



ISA News

INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

JULY 1996

ISA Membership Tops 500



At Convention '96 more than 100 of ISA's 500 members were in attendance.

For the first time in ISA's 18-year history, membership now exceeds five hundred members. Convention '96 helped in reaching this new milestone — during the convention, members 499 and 500 were signed up! Former member Judy Holly-Gasparis from Southwest, returning from maternity leave, re-joined ISA as our 499th member. And Ani Marie Kessisian from UPS, became our 500th member. Since the convention, additional women pilots have joined, bringing the total now to 506!

ISA's members work throughout the world as pilots for eighty-six airlines in thirty-five countries on every continent in the world (well, OK, maybe not Antarctica, yet!).

ISA members can be found working in: Argentina, Australia, Austria, Ba-

hamas, Bangladesh, Belgium, Brazil, Bulgaria, Canada, Cayman Islands, Costa Rica, Cyprus, England, Finland, France, Germany, India, Ireland, Italy, Jamaica, Malta, Mexico, Nepal, Netherlands, New Zealand, Norway, Philippines, Russia, South Africa, Spain, Sweden, Switzerland, Taiwan, Ukraine, and the United States.

Each ISA member can be a Membership Ambassador at her airline. Are you willing to drop off an ISA brochure to the women at your airline or domicile? To volunteer for membership outreach at your airline, contact Carolyn Pasqualino, ISA Membership Chair, -1111 Edgewood Circle, Rockford, IL 61108 or Email: CompuServe 76250,372.

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More Convention news and photos inside

ISA PLANNING CALENDAR

July 1996

- 1: *ISA News* Mailing
- 19: Scholarship Interviewer Forms Due to Scholarship Chair/Assistant Chair

August 1996

- 15: 1998 Convention Bids Due
- : ISA Board of Directors Meeting. All members welcome. Contact ISA Chair Betsy Landon.

September 1996

- 1: Scholarship Awards Notification
- 1: *ISA News* Articles Due

October 1996

- 1: *ISA News* Mailing

November 1996

- : ISA Board of Directors Meeting. Date Tentative. 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, CompuServe 73012,7662
- 25: Board of Directors Election Ballots Due

May 1997

- 1: Scholarship Notification of Eligibility
- 13-15: ISA Convention & 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

**Deadline for October *ISA News*
Sunday September 1**

ISA BOARD OF DIRECTORS

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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 86 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



ISA NEWS EDITOR
Kathleen Wentworth

This will be my last issue as Editor of the *ISA News*. I appreciate the work of all of you who have submitted articles during the last two years — you have made the *ISA News* educational, thought-provoking and often entertaining. Although my term is concluded, I have committed to finish two other communication projects currently underway — the *ISA Membership News* and the *ISA News Resource Guide*. The *ISA Membership News* will be a four page "Mini-News" to be given to women pilots at airlines throughout

Welcome to all our new members! I was pleased to learn that we now have over 500 women from around the world in ISA.

Connie Troyer of American, Brigitte Girardin of SwissAir and Thea Snyder Lowry, a student in California, borrowed videos this spring to accompany their presentations on women in aviation.

Want to share information on our exciting careers and those who helped pave the way? Call me to check out the following videos:

ISA Video: 15 minute video about women airline pilots

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

the world. It will contain short articles on the history, purpose and goals of ISA, and an overview of ISA Committees and resources available. It will also include a review of ISA activities such as ISA's Museum Exhibits, the ISA Scholarship Program, ISA's annual Convention activities, and of course, an application form to join ISA. The Membership Chair can use the *ISA Membership News* as a fairly inexpensive way to introduce women pilots from around the world to ISA's many educational, social and charitable activities.

The *ISA News Resource Guide* is planned as a comprehensive compilation of ISA's accomplishments, goals, and available resources. I would hope that the *ISA News Resource Guide* will soon be sitting on the desk of every Chief Pilot and CEO of every airline in the world. The *ISA Resource Guide* would include detailed information on the ISA Committees and the resources we can provide the airline industry. In the past, ISA members have participated in surveys and projects in diverse areas affecting women airline pilots. ISA members have been involved in research regarding cockpit crew communication, sexual harassment, gender discrimination, pregnancy policies and family issues, menopause, radiation and other health issues of importance to women as well as other work-related topics. This *ISA Resource*

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

Thanks to outgoing Board members Kathleen Wentworth/Newsletter, Morgen Greschel Reeb/Scholarship and Pam Mitchell/Convention. You all did a fantastic job!! And, a big thanks to our new officers and those remaining on the Board who continue to build our organization, work on projects and put together such fun gatherings!

Guide would also include reprints of many recent *ISA News* articles on these issues. In addition to having the *ISA Resource Guide* serve as a tool for airline managements, it will also serve as an in-depth introduction of ISA to the airline managements of the world. They will be familiar with ISA and the work we do — and little explanation will be required when we approach these airlines for scholarship donations.

And this *ISA Resource Guide* will be the ideal reference to provide as a public service in the library of every college with an aviation program. How better to reach the ISA members of tomorrow than through the women flight students of today. And how important for these young women flight students to know that the challenges of the aviation world are being addressed by ISA today.

Thanks to all of you who submitted convention photos — I'm only sorry that space did not permit using all of them. And the space constraints of this issue forced the deletion of Carol Cansdale's *ISA Members Duty Free* — look for its return in the next issue.

This issue of the *ISA News* was a collaborative effort of the outgoing and incoming ISA News Editors; Kathleen Malone trekked out twice from Florida to California to work on this issue with me. I know the *News* will be in good hands and I wish her all the best.

BOARD OF DIRECTORS REPORTS



CORPORATION

Nancy Novaes

Making ISA Responsive...

What a wonderful Convention! Pam Mitchell deserves kudos for the work she put into organizing another wonderful and very successful Convention. Thanks, Pam. Many, many thanks to American Airlines for their generous sponsorship and to Beverly Bass for her work in obtaining the AA donation. Large thanks are also due to Convention sponsor Southwest Airlines and to Claudia Sorensen for her work in obtaining this sponsorship. Northwest Airlines also gets sincere thanks for its contribution to ISA+21.

At this Convention, our membership roster reached the magic number of 500. Our association has reached a critical mass. We now have the numbers and experience base to help women in this industry by providing information and education in addition to scholarships.

We know about flying while pregnant, crew coordination in the multicultural environment, medical, and other issues. Please donate a little time to share your expertise on be-

half of women pilots. Check out the Pregnancy information requests and the Gender Issues Committee articles. Your help in these vital areas is appreciated.

Convention Seminars

Scholarship Interviewing Techniques

The three seminars held Thursday morning, May 16, provided a wealth of information for ISA members in attendance. Ms. Susan White from United Airlines provided a comprehensive and informative primer on interviewing. Finding the right applicant among the hundreds applying every year for the ISA Scholarships depends on the skills of the interviewer. Our chosen winners must reflect ISA's ideals and be committed to an aviation career. In addition, the winners of the type rating awards will reflect upon ISA and our ability to choose and encourage the best of the best. That we have come this far is a credit to Morgen Greschel Reeb and the dedicated women who have devoted considerable time and energy to this project.

Radiation Concerns

Dr. Robert J. Barish provided startlingly detailed and informative information on a "Hot Topic". Radiation may be the number one environmental hazard for frequent fliers. Certain kinds of cancer have a considerably higher rate among pilots. It's time the industry as a whole and flight crews in particular took a long look at the potential radiation hazards of flying, especially during times of high solar activity. In 1992, the FAA acknowledged that flight crews may receive more radiation than the average nuclear power plant worker. It has become necessary to educate flight crews and provide reasonable alternatives for any pilot whose exposure reaches critical levels as a result of her/his work. Dr

Barish's book, The Invisible Passenger, will be out this summer (\$12.50 plus \$2.50 S&H). Think of it as an investment in your future. To obtain this book, contact the publisher:

Advanced Medical Publishing, P.O. Box 532, 434 Blankenheim Lane, Sun Prairie, WI 53590; Tel: 1-800-825-9704; Email: advmed-pub@aol.com.

Pregnancy Issues

Dr. Jacqueline Boyd presented information about pregnancy policies of various airlines and corporations. This is a basic money issue for many of our members: how to carry your healthy child to term while enjoying your career. Sadly, many women are unnecessarily grounded by ignorance or bias when they are able and willing to continue working. Many others may also feel forced to hide their pregnancies simply to maintain an income. Pregnancy is a normal condition for women. The FAA admits this and has no specific rules about flying while pregnant.

Not all women are alike. The variation among women is too great to allow for a single hard and fast rule to govern all pregnant women. Even the same woman may have a difficult pregnancy one time, yet breeze through her second pregnancy without batting an eyelash. The only rule that is fair is a rule that says a woman may continue to work until she, in consultation with her physician, decides to suspend work to bear her child.

Dr. Boyd will share her expertise with you free of charge. She only asks for information from you, so she may keep her data current. Please see her flyer printed elsewhere in this issue.

Your input and support for these and other issues will go a long way in helping other women obtain and maintain the job of airline pilot.

BOARD OF DIRECTORS REPORTS



SCHOLARSHIP

Morgen A. Greschel Reeb

The Convention was terrific and the scholarship program reached several milestones! The ISA + 21 Aviatrix Scholarship Trust Fund went over \$50,000 and for the first time we had representatives from participating airlines at our Convention to present us with donations, and we added several new airlines!

Scholarship Highlights from the Convention

Representatives from five airlines attended the luncheon and presented us with donations at the press conference following the luncheon. In attendance from United Parcel Service was Dan Thomas, Work Force Planning Manager and Karen Lee, Flight Standards Division Manager and B-747 Captain. They presented us with a check for \$2,500, for the second year in a row from UPS. Also for the second year in a row, Northwest Airlines made a \$5,000 donation to the ISA + 21 Aviatrix Scholarship Trust Fund. Clay Foushee, Vice President Flight Operations for Northwest Airlines was suddenly called to Washington, D.C. and in his place, Pam Mitchell and Denise Van Grunsven presented the check. We were very pleased—for the first time, **Federal Express** donated a **Flight Engineer Rating**! Clive Seal, Vice President

Flight Operations, attended to present us with the **Flight Engineer Scholarship**. We were thrilled to have another great first—**USAir** donated a **B-727 Type Rating**! Captain Lori Griffith, ISA member and Manager Flight Safety for USAir, presented the B-727 Type Rating Scholarship. For the third year in a row, **United Airlines** has given us two training scholarships! Vanessa Jamison, Senior Staff Representative, presented us with two type ratings from **United Airlines**.

United Airlines also sent Susan White to conduct an Interviewer Training Seminar for us. This seminar was very helpful to the members who will be doing interviews. United Airlines has been very helpful and supportive of our scholarship program over the last several years.

ISA + 21 Aviatrix Scholarship Trust Fund Reaches New Level

Prior to the Convention, the Trust Fund had \$44,708.64. The donations from UPS and Northwest Airlines put us over \$50,000 for a total of \$52,208.64! During the Convention, auctions and raffles raised \$7,625 to bring the total in the Scholarship Trust Fund to \$59,833.64! I would like to thank everyone involved in raising the money and those who made donations. This has brought us a long way in our goal to have a perpetual scholarship, and will help a lot of women in the future as we assist them in their quest to be airline pilots.

Scholarship Recipients Update

All four airline scholarships have been used. Erin Kindall now has a B-747 Type Rating thanks to Northwest Airlines. The only other person who had not been to school yet was Amy Himic, for a United Airlines Type Rating. I am pleased to report that Amy was hired by Federal Express! Dawn Beecher, who was one of the runner-ups for a type rating scholarship, took Amy's class date at United Airlines. Thanks to United Airlines, Dawn Beecher now has a B-737 Type Rating.

I want to thank Krisan Wismer and

Denise Van Grunsven for being liaisons from their respective airlines to the airline scholarship recipients. They provided the recipients with some excellent guidance and moral support.

1996 Scholarship Process

The scholarship application process is well underway for this year. I received thirty-nine applications, which is a nice increase from last year. We will be interviewing thirty-seven of the applicants. At the Convention, many of our members signed up to interview an applicant. They were given the candidate's application along with the interview material which included interview guidelines and an Interview and Assessment Form. Interviews need to be completed by July 19th.

