



ISA News

INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

OCTOBER 1996

1997 ISA Dues are now payable. Payment by November 10 will save ISA the cost of mailing a reminder notice to you.

Renewal form on page 28.

For a review of The Invisible Passenger: Radiation Risks for People Who Fly by Dr. Robert Barish, see article by Jenny Beatty on page 18.

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IN-FLIGHT RADIATION: A HEALTH CONCERN FOR PILOTS

by Robert J. Barish, Ph.D

In the 1960s, American and European aircraft companies began developmental work on supersonic transports—work which ultimately resulted in the Concorde aircraft. Concorde, produced through a collaboration of British and French manufacturers, were the only SSTs which entered commercial service. In connection with SST development, it was appreciated that at the high altitudes which would be the domain of these planes, crew member radiation exposure would be significantly increased in comparison with the exposures in conventional aircraft. National and international committees concerned with radiation protection began to examine the potential impact of these exposures on crew member health.

Cosmic Ray Radiation

We all receive a continuous "background" radiation exposure from external sources such as the traces of radioactive minerals found in soil (e.g., radon exposure) or from small amounts of radioactive substances which are in food and become incorporated into the tissues of our bodies. In addition, all people are continually exposed to energetic radiation emissions from the sun and other stars in the galaxy. This latter type of radiation, higher in energy than the ultraviolet rays which cause sunburn, is called "cosmic ray".

The Earth's atmosphere provides a good shield against cosmic ray exposure, but some radiation manages to reach ground level. With increasing altitude, the atmosphere's shielding effect becomes less and less until, at airliner flight altitudes, cosmic ray exposure rates may be several hundred times greater than at sea level. Cosmic rays generally fall into the category of "ionizing radiation", which means radiation that is energetic enough to disrupt the body's cellular structure and potentially have an impact on the health of the air crew member and, if they are pregnant, on their developing fetus.

Crewmember Exposure

Although in-flight radiation exposure is considered "low level" when examining the health effects that might be produced, those crew members flying long-haul high-altitude routes receive, on average, greater exposures than the typical radiation worker in a ground-based industry where radioactive sources or radiation producing machines are used. Because of this, the FAA considers air crew members to be occupationally exposed individuals who should be explicitly educated about their risks from radiation in order to allow appropriate decision-making as to the acceptability of those risks, particularly in the case of pregnant crew

(Continued on page 21)

ISA PLANNING CALENDAR

October 1996

1: *ISA News* Mailing

November 1996

13: ISA Board of Directors Meeting, New York. All members welcome. Contact ISA Chair Betsy Landon

December 1996

1: *ISA News* Articles Due

January 1997

1: *ISA News* Mailing

February 1997

10: ISA Board of Directors Election Nominations Close.

10-13: ISA Ski Days and Board of Directors Meeting. All members welcome. Contact ISA member Cindy Shonk

15: *ISA News* Articles Due

March 1997

15: *ISA News* Mailing

15: Board of Directors Election Mailing

13-15: Women in Aviation Conference. Contact ISA member Karen Kahn

April 1997

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

1: Scholarship applications due: Contact Gail Redden-Jones, CompuServe 73012,7662

25: Board of Directors Election Ballots Due

May 1997

1: Scholarship Notification of Eligibility

13-15: ISA Convention and Board of Directors Meeting, Amsterdam, The Netherlands; Contact Liz Voigt, INTERNET:Smythe@euronet.nl; Phone/Fax: 31-35-695 3442

June 1997

1: Scholarship Interviewers assigned to Applicants

1: *ISA News* Articles Due

15: Scholarship Applicant Interview Dates Set

July 1997

1: *ISA News* Mailing

—: Scholarship Interviewer Forms Due to Scholarship Chair/Airline Scholarship Chair

August 1997

15: 1999 Convention Bids Due

—: ISA Board of Directors Meeting. All members welcome. Contact ISA Chair

September 1997

**Deadline for January *ISA News*
Sunday, December 1**

ISA BOARD OF DIRECTORS

2250 E. TROPICANA AVENUE, SUITE 19-395, LAS VEGAS, NV
89119-6594

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Binka Bone

TREASURER

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Nancy Novaes

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Carolyn Pasqualino

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Gail Redden-Jones

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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 over 500 members from 92 airlines in 35 countries.

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

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BOARD OF DIRECTORS REPORTS



HISTORIAN and SPEAKERS BANK

Betsy Landon

Saint George Island, Florida is where all nine Board of Directors met in August for the quarterly board meeting. Where is SGI? It is just south of Apalachicola on the panhandle. OK, how about between Tallahassee and Panama City. Or better yet the Tallahassee (TLH-117.5) 208 radial at 63 miles. Binka Bone's getaway home provided the scenic meeting locale, on the beach, with porpoises just off shore playing in the water. A great deal was accomplished during the meeting but it was also enjoyable to get together with the others. We hope more names will be submitted from those of you who have wanted to become more involved in ISA.

Lori Rossier and Krisan Wismer, both of United Airlines, have borrowed videos for their speaking engagements. Lori spoke during NASA

days at Eastern Connecticut State University. Her audience was a group of educators who teach elementary through college levels about women in aviation and opportunities for women today. Krisan is helping with a presentation about women airline pilots in Colorado.

These videos are available to check-out by calling me:

- **ISA Video:** Eight minute video about women airline pilots
 - **SIU Video:** Fifteen 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
- Take care and enjoy the upcoming holidays.



ISA NEWS EDITOR

Kathleen Malone

The *ISA News* has followed a parallel evolution to that of ISA+21, reflecting the efforts and refinements of each successive newsletter editor. I must share with you the substantial contributions Kathleen Wentworth, our most recent editor, has made to this progression. Through her expertise, she has created a for-

mat to greatly facilitate newsletter production, and has developed the newsletter into the professional publication it is today. Her assistance and advice have been invaluable.

Thanks also to the many contributors to this newsletter. In addition to the Board of Directors and ISA Committee reports, you will find several interesting articles on radiation, CIRP, and gender issues, as well as book reviews for a new resource on radiation for crewmembers and the rewritten pilot career information booklet. Also included is an invitation to participate in a NASA CRM study and thereby contribute to aviation safety.

Unfortunately, space did not allow the inclusion of some other terrific submissions—look to future issues for articles on CRM, Margie Freeman's "Layover Leisure" (with a great article on Alaska by Carolyn Pasqualino!), an interesting motorcycle trip being planned by Gail Redden-Jones, and the return of Kathleen Wentworth's "Dear Amelia" column. (The four-page increment required for newsletter pub-

lishing provides a bit of a production challenge!)

Articles from members dealing with issues relevant to the membership and our profession are always encouraged. We are particularly interested in articles relating to lifestyles, activities, and combining work and families. Submissions from our non-U.S. members sharing information on your country and airline are most welcome!

Several members have made some great recommendations for the newsletter—thanks to all of you who returned the *ISA News* survey. Ideas include providing information on health issues, CRM, women in management, new technologies, and accounts of challenging real-life work situations. Contributions on any of these topics would be warmly appreciated.

This is **your** newsletter—if you have any suggestions for ways to improve it, or ideas for expanding ISA's educational and charitable activities, please send me an email or give me a call. Your comments are always appreciated.

BOARD OF DIRECTORS REPORTS



CORPORATION

Nancy Novaes

Women Working With Women

These are heady days for us and our industry. More women are entering the pilot workforce. Rumor has it that one major airline is up to approximately 6% women pilots. While it is still noteworthy to see a woman in the cockpit, it is no longer a rarity to the general public. We who fly those jets, though, experience a strange sort of loneliness that we seldom notice anymore. We are accustomed to working with men, and enjoy many friends among our male coworkers. Therefore, when we are presented with the opportunity to work alongside a female contemporary, the cultural and experiential sharing strikes us with a small shock of recognition. So this is what it's like: verbal shortcuts, cultural references that require no explanation, attention to different communications cues. Most of all, the pleasure of watching another pilot work and feeling our own competence reflected in her success.

Working with this Society on its Board and in its Committees provides me with much the same experi-

ence. It is both a pleasure and an honor to join forces with other women pilots and work towards common goals and interests. Even when there are differences of personalities and opinions, there is mutual respect. To reiterate our mission statement:

We seek to stimulate and encourage women to enter the airline pilot workforce as active cockpit crew via education and scholarship. We seek to promote aviation science among women and provide education and information for all airlines and all pilots, especially with regard to issues of particular import to women in the airline community. We may undertake and/or sponsor research and scholarship which support this goal, consistent with the educational and charitable purposes of this organization.

With this in mind, we are constantly on the lookout for volunteers. The heart and soul of this organization is you, the member. We need your help. Election time is near and ISA will have positions that need filling. We need some new ideas and new people to step forth and join the leadership of this organization.

We need Members who:

- love their work and want to give something back to the aviation community;
- can assume individual responsibility and autonomy, yet can still function as part of a team;
- are competent—good intentions are the first step, the second is a willingness to follow through to completion;
- are responsive to the needs of the membership.

For Board Member positions, we need basic computer skills. For Committee positions, we only need enthusiasm and interest.

Our Scholarship committee is always on the lookout for interviewers. The Selection Committee could use your expertise as well.

Our Newsletter always needs articles on your lifestyle and your activities. Read any good books? Been on a great vacation? Had a noteworthy incident happen to you? Do you like history, or is there an aviation character you'd like to tell us about? We invite you to share your experiences with us.

Membership needs your help recruiting new members. It's hard to talk to other women sometimes, and many pilots are reluctant joiners. But you won't know until you ask. Our new, updated brochure will be ready for distribution shortly. We'll be happy to send you extras. Just contact the Membership chair or the Secretary.

Are you good at money management and organization? There's financial work that goes with some of our Board positions. Talk to the Treasurer or Corporation chair to find out more. Knowledge of Quicken software is necessary for these positions.

Describing the work of this organization makes it seem bigger than it is. We are only as big as our dreams. We are only as effective as our volunteers. Our hopes and ideas are achievable through our individual efforts. Please refer to the center section of this Newsletter and contact a Board or Committee member. We need you. Please help.

BOD ELECTIONS SCHEDULE

- February 10: Nominations deadline
- March 15: Election ballots mailed
- April 25: Ballots Due
- May Convention: Winners announced

Positions open May 1997:
(tentative)

Secretary, Treasurer, Newsletter
Please join us!

BOARD OF DIRECTORS REPORTS

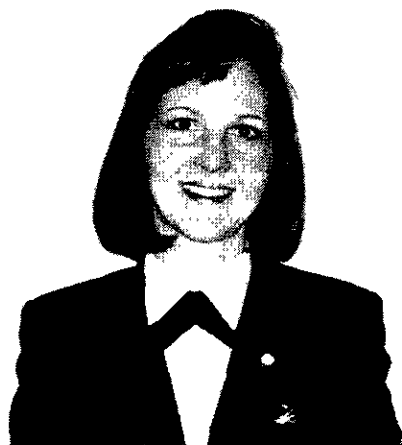


Treasurer
Binka Bone

Dear ISA Members,

Having served on the ISA BOD for four and a half years and having spent three of those years as the Treasurer of ISA, I have made the decision to leave the position of Treasurer effective May, 1997; however, I will continue to serve on the BOD in the position of Historian from May, 1997 through May, 1998. While this time sequence seems so very far away, I am hopeful that one of you will come forward to accept this challenging and important position as Treasurer of ISA effective May, 1997. ISA is at a turning point financially and the growth in terms of real monies and scholarship endowments during the past twenty months alone has been staggering! Consider this fact: in December 1994, the scholarship fund had a balance of \$9,800 and as of September, 1996, the scholarship fund totals \$63,600! This truly redefines the word "exponential"!

In closing and in retrospect of my position as ISA Treasurer, I realize that I probably did not take myself very seriously (who can forget Florence and me taking a fully clothed dip in the pool at the ATL Convention?!) but please know that I took my duties and obligations to ISA very seriously. The position requires somewhat of the time and attention of a pea brain Accountant and the sense of humour of Mae West! With this thought in mind, the BOD and I strongly recommend that the new "Guardian of the Goods" have an IBM compatible computer, be familiar with or have the Quicken software package and CompuServe Information Manager. Accept the challenge and come join us on the BOD. We really do laugh a lot and the most treasured friends of all are those with whom we laugh. In the words of Gloria Vanderbilt, "...that is the best...to laugh with someone because you both think the same things are funny."



SECRETARY
Mary Ana Gilbert

BOD Meeting in St. George, Florida

Binka Bone hosted this quarter's BOD meeting at her beach house in St. George, Florida. With the glorious sun shining down on the wide expanse of sugar sand, it was difficult to keep all attentions inside all the time. We even had a show from a school of dolphins right off the beach. Despite the promise of sun 'n surf, the BOD convened for over ten hours of productive

discussions. Ahh, what a setting to get things accomplished.

