PTSD and how to prevent it. This research led to the writings of Dr. Jeffery Mitchell. Dr. Mitchell had been a firefighter/paramedic and returned to college to research the effects of critical incidents on emergency service workers.

In September 1994 the working group met in Hawaii to attend Dr. Mitchell's Basic CISM training and to write the CIR program. The members of the group were led by Capt. Mimi Tompkins. Working group members were Jim Johnson, ALPA Senior Attorney, Joe Bracken, ALPA Staff Engineer/Accident Investigator, Capt. Alan Campbell, DAL, Capt. Bill Morin, ALA, Joe Anding, DAL representing ALPA's Accident Investigation Board. Donald Hudson,

(Continued on page 19)

ALPA Aeromedical Advisor provided information by phone.

It was well known that immediate intervention following a trauma or critical incident would lessen the long term effects of stress and often prevent PTSD. However, emergency service workers, like pilot crewmembers were reluctant to talk to "shrinks". Dr. Mitchell developed a program where peer volunteers were trained in intervention techniques. At first these peers were trusted members of the team who had experienced and dealt with their own critical incident. Later, other interested and trained peer volunteers were just as successful. Peer volunteers receive training in implementation of the program, Basic CISM, Peer Support, Family Support, Traumatic Stress Management (advanced peer support) and an Advanced CISM course. These courses are now provided by the ICISF's trained instructors.

### **Intervention Methodology**

Intervention involves a defusing that normalizes the reactions of a person involved in a critical incident and educates them on what reactions to expect in the next day or so. Also, ways to better deal with the reactions are suggested. This peer also helps them with their immediate needs.

The goal is to help the person cope and maintain their defenses so that they can deal with the many details that often result from a critical incident. This defusing is conducted by a peer volunteer and lasts about 20-30 minutes. It should be done within 8-24 hours of the incident after the crewmember. If face-to-face contact is impossible it is conducted by telephone (always with a trained volunteer). In the case of more severe trauma or an accident involving injuries or death, a debriefing will be held.

Crewmembers are familiar with "operational debriefings", whose primary concern is to resolve the safety

aspects of the accident or incident. The type of debriefing conducted for critical incident stress management focuses on the effect of the event on the individual. By providing an avenue for people to talk about a particularly stressful event soon after the event occurs, they are then better able to process the event.

A debriefing is always conducted with peer volunteers and a CISM trained Mental Health Professional (MHP). No notes are taken; no rank structure is apparent. The meeting can not be used for any disciplinary action; and the information is strictly confidential. It is not unusual for a debriefing to last for several hours. In the case of an accident, this debriefing would be scheduled after the NTSB interview which usually occurs 3-4 days after the event. The Mental Health Professional and peer volunteers follow-up with the crewmembers or family and refer them to appropriate counseling if that is needed.

A crewmember who participates in the CIRP with a defusing and debriefing is allowed to talk to a Mental Health Professional for 4-6 sessions without having to list it on the FAA medical form when renewing their medical certificate.

### **CIRP Uses**

Critical incident teams have been used for:

- \* crew sickness due to cabin air quality
- \* a passenger death in flight
- \* an employee who lost her home to a fire the day before Christmas
- \* turbulence incidents where crew and passengers were injured
- \* near-miss incidents resulting in crew injuries
- \* a senior Captain who failed a recurrent check ride
- \* a crew member who administered CPR to a passenger
- \* an aircraft evacuation on the run-

way

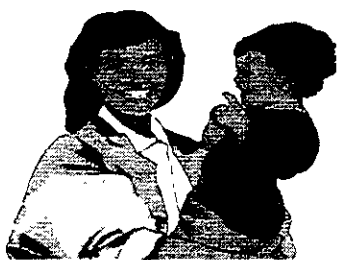
- \* the Simmons accident
- \* the recent Atlantic Southeast accident
- \* a crewmember who lost a child in an aircraft accident
- \* a crewmember involved in a near fatal automobile accident
- \* accident investigators and their families following the investigation of fatal accidents

The program is still evolving. Since the Simmons accident, Capt. Rick Bicknell, SAI, was added to the working group. As a result of his experience as the CIRP Coordinator for this accident, courses in Family Support have been added to the training of peer volunteers. Peer volunteers are still needed. Training programs will be scheduled in 1996. You do not have to be an ALPA member to attend. For more information, contact Capt. Mimi Tompkins, ALPA CIRP Coordinator at CompuServe: 74577,235 or 1-800-442-9007, voice box 6710.