New Scholarship Chairs

The scholarship program reached another milestone at the Convention. I have mentioned splitting the scholarship duties in the past newsletters and at the Convention, Gail Redden-Jones took over our financial scholarships and Krisan Wismer took over our airline scholarships. Both of these members bring an excellent background to the ISA + 21 Scholarship Program and will do a superb job.

It does not seem like it was two years ago when I took over the scholarship position at the Convention in Vancouver. The time has gone by fast and so much has happened with the scholarship program. It could not have happened without the help of a lot of people. It would take an entire page to mention everyone who has helped with the scholarship program. From the members who donated or helped raise money for the scholarships, those who helped get scholarships, to the interviewers and the selection committee members, I want to thank all the ISA + 21 members who have helped me with the scholarship program the past two years. Without the help from all of you, the scholarship program would not be as big as it is today. It has been an honor and a pleasure to work with such a professional group of women.

BOARD OF DIRECTORS REPORTS



FAMILY

Denise Van Grunsven

I'm just coming off the high of last month's convention. Fort Worth, Texas was an excellent setting for our 18th annual gathering which, indeed, turned out to be our largest ever! We were showered with beautiful sunshine and Texas hospitality throughout our stay. A highlight was topping the 500 member mark during the week. Thanks to all who attended, especially those who came from afar. It was wonderful to see everyone again and to meet our new members. Bravo Pam Mitchell for your dedication and hard work as convention chairperson. A word of thanks to every ISA member who helped out and/or contributed to this successful convention.

So, cowgirls, here's the latest news from our membership.

Upgrades, Transitions, New Airlines

Judy Holly-Gasparis upgraded to B737 Captain at Southwest in January, 1994.

Maria Ziadie-Haddad of Air Jamaica has returned from medical leave and is training as B727 Captain.

June Viviano became a B727 Captain at FedEx on July 12, 1995 and is now a line check airman.

Carolyn Wittreich of Fine Air was promoted to check engineer on the DC-8. She recently upgraded to FO and stays current and qualified in both seats, participating in a lot of sim training for initial flight engineers.

Weddings & Engagements

Brigitte Girardin is getting married to Marc Haesler on June 21st, 1996.

Elizabeth Thompson married Jeff Locke. Her new name is Elizabeth "Libby" Thompson-Locke and she has moved to Illinois. She has a step-daughter, Jennifer, who lives with them full-time.

Shelly Shallenberger married Harry Trefes on May 11, 1996. Both are pilots at UPS. She a DC-8 FO and he a B727 FO. They will reside in Louisville, Kentucky, and summer in Rhode Island. A family is planned in the near future.

Family Additions

Debbie Anderson is expecting a baby in late September.

Brenda Tirshfield had her second child, a boy—Casey Quinn Tirshfield—on April 1st, 1995. She is a

B757/767 FO at United in LAX, and recently returned from having spent TDY in Hong Kong with two babies and two parents in one hotel room!

Judy Holly-Gasparis added another child in May 1995. Her daughter Alexandra Nicole also has a four year old brother Andrew.

Lori Adams has a new baby girl. Courtney Jefra Adams was born November 6, 1995

Theresa Foster had a baby November 22, 1995. Benjamin Lee Foster is a beautiful, happy little boy.

Kathleen Garske welcomed a new baby on February 19, 1996. Connor Thomas Garske weighed in at 6lbs. 7 oz, and has a big brother Ryan who is three.

Karen (Masterson) Croskell had a baby boy, Chapman Winter Croskell, February 6 1996. He is definitely the son of two airline pilots—he wanted to come out inverted! Note her new name, Croskell; she and her husband renewed their vows and decided they would have a single family name.

Other News

Jennifer Butler Mathis is in the process of obtaining a divorce.

Sharon Sheldon Leone has divorced and is now Sharon Sheldon.

Lynn Rippelmeyer is on a leave of absence from Continental.

DHL just had their first all-female B727 crew with Captain Karen Riley, FO Barbara Howell and SO Karin Carlson.

That's all the news for now. Keep in touch.

Administrative Changes

Moving?

Please send address changes to:

Carolyn Pasqualino, ISA Membership Chair
1111 Edgewood Circle
Rockford, IL 61108 USA
Email: CompuServe 76250,372.

Family News?

Send family information to:

Denise Van Grunsven, ISA Family Chair
W12347 848th Avenue
River Falls, WI 54022 USA
CompuServe 70264,2006

BOARD OF DIRECTORS REPORTS



MEMBERSHIP Carolyn Pasqualino

Howdy Ya'll,

Wow, Pam put on another great convention in Ft. Worth, Texas! We all had a rip-roarin' good time and set new attendance records.

We also had a big milestone at the convention. Six new members joined bringing us up to 500 ISA members! We were at 498 when I pleaded during the business meeting for someone in the Dallas-Ft. Worth area to run out and bring in two of their friends to put us over the top. During the first break, Judy Holly-Gasparis came forward to re-join. She is a B737 Captain for Southwest and had been out for a year to have a baby. Then Terri Donner brought up member #500, Ani Marie Kessisian from UPS! Ani is a B727 F/O, based & living in Louisville, Kentucky. Thanks Judy & Ani!

Also attending the convention were all six of our new members from China Airlines, new members Sonee Rana from Royal Nepal Airlines and Daniela Camporesi from Alitalia, and two new members from Aer Lingus, Siobhain Creighton and Caroline Curley! Thanks to all of our international members who traveled from these countries and many oth-

ers. You made it a special convention for us all!

When I came home from Texas, I had two more new member applications waiting for me and they represented two new countries, Norway and the Bahamas. In the last twelve months we've had eighty-two new members and thirty-two former members rejoin, but we unfortunately lost twenty-four members who chose not to renew. Our membership total now is 506 from thirty-five countries and eighty-six airlines!

Other new airlines we've had joining us the last twelve months are Iberia, South African Airways, Crossair, Air Berlin, Air Club International, Lufthansa, Martinair Holland, Reno Air, SAS, Laker Airways, Braathens, Bahamas Air and Canada International.

Many, many thanks to Beverley Bass and Johnie Olson, for putting convention notices & applications in the mailboxes of all the women pilots at American Airlines. Also, Pam Mitchell and Liz Voigt sent out convention notices to many Chief Pilots around the world; this was responsible for quite a few new international members. These four ISA members were responsible for most of the fifty-nine new members we've had the last three months! Now its time to start listing them all.

Welcome back to these eleven former members who have rejoined us:

Carol Dishart
US Air B737 F/O

Nancy Thomas
Delta

Jean Price
Alaska Airlines, on medical leave

Mari-Elina Halme
Finnair MD-11 F/O

Jennifer Townsend
America West B737 F/O

Janet Schermeister
American Airlines, furloughed

Susi Halpern Dokken
United Airlines B757/767 F/O

Betsy Smith
UPS 757 Captain

Lee Wilkerson
Southwest B737 F/O
Formerly Midwest Express

Liane (Parker) Conway
American MD80 Captain

Judy Holly-Gasparis
Southwest B737 Captain

And now, for all the new members.

Dorothy Seykora
American MD-11 F/O DFW
DOH 3-21-86
(sister to new ISA Secretary Mary Ana Gilbert)

April Keseric
American B767 F/O SFO
DOH 11-10-87

Mary Jo Zignego
American B767 F/O ORD
DOH 12-12-91

Rhonda Wolleat
American MD80 F/O ORD
DOH 4-20-90

Stephanie Guiang
Zantop L188 S/O
DOH 11-94

Nancy Thomas
FedEx
DOH 1-17-96

CJ Collins
Laker Airways B727 S/O FTL
DOH 5-1-95
Cheryl Olivier
FedEx DC10 S/O MEM
DOH 10-18-95

(Continued on page 8)

BOARD OF DIRECTORS REPORTS

Membership Report

(Continued from page 7)

Catherine Kennedy
Airborne Express DC9 F/O
DOH 9-28-95

Andrea Chovanec
American MD80 Captain DFW
DOH 6-18-85

Christine Siciliano
American B767 F/O MIA
DOH 3-5-87

Aninka Ardon
KLM B747-400 S/O
DOH 1-13-95

Suzana Benke
KLM B747-400 S/O
DOH 10-4-94

Maria Mar Alguacil
Iberia B727 F/O MAD
DOH 1-8-91

Jo-Anne Hudson
South African Airways B737-200 F/O
Capetown
DOH 2-1-93

Tanya Morcroft
American B727 F/O MIA
DOH 5-91

Carrie Squires
United DC10 F/O ORD
DOH 4-10-89

Kimberley Lowe
American B727 S/O MIA
DOH 6-22-90

Cynthia Mandel
TWA
DOH 11-10-95

Kathy Rude
Ryan Int'l B727 F/O SEA
DOH 5-94

Margot Koerner
UPS B727 S/O SDF
DOH 8-28-95

Lisa Root
American Trans Air L1011 F/O DTW
DOH 2-10-92

Susanne Anderson
FedEx B727 S/O MEM
DOH 2-7-96

Tsuey Ing Chang
China Airlines B747-400 F/O TPE
DOH 6-13-92

Lih-Hwey Chen
China Airlines B747-400 F/O TPE
DOH 9-93

Pei Pei Chen
China Airlines A300 F/O TPE
DOH 6-92

Li-Chia Liu
China Airlines A300 F/O TPE
DOH 3-94

Yen Ling Liu
China Airlines B747-400 F/O TPE
DOH 10-1-88

Jiann-Min Kung
China Airlines A320 F/O TPE
DOH 11-82

Christine Marie Malherbe
South African Airways B737-200 F/O
& A320 F/O
DOH 1-3-94

Cathy Colon
Southwest B737 F/O
DOH 8-17-95

Robyn Sclair
FedEx DC-10 S/O MEM
DOH 2-21-96

Patricia Leon
Alaska Airlines B737-400 F/O SEA
DOH 8-21-95

Claudia Wehrli
SwissAir A320 F/O ZUR
DOH 4-1-95

Jane Clement
American B767 F/O ORD
DOH 2-87

Daniela Camporesi
Alitalia MD80 F/O
DOH 10-30-95

Sonee Rana
Royal Nepal Airlines DHC-6 Captain
KTM
DOH 2-90

Marlies van Beek
KLM B737 F/O

Siobhain Creighton
Aer Lingus B737 F/O
DOH 6-15-90

Caroline Curley
Aer Lingus F50 F/O
DOH 11-21-91

Ani Mari Kessisian
UPS B727 F/O SDF
DOH 4-94

Camilla Morkholm
Braathens Safe B737-400/500 F/O
DOH 3-12-96

Frances Burrows
Bahamas Air SD360 F/O
DOH 3-3-95

Brigitte Lakah
B727 F/O SDF
DOH 10-3-94

Deborah Cascarano
American B767 F/O ORD
DOH 3-27-87

Odette de Vries
KLM Cityhopper F50 Captain
DOH 1-93

Ainhoa Elizaloe
Iberia DC-9 F/O
DOH 12-11-91

Erika Morgan
Zantop L-188 S/O
DOH 6-94

BOARD OF DIRECTORS REPORTS



SECRETARY

Kathleen Malone

Pam Mitchell did a tremendous job organizing the largest convention in ISA's history last May in Fort Worth. Many thanks to Pam and the numerous individuals who attended the myriad details inherent in ensuring the successful outcome of this convention. Our special thanks to Beverly Bass and Johnnie Olsen of American Airlines, and Claudia Sorenson of Southwest Airlines, for obtaining the substantial corporate support from their respective airlines that made the convention possible. We are sincerely grateful to American Airlines and Southwest Airlines for their very generous donations.

Board Elections

May marks the commencement of the 1996-1998 Board of Director terms and with this transition, we thank the outstanding directors who are completing their terms: Pam Mitchell, Convention Chair, Morgen Greschel Reeb, Scholarship Chair, and Kathleen Wentworth, Newsletter Editor. Many thanks for their hard work and dedication during the past two years.

Please extend a wholehearted wel-

come to the following incoming and renewing directors: Mary Ana Gilbert, Secretary; Nancy Novaes, Corporation Chair (second term!); Gail Redden, Scholarship Chair; Liz Voigt, Convention Chair; and Krisan Wismer, Assistant Scholarship Chair. We look forward to working with these talented women.