AFAPLA Observer/ Representative

The BOD has appointed Liz Voigt as the new IFALPA observer/representative. Outgoing representative Pam Mitchell had previously briefed us on the tenuousness of our observer-only status. She has worked hard to establish ISA+21 as a credible organization that was not preoccupied by uniform, hat, and cosmetic issues. Pam's diligence and dedication will be difficult to repeat. After considerable discussion and in light of Pam's own caution to sensitivity, it was decided that this position should be a Board-appointed position and filled by a current or former BOD member. It was also decided that the ISA+21 representative should not already be an IFALPA voting member. This might put her in an awkward position should her official (i.e., voting) status be in conflict with her observer (i.e., ISA rep) status. Liz Voigt meets all these criteria and has also attended an IFALPA conference with Pam. Congratulations to Liz and Best of Luck.

BOD Positions Open in May

As always, the call goes out to anyone interested in volunteering their time and talents to ISA+21. Let's make this

a year where we need to run a full election between several candidates for each position. As I am finding out in the infancy of my term, it is a challenge well worth undertaking. All you need is the desire to contribute your ideas and efforts to determine the direction of this organization (and a computer!). The following Board of Directors positions will be open in the spring (or autumn for those of you in southern latitudes!): Newsletter, Treasurer, and Secretary. Please contact the present Chair for more information on her particular duties. Come aboard!! ISA+21 needs your inputs to keep this a representative organization.

Ninety-Nines Museum Exhibit

The Ninety-Nines have approached us concerning a museum and library being constructed. The building is in place at the Ninety-Nines' headquarters in Oklahoma City and the entire second floor will be dedicated to honor and remember women in aviation. They have asked for donations from us to sponsor one of 40 cabinets holding artifacts and memorabilia. We are in the process of clarifying whether we will be able to help design and prepare the cabinet so it will contain a permanent exhibit representing ISA+21. The prospect is exciting! We'll keep you posted.

BOARD OF DIRECTORS REPORTS



MEMBERSHIP

Carolyn Pasqualino

Hi Everyone!

Our membership continues to expand after reaching that 500 mark. We now have 525 members. Thanks to the recruiting efforts of our convention director, Liz Voigt, The Netherlands has tied Canada for second place on our largest country contingent, with 15 members. However, I just had a request for 30 membership applications from Glenys Robison of Air Canada, as they are finally hiring again and have already hired one of our past scholarship winners. Sounds like Liz has more recruiting to do! I also had a letter from Barbara Green, formerly of Canada 3000. She is currently working for Air Vietnam on a one-year contract. You'll have to let us know about your experiences there, Barbara.

Welcome back to two former members, Deborah Giese of WestAir and Imme Visscher Kooman of KLM. Many of you will remember Imme, who received our "Better You than Me" award several years ago after her 747 flew through volcanic ash in Alaska. Imme has been busy having three children in the last three

years! For that, I nominate her for my personal "Better You than Me" award.

We also welcome 21 new members this quarter.

Camille Carlson
Airborne Express DC-9 F/O
DOH 3-24-95
Charlotte Degroote
KLM B747-400 F/O
DOH 3-26-92

Karen E. Pereboom
Martinair Holland B767 F/O
DOH 2-23-95

Yiu-Lin Tai
China Airlines A300&A320 F/O
DOH 11-1-90

Jacqueline Vollebregt
KLM MD11 F/O
DOH 7-9-92

Joy McGreevy
UPS B747 F/O
DOH 12-12-89
(formerly Presidential)

Deborah Henderson
Express One B727 F/O
DOH 1-16-95

Edna Bennison
Reno Air MD80 Captain (formerly Midway)
DOH 4-24-93

Jodi Dever
FedEx B727 S/O
DOH 9-6-95

Susan Laun
Rich Int'l L1011 F/O
DOH 1-1-96

Beth Austin
United B737-300 F/O
DOH 3-9-92

Ann Jankowski
Zantop F/O
DOH 3-25-96

Jill Jesensky
America West B737 F/O
DOH 5-8-89

Gwendolyn Moxey
BahamasAir SD360 F/O
DOH 3-3-95

Viki Wade
FedEx B727 S/O
(formerly American)
DOH 4-19-95

Katharina Jermini-Schmid
Crossair BA46RJ Captain
DOH 9-87

Maria Braspenning
KLM A310 Captain
DOH 3-15-84

Jennifer MacDougall
FedEx B727 S/O
DOH 5-1-96

Carolyn Ross
UPS B727 F/O
DOH 1-2-91

Paula Miethaner
Zantop F/O
DOH 2-21-94

Saskia Van de Ridder
Transavia B737-300 F/O
DOH 6-3-95

You may have noticed that three of these new members represent three new airlines for us. They are BahamasAir, Express One and Rich International. That brings our total airline representation up to 92 from 35 countries! Keep handing out those applications, members!

Blue Skies,
Carolyn

*Change of Address?
Use form on page 27*

BOARD OF DIRECTORS REPORTS



CONVENTION

Liz Voigt

Welkom in Amsterdam!!—Welcome to Amsterdam. There, your first bit of Dutch was not that difficult was it? The ISA members here in Holland are already excited about being able to welcome many of you here next May. Did you do as I asked in the last newsletter and request your vacation days for the second week of May next year?? I realize that some of you will not be able to put in bids this early but **don't forget!** You won't want to miss **Amsterdam in '97!**

So what have I got lined up for you so far? The lovely 100 year old four star **Park Hotel**. The KLM airport bus now stops right at the door for easy transfers. The room rate includes a full deluxe buffet breakfast for two people with cereal, cold cuts, bacon & eggs, yogurt, etc. Babysitters are available. There will be a number of rooms available to sleep three (all you have to pay is the breakfast cost—about \$15 for adults). To be honest I hope you realize that Amsterdam is certainly not Texas and three to a room will be **cozy**—but what we lack in square feet we sure make up for in charm! Also, the hotel is laying on the **VIP treatment** with a welcome basket of fruit and a bottle of mineral water, as well as free tea and coffee making facilities in each room. For those of you wanting to come early or stay late, the Park Hotel will extend the convention rate (including break-

fast) either before or after the convention days.

I recently held a get-together for the other Dutch members (those who weren't flying), and we again found that the largest problem seems to be that there is so much to see and do that we are spoilt for choice! Using the '96 convention evaluations as a guide we decided to leave Wednesday afternoon (after the press conference) free for individual sightseeing in Amsterdam. We are working on assembling a list of nearby sights and trying to get ISA discounts, of course!. The Rijksmuseum has just reopened the South Wing and has had great reviews. The "World Press Photo" exhibition will be in town—right next to the Royal Palace (which is also open to the public). Then there's Anne Frank's house, the Flower Market, the Maritime Museum—something for everyone.

Wednesday evening's dinner will be on board a canal boat enjoying a candlelit cruise and devouring an authentic Indonesian "**Rijsttafel**". We will probably have two seminars rather than three on Thursday morning and then go off to the "**Zaansche Schans**". This is a village consisting of authentic 17th and 18th century houses and windmills including a mustard windmill, a cheese 'factory', and an old fashioned clog maker. Then we can continue to either a traditional fishing village or a castle, or maybe even both! As you can imagine, I'm still evaluating the options. Similarly the pre and post convention side trips are still in the planning stage. The bulb fields are always popular, as is a city trip to Bruges or Gent in Belgium for lace and chocolates and even more amazing medieval architecture! For those of you on the Internet you can visit the Netherlands Board of Tourism site at <http://www.nbt.nl>.

I have inherited a treasure-trove of information from Binka Bone who had saved paperwork from previous convention organizers as well as her own. Along with pointers from Pamela Mitchell I think I'm well set. One of the most common bits of advice was to delegate to volunteers—so here goes!! **I NEED YOU—YES YOU!!**

Specifically I need help **fundraising**. Holland is a small country and we only have three airlines so any contributions from members' own airlines or

other aviation related businesses will be greatly appreciated. We will also need contributions for the Silent Auction and raffle. If you have family, next-door neighbors, old school friends or whatever who think its really neat that you're a pilot and would be willing to contribute goods or services from their business as prizes for a good cause, get up and go talk to them! All U.S. contributions are tax deductible. Pam Mitchell's example letter in the January 1996 newsletter is a great way to solicit donations. I'd like to thank Kim Hinshaw who has already offered to set up a Bulletin Board for room sharing, Donna Beering who will be assisting with streamlining registration data sheet, and Suzanne Skeeters who has volunteered to be a Child Care liaison! Muchas Gracias!

Any other offers of help and suggestions for fundraising will be greatly appreciated. I also want to repeat my request for information about what YOU want to see or do in Amsterdam, Holland or the adjoining countries. I know of enough great places to go and things to see to fill a month's worth of vacation. This is your last chance to help me narrow it down; by the time the next newsletter comes out my decisions will have been made—don't say I didn't ask!! The January newsletter will have the registration form and I'd like to "warn" you right now May is a very popular month in Amsterdam. I am still in negotiations with the hotel as to the closing date for bookings but it will certainly be **at least** a month in advance (11 April). After that the hotel will allocate rooms on a space available basis. They may well go quickly, so be prepared to jump up and book as soon as you get that form!!

Most first time Convention go-ers (including me last year) remark on what a great time they've had and that they wish they had made the effort to come before. If you've never attended a convention—or never attended a non-U.S. convention—please make Amsterdam your first one. You won't be disappointed!

Don't hesitate to contact me by phone/fax/email/regular mail. My local time is UTC plus 1 (winter time) and you can call from UTC 0900 to 2100. The phone/fax number and my email address are on the inside cover of this newsletter. My regular address is Paulus Potterlaan 15, 1412 HV Naarden, Netherlands.



FAMILY

Denise Van Grunsven

St. George Island was the backdrop for our quarterly Board of Directors meeting August 28, compliments of Binka Bone. Her gorgeous beach home sits within 100 steps of the silky white sands and aqua waters of the Gulf of Mexico in Florida's Panhandle. Thank-you, Binka, for your generosity and warmth; you are a great hostess. At times during our eleven-hour meeting it was hard not to spy out the window at the dolphins splashing about in the sparkling blue sea. This was one of the most fruitful, best attended (all nine BOD members were present) and extensive in our history. We have many very talented members on the board and in our membership who have ideas and visions about ISA and the future. Remember ISA is all of us. Please let the BOD know what you'd like to see ISA do and what directions to take as we continue to grow and expand our mission. We need your input.

It seemed the news trickled in quite slowly over the past few months, the calm contradicting everyone's busy summer. Here is the latest information for all to enjoy.

Weddings & Engagements

Anne Falandes married Larry Castelli. She is a B747 FO at United. Mary Berlingeri married Mr. Wonderful, Bob Meade. Her new name is Mary Berlingeri-Meade. They will remain in Conifer, Colorado where Bob has his own software company. Mary's dog, Sam, loves his new dad! Jill Davenport was married April 3, 1996 to a great guy, Steve Clark, a B757 FO at America West. They will try to see each other on EWR layovers. She now goes by the name Jill Clark.

Susan Chigos has married. Her new name is Shanahan, her husband is Mark.

Jane Saddler and Bruce Farwell were wed June 8, 1996 in Seattle, Washington.

Valerie Walker Patton was remarried November 13 1995 to Rich Cottle, a fire-fighter and arson investigator. Valerie's name is now Valerie Walker Cottle. Along with Rich, her son Cory inherited a brother, Shane, who is also a 10-year-old. She says they are great kids and love being "bro's". The Cottles plan to build a home soon, with Rich doing a good bit of the work. Valerie hopes to see everyone in Amsterdam!

Gail Redden married Steve Jones in a beautiful ceremony in Chicago on August 18, 1996. At least eight ISA members were able to attend the wedding over that weekend.

Family Additions

Jean Combs dropped a quick note to tell us all about her new little girl. Jillian LeMay (Jean's mothers' middle name) Combs was born May 23, 1996 just before sunrise and weighed in at almost nine pounds. Her two year old brother tolerates her and nothing more. Jean is ready to return to work and will report to Atlanta for a month of training.

Upgrades, Transitions, New Airlines

Faith Hillman of Continental upgraded to B727 Captain based in Guam.

Judy Lee is now B757/767 Captain at United, their first female to Captain these planes.

Debra Ross upgraded to DC-10 Captain at FedEx.

Janet Patton left Zantop to become a DC-9 FO at Spirit Airlines, their first female pilot.

Jill Clark upgraded to Captain on the B757/767 in June at Continental.