*This article has been prepared with information from the International Critical Incident Stress Foundation, Baltimore, MD at 410-730-4311. It is a joint effort of the Air Line Pilot Association's Critical Incident Response Working Group and ALPA Communications.*



*Captain Mimi Tompkins, Aloha*



# FOCUS ON FAMILY

## Inn Touch Tips: Parenting from the Road

*Editor: The following is a reprint of a brochure produced for Marriott's Residence Inn, AT&T and USA TODAY. It is reprinted with permission.*

To stay Inn Touch and to do it well requires a little common sense and a lot of love. Here are some tips for you to consider both before and during your business trip.

### Before You Leave

- **Discuss your trip in advance** with your children to help them prepare for it emotionally and logistically.
- **Ask your children how they would like to stay Inn Touch while you're away.** You may be impressed with their creativity! They may ask you to take along a special item to remember them by, such as a blanket or teddy bear.
- **Let your children help you pack.** Use packing as an opportunity to talk about what you will do while you're away and when you return.
- **Help small children understand how long you will be away** by translating the number of days into concepts they

can easily understand. You can do this in a number of ways—set out their clothes for each day you'll be gone or help them color the days on a calendar.

- **Use a map to trace your travel plans.** Show your children where you will be an answer their questions about far-away cities, states and countries. Ask them what they would like to know about your destination.
- **Hide notes or little presents around the house** before you leave, one for each day of your trip. Hide them in a sock drawer or toy chest, or tape them to stuffed animals. When you call home, tell your children where to look for a special surprise each day.
- **Buy two copies of a children's book** and read a story together with your child over the phone.
- **Agree with your child to keep a daily log called "What I Did Today."** When you call, go over each of your lists to find out what the other did.
- **Whenever possible, bring your kids with you on your trip.** It's a great way for your children to spend some special time alone with you and to

understand what you do when you're working.

### While You're Away

- **Call frequently to talk with your children—at least once a day, but preferably more.** Arrange to call them at a specific time or times during the day, so they'll know in advance when they can expect to talk to you.
- **Use a camcorder** to tape yourself reading bedtime stories or book chapters. Then have your children play a portion of the tape each night on the VCR before going to bed.
- **Ask specific questions** about what's going on at school or play. Note any upcoming events or activities on your calendar.
- **Support your spouse or partner** who's at home being mom, dad and referee. Back up your partner's parenting decisions if your children come to you for appeal.
- **Mail notes or postcards from the road.** Buy your children a special album or box to store your messages in. They will enjoy collecting these special notes from you.



- **Pick up little gifts or mementos that reflect where you've been.** This can turn a business trip into an educational journey for your child.
- **Plan a special outing** or some fun time with your child upon your return. Above all, keep the commitment!
- **Take advantage of the latest technology.** Send personal notes, riddles and jokes or homework via fax.
- **Arrange a conference call that involves the whole family**—you, your spouse, your children and grandparents—a virtual family reunion by phone.
- **Overnight mail** a gift or love note.
- **Tuck your children into bed** via a cordless phone.
- **Leave messages on your answering machine** for your children to listen to when they get home from school.

**When you return home, tell your children you missed them. Tell them how much you love them. Tell them how happy you are to be home. And encourage them to express their feelings as well.**

### **Expert Advice on Staying Inn Touch**

Dr. Karen Shanor is a well-known psychologist and working mother, as well as the author of the book *How To Stay Together When You Have To Be Apart*. She offers these answers to commonly asked

questions about how families can best stay Inn Touch.

*What advice to you have for the parent who's new to business travel?*

Realize that it is natural and healthy to miss your child and for your child to miss you. Be creative and persistent in creating a good relationship with your child—even in your absence. And whenever possible, take your child with you!

*How should a family handle one parent's being away for an extended period of time on travel?*

Explain the situation as much and as positively as possible to the child—and depending on his or her age, help him or her to understand what the time schedule is. Work together to ensure as much contact as possible over the miles. Help him or her to look beyond your absence to the time you will be together and sharing special times.