The Board of Directors voted to change the elections schedule to more closely align with the BOD term effective dates. Starting with the 1997-1999 term, the nominations deadline will be February 10, 1997, and election ballots will be mailed with the March 15 newsletter. Ballots will be due back April 25 with election results announced at the annual convention in May. Board terms will continue to become effective with the May convention, which marks the commencement of a three month transition period between the outgoing and incoming directors.

Volunteers

In my last report, I offered the opportunity for someone to contribute to one of the important functions ISA serves in her educational mission by rewriting the career guidance booklet originally developed by Charter member Jean Harper. This booklet, entitled "So You Want To Be An Airline Pilot", is sent to prospective young aviators. Our thanks to Sylvia Otypka who has answered the call and offered to do the rewriting and updating in this important project.

Lisa Kuehl had a logo survey distributed at the convention summarizing the redesign efforts of the Board during the past several months. We thank those members who have returned the survey and invite any others to contribute their ideas.

The ISA logo lapel pins were distributed to members attending the convention. If you did not receive one at the business meeting, please contact Membership Chair Carolyn

Pasqualino.

Mail

The mail forwarding service utilized in Las Vegas since January 1 has proven to be an effective method of mail retrieval. Much mail continues to be forwarded from the Chicago post office to the Las Vegas service, which in turn forwards it to the secretary. Members are encouraged to send specific committee-related mail directly to the committee chair to avoid forwarding delays.

Newsletter

With this report I transfer the secretary duties to the very capable hands of Mary Ana Gilbert. Mary Ana brings a great deal of organizational skill to the position which will benefit ISA significantly. As I take over the newsletter position, I am extremely grateful to Kathleen Wentworth, whose technical expertise and seemingly limitless capacity for innovation and creativity have overseen the evolution of the *ISA News* into the professional publication it is today. She has worked extensively to set up the newsletter to greatly facilitate production and her patience and assistance have been invaluable during this transition phase.

Sylvia Otypka has also volunteered to assume the duties of the print and circulation manager from Maggie Rose. Our sincere thanks to her for taking on this important job and to Maggie for her work and continuing dedication. My thanks also to Nancy Novaes and Kathleen Wentworth for offering to serve on a newly-created newsletter editorial review board.

Many of you have returned the newsletter surveys developed by Kathleen Wentworth and distributed at the convention. I appreciate your valuable input and welcome any additional comments and suggestions with respect to improving the design and content of your newsletter.

BOARD OF DIRECTORS REPORTS



CONVENTION

Pam Mitchell

Convention Thanks!

So many people helped out and contributed to this year's convention that it is impossible to adequately thank them! *Everyone* who helped out at registration has my undying gratitude...in particular **Laurie Reeves** and **Donna Beering**, who came up with the organization of registration that helped it go as smoothly as could be expected with the large numbers attending!

The distinctive name tags this year are the work of **Molly Barr**, who though she was not able to attend, volunteered her time and computer skills with great-looking results!

Denise van Grunsven helped coordinate with the astronauts for the NASA trip, and **Janice Voss** agreed to speak to us, along with ISA-member **Cathy Fraser** and her pal **Chris Wallace**. **Linda Kennedy** of the astronaut office coordinated my invitations to all the astronauts, along with my friend, astronaut **Story Musgrave** (who, unfortunately was unable to attend). And finally, **Ken Cockrell**,

astronaut, Navy pilot, and "friend of the family", deserves many thanks for circumventing Congress, arranging astronauts as escorts, and getting us actually inside the shuttle simulators in Building 9!

The NASA trip was made possible by donations from **Northwest Airlines** and **UPS**. (*\$45 covered only about half of the actual costs of the evening at NASA! And the \$98 registration fee did not begin to cover all the costs of putting on a convention this size!*) **American Airlines** sponsored both the Tuesday evening opening dinner and Wednesday's barbecue at West Fork Ranch, courtesy of **Mr. Don Carty**, American's president, and through the efforts of both **Bev Bass** and **Johnnie Olson** (and incidentally, thanks also to Johnnie's husband **John Boyd** for all his help with the activities!). I hope these two spark other ISA members to approach their airlines for future sponsorship of conventions! Bev said they went in asking for the moon...and they got it!!

Heartfelt thanks to all our speakers for this year's convention who volunteered their time and talents: **Mr. Clyde deHart** of the FAA on behalf of **Mr. David Hinson**; and **Ms. Susan White**, **Dr. Robert Barish**, and **Ms. Jaqueline Boyd**, who conducted Thursday's seminars.

The two gentlemen from Continental Airlines who helped set up the DC-3 flight were **Ray Skippa** and **Capt. Jim Minor**. ISA's thanks go to you and the crew!

ISA's Board of Directors have my personal gratitude for their words of encouragement, their able bodies running errands, and the little things that meant so much, from a simple cup of coffee suddenly appearing from nowhere and a margarita at the end of the day to **Binka Bone** coming to the rescue and taking charge of the silent auc-

tion and raffle duties! (Also thanks to **Karol Welling** for getting many of the silent auction donations and sending materials for the display tables, although she was unable to attend.) Finally, the woman who started the ball rolling with the original idea of a convention in Texas...**Claudia Sorenson**! Claudia was also instrumental in getting **Herb Kelleher** of **Southwest Airlines** to sponsor our Wednesday luncheon...another challenge to all those other airlines out there for next year!!

The Future

It is with much relief and a certain amount of joy that I turn over my Board of Directors seat and convention duties to **Liz Voigt** for the 1997 ISA Convention in Amsterdam! The last two years have been more work than I'd ever imagined, but I tried to do my best, and I hope I achieved the two things that I considered my reward for the job...growing attendance and recognition for ISA from all over the world, and ISA members and guests having a fun and memorable time at both conventions! Thank you all for your attendance, your understanding of the "glitches", your help, and most of all...your friendship!

I'd like to ask everyone to take a minute and drop of note of thanks to at least one of these airline sponsors, especially if it is your own! The convention really depends on these donations, and your thanks may provide the reason to continue that support!

Don Carty, President, American Airlines; P.O.Box 619616; Dallas/Ft.Worth Airport, TX 75261-9616

Herb Kelleher, President, Southwest Airlines; 2702 Love Field Dr.; Dallas, TX 75235

John Dasburg, President, Northwest Airlines; 5101 Northwest Dr., St. Paul, MN 55111

Dan Thomas, Flight Operations Employment Manager; United Parcel Service; Fax 502-359-8516

Ken Cockrell, **Linda Kennedy**, **Janice Voss**, Astronaut Office, NASA Space Center, Houston, TX 77058

BOARD OF DIRECTORS REPORTS

Comments on Your Comments!

(or..."See, I do read those things!")

by Pam Mitchell

First of all, thanks for all the positive, personal comments! That is what really makes it all worthwhile! This year almost everyone seemed to have an overall good time, and I really appreciate and I know Liz will appreciate the ideas and suggestions for next year! There were a couple of areas that got a lot of comment and I'd like to address them in the newsletter, just so you'll know your comments are taken to heart!

Children

Children are welcome at the Wednesday luncheon and usually Wednesday evening and most side trips, but are not allowed at the opening cocktail party/dinner. The registration fee is based on this and the matter was decided during one of the very first ISA conventions (long before I joined!) (This might be because Tuesday night has in the past been just a cocktail party until last year when we got sponsorship for a dinner, too.) This is mentioned in the newsletter prior to convention. I tried to make the other events fun for both children and adults, though the enjoyment of ISA members themselves comes first. I think we had a great turnout of kids at West Fork and Texas Lil's and all seemed to have a great time!

Flyers

A big incentive to companies to donate to the silent auction is letting them put brochures/flyers, etc. in our welcome bags. All advertising material is for products donated to ISA for the auctions or raffles. You can ei-

ther look at it or throw it away, but it would be great if you patronize any of the companies if you let them know you are an ISA member and that we really appreciate their support! (Even if you don't, why not give them a call and thank them for their donation!) Binka Bone has a list of all donors and addresses if you'd like to do so! Might make donations flow more freely next year!

Tuesday entertainment

There is purposely no entertainment planned for Tuesday, as members usually want to mix and mingle with old and new friends. A silent auction was deemed unobtrusive last year and raised almost \$7000. Some members liked the idea of a verbal auction for "high-ticket" items and this could be something to look into for Tuesday if members really want that. The entertainment this year on Tuesday was at the request of a member after all activities were over and was not arranged by ISA.

Free time

There is none! That *is* really a problem (believe me, I agree wholeheartedly!!), but with Wednesday's "required" meeting, photo, lunch/speaker, dinner, it is hard to work "free time" in, unless you count fifteen minutes here and there! My only suggestion there is come early, stay late, and remember that the optional side trips *are* optional!

The famous San Luis Resort Hotel

Aaaaarrggghhh! What can I say? Just thank you all for your patience and understanding and not blowing

up as bad as I did at hotel management! According to the hotel on Monday, the four floors reserved for ISA were "completely done, and the lobby is just about finished....shouldn't be a problem at all by Friday. There might be workers on some of the other floors, but you won't be bothered"! The "peace offering" of an additional 50% off the rate and the champagne and the offer to take members who so desired to a different hotel helped a little, but didn't change the fact of the gross misrepresentation. (I have pictures of ISA members in ponchos on elephants and bamboo rafts in the rain in Thailand from last year's convention; this year they'll be in hardhats in the dust!!! Guess we can laugh about it after the fact, but for those of you who heard me yelling like a fishwife at the San Luis....my temper was a little frayed at the time!)

All convention critiques are passed on to Liz Voigt and the Board of Directors. Next year's convention will be even better because you all took the time to fill out those evaluations with constructive ideas! Thanks from Pam and from Liz!



BOARD OF DIRECTORS REPORTS



TREASURER
Binka Bone

Congratulations to Pam Mitchell, Bev Bass, Johnie Olson and Claudia Sorenson for coordinating the highly profitable ISA + 21 Convention in May.

Their time and talent increased our treasury by \$8,113.50! A special thanks goes to Karol Welling for all of her year-long efforts to recruit items for the Silent Auction. Although Karol was unable to attend the convention, she shipped all of the items with displays intact and ISA raised \$6,195 from the Silent Auction alone. \$1,430 was raised through the sale of Raffle Tickets and \$487 was contributed to the International Fund. The additional \$1.50 collected during the Business meeting by Carol Cansdale brings the subtotal to \$8,113.50! In addition, Carol Cansdale, through the ISA Store at the

Convention, sold \$1,686 in ISA merchandise.

Turn out the lights, the party's over. From Texas to Tulips, here we come. Thanks Ya'll.

ISA SCHOLARSHIP DONATIONS

Donations to the ISA Aviatrrix Scholarship Trust are tax deductible under Section 501(c)(3) of the IRS Tax Code. ISA's Taxpayer ID# is 996062459.

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

BOARD OF DIRECTORS MEETING MINUTES HIGHLIGHTS

The second quarter ISA Board of Directors meeting was held May 13-14 in conjunction with the annual convention at the Worthington Hotel in Fort Worth, Texas. The meeting was conducted by Board Vice-Chair Carolyn Pasqualino in the absence of Chair Betsy Landon. Additional Board members in attendance were Kathleen Malone, Pam Mitchell, 3Nancy Novaes, Morgen Greschel Reeb, and Denise Van Grunsven. Incoming Board members present were Mary Ana Gilbert, Gail Redden, Liz Voigt, and Krisan Wismer. Binka Bone, Betsy Landon, and Kathleen Wentworth sent their reports via telephone, E-mail, and postal mail.

1. Secretary

The successful implementation of the Las Vegas forwarding service was discussed. New stationery reflecting the address change was printed and distributed. The convention business meeting agenda and the packets planned for membership distribution

were discussed in detail. Membership input is being solicited for the proposed logo redesign. The Board elections schedule was changed to more closely coincide with term effective dates as follows: February 10—nominations due; March 15—candidate CVs published and ballots mailed with newsletter; April 25—ballots due; May convention—election results announced.

2. Treasurer

The financial report sent by Binka detailed income and expenses incurred during the previous year, categorized by committee, and highlighted the monies transferred to the Aviatrrix Scholarship Trust Fund.

3. Convention

Final details of the convention were discussed. Suggestions were proposed for future conventions, including the establishment of a roommate bulletin board and the distribution of convention chair responsibilities into

subcommittees. Carol Cansdale presented the new ISA polo shirts she designed for sale through the ISA Store.