Valerie Walker Cottle, Delta, is flying Captain on the B737-300 again after being bumped back to the right seat on the B757/767, acquiring type ratings in the process. She's looking forward to the left seat in those in a year or two.

Nancy Lemmon transitioned from B727 SO to A-300 FO Subic Bay, Phillipines in August 1995. She lives in the old base housing at Subic, which was formerly a US Navy Base. It's not luxurious, just liveable she says. Nancy flies strictly intra-Asia and loves it. No oh-dark-thirty hub turns and great layovers! She'd love to hear from everyone, so keep those cards and letters coming.

Other news

Janet Patton bought an airplane, a 1947 Stinson 108.

Lori Killough, an inactive member and FAA Inspector in Minneapolis, is moving to Cleveland where she has been selected as the new Manager of the Cleveland Flight Standards District Office (FSDO).

That's the news. Keep in touch.

*Family News/Upgrades/
New Airplane?
Use form on page 27*

BOARD OF DIRECTORS REPORTS



SCHOLARSHIP

Gail Redden-Jones

We have finally completed the scholarship process for 1996. This year we separated the process into Financial Scholarships and Airline Scholarships. I am in charge of Financial and Krisan Wismer is handling the Airline Scholarships. Her report will follow mine.

Financial Scholarship Interviews

This year we interviewed 14 applicants for the Financial Scholarships. My thanks go out to the many ISA members who assisted in our interview process. Several members helped out by doing more than one interview. We even had one member travel to Alaska so the scholarship applicant would not have to incur the expenses of traveling to an interview (Thanks, Jane!). To all those members who gave selflessly of their time to make this scholarship year a success, I thank you. Those members who interviewed Financial Scholarship applicants were: **Krisan Wismer, Jane Saddler, Karen Kahn, Nancy Wudke, Sherry Anderson, Jenny Beatty, Maggie Rose, Katie Stinson, Janis Keown-Blackburn, Laureen Sacco, Lynne Horning, Anne Edmonson, Jennifer Palmer, Deborah L. McEndree, Lynn Rippelmeyer, Sylvia Otypka, and Annette Worthington.** Interviewing is an inte-

gral part of the scholarship process and input is invaluable in determining the eligibility of the applicants. Also, they benefit from meeting and speaking with women who are in the airline industry.

Selection Committee

The Financial Scholarship Selection Committee met a little earlier than usual this year due to my impending nuptials (as of press time, I am now a happily married woman!). We met July 27 and 28 in Chicago to go over the applicants and choose the winners. It was an extremely difficult process, as there were so many deserving recipients. My thanks go to **Ginger Cutter and Morgen Greschel Reeb** who took the time out of their busy schedules to help me. And thank you, Karen Kahn, for offering to be an alternate in case we needed you.

Financial Scholarship Winners

The 1996 winners of Financial Scholarships are as follows: The **ISA+21 International Career Scholarship** was awarded to three individuals in the amount of \$1000 for their ATP training. We were able to do this since each woman had found a school where they could receive their training for \$1000. They are **Tracy Leonard**, who is currently a first officer for Scenic Airlines, **Kathryn Hansen**, who is a first officer for Mesa Airlines, and **Jennifer Mueller**, who flies for LAB Flying Services in Alaska. (*Gail received a letter from Kathryn Hansen reporting she has successfully completed her ATP and is returning the unused \$5 portion of her scholarship to ISA! Tracy Leonard has also completed her ATP and was able to obtain her training at a discount, thereby only using \$860 of her allotted \$1000.—Ed.*)

The **ISA+21 Fiorenza de Bernardi Merit Scholarship** was awarded to **Stephanie Fryer** in the amount of \$1000 for her Multi-engine Instructor's Rating. She has just completed

her Commercial and Certified Flight Instructor's training. Her last position was as an airframe and power plant apprentice until she was laid off due to company restructuring. She is currently flying traffic watch.

Again, many thanks to all who made this Scholarship year a success. We are growing rapidly due to the generosity of our members, not only in monetary contributions, but in volunteering your time. Let's keep the momentum going and make next year even better!

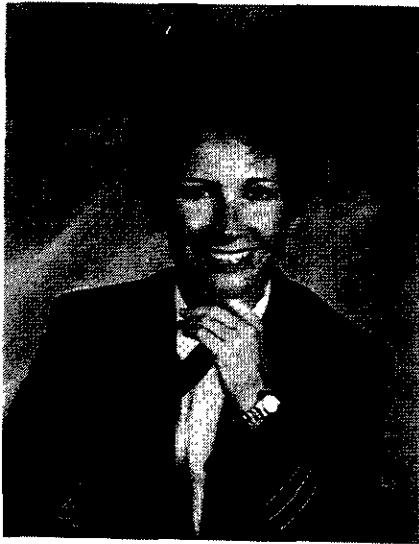
Scholarship Information Sheets

Enclosed in this newsletter is an updated Scholarship Information Sheet (see page 25). Please tear it out, make copies, and hand it out to anyone you think would benefit from this information. Morgen, Krisan, and I did our best to make it as concise and understandable as possible. If you have any comments or suggestions, or need additional scholarship sheets, please feel free to contact me at the address listed in the centerfold of this newsletter. We will also be updating the Scholarship Applications and Interviewer Sheets this Fall. All comments and suggestions are welcome. I am hoping to have the updated applications done and ready to mail out by October.

ISA SCHOLARSHIP DONATIONS

Donations to the ISA Scholarship Fund are tax deductible under Section 501(c)(3) of the U.S. IRS Tax Code. ISA's taxpayer ID number is 52-1465669.

ISA Treasurer Binka Bone is always pleased to receive and process scholarship donations.



AIRLINE SCHOLARSHIP CHAIR

Krisan Wismer

Airline Scholarship Interviews

The 1996 Airline Scholarship selection process is complete. The selection committee reviewed 23 applications that 30 of our members interviewed in June and July. Some of our members did more than one interview and some traveled out of town to do these interviews. I want to thank the following interviewers:

Deborah Davenport, Karen Kahn, Lynn Rippelmeyer, Ginger Cutter, Annette Worthington, Sylvia Otypka, Susan Oktay, Betsy Landon, Diane Gilliland, Theresa Hornbruch, Margie Freeman, Pam Duncan, Maria Eberle, Cynthia Prewitt, Lynn Ebert, Stephanie Padden, Kathy Mott, Laura Cox, Jessica Stearns, Deborah McEndree, Jennifer Palmer, Cheryl Olivier, Lou Ann Gibson, Morgen Reeb, Tracy Welch, Mary Ann Schaffer, Tracy Reite-nauer, Jane Saddler, Mary Bardon, Diane Wade, and all those

who took the time and wrote recommendations.

If I missed anyone, please let me know as I greatly appreciated everyone coming to my aide and helping with the interview process. I can't emphasize enough your valuable input to the integrity of our Scholarship program. The applicants benefit from their interviews through your help and expertise, even if they are not selected. Sometimes I think this interview process helps us remember our own progression to our airline careers!

Selection Committee

On August 13 and 14 the Airline Selection Committee met. I cannot begin to thank **Keith Johnson** and **Diane Casavant** for serving on the selection committee, looking through a mountainous pile of information, and choosing the most deserving and very competitive candidates! I want you to know that I have finally caught up on my sleep from two runs to the airport at 4am! Keith and Diane many, many thanks and sorry we did not have time for the hot tub!

Airline Scholarship Winners

The 1996 Airline Scholarship winners are as follows: The two **United Airlines Type Rating Scholarship** recipients are **Victoria Doyle** and **Jennifer Hegseth**. Victoria is a Captain for Lone Star Airlines and she had 3,530 hours when she applied. She is currently flying the Metro III and the Metro 23 and she lives in Mountain Home, Arkansas. Jennifer flies as a Beech 1900 Captain for GP Express out of Grand Island, Nebraska, and she had a total of 3,077 hours when she interviewed for the scholarship.

She lives in Northfield, Minnesota. The runners-up for these two ratings are **Roberta Paulet** and **Heather Nauta**.

The new **USAir B-727 Type Rating Scholarship** recipient is **Angelia Smith**. Angelia is the Chief Pilot for Corporate Flight Management in Smyrna, Tennessee. She has a total of 2,765 hours, 900 of which is jet time. She currently flies pilot in command of a Learjet 25 and King Air 200. The runner-up for the type rating is **Kimberly Earnest**.

The new **Federal Express Flight Engineer Certificate Scholarship** recipient is **Michelle Rintala**. Michelle is currently flying as a first officer for Midwest Express Commuter and she lives in Witt, Illinois. The runner-up for the flight engineer certificate is **Jessica Daisy** from Dover, New Jersey

ISA is especially indebted to **United Airlines, USAir, and Federal Express** for donating these scholarships this year. We were unable to secure an instructor for the simulator time that **NATCO** was going to generously donate to us this year. We hope to be able to continue our relationship with **United Airlines, USAir, and Federal Express** next year as well as **Northwest and NATCO**.

All of our recipients have their ATPs and their college degrees. I look forward to hearing about their training.

I would like to thank **Morgen Reeb** and **Gail Redden-Jones** for their long distant help and never ending support! As the Holiday Season is approaching, I would like to extend my best Holiday Wishes to everyone.

BOARD OF DIRECTORS REPORTS



Airline Scholarship Committee members taking a dinner break. Pictured L-R: Krisan Wismer, Keith Johnson, and Diane Casavant.



ISA Scholarship Winners Write

Dear Gail,

I would like to let you and the entire ISA+21 Society know how much I truly appreciate being awarded the ATP scholarship. I'm thrilled to be the recipient. Thank you for allocating the scholarship money so fast so that I could take advantage of the discount at "All ATPs"

Thank you so very much again. Your kindness is really appreciated.

Thank you very much,
Kathy Hanson

Dear Gail Redden and All of ISA+21:

I would like to thank you for selecting me as the recipient for the Fiorenza de Bernardi Merit Award. What a wonderful honor. I have not decided where I will use the award for my multi-engine instructor. Fortunately, I have some time to investigate.

Additionally, I would like to thank Sherry Anderson for recommending me.

With lots of gratitude,
Stephanie Fryer

Annual Membership Renewal Time

by Carolyn Pasqualino

It's that time of year, members. Crisp, cool nights and shorter days in the Northern Hemisphere; warm, longer days in the Southern Hemisphere. And for everyone around the globe, it's **DUES RENEWAL TIME!!** Your \$40 dues are due by January 1, 1997 and you will save your organization money by sending in those dues by November 10. Otherwise, I will be sending out reminder cards to you with a gentle plea for money. **Lisa Wer-meling** of United wins this year's race for the first to renew. She was closely followed by **Debra Ross** and **Sharon Menear** in this highly competitive annual event. Please send your check directly to my home address along with any address changes or other news, or simply use the handy Membership Application/Renewal form on the last page of this newsletter. For our non-U.S. members *only*, you may use your Visa/Mastercard (sorry, we don't take American Express). Dues must be received by January 1 to be included in the 1997 Membership Directory.

ISA 1996 SCHOLARSHIP RECIPIENTS



United Airlines
Type Rating
Jennifer Hegseth



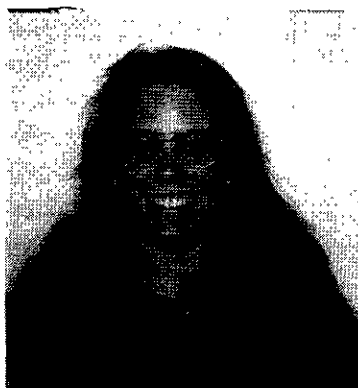
United Airlines
Type Rating
Victoria Doyle



USAir B-727
Type Rating
Angelia Smith



Federal Express
Flight Engineer Certificate
Michelle Rintala



ISA International
Career Scholarship
Jennifer Muellner



ISA International
Career Scholarship
Tracy Leonard



ISA International Career Scholarship
Kathryn Hansen



ISA Fiorenza de Bernardi
Merit Scholarship
Stephanie Fryer

BOARD OF DIRECTORS MEETING MINUTES HIGHLIGHTS

The third quarter 1996 Board of Directors (BOD) meeting was held August 28, 1996 in St. George Island, Florida. The meeting was called to order by Chairwoman Betsy Landon at 09:15 EST. All board members were present: Binka Bone, Mary Ana Gilbert, Kathleen Malone, Nancy Novaes, Carolyn Pasqualino, Gail Redden-Jones, Denise Van Grunsven, and Liz Voigt. The minutes were approved as presented. Since this was the first meeting of the new BOD term, each committee chair stated her goals for the next year.