*How can a parent overcome the guilt of missing a special occasion?*

First of all, parents should plan ahead whenever possible to prevent such conflicts. When they're unavoidable, the following tips can help shorten the distance. Help your child prepare for the special occasion before you leave—for example, plan a pre-recital performance at home just for the family.

Call for a play-by-play description. If the event takes place outside the home—at Little League field or auditorium—arrange to make a call by cellular phone. Have the parent at home video-

tape the event. Then watch it with your child when you return. Send or leave behind a special note or present to be given to your child right before or after the special occasion.

*Do working mothers and working fathers differ in their approaches to staying Inn Touch?*

They often do, because of cultural training. For example, when upset, the mother may want to be in even more contact, while the father in trying to deny his strong feelings may pull away and call even less. Mothers might feel more comfortable talking on the phone and expressing feelings, while that's something many fathers have to put more work into feeling comfortable with.

### **Cooking Up Closeness with Long-Distance Dinners**

Dinner is traditionally one of the times that the whole family comes together at the table. Here are some ideas for cooking up family closeness with long-distance dinners.

- Stay in a hotel that provides kitchens in its rooms.
- Arrange a "Long-Distance Cooking" night with your children and fix dinner together over the phone.
- Make the evening even more special by preparing some regional cuisine from the part of the country in which you're staying.
- For the pièce de résistance, enjoy the meal together via speaker phone.

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## ISA MEMBERS SPEAK

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Dear ISA News:

I appreciated very much the article of Margie Freeman about Chicago in the last *ISA News* bulletin.

I wanted to tell you that in France I created a club called "Hors Piotes" (in English "Off Pilots") to exchange lay-over leisure information among pilots. We like especially new ways of discovering countries (4 wheel drives, dogsleds, hikes, horses, meeting the inhabitants, etc...)

We take information about all the world and give them to all members. Sometimes we can reserve a short visit for new members when we know an agency that is good in the place (our annual fee is \$25/year). We also make conferences about crew trips in Paris, with photos and films and food... Maybe we can exchange some information if you would like to.

Sincerely yours,

Christine Debouzy

Captain B737-200

*Editor: Layover Leisure Editor Margie Freeman will contact Christine to see if she's willing to write the next Layover Leisure article on her home base of Paris or another favorite city! We look forward to hearing more from Christine!*

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*ISA Member Fiorenza de Bernardi wrote to invite ISA members to Rome September 22-25. I'm sure that the meeting was a fantastic event with tours, shopping and a chance to mingle with women pilots from throughout Europe. Unfortunately, this invitation was received after the July ISA News was at the printer. Fiorenza, please invite us all again for next year!*

Dear ISA News Editor:

Please can you print in the *ISA News* of July the program of the "Federation des pilotes europeennes" meeting of this year and the Regis-

tration Form because the Italian Women Pilots make an invitation to all our pilot friends of the world.

We wait for your visit and you can do some holidays in Italy with post congress tour that you can choose at your arrival in the hotel.

Come to see us! Come to Italy in September.

Many thanks,

Yours sincerely,

Fiorenza de Bernardi

ISA and President of Italian Women Pilots

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ISA Member Suzanne Skeeters wrote to share information on the Third Annual "Flying Fishing Freaks" Tournament I Kailua-Kona, Hawaii on September 18-20, 1995. Unfortunately the information was received after the July 1 *ISA News* was at the printers and too late to be of value in the October *ISA News*! But if there is a Fourth Annual tournament next year and you're interested, you might contact Suzanne for information.

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Dear ISA Members:

I just had my FAA medical, and my doctor convinced me to get this new hepatitis vaccine. One shot plus a booster in six months and he promises lifetime immunity rather than four to 6 months. It makes sense for pilots as we really don't know where we'll be in seven months or a year. This prepares us for almost-trouble-free flying when we want.