4. Corporation

The status of the brochure rewrite and revisions to the Operating Manual were discussed, along with the feasibility and cost of establishing an ISA web site. Nancy discussed the background and development of the pregnancy policy and Gender Issues Committee. Use of the ISA logo is restricted to activities which benefit the corporation. Members are encouraged to submit ideas for the ISA Store to Carol Cansdale.

5. Family

Many of the airline maternity policies on file with ISA are not current, and members are requested to submit copies of their airlines' policies to update these files. Members are also encouraged to submit articles for the

(Continued on page 13)

INCOMING BOARD OF DIRECTORS REPORTS



SECRETARY

Mary Ana Gilbert

I began my aviation career with a seven year stint in the US Air Force in the Philippines and in Germany. Soon thereafter I was able to join Pan Am as a B-727 Flight Engineer in Berlin and subsequently, Miami. After a year of unemployment following the demise of Pan Am, I was hired by a non-scheduled charter airline named Private Jet/National Airlines. I flew the B-727 initially, but upgraded to Captain on the MD-83 early my second year. The following year, I was furloughed and then hired by Air South, a start-up airline in Columbia, SC. This past year, I asked for, and was granted "part time" status, flying trips from open

time. This allows me to better balance professional and personal goals. I will be your secretary for the next two years. I hope to represent those of us who have been caught in the middle of this changing, challenging career field. I am a product of the new aviation environment, where stability and longevity are no longer a guarantee provided with a seniority number. If you have special concerns, questions, or issues that you would like addressed, please feel free to contact me. Remember, I can do a much better job representing you if I hear from you directly. Thank you in advance for your input.



SCHOLARSHIP

Gail Redden

My name is Gail Redden (soon to be Gail Redden-Jones) and I am the incoming Scholarship Chairperson. Krisan Wismer and I will be working together to manage the Scholarship Committee. My main responsibilities will be handling the financial scholarships and sitting on the Board of Directors. Morgen wisely realized the need to split the duties of scholarship between financial and Airline so it could be better managed when she handed it over to Krisan and me. During my tenure as Scholarship Chairperson, I hope to continue Morgen's outstanding work in enlarging the realm of this committee. The Scholarship venue of ISA has grown by leaps and bounds, in no small part

due to the efforts and contributions of its members. This is an exciting time for us. We have the opportunity to help many more aspiring Airline Pilots than ever before. One of my goals is to make the Aviatrix Trust self sustaining, and your generous donations have put us on that path. We will be reviewing our investments to make sure we are achieving a good balance of growth and security.

My only hope is that I can follow in Morgen's footsteps and continue her work. I must warn you, though, these are big shoes to fill, and I'm counting on all the member's help to keep the momentum!

Board of Directors Meeting Minutes Highlights

newsletter relating to balancing family and work responsibilities.

6. Historian/Speakers Bank

Several educational video tapes are available for use when presenting aviation career seminars and workshops.

7. Membership

Membership categories and affiliations were discussed at length, resulting in the decision to reexamine the privileges associated with various categories at such time when a by-laws change is proposed. The membership is requested to respect the privacy of the membership directory.

8. Newsletter

An editorial review board is being established to assist the editor in reviewing *ISA News* submissions. The publication of special newsletters targeted for membership recruitment

and scholarship solicitation was discussed.

9. Scholarship

An update was given on the training progress of the 1995 scholarship recipients, and a review of the corporate scholarship donations for 1996 was made. The application process for the 1996 scholarship program is well underway and members are requested to assist by volunteering to conduct interviews.

Respectfully Submitted,
Kathleen Malone, Secretary

INCOMING BOARD OF DIRECTORS REPORTS



CONVENTION

Liz Voigt

As the dust from Fort Worth settles I am already getting in gear for next year—*Amsterdam* in '97! Pamela Mitchell did a fantastic job in Texas and I shall do my very best to ensure that Amsterdam equals the experi-

ence. I would like to thank all those who offered to help in various ways and I will be contacting you.

Amsterdam (Schiphol) Airport is KLM's home base and served by numerous airlines—one easy flight from the east coast of America and also well served from Asia, again often with direct flights. If you can't get to Schiphol, then London, Brussels and Paris are less than an hour away!

The KLM Airport bus service stops just a few meters from our chosen hotel—The Park Hotel. This lovely four star hotel celebrated its centenary in 1995 and has refurbished all its rooms for the event. A deluxe breakfast buffet with both cold and hot dishes is included in the room rate.

The biggest problem as far as side trips and excursions go is that its so hard to choose! The Rijksmuseum and Van Gogh museum are less than five minutes walk away. The Heineken Brewery is also close by (tentative trip for the HALPS during our business meeting?) then there's a candlelight dinner canal cruise. We

can visit diamond cutters, go cycling along canals or through the tulip fields, see how clogs and cheese are made, visit a windmill—something for the entire family! There's a beautiful 16th century palace to explore (members of the royal family lived there up to 1978). Of course the city of Amsterdam itself is full of interesting side streets, historical buildings and peaceful canals!

I would love to hear from you what the preferences are as far as excursions are concerned. As far as optional trips are concerned, as I mentioned at the convention, I'll try to organise various options (including to neighbouring countries if requested). Please get in touch! My local time is UTC+2 and my fax/phone is 31-35-695 3442. So get up now and go request vacation for the second week of May 1997! Make a real family holiday of it and see a bit of Europe at the same time. Let's make '97 the biggest non-US convention ever!



ASSISTANT SCHOLARSHIP CHAIR

Krisan Wismer

The 1996 Convention in Ft. Worth was fantastic! Thank you, Pam! This Convention will always be an event for me as I am going to try to fill one-half of Morgan's shoes as the Airline Scholarship Chair.

Connie Tobias (US Air) and Keith Johnson (Fed Ex) have volunteered to be our liaisons for the new scholarship ratings from US Air and Federal Express. Karen Bland has volunteered to be our liaison for the United Airlines scholarship ratings. Thank you, members!

The ISA scholarship program has been very effective, thanks to all of you! We have several recipients that are now flying for major airlines and some of them attended the Conven-

tion in Ft. Worth as new ISA members!

I would like to thank all of those who have volunteered to interview scholarship applicants this year. Please remember to have the airline applications returned to me and postmarked by July 19th! My address is: 1261 E. Northcrest Drive, Highlands Ranch, CO 80126.

The Airline Scholarship Selection Committee will meet in August, in Denver, to select the winners for this year. If you are interested in being on the Committee, please call me at 303-791-4243. The winners will be announced in the October newsletter.

ISA COMMITTEES AND RESOURCES

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

Aeromedical

Carole Danis Litten
301-365-5670
CompuServe 70774,1354

Captain's Club

***Reconition of Captain upgrade**

Lisa Kuehl
1727 250th Street,
Boone, IA 50036-7552

Convention

Liz Voigt
INTERNET:symthe@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
CompusSrve 76140,1056
Luan Meredith
1175 Willoby Ln., Elgin, IL 60120
708-888-2446

ISA Graphics

Lisa K. Kuehl
515-432-6019 Fax:515-432-2860
CompuServe73761,2674

Historian

Betsy Landon
407-750-8854
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,
CServe70774,747, AOL: GMCUTTER

Master Seniority List

Lori Griffith
412-788-0651

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
415-992-8019
CompuServe 76250,1227
Nancy Novaes
212-535-9865
CompuServe 76147,514
Prodigy WS5G29A

Museum/Exhibits

Lori Griffith
412-788-0651

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312-866-2337: CServe73412,2207

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

ISA Operations Manual

Maggie Rose
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Las Vegas, NV 89109
702-892-9847
CompuServe 70774,1022

Scholarship

Morgen Greschel Reeb
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Montross, VA 22520
804-493-0518

Assistant Scholarship

Krisan Wismer
CompuServe 74137,212

Scrapbook

Norah O'Neill
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Walla Walla, WA 99362-0027
509-529-5256

Secretary

Mary Ana Gilbert
CompuServe 103111,1122

ISA Shop

Carol Cansdale
1520 61st Street West,
Minneapolis, MN 55419
CServe 70263,67

Speakers Bank

Betsy Landon
(407) 750-8854
CompuServe 76637,2776

Treasurer

Scholarship Donations
Taypayer ID #996062459
Binka Bone
64 College Street
Newnan, GA 30263
404-251-2932; Fax 404-251-6485
CompuServe 70273,2773

ISA Video

Florence Sanders-Higdon
901-755-4771

** See form elsewhere in this newsletter.*

Revised 7/96

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To protect members' personal data, please remove this centerfold before sharing the ISA News with others.

The ISA + 21 Store

The ISA + 21 Store was designed and conceived for the dual purpose of providing logo merchandise for our membership while lending support to the ISA Aviatix Scholarship Trust Fund. The ISA Logo was developed through the creative efforts of ISA's Graphic Artist Lisa Kuehl. The following is a brief description of each item currently available for purchase.

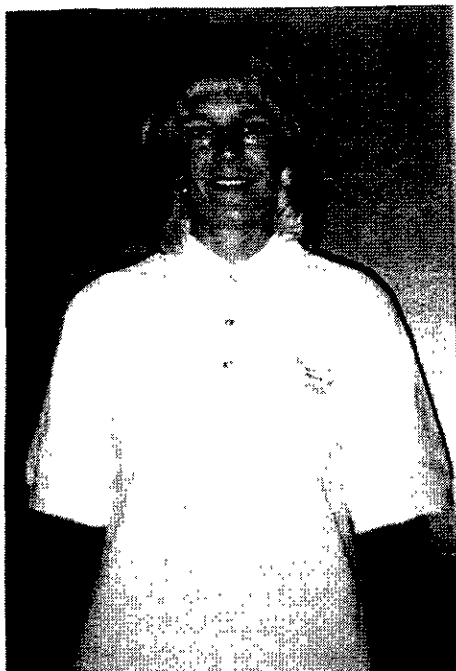
The newest arrival to the ISA store is the ISA + 21 Logo Polo Shirt, which made its debut at the meeting in Ft. Worth. (See Photos) This 100% pique cotton, high quality polo shirt is embroidered with the distinctive ISA logo and is available in white or navy. It's available in SM, M, LG and XL for the unbelievable price of \$25. Buy one for yourself and one for a friend!

Bangkok '95 and Vancouver '94 T-shirts: These high quality shirts were originally designed for the 1994 convention by Valerie Patton and Fred Sorensen. They were produced by Terry and Bob Rinehart and Claudia and Fred Sorensen, who have made these terrific shirts available to us at greatly-reduced prices. They are available for just \$6 in pink and light blue but supplies are limited so call for sizes. A long sleeve version is available with an ISA or HALP logo and are an oatmeal beige comprised of a lightweight sweatshirt fabric in a mock turtle neck design. These

shirts are priced at \$8 and again, the sizes are limited so please call.

ISA Lapel Pins - Temporarily out.

ISA Notecards - The ISA logo is imprinted on these cards in silver ink on white linen card stock and mea-



Carol Cansdale at Convention '96 wearing the ISA Logo Polo Shirt in white.

sure 4 1/4" x 5 1/2", with matching white linen envelopes. These cards, developed for the ISA store by Pam Mitchell, are blank on the inside and are packaged in sets of fifteen for \$5.

ISA Travel Alarms: Another popular item this year! The ISA logo is

printed in blue and superimposed on a white background on this compact black travel alarm. A space shuttle cleverly encircles the face of this clock as a second hand. The clock runs on one AA battery (excluded), and is available for \$12.

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

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

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

To place an order, send to Carol Cansdale, 1520 West 61st Street, Minneapolis, MN 55419-2122 or Compuserve 70263,67. Phone orders also accepted at 612-866-9814. Please make checks payable to ISA + 21. And don't forget, your purchase helps our scholarship fund to grow!

ISA News Article Submission Information

All members are encouraged to submit articles for the newsletter. Deadline for each issue is 30 days (35 days for non-electronic) 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 or a PC computer to help.

You may save your file in any of the following formats (please tell me 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. E-Mail or File Transfer to: Kathleen Malone

Compuserve 76140,3516; 2. Mail IBM PC Disk (3.5" or 5.25") to The Editor (I will mail your disk back.); 3. Mail to Kathleen Malone, 130 S. W. 91st Ave., #304, Plantation, FL 33324. 3). Articles not sent electronically are due 35 days 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. 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 back of picture.