Committee Reports

1. Secretary: A basic outline of modified Robert's Rules of Order were reviewed for use during the meeting. Mail forwarding has been switched to Mary Ana's address effective Aug 30. One year's supply of letterhead stationery was ordered and will be held by the secretary for distribution. Email procedures for an interim BOD decision making process was voted down. The majority of the board felt decisions could wait three months until the next BOD meeting. Correspondence received during the previous quarter was reviewed.

2. Treasurer: Binka Bone submitted her accounting of ISA's income and expenses. Denise Van Grunsven accepted the responsibility for processing future credit card charges. Binka submitted her resignation as a trustee of the Aviatrix Trust.

3. Corporation: After extensive discussions, the board elected to merge ISA's two independent corporate identities to streamline accounting and accountability efforts and expenditures. Aviatrix trust monies will still be separate but will fall under the ISA 501(c)3 corpora-

tion. Nancy Novaes investigated opening an account with Fidelity Investments and reported that once our total worth (after combining the two corporations) exceeds \$200,000, we can qualify for a no-fee managed account.

4. Convention: After our tax status with the state of Texas is confirmed, the books on the Ft. Worth convention can be closed and excess funds forwarded to the Aviatrix scholarship fund. The bank account will remain open with a minimum balance so US funds can be exchanged for Dutch guilders and forwarded to Liz for the Amsterdam convention. Liz announced the Park Hotel as the winning sight for this spring. She is in the process of working with KLM and Transavia for possible sponsorship or hotel subsidies. Since May is a busy month in Amsterdam, bookings must be made early and Liz urged prior planning.

5. Family: Denise Van Grunsven is still soliciting copies of every airline's pregnancy policy since many that she has are dated. Please contact her and/or forward a copy of your company's policy so that her library can remain current.

6. Historian/Speakers Bank: Betsy Landon reported a busy summer. All copies of ISA videos are

presently checked out.

7. Membership: Carolyn Pasqualino announced we have a membership representing 92 airlines and 33 countries. Our International Fund which assists non-U.S. members on an as-needed basis totals \$672.00. Thanks to all for your continued support.

8. Newsletter: Kathleen Malone discussed the need for releases from authors prior to publication. This would also allow these articles to be used on our Web site. Nancy will be working with the ISA lawyer to obtain these release forms. We will be increasing our printing of the October newsletter to be used for scholarship donation solicitations and information.

9. Scholarship: Gail Redden-Jones announced the winners of the 1996 scholarships. ISA awarded one merit and three career scholarships. Gail also introduced the new scholarship information sheet that will be distributed to all requesting information concerning our scholarships. Scholarship will now be a multi-person committee headed by Gail to better divide the extensive workload of this job. She will be forming her committee and will report back to the board in November.

(Continued on page 14)



BOD members enjoying Binka Bone's hospitality (L-R): Liz Voigt, Gail Redden-Jones, Carolyn Pasqualino, Nancy Novaes, Denise Van Grunsven, Binka Bone, and Mary Ana Gilbert.

FAST TRACK

News for ISA Job Seekers

Luan Meredith and
Laurie Wilde

The following airlines are currently interviewing: **Airborne Express, Alaska Airlines, America West, Northwest, FedEx, Southwest, TWA, United, and UPS.** American and Delta are expected to hire soon. If you're looking, you should be applying **now**. This information comes to us compliments of **Kit Darby** at "Air Inc." Thanks, Kit.

DHL has openings for the following positions: DC-8/B727 Second Officer—nine openings in the Cincinnati base. Minimum requirements for

this position include 2500 hours total time with 500 hours AMEL-PIC, 200 hours instrument, and an AMEL ATP certificate. B727 Second Officer Instructor—based in Cincinnati. Qualifications include an FE certificate with 100 DHL hours line experience, currency as a DHL second officer, and Part 121 training experience preferred. For further information, contact DHL Human Resources, P.O. Box 75122, Cincinnati, Ohio 45275. Denise Van Grunsven has provided information on pilot openings in the Dallas area flying Learjets and Challengers. Contact Mrs. Tess Spooner at 703-670-6832 for more information.

As usual, if you or your friend are looking, please call me. I now live in St. Louis, Missouri, and have a new

phone number listed below. You can also reach me via email on CompuServe.

The latest buzz word in the job search game is "application window"—the companies only accept applications between certain dates. Timeliness is critical.

I would love to hear from you! Luan

Please send any information on your airline's pilot hiring or any other hiring information you may have to ISA members:

Luan Meredith CS: 76221,2731 Phone 314-845-7282

Laurie Wilde CS: 76140,1056

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.

Board of Directors Meeting Minutes Highlights

(continued from page 13)

Standing Committee Reports

1. IFALPA Representative: Letters to the board from two members were read and discussed. After considerable deliberation and in accordance with a previous Board decision, it was decided that the IFALPA representative should be a Board appointed position and filled by a current or former BOD member. Liz Voigt, meeting these criteria and having already attended an IFALPA conference with Pam, was voted as our new representative. Liz would appreciate hearing from any member interested in IFALPA in general or in an assistant representative's position. Her email and telephone/fax numbers are on the inside cover of this newsletter.

2. Gender Issues Committee: A letter from Lucy Young was read concerning the formation of a Critical Incident Response Program (CIRP) team which would provide peer support for any member involved in a critical incident. A critical incident could be anything caus-

ing personal or professional stresses such as an aircraft mishap, sexual harassment, or CRM resolutions. Volunteers would be trained to provide support, information, and references for professional help. Nancy announced a list of 10 volunteers already anxious to get started.

Old Business

1. ISA Web Page: Nancy Novaes reported the web page is established! She and Webmaster Ginger Cutter have created a location where people can get information about ISA. It is in the infancy stage but growing fast. *(We'll update you as more information becomes available—watch for details in upcoming newsletters. —Ed.)*

2. Career Booklet Rewrite: Sylvia Otypka forwarded a copy of her rewrite of this popular booklet. Her extensive research produced an informative, inclusive, well documented booklet aimed at exciting young people to pursue an aviation career. Her efforts and the results are truly phenomenal. It was suggested that since some of our members work in the training and management departments of their respective airlines, we might be able to

get an airline to donate the first printing.

3. Elections: The following Board of Directors positions will be open in the spring: Newsletter, Treasurer, and Secretary. The nominations deadline is in February.

4. ISA Logo Change: This issue was tabled until the Feb 97 BOD meeting. If any change will be made, the target date for unveiling will be the 1998 Convention in Las Vegas.

New Business

1. Ninety-Nines Museum Exhibit Donation: A letter from the Ninety-Nines was read which solicited donations for their new museum honoring and remembering women in aviation. We will clarify that this donation will allow us to have a permanent exhibit representing ISA+21 before any further decisions are made.

2. Next Meeting: The fourth quarter 1996 BOD meeting will be held Nov 12, 13, and 14 in New York. Further information will be available at a later date.

The meeting was adjourned at 20:15 EST.

Mary Ana Gilbert,
Secretary

ISA MEMBERS SPEAK

In the interest of open communication, the following letter from Pam Mitchell is presented in its entirety.

Dear ISA Members,

It is with deep regret that I am resigning my position as ISA's representative to IFALPA. A conflict arose which made it difficult for me to effectively serve as the ISA/IFALPA liaison. Certain Board members felt perhaps that I was not being aggressive enough in promoting the ISA Board members' pregnancy and radiation policies to IFALPA. After the stress of the convention planning and execution, I just didn't have the heart or the will to stand up to it, and I am resigning, effective with the last Board of Directors meeting.

My last suggestion to the Board was to open the position up for election to any interested members, as several have expressed their interest to me. I was informed, however, that the Board of Directors decided against an open election and to appoint a Board member who desired the position instead.

I've tried really hard for the last five years to build ISA's credibility and respect within IFALPA as a professional and conscientious organization. It is a little bit touchy since many of the member organizations come from countries who do not have women pilots, and I've learned that

the velvet glove works far better than the clenched fist. I hope I've accomplished something during those years and I hope ISA will continue to hold IFALPA's respect and esteem.

Many thanks to you all as ISA members for allowing me my time as IFALPA representative. I have deeply appreciated the opportunity, the experience, and the friendships I've been blessed with because of it.

Sincerely,
Pam Mitchell

We are grateful to Pam for her dedication and extensive service to ISA. Through her efforts with IFALPA, ISA's non-U.S. membership has increased tremendously. Her many years of service have gained ISA professional respect with IFALPA, and her contributions as an ISA Board member are legion.

An unfortunate breakdown in communications led to Pam's resignation from the IFALPA position in June. This situation resulted from a disagreement involving accountability issues rather than representation. Prior to her resignation, the Board had voted to adopt a policy that ISA's IFALPA representative should be a current or past BOD member, due to the close communication with the Board required with this sensitive position. This policy is in line with historical precedence as many previous IFALPA representatives

have been ISA BOD/Executive Council members at one time, either prior to, during, or after their service as an IFALPA representative. Additionally, the Board decided that this position should not be filled by a member who is currently representing her airline's union as an IFALPA representative, as this would place her in the difficult position of representing two organizations concurrently. The Board had not received any communication from any other ISA members interested in the IFALPA representative position.

Pam has accomplished a great deal with IFALPA and her work has contributed significantly to the growing respect ISA enjoys within that organization. We sincerely appreciate her efforts. —Ed.

ISA BOARD OF DIRECTORS MEETING

November 13, 1996
New York, NY

All members welcome!

Contact Betsy Landon
561-750-8854
for exact location and
schedule times.

ISA News Article Submission Information

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

Please submit your article in electronic format if at all possible. If you want to submit an article and do not have a computer, please ask a friend who has CompuServe and/or a PC computer to help.

You may save your file in any of the following formats: (please indicate which format it is saved in) Word for Windows, DOS, Mac; WordPerfect DOS, Windows; Windows Write; Text with layout; MS-DOS Text with layout; RTF or simply .txt format.

Submit your article by one of the following methods in order

of preference: 1. File transfer or email to: Kathleen Malone, CompuServe 76140,3516; 2. Mail IBM PC Disk (3.5") to the Editor at 130 SW 91 Avenue #304, Plantation, FL 33324 (your disk will be returned); 3. Fax: 954-473-2413; 4. Mail typed/hand-written articles to the above address. Please note: articles not sent electronically are due 35 before the mailing date.

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

Pictures may be mailed to the Editor and pictures will be trimmed to fit newsletter space. Please identify the people and event on the back of the picture. Pictures will be forwarded to the Scrapbook Chair unless your request for return is noted on the back of the picture.

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October 1996 ISA Roster Update