Sharon Crawford  
ISA Member

*Editor: Sharon included a flyer which indicates that hepatitis A is a serious health concern worldwide, but especially in Mexico, Central and*

*South America. This contagious virus attacks the liver and can be transmitted through personal contact or through food or drink contaminated by fecal matter. The vaccine is produced by SmithKline Beecham Pharmaceuticals. Consult your doctor for more information.*

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Editor: ISA Member Jean Harper, author of *When the Honeymoon is Over* series of articles, sent a copy of her article to the pre-eminent linguist and author, Deborah Tannen (*Talking Nine to Five, You Just Don't Understand: Men and Women in Conversation*). Harper acknowledged Tannen's influence in Jean's articles. Professor Tannen responded to Jean:

Dear Mrs. Harper:

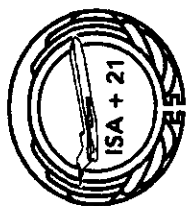
Thank you so much for taking the time not only to read my books but also to write to me. There is nothing more gratifying than hearing from readers for whom what I have written has had a particular resonance.

Since *Talking from 9 to 5* came out, I have heard from many women in what used to be called "non-traditional" occupations, including the military and in the airline industry. Male civilian pilots have also said that they, too, have experienced a shock of recognition in what I have written, especially with respect to cockpit communications. It is clear from your letter that women in your field are aware of facing a broad array of communication issues, and I would be most interested in reading your articles.

I appreciate your kind words for my books and I am glad to know that they have been helpful to you and others.

Best wishes,

Deborah Tanner  
Professor  
School of Languages and Linguistics  
Georgetown University



# International Society of Women Airline Pilots

## ...IS PEOPLE AND ACTIVITIES.

ISA + 21 is an association of women airline pilots worldwide who have joined together to exchange ideas and information regarding their profession. The International Society of Women Airline Pilots links a wide range of aviation backgrounds and experiences. ISA members are encouraged to assist aspiring women pilots entering the airline industry through the ISA Information Bank, networking and service projects.

## ...IS HISTORY.

In 1978, twenty-one women pilots from ten U.S. airlines met in Las Vegas to share their common professional interests. The women chose to form a social, rather than political, organization, feeling that their respective pilot unions provided adequate representation of their needs. Today, ISA + 21 numbers over 400 members world-wide from over 24 countries and 60 airlines.

## ...IS A PLACE TO MEET FRIENDS.

Each May, ISA members and their guests meet for three days of relaxation, recreation and professional exchange. Previous convention sites have included Vancouver, Atlanta, San Francisco, Helsinki, Washington DC, Maui, Rome, Memphis, San Diego, Seattle, Sydney, Toronto, Jamaica, Cancun, Denver, Miami, and Las Vegas. One highlight of the gathering is the Captains' Club presentations, giving special recognition to ISA members who have completed their left seat check-out during the previous year.

## ...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 Speakers and Information Bank also involves our members in speaking at their local schools and colleges, civic clubs and other community gatherings. A short program can be arranged with prior notice to ISA. A beautiful 15 minute video portraying the history of women

airline pilots is also available through ISA for showing or purchase. ISA maintains a library of aircraft system review tapes available for study. All of the materials in the ISA library have been donated and are for members to use free of charge.

## ...IS SCHOLARSHIP.

ISA has established a fund for a pilot who has already demonstrated her decision to join ISA members in this airline career. These monies are to be used for advanced pilot ratings only. However, funds allowing the Fiorenza DeBernardi Merit Award and the Holly Mullins Memorial Scholarship will aid those pilots not quite ready to attain their ATP, Flight Engineer rating or their international equivalents. Tax deductible contributions to the ISA scholarship program may be made to: The ISA Aviatix Scholarship Trust, P. O. Box 66268, Chicago, IL 60666-0268.

## ...IS ENTERTAINMENT.

Husbands of Airline Pilots, (HALP) ISA's male auxiliary, lends their assistance with various ISA projects and functions. We welcome their support and applaud their unflagging efforts to provide aid and comfort to ISA's membership.

## ...IS FOR YOU.

ISA welcomes all women pilots who are employed as flight crew members (Captain, First Officer or Second Officer) or hold seniority numbers with an air carrier (FAR Part 121 or international equivalent) which operates at least one aircraft with a gross weight of 90,000 pounds or more. Applicants need not be flying that large of aircraft herself to qualify for membership. If you meet the above requirements, we cordially invite you to join us.