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To protect members' personal data, please remove this centerfold before sharing the ISA News with others.

ISA + 21 Store Order Form

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

Please send me the following ISA items:

	Price	Quantity	Color/Size	Shipping	Total
<i>ISA T-Shirts—Limited Quantity—Call for sizes</i>					
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	Temporarily Sold Out		\$2.00	\$ _____
ISA Notecards and Envelopes (silver logo on white card)	\$5.00/15	_____		\$2.00	\$ _____
ISA Travel Alarm Clocks	\$12.00	_____		\$1.50	\$ _____
ISA Highlighter Pen (gold logo on black pen, yellow H/L)	\$2.00	_____		\$1.00	\$ _____
ISA Decals (blue and gray on glossy white, 2 1/2" round)	\$1.00 ea	_____		none	\$ _____
ISA Business cards (light blue and gray on gray, generic)	\$.50/10	_____		none	\$ _____

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

July 1996 ISA Roster Update — Member Changes

Diane K.R. Gilliland 44-119 C Kahhani Way Kaneohe, HI 96744 808-235-1968	954-791-4438 Fine Air Catherine Beirne P.O. Box 12415 International Airport Pittsburgh, PA 15231 412-728-0682 US Air	28115 704-663-2953 Bridgitte Girardin Lindenstrasse 17 Kloten 8302 SWITZERLAND 01-813-10-86 Swissair
Angela Voigtsberger 19957 Lorena Circle Circle Valley, CA 94546	Nora J. Vick 247 E. Southwest Pkwy, Apt. #1008 Lewisville, TX 75067 American	Jennifer Van Wormer 12665 E. Pacific Cir. #D Aurora, CO 80014 303-338-5748 United
Nancy Misner Ph#713-363-0194 AOL#MRMISNER Continental	Jessica Stearns 36 Thoreau Dr. Plainsboro, NJ 08536-3020 609-799-7885 Fax 609-936-9074 E-Mail: AviatrixJS@AOL.com Continental	Gail Redden 636 N. Elmwood Ave. Waukegan, IL 60095 847-336-7723 American Kathy Malone new area code #954-473-8793
Joy Walker Ph# 770-884-5803 Delta	Cynthia Prewitt 8178 Manchester Circle Cordova, TN 38018	Betsy Landon new area code #561-750-8854
Nancy Fooks 232 Littell Rd. Aliquippa, PA 15001 412-573-1364 Delta	Krisan Wismer compuserve #74137,212 Liz Voigt Email: INTERNET: smythe@euro.net.nl	
Eileen Kerekes 8178 Manchester Circle Cordova, TN 38018	Kathy Grant 25560 Wilde Ave. Stevenson Ranch, CA 91381	Annette Worthington 5986 Saddle Creek Trail Parker, CO 80134
Lisa Osterheld 2416 Stryker Ave. Vienna, VA 22181-3162 American	Diane Walker 3461 Blue Mountain Drive Fairfield, CA 94533 707-451-8289	
Lisa Norman P.O. Box 160 Drummoynne, NSW AUSTRALIA Ph#02-719-2270 Qantas	Jenny Mathis 177 Hideaway Lane Mooreville, NC	
Carolyn Wittreich 2672 Key Largo Lane Ft. Lauderdale, FL 33312		

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July 1996 ISA Roster Update — New Members

Carol Dishart 58 Shuster Rd. Gisnom, PA 15044 412-265-3480 US Air	Catherine Kennedy P.O. Box 994 Wilmington, OH 45177-0994 507-388-1214 Airborne Express	Janet Schermeister 1204 Tangelo Isle Ft. Lauderdale, FL 33315 American
Dorothy Seykora 5111 Racquet Club Dr. Arlington, TX 76017 817-468-5776 American	Andrea Chovanec 6317 Troon Rd. Ft. Worth, TX 76132 817-370-8761 American	Kimberley Lowe 100 Edgewater Dr. #242 Coral Gables, FL 33133-6939
April Keserle 1643 Arch St. Berkeley, CA 94709 510-204-9291 American	Christine Siciliano 3533 Pine Haven Circle Boca Raton, FL 33431 407-883-6506 American	Jiann-Min Kung P.O. Box 87-329 Taipei, TAIWAN, R.O.C. 02-528-3159 China Airlines
Jeannie Price 8659 Fauntlee Crest SW Seattle, WA 98136 206-937-7455 Fax 206-937-3782 Cserve#70772,73 Alaska	Aninka Ardon Twaafmorgen 14 A 2811 NC Reeuwijk NETHERLANDS 0182-515470 KLM	Li-Chia Liu NO.40 Lane 39, Chung San St. Taipei, Shi-Chih TAIWAN, R.O.C. 886-2-6479216 China Airlines
Mary Jo Zignego 2475 Hwy CC Hartford, WI 53027 414-644-0218 American	Suzana Benke Garnaal 80 3224 AG Hellevoetsluis NETHERLANDS KLM	Yen Ling Liu 60, 10F, An Chen St., 37 Lane Shin Tien 231 TAIWAN, R.O.C. 886-02-212-3428 Fax 886-02-212-3428 China Airlines
Rhonda Wolleat 1806 W. May McHenry, IL 60050 815-363-9104 AOL#RWOLLEAT American	Nancy Charles 3942 Ashford Trail Atlanta, GA 30319-1897 770-455-0841 Delta	Betsy Carroll Smith 774 Middle St. No. 3 Portsmouth, NH 03801 UPS
Marlene Halm Elmitynkatu 4 A 3 33580 Tampere FINLAND Finnair	Jennifer Townsend 1671 Orange Blossom Way Encinitas, CA 92024-2457 619-944-2829 Cserve#72023,755 America West	Christine Marie Malherbe P.O. Box 35817 Menlo Park, 1012, Pretoria Republic of South Africa 27-12-466755 Compuserve #100076,3360
Stephanie Guitang 479 N. Addison Elmhurst, IL 60126 708-941-1316 Zantop	Carrie Squires 1167 Appalouosa Trail Hudson, WI 54016 715-549-5473 United	Lee Wilkerson 311 Tideway Dr. 105 Alameda, CA 94501 Southwest
Nancy Thomas 6770 Quail Hollow Court Memphis, TN 38119 901-751-7225 Federal Express	Tanya Morcroft 2101 NE 44th St Lighthouse Point, FL 33064 305-781-2294 American	Robyn Sclair P.O. Box 98786 Tacoma, WA 98498-0786 702-263-6878 Federal Express
CJ Collins 1615 NW 81st Way Plantation, FL 33322-5474 954-452-8335 Laker Airways	Jo-Anne Hudson 82 Lympleigh Road Plumstead, Cape Town South Africa 27-21-797-2138 South African Airways	Cathy Colon 505 Cecil Lane Eutess, TX 76039 817-267-5083 Southwest
Cheryl Olivier 16720 Steubner Airline #214 Spring, TX 77379 214-831-9457 Pager 1-800-408-6801 Federal Express	Maria Mar Alguacil c/Saturno 30 B Dcha Madrid 28042 Spain 329-21-33 Iberia	Liane Conway 621 Alta Ave. San Mateo, CA 94403 415-571-5385 American

Tsuey Ing Chang 4F-1, 13, 22 Lane, 3Sec, Chienkuo N. Rd. Taipei 104, TAIWAN, R.O.C. 886-2-509-2395 Fax 886-2-516-0249 Email #calfecho@C2.hinet.net China Airlines	Patricia Leon 17733 50th Ct S Seatac, WA 98188 206-242-2929 Alaska Airlines	Claudia Wehrli In Der Breiti 3 Winkel 8185 SWITZERLAND 01-860-12-37 Swissair
Jiann-Min Kung P.O. Box 87-329 Taipei, TAIWAN, R.O.C. 02-528-3159 China Airlines	Jane Clement 31W300 Healy Rd. Dundee, IL 60118 847-428-9329 Fax 847-428-9325 American	Marlies van Beek Waterhoen 4 1721 DH Broek op Langedijk NETHERLANDS 0226-315842 KLM
Li-Chia Liu NO.40 Lane 39, Chung San St. Taipei, Shi-Chih TAIWAN, R.O.C. 886-2-6479216 China Airlines	Camilla Morkholm Steiverudsen 60 1353 Baerums Verk NORWAY 67-800540 Braathens Safe	Daniela Camporesi Vicolo Olivella 19 Albano Laziale 00041 Roma ITALY 06-9305762 Alitalia
Yen Ling Liu 60, 10F, An Chen St., 37 Lane Shin Tien 231 TAIWAN, R.O.C. 886-02-212-3428 Fax 886-02-212-3428 China Airlines	Frances Burrows P.O. Box 556130 Nassau BAHAMAS 809-325-5070 Fax 809-377-8451 Bahamas Air	Deborah Cascarano 514 E Scranton Ave. Lake Bluff, IL 60044 847-295-5882 Fax 847-295-0891 Cserve# 76140,3064 American
Betsy Carroll Smith 774 Middle St. No. 3 Portsmouth, NH 03801 UPS	Ani Kessisian 4010 Saratoga Woods Dr. Louisville, KY 40299 UPS	Brigitte Lakah 15 Sawmill Road Stockholm, NJ 07460-1509 201-697-8170 UPS
Christine Marie Malherbe P.O. Box 35817 Menlo Park, 1012, Pretoria Republic of South Africa 27-12-466755 Compuserve #100076,3360	Sonee Rana Kantipath Post Box 601 Kathmandu NEPAL Royal Nepal Airlines 412-453 Fax 977-01-225368	Erika Morgan 2403 Lake in the Woods Blvd #668 Ypsilanti, MI 48198 313-480-2508 Zantop
Lee Wilkerson 311 Tideway Dr. 105 Alameda, CA 94501 Southwest	Stobhain Creighton 40 St Davids Court, Clon- tarf Dublin IRELAND 01-834837 Aer Lingus	Ainhoe Elizalde Madre Antonia Paris #4-2- F 28027 Madrid SPAIN 34-1-3264064 Fax 34-1-6505956 Iberia
Robyn Sclair P.O. Box 98786 Tacoma, WA 98498-0786 702-263-6878 Federal Express	Cathy Colon 505 Cecil Lane Eutess, TX 76039 817-267-5083 Southwest	Odette deVries Nassaukade 340m 1053 LW Amsterdam NETHERLANDS 020-6162031 KLM Cityhopper
Liane Conway 621 Alta Ave. San Mateo, CA 94403 415-571-5385 American	Southwest Dublin 13 IRELAND 01-8390716 Aer Lingus	

Judy Holly-Gasparis 10915 Cranbrook Drive Houston, TX 77042 713-952-4167 Southwest	Patricia Leon 17733 50th Ct S Seatac, WA 98188 206-242-2929 Alaska Airlines	Claudia Wehrli In Der Breiti 3 Winkel 8185 SWITZERLAND 01-860-12-37 Swissair
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Brigitte Lakah 15 Sawmill Road Stockholm, NJ 07460-1509 201-697-8170 UPS	Ani Kessisian 4010 Saratoga Woods Dr. Louisville, KY 40299 UPS	Brigitte Lakah 15 Sawmill Road Stockholm, NJ 07460-1509 201-697-8170 UPS
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Pregnancy Policy Issues

by Nancy Novaes

Flying while pregnant is not only the concern of those of us considering starting a family. The whole issue of women in the cockpit is intimately connected with our social position as wives and mothers, even if we are neither. In some instances, it is those ingrained social expectations and cultural beliefs which limit our numbers in this special workplace.

Many of us don't have children, some of us by choice, some not by choice. Nevertheless, understanding the issues around pregnancy, public perception of pregnant pilots, scheduling, pay, and family leave is vital to our livelihoods and to the future of women in the airline cockpit. We must educate ourselves and the public about what we can do as professional pilots under all of life's circumstances.

Instead of drawing a dividing line between women on the "Mommy track" and those on the "Career track," we need a level playing field so family and career are equally available to men and women in this profession. Improvements in benefits and pay for family leave will benefit all pilots. Today's pilot, regardless of gender, is concerned with lifestyle and how her/his piloting career impacts home and family. Only in the last twenty years have airline pilots demanded

and received schedules, pay and benefits conducive to stability.