| | | | | | |
|---|---|--|---|--|--|
| New Members | Jodi Dever 1485 Perry Twp. Rd. 35 Wooster, OH 44691 No. 5 14F Chien Kuo S. Rd. Federal Express Section 1 419-869-7942 | Badhoevedorp 1171EG NETHERLANDS KLM 020-6596609 | Susan Chigos Shanahan 14898 Lori Rd. Prior Lake, MN 55372 Cserve#70263, 1032 | Barbara Howell 911 Wesleyan Dr. Fairfield, OH 45014-2925 Sterling, VA 20165 703-406-8443 | Debra Danielson Corbo 19580 Youngs Cliff Road Sterling, VA 20165 703-406-8443 |
| Taipei TAIWAN, R.O.C. China Airlines 886-2-7049567 Fax 886-2-7049845 INTERNET: tai@ms4.hinet.net | Susan Laun 2007 Winterspark Dr. Atlanta, GA 30360 Rich Int'l 770-448-1201 | Jennifer MacDougall 504 Red Fox Ct. Havelock, NC 28532 Federal Express 919-447-2379 | Lisa Wermeling Cserve#73761, 51 Nanc Elisha Bernatas P.O. Box 605 Hillsboro, NH 03244 502-349-8083 | Anne Falandes 20018 Saint Germain Lane Sonoma, CA 95476-7728 707-938-3209 | Pam Noeldner 2126 Haines Way Lansdale, PA 19446 215-661-2896 |
| Charlotte Degroote Oud Over 91 3632 VC Loenen a/d Vecht NETHERLANDS KLM tel&fax 31-294-233017 | Beth Austin 613 West Manor Peachtree City, GA 30269 United 770-486-9360 | Paula Miethaner 2528 Lambert Dr. Toledo, OH 43613 Zantop 419-472-6811 | Imme Visscher Kooman Meerweg 43 1405 BD Bussum NETHERLANDS KLM 035-6911213 | Lee Wilkerson 930 Tahoe Blvd. #820-179 Incline Village, NV 89451-9451 | Susan Gaona 5121 W. Plano Parkway Plano, TX 75093-5006 |
| Karen E. Poreboom Purmersteeweg 2 1441 DL Purmerend NETHERLANDS Martinair Holland 0299-425455 Fax 0299-438467 | Ann Jankowski P.O. Box 242166 Anchorage, AK 99524-2166 Zantop 907-277-7164 2nd phone#307-472-5538 | Carolyn Ross 1111 Mallard Creek Rd. Louisville, KY 40207 UPS 502-899-9613 | Eather Krauth 34092 El Contento Dr. Dana Point, CA 92629-2666 | Kathleen Brown 1063 Hopkins Way Pleasanton, CA 94566-7813 | Nancy Walker 10599 N. MacArthur Blvd. #2209 Irving, TX 75063-5215 |
| Camille Carlson P.O. Box 11401 St. Paul, MN 55111-0401 Airborne Express 513-383-3869 | Jill Jesensky 1601 Palomino Dr. Henderson, NV 89015 America West 702-568-9824 Cserve#71713, 221 | Saskia Van de Ridder Kempelaan 145 Amsterdam 1066RB NETHERLANDS Transavia 020-6175648 | Lori (Griffith) Cline 3803 Cardinal Ct. Greensboro, NC 27410 910-668-4489 | Karin Carlson 6355 Crossings Dr. Apt 240 Burlington, KY 41005-9008 | Suzana Benke Kanaalweg OZ 156 3224 AD Hellevoetsluis NETHERLANDS Tel# 0181-321596 |
| Jacqueline Vollebregt Waalstraat 21 1078 BP Amsterdam NETHERLANDS KLM 020-6733272 | Gwendolyn Moxey P.O. Box N10214 Nassau BAHAMAS Bahamasair 362-1841 | Gail Redden-Jones Ph#847-599-9886 | Cheryl Olivier 120 S. Denton Tap #450C Coppell, TX 75019 214-831-9457 Pager 800-408-6818 | Virginia Gallenberger 2703 Hurstland Ct. Crestview Hills, KY 41017-2266 | Sharon (Leone) Sheldon 3418 Hurstbourne Ridge Blvd. Louisville, KY 40299 |
| Joy McGreevy 2202 Emerson Ave. Louisville, KY 40205 UPS 502-452-9529 | Viki Wade 1196 Heather Ridge Cove Collierville, TN 38017 Federal Express 901-853-5633 | Deb McEndree Prodigy SDTV20A | Bobbie Snowden 14743 Chicago Ave. Apt 3 Burnsville, MN 55306-6747 | Deborah Giese 13835 Kewanna Trail Reno, NV 89511 WestAir 702-852-1804 | Nancy Lemmon FedEx Flight Ops. 6050 Rockwell Ave. Anchorage, AK 99502 415-388-6282 |
| Deborah Henderson 8237 Pearl St. N. Richland Hills, TX 76180 Express One Int'l 817-498-1673 | Katharina Jermini- Schmid 3008 Bern SWITZERLAND Crossair 031-382-5852 | Laurie Reeves Compuserve#104434, 166 Norah O'Neill (as of Nov. 1) | Barbara Bentzin 30600 County Rd. 371 Buena Vista, CO 81211-9113 | Deborah Giese 13835 Kewanna Trail Reno, NV 89511 WestAir 702-852-1804 | Nancy Lemmon FedEx Flight Ops. 6050 Rockwell Ave. Anchorage, AK 99502 415-388-6282 |
| Edna Bennisson 1111 Mayors Drive Sevierville, TN 37862 Reno Air 423-428-5329 | Ludmilla Petrash 26 Urytsky St. Apt. 85 Kyiv-35 UKRAINE 252035 Ph#380-44-245-5685 | Laurie Reeves Compuserve#104434, 166 Norah O'Neill (as of Nov. 1) | Katherine Williamson 2500 Chestnut St. Apt 9 San Francisco, CA 94123-2423 | Deborah Giese 13835 Kewanna Trail Reno, NV 89511 WestAir 702-852-1804 | Nancy Lemmon FedEx Flight Ops. 6050 Rockwell Ave. Anchorage, AK 99502 415-388-6282 |
| | Valerie Walker Cottle 9089 S. Wasatch Blvd. Sandy, UT 84092 801-947-9293 | Laurie Reeves Compuserve#104434, 166 Norah O'Neill (as of Nov. 1) | Gail Johns 801 River Rd. Apt F122 Montgomery, TX 77356-5550 | Deborah Giese 13835 Kewanna Trail Reno, NV 89511 WestAir 702-852-1804 | Nancy Lemmon FedEx Flight Ops. 6050 Rockwell Ave. Anchorage, AK 99502 415-388-6282 |

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ISA COMMITTEES AND RESOURCES

International Society of Women Airline Pilots, 2250 E. Tropicana Avenue, Suite 19-395, Las Vegas, NV 89119-6594

Aeromedical

Carole Danis Litten
301-365-5670

CompuServe 70774,1354

Captain's Club

**Recognition of Captain upgrade*

Lisa Kuehl

1727 250th Street,
Boone, IA 50036-7552

Convention

Liz Voigt

INTERNET:synthe@euronet.nl

Phone/Fax: 31-35-695 3442

Corporation

Nancy Novaes

212-535-9865

CompuServe 76147,514

Prodigy WS5G29A

Family

**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

545 Blossomheath Drive

St. Louis, MO 63125

314-845-7282

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Lisa K. Kuehl

515-432-6019 Fax:515-432-2860

CompuServe 73761,2674

Historian

Betsy Landon

561-750-8854

CompuServe 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

CServe 70774,747, AOL: GMCUTTER

Master Seniority List

Lori (Griffith) Cline

910-668-4489

Membership

**Change of Address?*

Carolyn Pasqualino

1111 Edgewood Circle

Rockford, IL 61108

815-229-7759; Fax 815-229-7236

CompuServe 76250,372

Menopause Medical Resources

Beth Raphael

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CompuServe 76250,1227

Nancy Novaes

212-535-9865

CompuServe 76147,514

Prodigy WS5G29A

Museum/Exhibits

Lori Griffith

412-788-0651

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Revised 10/96

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ISA GENDER ISSUES COMMITTEE VOLUNTEERS

The following is a list of current Gender Issues Committee (GIC) volunteers. The first two members listed are CIRP-trained specialists as well. Please contact any one of them for assistance or for information on volunteering.

| | Telephone | CompuServe/Phone |
|------------------------|--------------|------------------|
| Lucy Young (CIRP) | 404-892-2607 | 70774,1474 |
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| Karen Kahn | 805-687-5859 | 76147,135 |
| Maria Eberle | 314-458-6966 | |
| Norah O'Neill | 509-529-5256 | |
| Betsy Smith | 603-431-8733 | |
| Nancy Novaes | 212-535-9865 | 76147,514 |

ISA + 21 Store Order Form

Name _____ Date _____
 Address _____ City _____ State _____ Zip _____

Please send me the following ISA items:

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| | Price | Quantity | Color/Size | Shipping | Total |
|---|-----------|----------|------------|----------|---------|
| Bangkok '95: Women's short sleeve (lt blue, pink) | \$8.00 | _____ | _____ | \$2.00 | \$_____ |
| Vancouver '94: Women's short sleeve (lt blue) | \$6.00 | _____ | _____ | \$2.00 | \$_____ |
| '94 Women's long sleeve (oatmeal beige) | \$8.00 | _____ | _____ | \$2.00 | \$_____ |
| '94 HALP long sleeve mock turtle neck (oatmeal) | \$8.00 | _____ | _____ | \$2.00 | \$_____ |
| ISA T-Shirts (white with gray ISA logo) | \$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 | \$_____ |
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| ISA Business cards (light blue and gray on gray, generic) | \$50/10 | _____ | | none | \$_____ |
| | | | | Total | \$_____ |

Please make checks payable to "ISA + 21" and send to:
Carol Cansdale, 1520 West 61st Street, Minneapolis, MN 55419-2122, USA
Telephone: 612-866-9814

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Call For Participation in NASA CRM Gender/Culture Study

Judith Orasau of NASA-Ames Research Center is conducting research on the characteristics of effective communication during non-routine, critical flight situations. In particular her research group is investigating whether there are position-specific, as well as gender- and culturally-biased variations in efficient crew communications, and

is inviting our participation through the following letter.

As no similar research exists in the literature, we have the opportunity to contribute to aviation safety and cockpit communication improvement. Thanks go to Kathleen Wentworth for providing us with this contact and the chance to participate in this ground-breaking study.

Would you like to participate in a NASA study of pilots' perceptions of inflight situations? We are currently conducting a study that is concerned with how pilots who differ in aviation experience and cultural background evaluate inflight situations and communicate with other crew members. We want our study to reflect the judgments of all pilots as accurately as possible and are hereby inviting you to participate. If you are a captain or a first officer flying a Part 121 aircraft and would like to take part in this project, please send email to jorasanu@eos.arc.nasa.gov or to ufischer@eos.arc.nasa.gov. We will send you a copy of the experimental ma-

terial, along with a postage-paid return envelope.

Participants in the study will receive short descriptions of flight situations and be asked to answer several questions regarding these situations. There are no right or wrong answers. We are not testing to see whether you know correct answers, but want to learn how you would respond to various situations. This task, including several questions about your flight experience, will take approximately 30 minutes. All responses will be completely anonymous.

After the study is completed, findings from this study will be avail-

able to ISA+21 members, either through the newsletter or a report.

If you have any questions before deciding whether to participate, you may call Judith Orasanu at NASA-Ames Research Center, Moffett Field, CA at 415-604-3404 or Ute Fischer at 404-894-7627. This study is the first of its type to examine gender and cultural variations in pilot judgment. Its success will depend on your participation. We look forward to hearing from you.

Judith Orasanu

NASA-Ames Research Center
jorasanu@eos.arc.nasa.gov

Would you like to participate in a NASA CRM study?



NASA is conducting research on gender- and culturally-based variations in effective crew communication. To participate in this study, please send the following information to Judith Orasanu at NASA-Ames Research Center, Moffett Field, CA 94035-1000; Attn: Mail Stop 262-4. For additional information, contact Judith Orasanu at 415-604-3404, email: jorasanu@eos.arc.nasa.gov; or Ute Fischer at 404-894-7627. Thank you for your contribution to this important research.

Name _____
Address _____
Phone _____
Fax _____
Email _____

PEER COUNSELING AND ISA GENDER ISSUES COMMITTEE

by Lucy Young

Background

Most of us have heard at some point about some female crewmember who encountered some sort of discrimination or harassment that appeared to be related to her gender and being in a male dominated field. Although most women pilots have developed skills in handling a variety of mixed gender situations, there are cases where the discrimination is hurtful or damaging enough that it causes changes in the pilot's life or even ends up jeopardizing her airline career. It is fairly well documented that the resources available to help women pilots with sexual harassment/discrimination are few and are of limited effectiveness. ISA member Kathleen Wentworth's survey underscored this in 1994, and the environment has not changed substantially despite some changes in crew training. Gender discrimination is getting more subtle and is more prevalent than outright harassment, but it can be just as damaging. These instances are not likely to be cause for court action, but nevertheless erode the victim's confidence by creating a hostile climate. For example, being exposed to sexist remarks and behavior could most definitely erode teamwork, Crew Resource Management, leadership/followership and in the end, aviation safety. It cannot be tolerated in a professional flight crew environment. The underlying factor in all of these cases is abuse of power, and it is not necessarily manifested sexually. Being excluded from decision making or inadequate recognition of one's work are other examples. Women pilots who encounter an incident at their company are usually in a no-win situation. Management may do everything they can to smooth it over and avoid a lawsuit, but the offender may never apologize or admit his or her behavior was unacceptable. The victim is usually labeled as a troublemaker, feminazi (if female) or goldigger (trying to win money in a lawsuit), and nothing is resolved. If the situa-

tion escalates at all or heads toward litigation, both parties dig in their heels and the victim's professional life can be put on the line through threats, intimidation, loss of flying qualifications, medical, etc. It is imperative that any woman pilot in this situation have an advocate to follow through the process with her as soon as possible because after an incident, self esteem will be at an all time low and she will be least able to speak up on her own behalf. This is similar to victims of spousal abuse. If the incident is not dealt with forthrightly and in a timely manner, Post Traumatic Stress Disorder (PTSD) may result, which may or may not be successfully treatable. The pilot's career could be over in the latter case, which is why intervention is so critical.