**ISA Membership  
Application  
on reverse side**

## MISCELLANY

### GO WIAONLINE

The July issue of the CompuServe magazine highlights the CompuServe Women in Aviation Forum. ISA maintains a library on this forum which includes ISA's planning calendar, membership information and files containing many of our past substantive articles from the ISA News. To check it out, GO WIAONLINE.

### BRITISH AIRWAYS FIRST

ISA Member Lori Griffin submitted an article from Aviation Week which reports that British Airways Flight 5792 (Advanced Turbo Prop) from Manchester to Aberdeen in March 1995 was flown by an all woman crew - a first for British Airways. The women crew included

Captain Jenny Lyons, First Officer Paula Serchfield, the engineer, both flight attendants, the dispatcher, and the passenger service agent.

### OLYMPICS

ISA Member Vicki Karnes reports from Atlanta that things are heating up for the '96 Olympic Games and that you can get more information from the Olympic Telephone Line 404-744-1996. And *no*, Vicki cannot manage any guests - she has a full house with her two daughters Olga and Oksana!

### ISRAELI WOMAN COMBAT PILOT?

ISA Member Suzanne Skeeters

sent a press clipping from "The Japan Times" with the comment that "Just when you think that women in aviation have come a long way, you run across something like this..."

The article highlights the struggle of Alice Miller, a 23 year old Israeli soldier, to become a fighter pilot. Miller has filed a petition with the Israeli Supreme Court against the Israeli Air Force. While an excellent student in aeronautics at Haifa University, the air force rejected her application to fly for the Air Force. The Air Force prohibits women from becoming combat pilots because they may become pregnant and leave the service.

## ISA Membership Application/Renewal Form

Last Name \_\_\_\_\_ First Name \_\_\_\_\_  
 Maiden \_\_\_\_\_ Birthdate \_\_\_\_\_ Spouse \_\_\_\_\_  
 Children (names/ages) \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Country \_\_\_\_\_  
 Telephone \_\_\_\_\_ Fax/Other Phone \_\_\_\_\_  
 CompuServe E-Mail Number: \_\_\_\_\_  
 Other EMail Service \_\_\_\_\_ E-Mail Address \_\_\_\_\_  
 Airline \_\_\_\_\_ Domicile \_\_\_\_\_ Equipment \_\_\_\_\_ Position \_\_\_\_\_  
 Date Hire \_\_\_\_\_ First Airline Employed With \_\_\_\_\_  
 Date Hire There \_\_\_\_\_ Date Terminated There \_\_\_\_\_  
 If Captain on any equipment requiring a type rating, date of first flight re-  
 lease \_\_\_\_\_ (ISA's Captain's Club requires the sub-  
 mission of the additional Captain's Club form elsewhere in this newsletter)  
 Certificates and Ratings Held: \_\_\_\_\_  
 Flying Background: (Please briefly outline your aviation back-  
 ground/experience) \_\_\_\_\_  
 Do you wish to be included in an ISA selected mailing list of aviation re-  
 lated products and services? \_\_\_\_\_ yes \_\_\_\_\_ no  
 Please make check or money order payable in United States funds to ISA  
**Dues are \$40 per calendar year for active members and  
 \$10 for inactive members.**

Date: \_\_\_\_\_ New Member \_\_\_\_\_ Renewal \_\_\_\_\_  
**ISA - The International Society of Women Airline Pilots**  
 welcomes all women pilots who are employed as flight crew-members  
 (Captain, First Officer or Second Officer) or hold seniority numbers with an air carrier  
 (FAR Part 121 or International equivalent) which operates at least one aircraft with a  
 gross weight of 90,000 pounds or more. Applicant need not be flying that large of  
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**Mail to: Carolyn Pasqualino, ISA Membership Chair**  
**1111 Edgewood Circle, Rockford, IL 61108 USA**

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**SEE EDITOR'S COLUMN ON PAGE 3 FOR THE FULL STORY.**

**ISA BOARD OF DIRECTORS ELECTION NOMINATIONS CLOSE NOV 27. SEE PAGE 11.**  
**ISA 1996 DUES NOW PAYABLE. SEE PAGE 9.**

**OCTOBER 1995**

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