Women who fly should not have to give up hope for a home and family because they have the career of their dreams. ISA hopes to establish a policy statement that encourages flexibility: flexibility for pilots to manage their schedules and continue working when they are able, or ground themselves and still maintain a fair income, like any other temporarily grounded pilot, if that's necessary. ISA maintains the basic position that pregnancy is a normal condition. Pregnancy is not an illness. We don't wish to encourage special rulemaking or special caretaking. No pilot should be required to do anything more than maintain her medical, a process that the FAA itself holds as gender-blind. A pregnant woman without complications is as capable as a non-pregnant woman or a man until the point where she, with the assistance of her personal physician, goes on temporary leave to bear her child.

We need to hear from you, whatever your choices in life. In fact, the broader the scope of our response, the better we can make our statement to airlines, unions and the world. We will be offering our policy statement and information to

IFALPA, ICAO, unions, airlines, in fact to anyone and everyone who seeks our input and information. You can help us by providing your comments on either or both of the following:

- 1) Your experiences of flying while pregnant;
- 2) What you would like to see at your airline as a policy for pregnant pilots.

Please type up a single page on this topic and Email or mail it to me, paper or diskette. Please include your address, Email address and phone number. My personal mailing address is in the Membership Directory or you may send your comments to me at: Nancy Novaes, Corporation Chair, The International Society of Women Airline Pilots, 2250 East Tropicana Avenue, Suite 19395, Las Vegas, Nevada 89119-6541

Any pertinent information you send me will be shared with Dr. Boyd and used in ISA's growing database. Please also see Dr. Boyd's request for information printed below.

If you would like to put together a proposal for your airline's next union contract, this is your opportunity to work in concert with the experts the field: the pilots who are having children; and also some of the doctors and policymakers who are involved with us.

Would you be willing to participate in an information gathering project concerning pregnancy and the female pilot?

You qualify if: You have ever flown professionally: Military or Civilian You have been or are considering becoming pregnant. Please provide the following information and send to: Dr. Jacques Boyd, Aero Infosearch, Hicks Airfield, Hangar 14-2, 2290 W. Hicks Road, Ft Worth, TX 76131. Or fax to: 1817-545-6950. Phone 1817-545-0040 for further information. You may make this form available to any friend you feel qualifies.

Name: _____

Address: _____

Phone: _____ Fax: _____ Email: _____

Convention '96 Ft. Worth, Texas, USA

by Pam Mitchell

Convention '96, Ft. Worth, Texas, USA is history!

And history-making! With a record number of members and guests attending, it is the largest in ISA's eighteen year history. We also had a record number of attendees from outside the US: thirty-two members representing Aer Lingus, Air Ukraine, Aeralpi, Aeroflot, Air Canada and Canadien Airlines, Air Sofia, Alitalia, China Airlines, Crossair and Swissair, Cyprus Airlines, Lufthansa, Royal Nepal Airlines, Transavia, KLM Cityhopper, and LACSA!

Tuesday Evening Social

Over 200 people attended Tuesday evening's opening cocktail party, dinner, and silent auction, sponsored by American Airlines (many thanks to Bev Bass and Johnnie Olson!) The silent auction was deftly handled by Binka Bone (taking over for another volunteer who was unable to attend). My thanks to her for taking the raffle over at the very last minute!



ISA members Valentina Tzvetkova, Air Sofia (Bulgaria) and Fiorenza deBernardi, Aeralpi (Italy) enjoy the Tuesday evening social events.



Thirty-two ISA members from non-USA airlines represented countries from around the world.

Business Meeting

Wednesday's business meeting was impressive with a record number of members in uniform, followed by the traditional group photo. If you didn't get a group photo and want one, or want any other photos, contact Mr. Dan Dawkins at Accent Photography. His phone number is 817-461-0135 and the address is 2598 W. Pioneer Pkwy., Arlington, TX 76013, USA.

(Editor: Details of the Annual ISA Business Meeting are in the Secretary's Minutes following this article.)



ISA Board of Directors at the Press Conference, sponsored by American Airlines.

Luncheon Keynote Address

The tragic crash of ValuJet a few days prior to the opening of the convention unfortunately set a tone for the week which included some hounding of members by the media. The crisis also affected the attendance of our scheduled keynote speaker, Mr. David Hinson, the Chief Administrator of the FAA. He notified us late Tuesday evening of his regret at not being able to attend. The FAA sent a replacement — Mr. Clyde deHart, Administrator of the FAA's Southwest Region. Mr. deHart spoke at Wednesday's luncheon, which was sponsored by Southwest Airlines, thanks to ISA member Claudia Sorenson!



FAA Southwest Region Administrator Clyde deHart presenting the keynote address at the Wednesday luncheon, sponsored by Southwest Airlines



Airline Industry Scholarships for ISA to award were presented at the press conference. Pictured (top row L-R) are Pam Mitchell and Denise VanGrunsven for Northwest Airlines, Don Thomas and Karen Lee of UPS; (bottom row L-R) Vanessa Jamison of United Airlines, Lori Griffith for US Air and Clive Seal of FedEx.

Meet the Press

The press conference to announce the record scholarship donations was affected by Mr. Hinson's cancellation, too, but the press attending were interested in the group and very well-behaved! Representatives from FedEx, Northwest, United, UPS, and US Air presented ISA with thousands of dollars in scholarship money and ratings.

Convention Photos?



Do you have some snapshots from DFW Convention '96? Scrapbook Chair Norah O'Neill would like each Convention attendee to find two great photos for the ISA scrapbook. Send your two favorites to: Norah O'Neill, P.O. Box 1504, Walla Walla, WA 99362

CONVENTION '96 FT. WORTH, TEXAS USA

ISA Captain's Club

New Captain's Club members were recognized at a ceremony with plaques presented by ISA Founding Member Beverley Bass and ISA Charter Member Claudia Sorenson.



Some of the Captain's Club recipients are shown at the luncheon ceremony.

Pam Barker, United Airlines, B-737-200, 2/22/96
Diane W. Coe, United Parcel Service, DC-8, 5/12/95
Liane Conway, American Airlines, MD-80, 12/19/95
Deborah Davenport, United Parcel Service, B-727, 12/12/95
Maria Theresa Desira, Air Malta, B737-200/300, 8/16/95
Chris Doig, United Parcel Service
Terri Donner, United Parcel Service, B-727, 6/15/95
Pam Duncan, Southwest Airlines, B-737, 10/31/94
Paula Grubben, United Airlines, B737-300, 6/24/95
Kathleen Harrigan, United Airlines, B-727, 12/8/94
Renita Hermann, Federal Express, B-727, 3/10/96
Judy Holly-Gasparis, Southwest
Becky Howell, Southwest Airlines, B-737, 4/1/96
Deborah Kaeder-Carpenter, United Airlines, B737-300, 1/26/96
Lisa K. Kuehl, United Airlines, B-727, 1/12/96
June L. Liston, United Airlines, B-737-300, 8/20/95
Holly B. Nagie, Southwest Airlines, B-737, 9/27/94
Diana Raymond, United Airlines, B-737-300, 3/16/96
Glenys Robison, Air Canada, CL-65, 1/19/96
Dorothy V. Seykora, American Airlines, B-727, 10/19/92
Patricia A. Toher, Federal Express, A300/310, 11/15/95
June M. Viviano, Federal Express, B-727, 7/12/95
Dianne L. Wade, Midwest Express, DC-9, 5/30/95
Dorothy C. Westby, Miami Air International, Inc., B-727, 2/4/95

West Fork Ranch

Wednesday night at West Fork ranch was a relaxing evening even for me! Although I wasn't able to participate in all the activities, our members report petting Texas longhorn cattle, watching a mini-rodeo, an Australian "cow-dog" demonstration (Tony McCallum came all the way from Australia for our evening's performance!), riding the cowboys' horses, touring the ranch, and drinkin' beer and listenin' to country music! Not to mention chowing down on Texas barbecue! The raffle and auction continued raising money for ISA's scholarships and top dollar was paid by Charlie and Maggie Rose for two positive-space "real-people" Business-Class tickets anywhere in the world on Northwest!

The evening was sponsored by American Airlines and we were delighted to have Mr. Don Carty, president of American Airlines, in attendance. He even joined ISA members afterward at Billy Bob's Texas honky-tonk for music and dancing 'til the wee hours!



ISA convention goes enjoying western activities. Pictured are: (L-R) Wally Funk, Sherrie Anderson, Pam Mitchell, Kathleen Malone, Prudence Hostetter-Kelly, Gail Redden, Denise VanGrunsvan, and Annette Worthington.



American Airlines Captain Liane Conway enjoying the hayride at West Fork with son Christian.



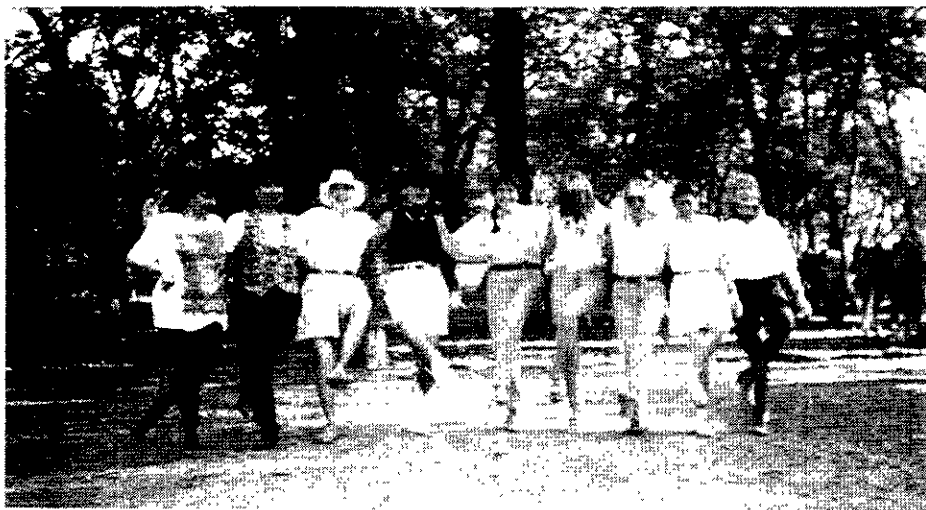
ISA Seminars were well attended. Pictured above is the seminar on interviewing techniques by Susan White of United Airlines.

Seminars

Thursday saw most members up early for seminars. Ms. Susan White of United Airlines presented a seminar on interviewing techniques. Dr. Robert Barish, author of *The Invisible Passenger*, spoke about radiation concerns for flight crews. Dr. Jacqueline Boyd gave a seminar on various aspects of pregnancy and the working woman airline pilot. We sincerely thank these three presentors for their excellent seminars! Although convention chores kept me from attending, I have gotten back outstanding reviews from the member critique sheets.

Texas Lil's Dude Ranch

The optional trip to Texas Lil's (a Day at a Dude Ranch) was well attended, with almost 100 members and guests treated to an ambush by bad guys (rumor has it Carolyn Pasqualino was kidnapped, but survived when rescued by the sheriff, with six-shooters a-blaazin'!). Riding horses, shopping excursions to the Justin Boots outlet, swimming and sun preceded a barbecued steak and chicken dinner in the woods where we learned how to quick-draw a pistol, rope steel steers, line-dance Texas-style, and brand the ISA logo on a souvenir wood plaque. Red-white-and-blue Texas Lil's bandannas with the ISA logo also accompanied us home as souvenirs.



ISA members enjoying country line dancin' at Texas Lil's.



Pam Mitchell and Morgen Greschel Reeb try their hand at branding an ISA logo.

CONVENTION '96 FT. WORTH, TEXAS USA

DC-3 to the Space Age

A final ending to the week was the optional NASA trip to Houston. A small group flew down in style in a restored DC-3, where we were served champagne and pastries by *stewardesses* (correct term for the period!) in white gloves and period uniforms (even seams in their stockings!). We all got to fly, and all agreed it was a memorable trip!



A memorable DFW-HOU flight for ISA members.

Hotel "Challenge"

At this point there was a truly unfortunate mess when we found the San Luis Resort Hotel on Galveston Beach in a shambles...literally! Their "complete renovation," which was promised prior to our arrival Friday and "verified" on Monday was not in the least complete, and we had to almost climb over sawhorses and through plastic sheeting to get to our rooms! In apology, however, they cut our already-discounted room rate in half to \$50/night, offered to transport anyone who was not happy to a different hotel and back, and treated us to champagne and strawberries and sandwiches on arrival. So I guess I have to give them credit for "service recovery" although not for being upfront about it from the start! (They also gave us letters authorizing half-price return stays...after September!! Finally getting realistic on their actual completion date!)