Critical Incident Response Program

ALPA has created a Critical Incident Response Program (CIRP) to address the trauma that may result after an aircraft accident for crewmembers, accident investigators, and other employees and their families. More and more pilots are accepting the support of CIRP as two concerns have diminished: that seeking help would jeopardize their medical certificate, and that admitting to problems would tarnish their image. Peer support has been proven to be the most effective tool in helping a traumatized employee through the aftermath of a critical incident, with appropriate Mental Health Professional services provided in addition as necessary. Since the symptoms often seen after a sexual harassment or discrimination episode are very similar to those following other traumatic events, it only follows that peer support can help in these situations also. Aftermath symptoms are normal reactions of normal persons to abnormal events, and may include sleep difficulties, gastrointestinal problems, feeling helpless or hopeless, depression, irritability and/or in-

creased alcohol use. Critical incident stress management involves education before incidents and intervention after incidents. Trained pilot peers are the key players in this process, as peer support may mean the difference between developing full blown PTSD, which can be debilitating, and successfully managing the effects of the stressful incident. ALPA has a core of trained volunteers and a national structure for recurrent training.

ISA Gender Issues Committee

ISA is currently pursuing ways to provide this resource to its members through a group of women who are trained in peer support and CIRP, to help members deal with gender related conflicts that may cause adverse symptoms or unmanageable stress. This group has been named the Gender Issues Committee (GIC). Women without access to a peer support counselor at their union or company can utilize the ISA group to get assistance. Most gender issues can be resolved using education of the parties involved, and prevention is the ultimate goal. In a perfect world, we could put the EEO people out of business and save tons of money, but we all know that conflicts still occur and we must be ready to deal with them. Prevention and timely intervention save money in the end, and through resolving CRM breakdowns and barriers to communication, enhance aviation safety.

We have 13 members who have volunteered to be on the Gender Issues Committee, with excellent diversity and backgrounds. Some are trained in CIRP and some have counseling experience at their airlines; others want to help out with gender issues as they arise. The centerfold of this newsletter lists current GIC volunteers and information on how to reach them. If you are interested in volunteering to be part of the GIC Peer Support Team, please contact Lucy Young or Nancy Novaes.

FLYING THE BIG BIRDS: on becoming an airline pilot

by Sylvia Otypka

In the spirit of Tom Clancy and Jean Harper comes a new soon to be released book on becoming an airline pilot. Some of you may not be familiar with the famed author Jean Harper of "When the Honeymoon is Over." Sixteen years ago she wrote a book titled "So You Want to Be an Airline Pilot." This book was a turning point for many fledgling aviators, some of who are in our midst today as ISA members. The book was rewritten several years ago, but with the ever changing and dynamic field of aviation it needed yet another amendment.

Having not been in the military I forgot that "you never volunteer for anything." And a good thing too! I would have missed out on a wonderful opportunity of researching and discovering a plethora of informational organizations available today.

Career Paths Available

The book starts with the fantasy everyone dreamed of when they began flying. Then it continues on to all the important things one must do to make this a reality. The ever-knowing civilian route to fame and fortune is covered, including some possibilities we weren't aware of. However, the coup de grace is what we civilians and some military avia-

tors never knew existed: all the opportunities available flying in the military. How would a mere commoner discover these secrets? I had the pleasure of interrogating Air Force Colonel Kelly Hamilton...with all the mind probes, she'll never be the same! Seriously, I wish I knew that some of these options existed when I was a young punk—but then many alternatives for women have only come about in these last few years.

The Airline Job

After a pilot gets all her flying experience, there is still the hurdle of finding and acquiring an airline job. Discover how to accomplish a successful interview and what's behind all those austere faces you encountered in past interviews.

This stunning ISA book could not be complete without a brief history of women in the airlines and the ever delicate subject of working with "the good old boys." As past ISA surveys have revealed, discrimination and harassment are still lurking out there and every newborn pilot should be made aware of it.

Reference Section

But what makes this book all worthwhile is the reference section on the

last 12 pages. This is where you can find groups for young adults to get involved in: Aviation Explorer Scouts, Opportunity Skyway, 4-H Space Camp and more. This is also where you will find out what Aviation Career Counseling, Aviation Information Resources, and FAPA have to offer. Every school that has college internship programs are listed as well as many scholarships that are available. Organizations that are open to women are revealed: ISA (of course), The 99's, Whirly-Girls, Women in Aviation, Women Military Aviators, and Zonta. (What? you don't know about Zonta?)

Remember when you first wanted to become an airline pilot? If you weren't one of the lucky ones who read Jean's book, wouldn't you have wanted this one? Everyone knows someone, a family member or friend, or has met that stranger who's eyes become as big as saucers when you tell them what you do for a living. You become an instant rock star and they want to be in your shoes. Now you can help make their dream come true with this book.

Sylvia Otypka is an ISA member and a B-747-400 first officer with United Airlines.

ISA GRAPHIC ARTIST

Lisa Kuehl

Greetings, everyone!

I hope the summer was terrific for you all...I have been busy, busy, busy and thought I would add a few words to this newsletter. I have been working with Kathleen Malone this

summer, ordering new stationary supplies and lapel pins. So, if you need either, a fresh supply of both will be hot off the presses by the time this newsletter reaches you. To date, no further work has been done with regards to updating our current ISA logo. Kathleen and I appreciate the input that some of you have provided on the logo amendment. This is an

important project and we want to approach it slowly and thoughtfully. Also on my agenda has been starting to work with Nancy Novaes on the redesign of the ISA brochure. Be watching for our new look sometime this fall or winter. Until the next edition...Lisa

NEW RESOURCE FOR CREWMEMBERS CONCERNED ABOUT RADIATION

by Jenny Beatty

A lumbering Boeing 747 launches from Chicago on the longest nonstop flight in commercial airline history—7700 miles in 15 hours to Hong Kong. A flashy new Gulfstream business jet cruises above 50,000 feet, while the space shuttle orbits well beyond the Earth's protective atmosphere. Day or night, window or aisle seat, all of those passengers and crew will receive a higher dose of cosmic radiation than if they had remained earthbound. But what is the dosage a crewmember receives over the course of an airline career? And what is the health risk associated with this exposure? Is it within acceptable limits?

Pilots have been trained to analyze data, assess hazards, and take appropriate action to minimize the risks which can erode the safety of flight. This same problem-solving technique can be applied to a professional pilot's health concerns. A new book, *The Invisible Passenger: Radiation Risks for People Who Fly*, by Dr. Robert J. Barish, will serve as an invaluable tool for air carrier crewmembers wishing to study the potential health consequences of their occupational exposure to radiation, to assess the risks to themselves and their offspring, and to determine what steps can be taken to reduce those risks to a level acceptable for them.

Recent Health Studies

While there are myriad potential in-flight health hazards, ranging from tobacco smoke to ozone, benzene, high-frequency electromagnetic fields, and airborne infectious diseases, their actual in-flight levels and long-term effects on crewmembers have not been determined. A recent comprehensive study which tracked Air Canada pilots found that overall their mortality and cancer rates were lower than the population at

large, not an unexpected finding since maintaining a healthy lifestyle is a prerequisite for the job. But higher rates of four types of cancer were found, including acute myeloid leukemia, which is strongly associated with exposure to ionizing radiation. A study of Finnish flight attendants observed significantly raised risks of breast cancer, which is one of the cancers most readily induced by ionizing radiation.

FAA Resources

While the FAA has long recommended that air carriers inform crewmembers about radiation exposure, the agency has also developed two resources for crewmembers. With the free computer program CARI-3, a pilot can obtain an estimate of the dose of cosmic radiation received on a flight by entering specific data, including altitude, flight time, and origin and destination airports. Estimated doses for representative city pairs are also included in the FAA's Advisory Circular "Radiation Exposure of Air Carrier Crewmembers" (No. 120-52), which outlines the sources of radiation, recommended limits, and health concerns for crewmembers. While infor-

mative, the advisory is dense and weighted with scientific technical terminology, making it a difficult read for all but physicists or physicians.

Radiation Exposure Translated

So it took a physicist / cancer specialist—Dr. Robert Barish, who is also an acknowledged expert on in-flight radiation—to decipher the data and translate it into lay terms. His well-organized and highly readable handbook offers explanations of the scientific terminology, and clearly explains the types of radiation, levels of exposure in flight and from other sources, and risks of radiation exposure. A survey of the tools and methods for measurement and monitoring of radiation is also included.

Using the same tables of representative city pairs found in the FAA's advisory circular, crewmembers can determine the expected dose per 100 block hours, project it over several months or decades of flying, compare it to the expected level of radiation they would have received without flying, and determine the increased health risk from their chosen occupation.

Health Hazards Explained

The health hazards of radiation studied by the FAA and explained in Barish's book are fatal cancer and birth defects—the genetic damage of sperm and eggs as well as damage to an embryo or fetus. Statistics show that 220 of 1000 persons in the United States will die from a fatal cancer. In the worst-case example of

(Continued on page 19)

CRITICAL INCIDENT RESPONSE PROGRAM

by Captain Mimi Tompkins
ALPA National CIRP Project Team Leader

We now have several ISA members trained with their airline or union as Peer Support Volunteers for Critical Incident Response Programs (CIRP). Those that I know off-hand are ISA members are:

- **Sandy Anderson**,
Northwest Airlines
- **Charlene Sammis**,
American Airlines
- **Lucy Young**, USAir
- **Laurie O'Leary**, Hawaiian Airlines
- **Carin Octigan**, America West

We have other women in the CIRP, however, I am not sure they are ISA members.

We have enough members to have an ISA Critical Incident Stress Management Team. This team will be able to

provide support to members who have experienced a critical incident.

If you know a member who has experienced an incident or accident at work or even in their personal life who needs support, give one of us a call. We will be able to call, provide written information, and if necessary arrange a meeting with a CISM trained Mental Health Professional who has worked with pilots in one of the company or union CIRPs.

A critical incident is a stressful event that may evoke extraordinary stress reactions in those involved, either directly or indirectly. This event may be an accident, incident, or an occurrence such as hijacking, terrorism, sexual harassment, or investigating an accident. It is an event that has the potential for overwhelming a

person's normal coping ability, either immediately or later.

If we can be of help, please give one of us a call.

The next Basic CISM Training Course is scheduled for November 7 and 8 in Portland, Oregon. You may register with the International Critical Incident Stress Foundation at 410 730-4311. Be sure to let them know you are an airline pilot. Mention my name.

Capt. Mimi Tompkins, 808 988-7102 or 360 493-0375.

(Additional members are listed in the centerfold of this newsletter. In addition to the above-listed individuals, please contact one of them for information on volunteering or to utilize their services.—Ed.)

New Resource

(continued from page 18)

an airline career spent on long international flights, 233 of 1000 crewmembers would suffer from the fatal cancer—an additional 13 deaths. But, as Barish explains: "Putting these risks into perspective requires comparing them to other risks in our technological society." The added risk of fatal cancer associated with one year of international flights compares to the risk of death from riding a bicycle for 4100 miles or from smoking a pack of cigarettes a day for one month. And while the rate of genetic abnormalities in the general population is high, the additional risk of genetic damage to sperm and eggs from inflight radiation is estimated to be small.

Pregnancy Concerns

But it is a different story when addressing the radiation damage to an

embryo or fetus. Experts from the International Commission on Radiological Protection (ICRP) and the National Council on Radiation Protection and Measurements (NCRP) recommend maximum permissible doses for general populations, nonpregnant radiation workers, and workers who have declared their pregnancies.

The maximum recommended doses for a declared pregnant worker are quite low and "it is important to note that the value that is received flying the highest-exposure routes substantially exceeds the recommendations of both the NCRP and the ICRP for fetal exposure to radiation," says Barish. While the FAA has formally recognized that air carrier crewmembers are occupationally exposed to radiation, the agency only offers the recommendation that crewmembers reduce their radiation risks by choosing schedules on lower-altitude and short-duration flights during pregnancy.

Implementing FAA Recommendations

More an advocate of education than regulation, in his book Barish calls for air carriers to implement a training program for their crewmembers on the risks of inflight radiation, as has been recommended by the FAA. Providing this information will "help affected individuals make informed decisions about the acceptability of the exposures they will receive," he states. Barish concludes that this will "guide them to making the appropriate choice for their personal circumstances—a choice that might be critically necessary in the case of pregnancy." The best starting point for crewmembers to become informed is to read *The Invisible Passenger*.

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Jenny Beatty is an ISA member and an MD-80 First Officer with Reno Air.

OF SPECIAL INTEREST TO ISA MEMBERS

ISA LIBRARY

Denise Van Grunsven

The following items are available for check-out from the ISA Library. We are soliciting videos for any aircraft from the various airlines or other sources, especially for the A-320, A-310, A-330/340, Fokker 100, and MD-11. Any software items on aircraft systems/pre-oral study would be appreciated.