NASA

The NASA trip had *double* the attendance expected! *One hundred forty people!* Once again, though, there was a "glitch". I wanted ISA members to get a tour that the general public would never get and *spent* hours and days trying to get it cleared through NASA. Ken Cockrell, a NASA astronaut, was instrumental in getting this arranged, although he at first said it would take "an act of Congress" and he was serious! (I should have dropped the idea then!) I got the message approving it the day prior and *Ken said* he'd gotten it arranged and okayed.

When the tram drove *us all* off at Building 9 at once, I figured Ken and the powers that be had come up with a better plan than my original suggestion and I didn't question it. (My idea was to have 50 people dropped off at Building 9, with 25 "behind the glass" on the catwalk tour, and 25 on the

personal tours of the shuttle simulators switching after :30. At the same time the other 50 would be doing the rest of the tram tour including mission control and WET-F. The two groups would switch after an hour. That way, both groups would have seen most of the tram tour and gotten personal tours of the shuttle.) I think the sheer numbers of people in each group is what slowed the tours down and it was *unforgivable* that the other half of the group had to do nothing in the meantime! My sincere apologies for not speaking up and questioning NASA's "plan."

The rest of the evening was, I hope, enjoyable enough to make the trip worthwhile. An unforeseeable event (the Sunday shuttle launch) kept some of the confirmed women astronauts from attending, but we were thrilled to have Janice Voss (our guest speaker) along with Cady Coleman and Rhea Seddon join us for the evening. Some of the male astronauts also attended, including Steve Robinson, Ed Lu, and Dave Wolf.

After viewing the IMAX film "Destiny in Space" and experiencing all the exhibits of Space Center Houston for ISA's private enjoyment, dinner was served in the astronaut gallery under the photos and space suits of many of the first people in space. After dinner, we listened to our own Cathy Fraser and her friend Chris (a United pilot and astronaut Pam Melroy's husband) tell us what it was like to be married to astronauts! They were both light and entertaining and really gave us the scoop! Janice Voss followed with slides and a detailed view of what it was really like to become an astronaut and to finally achieve what many of us can only dream of: *a journey to space as an astronaut!*

When Janice finished, the doors to the Starship Gallery opened to a lunar-andscape night, full of stars overhead and dessert and coffee "on the moon"! There we had a final few moments to mingle with the astronauts, touch moon rocks, and explore final exhibits before "Of Human Destiny" ended the evening with thoughts of where space exploration is going in the future "...To Be Continued!"



Nancy Novaes tries out NASA's weightlessness simulator.

CONVENTION BUSINESS MEETING MINUTES

May 15, 1996 Fort Worth, Texas USA

A. Opening Statements

The nineteenth annual ISA + 21 business meeting was called to order at 0800 CST by Board of Directors Vice-Chair Carolyn Pasqualino, standing in for Board Chair Betsy Landon who was unable to attend. Carolyn began by welcoming all members to the largest meeting to date with 151 members in attendance, including many new members and representing several new airlines and countries. Special thanks were given to Convention Chair Pam Mitchell for her work in organizing the convention. Additional members of the Board of Directors present were Binka Bone, Kathleen Malone, Nancy Novaes, Morgen Greschel Reeb, and Denise Van Grunsven.

A moment of silence was observed before continuing the meeting in remembrance of member Jean Price's husband, who was killed during a climbing expedition the prior week, and for Captain Candalyn Kubeck and her ValuJet Airlines crew.

Carolyn continued by giving a special introduction to Beverley Bass, one of the two founding members of ISA, and to the eight additional charter members present: Denise Blankenship, Jean Harper, Karen Kahn, Sharon Krask, Angela Masson, Norah O'Neill, Maggie Rose, and Claudia Sorenson. Each member was then invited to introduce herself stating her name, position, equipment, company affiliation, and base. First-time convention attendees were also recognized.

B. Board of Director Reports

1. Secretary: Kathleen Malone

The minutes of the 1995 Annual Business Meeting were approved as published in the July 1995 newsletter and redistributed to the membership in the convention registration packets. The meeting agenda and contents of the packet distributed to each member attending the meeting were explained.

The educational career booklet entitled "So You Want To Be An Airline Pilot", which is distributed throughout the year to aspiring young aviators, was originally written by charter member Captain Jean Harper several years ago. Sylvia Otypka has volunteered to rewrite and update this booklet, an important function in ISA's continuing educational mission.

2. Treasurer: Binka Bone

Binka referred each member to the financial Summary Report and explained each item, representing expenses incurred between May 1995 and May 1996. Highlighted were the 1995 annual convention income (including scholarship donations) of \$9,666.50, total membership income of \$15,398, and additional Scholarship income of \$4,385. Binka explained the sources of the \$21,128.47 transferred to the Aviatrix Scholarship Trust Fund (the Trust) in September. The Trust was established with Fidelity Investments in three funds, and derives from proceeds of the Van-

couver convention, previous savings and checking accounts, dues, and scholarship income. Investments are now transferred quarterly from the checking account to the Fidelity funds held by the Trust.

Binka reminded the membership that use of the credit card option is limited to non-US members only. She also reported the filing of ISA's first IRS Income Tax Report since becoming established as a 501(c)3 Corporation under the Federal Income Tax Code.

3. Convention: Pam Mitchell

Pam congratulated Karen Kahn, the first person to register for the convention, and awarded her a positive space system-wide pass for Southwest Airlines.

Convention details were discussed including the luncheon, press conference, seminars, and itineraries for the side trips to West Fork, Texas Lil's, and NASA. Pam encouraged members to utilize the discount coupons given by local merchants in support of the convention including Mavericks and The General Store in the Fort Worth Stockyards, and Lusky's, adjacent to the hotel.

Pam emphasized to the membership the need to make hotel reservations for future conventions well ahead of the convention dates if even the remotest possibility of attendance exists. Cancellation policies of most hotels are quite generous, and this advance notice will greatly assist convention planning.

4. Corporation: Nancy Novaes

Nancy directed the membership to the hand-out detailing the benefits we are entitled to as an organization operating under Section 501(c)3 of the US Internal Revenue Code. This tax-exempt corporate status allows any member who volunteers for duty to deduct basic expenses incurred while rendering services (e.g., hotel and meal costs). Sylvia Paoli, the attorney who greatly assisted ISA with obtaining this IRS status, is in attendance at the convention. Under this corporate status, use of the ISA logo is limited to operations which specifically benefit the organization. Laura Cox emphasized the terrific job Nancy has done in securing this tax-exempt designation.

Nancy reported on the progress of her work with Ginger Cutter and Maggie Rose establishing an ISA Web Site.

5. Family: Denise Van Grunsven

Denise thanked the membership for sending updates on equipment upgrades, marriages, engagements, and children for the newsletter reports. She has received numerous requests for airline maternity policies and was able to help several airlines establish their own policies where none had previously existed. Denise is requesting updated policies from each airline, and the submission of articles for the newsletter relating to balancing family and career obligations.

Dr. Jacqueline Boyd will be presenting a seminar on pregnancy issues during the workshop

sessions scheduled for Thursday.

Susan Gillette mentioned the Pregnancy Discrimination Act of 1978, a federal statute and amendment to the Civil Rights Act of 1964, which states in part that any entity employing a disability plan must treat pregnancy like any other disability. Mainly through oversight, this statute created a monetary floor but provided no ceiling--allowing for greater amounts to be awarded in pregnancy cases.

6. Historian/Speaker's Bank: Betsy Landon, reported by Carolyn Pasqualino

The Speaker's Bank provides materials to be used for any members preparing for a speaking engagement on becoming an airline pilot. Materials available include the ISA video and a slide presentation developed by Betsy.

"Silver Wings", a nationwide organization of twenty-five-plus-year aviators, is always seeking speakers with whom to exchange stories. This is an excellent way to share stories with WASPs and some of the original Ninety-Nines.

7. Membership: Carolyn Pasqualino

Carolyn updated the membership report given in the meeting packet with the following figures: Seventy-four new members have joined during the past year in addition to thirty-one former members, and eighty-eight airlines are represented from thirty-one countries. United Airlines has the largest representation with 122 members, and thanks to the recruiting efforts of Beverley Bass and Johnnie Olson, American Airlines is now in second place with forty-six members. USAir is third with thirty-eight members. Among the non-US airlines, Air Canada and Swissair are tied for first place with eight members each, and China Airlines is in third with six members. After the United States, the countries with the largest representation are Canada with fifteen members, Switzerland with ten, and the Netherlands with eight members. Carolyn was given thanks for her successful recruiting efforts.

The membership total reached the 500 mark for the first time during the convention. Member number 500, Ani Kessisian from UPS, was welcomed with an ISA polo shirt bearing an embroidered "500" during a special presentation by Carolyn.

Carolyn requested corrections to the membership directory and reminded the membership that this directory is a private document, not to be used for commercial purposes. She addressed several questions which have been raised during the past regarding the use of the mailing list.

Many thanks were given to Treasurer Binka Bone for securing the credit card option for non-US members, which has been invaluable in avoiding the difficulties inherent with currency exchange transactions.

8. Newsletter: Kathleen Wentworth, reported by Kathleen Malone

[Continued on page 22]

Convention Business Meeting Minutes

Kathleen Wentworth sent the detailed ISA News questionnaire she developed soliciting membership critique of the newsletter and suggestions for improvement. Members were encouraged to provide input by contributing their ideas.

9. *Scholarship*: Morgen Greschel Reeb

Morgen provided a summary of the growth and expansion of the scholarship program during the past two years including a review of the application requirements, scholarship recipients, and training progress to date for the awards. United Airlines and Northwest Airlines were highlighted for giving two training scholarships each for the second year in a row. Past recipients and runner-ups who are now ISA members were recognized, including Cheryl Olivier, Dawn Beecher, and Lisa Ash. Thanks were given to Krisan Wismer and Denise Van Grunsven for serving as liaisons from their respective airlines to the airline scholarship recipients. The membership was thanked for their donations to the program and special recognition was given to the fundraising efforts of Karen Kahn, who established a donation program for Charter members.

This year, UPS will donate \$2,500 and Northwest Airlines will make a \$5,000 donation to the Aviatrix Scholarship Trust Fund, bringing the total to \$52,208.64. During the past eight years, over \$30,000 has been given out in training scholarships. The eventual goal of the Trust is to be self-sustaining with scholarships disbursed from the interest generated. Morgen thanked Binka Bone for her work with the Trust. Additionally, this year Federal Express will donate a Flight Engineer Scholarship and USAir will provide a B-727 Type Rating Scholarship. Morgen thanked Keith Johnson of Federal Express and Lucy Young, Connie Tobias, and Lori Griffith of USAir for their help in obtaining these scholarships.

Morgen solicited assistance from the membership with the scholarship interview process and selection committee. Susan White of United Airlines will be presenting an interviewer training workshop on Thursday to aid in the interview process. Morgen also requested volunteers from United and UPS to serve as training liaisons for the scholarship recipients.

Beginning with this convention, the scholarship program will be supervised by the scholarship chair who will oversee the financial scholarships and serve as a trustee to the Aviatrix Trust Fund, and an assistant scholarship chair who will manage the airline portion of the program. Morgen was given thanks for her work as scholarship chair during the past two years.

C. *Standing Committee Reports*

1. *IFALPA*: Pam Mitchell

Pam attended the International Federation of Airline Pilots Association (IFALPA) annual conference in Dublin, Ireland this year, accompanied by Nancy Novaes and Liz Voigt. ISA enjoys "observer" status with IFALPA, which allows our representatives admission to any

committee meetings that affect us. Pam reported that ISA's presence at this year's conference accomplished a great deal to increase our image as a professional organization with the principal officers of IFALPA. Our association with this organization has been invaluable in obtaining information about the women airline pilots of the world, and Pam strongly emphasized the need to preserve this relationship. Discussion ensued regarding providing sponsorship for additional members to attend future conferences.