Aircraft Videos

A-300 systems review
B-757/767 systems review
DC-8 cockpit review
A-320 pre-oral review
B-747 pre-oral review
BA-146 systems review
B-727 systems review
DC-9/MD-80 systems review
B-737-200 systems review
DC-9 systems review
B-737-300 systems review
MD-80 pre-oral review
Introduction to Glass Cockpit (video and workbook)

Aircraft Systems Software

A-320 systems review (3 ½" disk)
B-727 systems review (3 ½" disk)
B-757 systems review (3 ½" disk and CD-ROM;
two different programs)
DC-9 systems review (3 ½" disk)

Other Videos

ISA video
Meeting the Challenge: Women in Aviation
Menopause
The Complete Jeppesen Chart Review



International Forest of Friendship

The twentieth anniversary International Forest of Friendship induction ceremony took place June 21 and 22 in Atchison, Kansas. The ISA members present at this year's event are pictured above (L-R): Becky Howell, Julie Clark (who was the featured luncheon speaker), and Denise Van Grunsven. Next year's festivities are planned for June 20 and 21 and will include a celebration of Amelia Earhart's 100th birthday.

ISA+21 Internet Web Site



ISA is establishing a worldwide presence through the Internet under the skillful direction of WebMaster Ginger Mitchell. The members present at the 1996 ISA convention business meeting decided that it would be beneficial to develop and support a Web site on the World Wide Web (www). With the assistance and guidance of Nancy Novaes and Maggie Rose, Ginger has begun development of the site, which will

feature information on ISA's mission and activities, selected newsletter articles, pictures, and links to other sites and information. Nancy has obtained a Web server and reports that the yearly maintenance cost is minimal, due to our non-profit tax status. Watch for further information on this important outreach vehicle in future newsletters.

In-Flight Radiation

(continued from page 1)

members. In addition to publishing educational material about these risks, in 1994 the FAA published an advisory recommending that all air carriers provide an educational program on this topic for their employees. This is consistent with the policy of other Federal regulatory agencies such as the NRC or EPA which mandate such training for employees of industries under their regulatory control.

Radiation Exposure Risks

There are three areas of health risk which are associated with radiation exposure—increased cancer risk to the crew member, risk of causing a genetic injury that would show itself as a birth defect in a future child, and risk of damage to the fetus of a pregnant crew member.

Although the FAA has published several documents accurately explaining and quantifying the relationship between in-flight radiation exposure and these health effects, their documents are, in my opinion, very difficult to digest. They pack a great deal of information into a small space and can leave many questions unanswered. Their approach is to briefly define cosmic radiation, state the scientific units in which radiation dose is expressed, and then present a representative sample of origin-destination city pairs with a value of radiation dose that a crew member would receive if they made a single trip between the two cities. They then present tables showing the probabilities of the three health effects for crew members flying those routes (or similar routes) for an assortment of block hours per year and for careers lasting from 10 to 30 years.

Very little background information is given to put the risk estimates into perspective. There are no comparisons made to other hazards that we all confront daily, so that the tabulated risks of in-flight radiation are not easily related to the probably better-understood risks of activities

such as driving a car, bicycling or boating. What is clear from the FAA tables is that a pregnant pilot regularly flying about half of the routes on their list would receive enough radiation exposure to exceed the fetal dose recommended as a maximum by national and international bodies of experts on radiation safety. In other words, pregnant crew members might have to curtail their flying in order to keep their radiation exposure below the levels considered acceptable by these experts.

It is important to understand, however, that United States law gives the pregnant woman, and only the pregnant woman, the power to decide whether to accept the risks of radiation during her pregnancy. An employer may not make a decision they consider to be in their own best interests and then impose it on the pregnant woman. This protection of the employee's right to make her own choice, free of pressure from the employer, is accomplished by requiring an official "declaration" of pregnancy from the woman. Without this declaration, from a legal standpoint, the pregnancy does not exist.

New Educational Resource

As a radiation physicist who has been interested in this subject for the past nine years, I have considerable experience in providing educational material to the aviation community. My book, *The Invisible Passenger: Radiation Risks for People Who Fly*, includes information on all of the topics suggested in the FAA advisory circular on crew member training. The book has been designed to be easily readable and understandable by both pilots and flight attendants while not sacrificing technical accuracy. The editor used her own grandmother as one of many test readers to insure that the material has been written at an appropriate level.

Most importantly, as an independent researcher and expert on radiation and health, I have no political ax to grind. The book has been written in a way that allows its readers to honestly and without manipulation reach their own conclusions about

the personal acceptability of in-flight radiation risks. It has been my experience that when the airline companies attempt to create educational material for their flight crews, they may emphasize or deemphasize some of the subjects in a way that satisfies their own agenda with respect to such issues as disability payments for pregnant crew members.

Future Concerns

For the past several years, with the support of NASA, the major aircraft manufacturers have begun development on a new generation of supersonic aircraft. With the working name High-Speed Civil Transport (HSCT), these planes are expected to fly at 1,600 miles per hour at altitudes as high as 80,000 feet. The projected date for entry into service of these planes is the year 2001. With each increase in altitude of about 6,500 feet, the dose rate from cosmic radiation at airliner altitudes approximately doubles. As the HSCT and other new aircraft begin service at those higher altitudes, concerns about the impact of cosmic ray exposure on crew member health will only increase in importance.

Dr. Robert Barish is Chief Physicist at The Cancer Institute, Catholic Medical Center of Brooklyn and Queens, New York. He presented an informative seminar covering his research at the 1996 ISA Convention in Ft. Worth, Texas

The Invisible Passenger: Radiation Risks for People Who Fly is available by sending \$12.50 plus \$2.50 for shipping and handling to:

Advanced Medical Publishing
P.O. Box 532
434 Blankenheim Lane
Sun Prairie, WI 53590

Check, money order, Mastercard, and Visa Card accepted.

CAROL CANSDALE, EDITOR

WHAT I DID ON MY SPRING BREAK '96

by CDR Carol Danis Litten

Background: I was nominated and subsequently sent on orders as a Naval Reservist to Bahrain for four days of briefings and then onto Kuwait to act as the Navy Central Command (NAVCENT) advisor to the Kuwait Navy during their Annual Coalition Exercise—Ultimate Resolve '96. It is important to note that the orders for this evolution were short fused, that I received in hand both orders and tickets three hours before departure on 7 April. At that time no one knew where I would be staying or in what conditions. It was not until I was met at the Kuwait airport by a young Marine major that I discovered that there would not be a hotel in my itinerary. Normal working life is spent flying across the Atlantic for USAir on a 767.

Well, everybody guessed wrong about where I might stay in Kuwait. Let's try the Kuwait Army's 35th Brigade Desert Headquarters just south of the Border in Field Camp conditions—not exactly what this Navy sailor, let alone commercial airline pilot, was expecting. No Chili restaurants—only desert rats and desert vipers!

Actually, two weeks before I got there, the Kuwaitis, using Bangladeshi labor, went back to this base and started trying to fix it up. According to our hosts we were the first users/inhabitants since it was closed after Desert Storm. I have to

hand it to the Kuwaitis, it does help when one has lots of money. In the two weeks they had the ten buildings that we were going to be using for the exercise completely painted inside. There were new beds (I use that term liberally when compared to

a pillow size shape. Most days we did have running water, when the water truck filled the cisterns that rested on top of this one story billeting building. There was one lounge area that they had re-carpeted, put in new wall units and acquired about

twenty American reading books to fill the bookcase. They also bought for our enjoyment a brand new fooseball unit. I wasn't able to find out how fooseball won over pool or air hockey, but some aggressive games of fooseball were played. The real question was who got the fooseball unit when we all left. They did have a new twenty-three inch TV with satellite capabilities so that we were able to keep in touch with our social friend Peter Arnett and com-



American standards—it was a hard mattress on a piece of wood placed on top of a wooden frame. Toss and turn too much at night and the plywood would slip of the frame—Crash!). They bought wardrobes, end tables, and lamps for the rooms. The fact that there were no light bulbs for the end table lamps was irrelevant.

The beds were made of one bottom sheet and then a blanket on top. No mattress pad or top sheet. An additional blanket was provided for the cool nights. It was a genuine camel hair blanket that was as soft as a horse hair blanket and very heavy, but it did provide warmth. The pillow was harder than if one took the camel hair blanket and folded it into

pany.

Whenever we returned to the "barracks" our host, Mr. Hossein, a three-year contract Bangladesh soldier, would fix hot Arabic tea—like Lipton tea but very sweet. Mr. Hossein reverently kept his scheduled prayer sessions despite the noise from fooseball and CNN.

The entrance to the camp and outside the buildings that we were using had been recently landscaped with young palm trees and many flowers such as pansies and mums—not exactly indigenous to the desert. Next to my billeting was the Kuwait 2nd Battalion headquarters. They had their big social open air tent outside on the grass. Persian carpets

ISA MEMBERS *DUTY FREE*

and pillows covered the tent floor and the traditional smoking pipe was at the center. Each evening they would invite our officers to join them for the evening social hour. Much more sedate than the American version of Happy Hour. I decided not to push for social inclusion, but did talk to the soldiers each time I passed the tent enroute to chow hall. They also obliged me with a picture of myself next to their mascot—who else but the Camel? This camel was too ornery for riding. The men did let me into their headquarters to see their small museum of Desert Storm action, including gruesome pictures of torture. One of the nearby buildings had been used for torture, but we weren't allowed in there.

One night the male officers were invited to 2nd Battalion's evening dinner in the traditional style, sitting on the floor and using the old right hand to scoop into the rice, form a rice ball, and pop it into the mouth. A goat was placed around the large platter. They did not get to the eyeballs and brains, they said. As a leftie I really would have been socially disadvantaged!

Attendees were: Kuwait, Bahrain, Syria, Egypt, Oman, Qatar (who at the last moment had a spat with one of the other GCC states and pulled out), Saudi Arabia, the UK, FR and the USA. Observers included the Argentines, the Russians, and the Chinese. The briefs at the CENTCOM Headquarters, where I represented NAVCENT, had all the VIPs of each country strolling in within groups of three—usually politically correctly grouped. The Chinese and the Russians did come to the brief together (we wouldn't have seen that ten years ago!). The Argentines did not attend the brief with the Brits, and the Syrians were briefed by the

Kuwaitis; the timing of Israel's attacks and our intimate friendship with Israel was enough cause for the Syrians to keep a cool distance.

This was the first time in the third year of this exercise that the GCC forces had acquiesced to the computer running the wargame. So for the first of several times we stopped the computer for four hours while the technicians pushed the enemy forces back to their previously scripted positions. Later this would happen again and again depending upon whether their forces were able to keep situational awareness or not. On the second day for example, the Kuwaiti Navy had to re-group. The Iraqi forces were coming too fast into the NAG (North Arabian Gulf) and with too many patrol boats. So the technician had to re-position all the enemy forces back into the Iraqi delta.

What contributed to this situation was very largely cultural, followed by their inability to establish an effective command and control within their own flotilla. Before the games were scripted, the Kuwait Navy demanded thirty boats grouped between Offshore Missile Boats, Fast Patrol Boats, Patrol boats and Interceptor boats. In actuality they only have one working patrol boat. But they want to order four OMBVs (Offshore Missile Vehicles/Boats) with Link 11, harpoons and another type of missile. No orders have been placed yet, just the wish list. Now with all their friends coming to play they want thirty boats, to have the largest Navy within the GCC. As the hosts, this was extremely important. However, they were talked down to having only twenty-one boats divided into four task forces. Also, the concept of it being unsafe for them to go beyond their twelve-mile territorial

waters put a real damper on combined ops.

The Kuwait Navy, except for a few officers that were understanding of the concept that the computer was similar to Nintendo and began to have fun at that level, left the games four hours before they ended on Day 4. They cleaned up the rooms, charts, phones and all and left for lunch. It had been a good war, no need to take any more chances, and all their ships had survived!

I Had many interesting personal encounters with the GCC forces; some would look at me as they talked and some didn't. But more often there was a lot of curiosity. The UK "Desert Rats," as they are called, were in fact successful in catching two desert rats to take home and continue the breeding process of their mascot.

The Army logistics guys had brought in a truck load of transformers so each of us were busily working away on our laptops with PowerPoint! My homely developed plot of the Naval system caused much amusement and was even adopted by one or two other players that didn't have the supplies support that most of the players had.

Next year the Kuwaitis would like Oman to host the wargames. I hear they are now Westernized. We were invited to the camel races after the games but ninety percent of the Americans were out of there as soon as the computers were packed away. Well, this covers some of the stories. I've had enough for ten years.

Bahrain was very cosmopolitan, although there were numerous security checkpoints due to the recent increase in terrorist activity. I'm looking forward to the ISA Convention in Amsterdam in 1997.

Do you or another ISA member you know possess a special skill, talent, or own a business? Have you won any awards, or just 'been there, done that'? I know you're out there...we're all unique in our own ways! We want to hear from you and it helps if you would send a nice clear photo, too. Send all information and photos to: Carol Cansdale, 1520 West 61st Street, Minneapolis, MN 55419-2122 or CompuServe at 70263,67.

Next deadline is December 1, 1996.



ISA Ski Days and Board of Directors Meeting

Keystone, Colorado
Monday–Thursday, February 10–13, 1997

by Cindy Shonk

We're busy at work planning the ISA Ski Days and Board of Directors meeting for 1997. So mark your calendar now, and don't miss out. The Ski Days will be moved up and will be starting on Monday this year, in order to be leaving the area before the Presidents Holiday weekend starts. Other than that, it will be similar to last year.

Events

- **Monday:** Arrive, ski, and Cindy's Tex-Mex dinner.
- **Tuesday:** Ski and dinner at one of Keystone's exclusive restaurants.
- **Wednesday:** Ski and Dinner Pizza party at the big condo, with games by Amy Bond.
- **Thursday:** Ski... and leave when you must.

Costs

- **Condos:** \$53 per person per night, for Monday–Wednesday nights.
- **Lift tickets:** good question, around \$35, and you can ski under the lights at night.
- **Tuesday Keystone Dinner:** (optional) expensive but truly delectable.

As always—everyone (including kids) are welcome. For those with kids or anyone wanting a more private condo, I'll have further information on one-bedroom condos or rooms in the Lodge in the January newsletter. Last year, we got one-bedroom condos for \$165, and Lodge rooms for \$112. I believe that it will be about the same this year. For those that want to get in some extra skiing, you are welcome to camp out at my

house on Sunday night, in order to ski Monday.

Transportation

Last year, many shared rental cars. Also available is Resort Express van service, which runs almost hourly from the Denver Airport directly to my house. Their phone number is 800- 334-7433. The price is about \$30 each way.

The Ski Days Registration form will be in the January newsletter, along with the restaurant for the Tuesday night dinner and lift ticket prices. The registration deadline will be January 18, 1997.

For further information, please contact me at 210-964-3295 (until December 22) or 970-468-0626. **THINK SNOW**, well..., starting in December.

ISA Motorcycle Tour of the Rockies

Would you like to join us on a tour of the Colorado area? Several ISA members have expressed an interest so I investigated the options available to us. **Freedom Tours** of Longmont, Colorado, has two six-day tours scheduled for August 6 and August 20, 1997. The tours emphasize the use of backroads and out-of-the-way places, and visit the Million Dollar Highway, Red Mountain Pass, Wolf Creek Pass, and the headwaters of the Rio Grande. Evenings are spent in Aspen, Durango, and Gunnison. The cost of these will be approximately \$1500/single, and \$2500/couple.

Bike rentals range from \$75 to \$85. The minimum tour is six days, not including the day of departure and day of arrival.

The other option would be to set up a smaller, more informal self-guided tour. This option would require finding a volunteer who lives in the area to set the trip up, and we would not be able to see as much.

If you are interested, please email me at CompuServe 73012,7662 or call me at 847-599-9886. I will take membership input and let you know what's up in the next newsletter. —Gail Redden-Jones

Attention ISA Tennis Players!

We are tentatively planning a three-to-five day tennis clinic the second or third week in March, 1997! Innisbrook Resort hosts Nick Bollittieri's Tennis Academy and also has beautiful golf courses on the resort if you have a golfing buddy who wants to come along! Call Pam Mitchell for details at 904-646-9995 or wait for the next newsletter for final details! (This is still very tentative, but wanted to get the word out for vacation planning and bidding!)

—Pam Mitchell



Scholarship Information

Thank you for your interest in the ISA+21 Scholarship Program. Please read the important information pertaining to ISA, the scholarship application, and selection process. If you wish to apply, an application may be requested by writing to:

Gail Redden-Jones, 636 N. Elmwood Avenue, Waukegan, Illinois, 60085.

We wish you success in your pursuit of a pilot's career.

ISA + 21 - The International Society of Women Airline Pilots - is an association of women airline pilots worldwide. In 1978, twenty one women pilots from ten US airlines met to exchange ideas and information regarding their common professional interest. Growing each year, ISA+21 presently numbers over 500 members from more than 33 countries and 92 airlines.

THE ISA INTERNATIONAL CAREER SCHOLARSHIP

The women of ISA+21 share a common professional bond of encouraging women worldwide to pursue careers as airline pilots. Each year, talented pilots are lost to the industry due to the high cost of flight training. These scholarships provide a means for ISA to contribute at a crucial point in a pilot's career.

In an effort to assist women whose goals are to fly for the world's airlines, ISA has earmarked funds for a pilot who has already demonstrated her decision to join ISA members in this great profession. **THE ISA INTERNATIONAL CAREER SCHOLARSHIP** funds are to be used for advanced pilot ratings such as the US FAA ATP certificate or equivalent.

Applicants who do not meet those requirements may pursue a **MERIT** scholarship. When funds are available, other unique scholarships are awarded, such as the *Fiorenza de Bernardi Merit Award*, and the *Holly Mullins Memorial Scholarship* (reserved for single mothers). These merit scholarships will aid pilots endeavoring to fill some of the basic squares, e.g., a CFI, CFII, MEI, or any equivalents.

Since 1988, ISA has awarded in excess of \$ 25,000 in scholarships to 28 recipients. This success is attributed to generous donations and ISA membership support. Tax deductible contributions made to the ISA+21 Aviatrix Scholarship Fund are used solely for scholarships.

Scholarship winners are selected after careful review of the application documents and a personal interview. Sincere attempts are made after the interview to provide counseling to assist applicants in obtaining their career goals.

THE ISA INTERNATIONAL AIRLINE SCHOLARSHIP

In recent years, the ISA scholarship program has grown due to the generosity of several airlines. ISA+21 has been able to offer aircraft type ratings as well as flight engineer certificates to women actively pursuing an airline career. Since 1994, ISA has awarded four Flight Engineer certificates and eight Type Ratings on 727, 737, 747, 757, and DC-10 aircraft. These scholarships are due to generous donations from United Airlines, Northwest Airlines, USAir, and Federal Express.

REQUIREMENTS

Any woman pilot who is pursuing a career as a professional pilot, is able to demonstrate financial need, and meets the following prerequisites:

All applicants must have a U.S. FAA Commercial Pilot Certificate with an Instrument Rating and a First Class medical (or equivalent). Additionally:

- For a **MERIT** Scholarship, a minimum of 350 flight hours.
- For a **CAREER** Scholarship, a minimum of 750 flight hours.
- For a **FLIGHT ENGINEER CERTIFICATE** Scholarship, 1,000 hours flight time and a current FE written.
- For a **TYPE RATING** Scholarship, an ATP Certificate and a current FE written.

INTENT

The intent of the ISA International Scholarship Program is to award scholarships to those financially deserving women who best exemplify the qualities and potential that will lead to a successful career as a professional pilot. It has been our experience that superior performance in all life's endeavors is an excellent measuring tool of an individual's aptitude for success. Therefore, included in the criteria for selection of a scholarship are those human qualities that are difficult to grade but are always a component of personal achievement, success, and good citizenship.

SELECTION FACTORS

**Achievements...Attitude....Commitment...Dedication...Motivation...Reliability
Responsibility...Teamwork...Financial Need**

APPLICATION PROCEDURES FOR ALL SCHOLARSHIPS

An application packet is:

| | |
|---|--|
| <input type="checkbox"/> An application form | <input type="checkbox"/> Copies of all pilot and medical certificates |
| <input type="checkbox"/> Three recommendation forms | <input type="checkbox"/> Last three pages of your pilot log book |
| <input type="checkbox"/> Descriptive essay * | <input type="checkbox"/> US IRS tax return or equivalent |
| <input type="checkbox"/> Resume | <input type="checkbox"/> 2x2 recent passport type photo (may be used for publication in newsletter) |

*Descriptive essay should be enlightening and address the following areas:

- | | |
|--|--|
| <ul style="list-style-type: none">• Your aviation history and goals• Flight training in which you need assistance• Where you would obtain the training and the hourly rate for the instructor, aircraft, and simulator | <ul style="list-style-type: none">• Your present financial need• How previous training was financed• Educational scholarships, awards, and honors• Other information you feel would be beneficial |
| <ul style="list-style-type: none">• If applying for one of the airline scholarships, how you will arrange your schedule to attend the five to six week training program and support yourself during this period. You will be responsible for your housing and meals. | |

ISA SCHOLARSHIP DEADLINES

| | |
|-------------|--|
| April 1 | Your application and all supporting documents must be postmarked by April 1st to receive consideration. |
| May 1 | Applicants will be notified if they are interview qualified. |
| June 15 | Finalists will be notified of interview time and location. |
| September 1 | Selected award recipients will receive notification. |

**Questions and comments on any ISA+21 programs are welcome. Please write to:
ISA+21, 2250 E. Tropicana Avenue, Suite 19-395, Las Vegas, NV, 89119-6594**

The International Society of Women Airline Pilots is a non-profit Nevada Corporation under IRS 501(c)3 #52-1465669

Rev. 10/96



International Society of Women Airline Pilots

IS PEOPLE AND ACTIVITIES...

ISA+21 is an association of women airline pilots from the world over who have joined together to exchange ideas and information regarding their profession. ISA links a wide range of aviation backgrounds and experiences. ISA members assist aspiring women pilots entering the 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 common interests. Today, ISA+21 numbers over 500 members worldwide from 92 airlines and 35 countries.

...IS A PLACE TO MEET FRIENDS

Each May, ISA members and their guests meet for three days of relaxation, recreation and professional exchange. Previous convention sites include Bangkok, 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, which give special recognition to members who have completed their left seat checkouts during the previous year.

...IS EDUCATION

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

ISA maintains a library of aircraft system review video tapes, software, and other videos and books of interest to pilots. All

of the materials in the ISA library have been donated and are available for members free of charge.

...IS SCHOLARSHIP

ISA has established scholarships for women pilots who have demonstrated their commitment to a career as airline pilots. Awards are used for advanced pilot ratings and type ratings. However, funds allowing, the Fiorenza DeBernardi Merit Award and the Holly Mullins Memorial Scholarship will aid those pilots who have not yet attained their ATP or Flight Engineer ratings. Tax deductible contributions to the ISA Scholarship Program may be made to:

The ISA Aviatrix Scholarship Trust, Attn: Treasurer, The International Society of Women Airline Pilots, 2250 East Tropicana Avenue, Suite 19395, Las Vegas, Nevada 89119-6541

...IS ENTERTAINMENT

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

...IS FOR YOU

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

ISA Membership
Application
on reverse side

International Society of Women Airline Pilots, 2250 E. Tropicana Avenue, Suite 19395, Las Vegas, NV 89119-6594

Moving?

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



Name _____ Telephone _____

(Include both family and married names)

Address _____

City, State, Zip _____ CServe _____

Mail this form to: Carolyn Pasqualino, 1111 Edgewood Circle, Rockford, IL 61108 USA

Family News?

New Babies?...New Husband?...Upgrade?...New Airplane Type?...
New Airline?...Any other special news to tell us about?

Name _____ Telephone _____ CServe _____

Address _____ City, State, Zip _____

Airline _____ Position _____ Equipment _____

New News _____

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

ISA Membership Application/Renewal Form

Membership* \$40 _____ New Member _____ Renewal _____
 Name _____
 Address _____
 City, State, Zip, Country _____
 Telephone _____ Fax Number _____
 Email address(es) _____
 Airline _____ Domicile _____
 Position/Equipment _____ Date of Hire _____
 *If you are currently on leave, retired, or furloughed, you may be eligible for inactive Membership (\$10), which will entitle you to full participation at a reduced rate. Please include this information below.
 Previous airlines/positions/equipment flown (please include employment dates): _____

Certificates and Ratings Held:

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

Children's Names and ages

Spouse/Partner name _____

How/from whom did you hear about ISA? _____

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

The member agrees that photographs, reproductions, articles, software and/or other material submitted to ISA become the property of ISA and may be used by ISA unless written instructions are received to the contrary.

Signature _____ Date _____

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

Non-US Members only may use Mastercard/Visa

Name of card: _____ Card number: _____

Card Expiration Date _____ Signature _____

ISA - The International Society of Women Airline Pilots

welcomes all women pilots who are employed as flight crew-members (Captain, First Officer or Second Officer) or hold seniority numbers with an air carrier (FAR Part 121 or 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 aircraft herself to qualify for membership.

Mail to: Carolyn Pasqualino, ISA Membership Chair
 Edgewood Circle, Rockford, IL 61108 USA

1996 SCHOLARSHIP RECIPIENTS—SEE PAGE 12

ISA 1997 DUES NOW PAYABLE—SEE PAGE 11

OCTOBER 1996

INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS
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