2. *International Fund*: Chris Doig

The International Fund provides assistance to members from economically disadvantaged countries who require help with membership and convention costs. This assistance varies, depending on the individual's particular needs. In addition to financial aid, volunteers are needed to assist with transportation and translation services for members attending conventions. Chris also mentioned the need for information on which countries qualify for support. She acknowledged the work of Pam Mitchell, Nancy Novaes, and Linda Wright with this International Fund program, and invited comments from the floor. Several suggestions were made during the ensuing discussion, including establishing a volunteer at each airline to solicit assistance from colleagues, seeking bilingual members and those living in gateway cities to help meet incoming international members, and providing items at the silent auction to help with the Fund. Additional discussion related to how we might find those members in need who would not otherwise attend conventions due to limited financial resources. The suggestion was made to add a line to the membership brochure indicating that assistance is available to those in need.

Members wishing to sponsor the dues for an international member may add that additional support to their renewal forms.

3. *ISA Graphic Artist*: Lisa Kuehl, reported by Kathleen Malone

The idea of changing the ISA logo has been under consideration by the Board for the last several months and numerous possibilities have been explored. Lisa Kuehl has sent a questionnaire summarizing these efforts and including some representative samples. It is emphasized that these are suggestions only; the possibilities are limitless. The membership is requested to provide input to this decision, including whether a change is desired at all.

4. *Librarian*: Denise Van Grunsven

Denise has received several requests for library materials during the past year. She reports that many of the tapes are in poor condition and she would like to receive updated material. Additional tapes are also requested for the B-747-400, the A310, F100, and areas of interest such as CRM and weather radar. Denise has added several new items to the twenty tapes currently in inventory, including information on the DC-9, A320, B-727, an introduction to glass cockpits, and B-727, B-757, and A320 diskettes.

5. *ISA Store*: Carol Cansdale

Carol distributed a handout describing the items available in the ISA Store, and presented a fashion show highlighting the new polo shirts bearing a discrete ISA logo embroi-

dered on the front, the Bangkok and Vancouver T-shirts, and the ISA logo T-shirts. She has each of the items in the store inventory available for sale at the convention and is also accepting mail orders.

6. *Aeromedical/Loss of License*: Carole Danis Litten, reported by Ginger Cutter

Ginger explained the origin and design of this committee that helps members facing potentially career-limiting medical situations. Members may become disabled for a number of reasons and have the traditional sources available to them to help with work-related issues (e.g., airline unions and pilot groups); this committee assists individuals deal with the emotional issues to help them through a very difficult time. Along with Carole Danis Litten, Ginger is joined on the committee by Susie Arthurs and Sherry Harriman. Assistance and support are provided in a totally confidential environment. Ginger encouraged anyone in need to call and assured members that help is available for them. She also offered an encouraging update on her situation.

7. *Menopause Medical Resources*: Beth Raphael, reported by Nancy Novaes

Nancy referred the membership to the article she wrote entitled "Approach of the 14th Moon", published in the January 1995 ISA News. This committee is a support group for members and Nancy encouraged anyone to call with questions or problems.

8. *Women Airline Pilot Museum Exhibits*: Lori Griffith

Lori reviewed the locations of the permanent museum exhibits she has developed: Pima, Arizona; the San Diego Aerospace Museum in Balboa Park, California; The International Women's Air and Space Museum in Centerville, Ohio; and the Ninety-Nines Headquarters in Oklahoma City, Oklahoma. The New England Air Museum in Hartford, Connecticut was selected for the 1995 exhibit. The Museum postponed implementation of the exhibit due to construction delays, and now Lori is soliciting a volunteer to serve in a logistics capacity.

D. *Old Business*

1. *Forest of Friendship*: Morgen Greschel Reeb

The International Forest of Friendship will be hosting their annual celebration June 21-23 in Atchison, Kansas. This event provides a wonderful opportunity to speak with many of the original Ninety-Nines, WASPs and other aviation greats. The Forest, which comprises trees from each of the fifty United States and numerous countries worldwide, is the setting for a ceremony honoring new inductees into "memory lane". Several ISA members are among those honored at the Forest. The weekend includes a cocktail party, luncheon, the ceremony, a banquet, and the opportunity to visit several interesting museums in the area. Morgen provided a registration form and encouraged those interested in attending to wear their uniforms to the celebration.

2. *Women in Aviation Conference*: Karen Kahn

Participation in this year's conference in Minneapolis represented a substantial increase from previous years--1400 people were in attendance, including several ISA members. Karen has moderated an ISA Career Panel at

the conference for the past several years in which panelists relate the details of their individual career paths leading to their current airline pilot position. Karen extended special thanks to Barbara Hothem of Federal Express and ISA members Lee Wilkerson of Southwest Airlines, Barbara Howell of DHL, and Lou Anne Gibson of American Airlines who served as panelists, and to Morgen Greschel Reeb who provided information on ISA's scholarship program.

Volunteers representing a variety of backgrounds are requested for next year's panel which will be held at the WIA Conference March 13-15, 1997, at the DFW Hyatt Hotel

Karen also encouraged members to solicit donations throughout the year for the annual ISA convention silent auction by speaking with the managers at hotels they visit on vacations.

3. Other Old Business

a. Linda Wright stressed the importance of the International Fund in helping non-US members attend conventions by assisting with passes, transportation, and other logistics.

b. A discussion regarding the methods of disseminating scholarship information to prospective applicants took place. Mentioned were the scholarship information sheets which are included in new member packets, articles at various levels of the Ninety-Nines publications, information published in various scholarship resources distributed to schools, and word-of-mouth. Information is also posted on CompuServe's Women In Aviation on-line forum in the ISA bulletin board and library. Additional suggestions included members carrying applications with them to distribute while commuting, to interested aspiring pilot co-workers, and at general aviation airports. On a related note, Lisa Ash expressed thanks to Binka Bone, whom she met while jumpseating, for introducing her to ISA and providing information on the scholarship program

E. New Business

1. 1997 Convention Update: Liz Voigt

Pam Mitchell introduced 1997 Convention Chair Liz Voigt, who flies for Transavia and lives in Amsterdam. Liz enticed the membership with a description of the beautiful century-old Park Hotel and its proximity to the Rijksmuseum and Heineken Brewery. Activities under consideration include a candlelight canal cruise, a tour of the tulip fields, diamond shopping, bicycle trips, and a tour of the palace where the royal family lived until 1978. Amsterdam is easily accessible from numerous international cities, and Liz will look into visa requirements for non-US citizens. Liz is soliciting suggestions and will tailor the convention to the interests of the membership.

Kim Hinshaw suggested using an electronic bulletin board for members to get in touch with each other to arrange side trips and facilitate rooming arrangements.

2. 1998 Convention Preview: Maggie Rose

Charter member Maggie Rose invited everyone to attend ISA's twenty-year anniversary celebration at the 1998 Convention in Las Vegas, Nevada. This site was chosen in honor of the first convention in which ISA's twenty-one original members met for the first time in Las Vegas in 1978. Maggie emphasized that it will be easy to get to and some terrific side trips

are being planned. Grand Canyon rafting, a chalet dinner on the snow-covered Mount Charleston, and a tour of the fighter weapons school at Nellis Air Force Base are possibilities under consideration. Hoover Dam, Bryce Canyon, and Zion National Park are also in close proximity. Maggie encouraged everyone to plan to attend this terrific convention.

3. Future Conventions: Pam Mitchell

Pam explained the process involved in submitting a proposal for future convention sites, which must include details on hotels and transportation, and corporate sponsorship. The next convention site under consideration will be for the 1999 convention.

Helena DeAndreis of LACSA presented an invitation from the President of Costa Rica and the President of the Conference of South American Nations inviting ISA to hold a convention in Costa Rica.

4. Print and Circulation: Maggie Rose

Maggie presented the opportunity for a volunteer to take over the print and circulation duties she performs, which entails the printing and posting of four newsletters annually and the membership directory. Many thanks were given to Sylvia Otpka who graciously volunteered for this duty.

5. ISA Gender Issues Committee/Pregnancy Policy: Nancy Novaes

Nancy made a thought-provoking presentation regarding the issues surrounding pregnancy, which are interrelated with our presence in the cockpit regardless of our individual situations. She inspired the membership to educate the public about how an improvement in working conditions will benefit men and women alike, which is vital to our future in the cockpit. Career and family should be equally available to men and women. Nancy referred the membership to the short draft of a policy she is developing for ISA encouraging flexibility for women pilots, to be used by airlines and unions as a reference when developing their policies. This work was originally inspired by IFALPA's interest in addressing the issue. The policy states, in short, that pregnancy is a normal condition, not an illness, and that the pregnant pilot has the right and the ability to make her own informed decision regarding her flight status with the assistance of her personal physician. Nancy requested comments from the membership by returning a survey she included in the packet and stressed the importance of their input. She invited members to attend the seminar presented on pregnancy issues by Dr. Jacqueline Boyd, and acknowledged Jenny Beatty for her help in contacting Dr. Boyd.

The Gender Issues Committee is a resource for members comprising education and information, referral, and support functions. Examples of the education function are Jean Harper's articles dealing with communication styles published in the ISA News, and a class syllabus written by Kathleen Wentworth designed for integration into a CRM program. We would also like to compile a reference list of self-help groups and professionals, and to develop a peer support group. Members interested in assisting with this committee are requested to return Nancy's survey by June 30.

6. ISA Ski Days: Cindy Shonk

Cindy hosts the annual ISA Ski Days in Key-

stone, Colorado, graciously entertaining over forty people at times in her home. Tentative dates for the 1997 gathering are February 11-14. The last week in January has also been suggested to facilitate bidding. (Final dates of February 10-13 were later decided upon.)

7. Other New Business

a. Connie Tobias mentioned a new living Vietnam Memorial being developed in Los Angeles to honor the living veterans of the Vietnam War. The memorial consists of a garden with sculptures and bronze plaques engraved with the names of living veterans. For further information, please contact Connie.

b. Luan Meredith and Laurie Wilde direct ISA's "Fast Track", a resource for ISA members seeking employment information. Luan is soliciting job opening information to help disseminate to other members, and encouraged the membership to pass this information along to friends. Luan received donations from Kit Darby of Air Inc for a free subscription to his service, and from ALPA's Universal Pilot Application Service, an electronic data bank several airlines refer to when hiring. The US FAA is currently soliciting women to work in General Aviation and Air Carrier inspections, avionics, and maintenance. Please call 405-954-4657 for information.

c. Lucy Young announced donations from China Airlines for the raffle and encouraged the membership to purchase tickets to support the scholarship program.

d. Cordula Abromeit announced that Lufthansa is seeking qualified pilots of any nationality who speak German.

F. Board of Director Elections

1. Outgoing Directors

Carolyn Pasqualino thanked the following outgoing directors for their tremendous work serving on the Board of Directors: Pam Mitchell, Convention Chair; Morgen Greschel Reeb, Scholarship Chair; and Kathleen Wentworth, Newsletter Editor (in absentia). Each director was presented with a gift as a token of appreciation for her service to ISA.

2. Incoming Directors

Carolyn extended a sincere welcome to the following new and returning Board members for the 1996-1998 term: Mary Ana Gilbert, Secretary; Nancy Novaes, Corporation Chair (second term); Gail Redden, Scholarship Chair; Liz Voigt, Convention Chair; and Krisan Wismer, Assistant Scholarship Chair. Kathleen Malone will be taking over the Newsletter.

G. Announcements

Pam Mitchell made some additional announcements regarding the convention schedule and side trips.

H. Meeting Adjournment

The motion was made, seconded, and passed unanimously to adjourn the meeting at 1215 EST.

Respectfully Submitted,

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ISA COMMITTEE REPORTS

FAST TRACK

News for ISA Job Seekers

Luan Meredith & Laurie Wilde

ISA Convention FTW was a great time! In keeping with the ISA goal to promote aspiring women airline pilots, Fast Track has numerous resources available. The newest being a 25% discount from "Aviation Career Counseling" for ISA and 99 women. More on that to come.

Kit Darby of "Air Inc." continues to graciously support ISA with his "Airline Pilot Job Monthly". The May issue lists Airborne Express, FedEx, Northwest, Southwest, TWA, United, and UPS as all interviewing plus numerous National and Regional carriers. I have specifics on each airline available but not enough space to print it all here.

Universal Pilot Application Service offers electronic resume service. We have more on that for anyone interested...

Morgan Greschel Reeb has some specific info on **American Trans Air**. They are looking for women pilots. Hiring planned through summer. Thanks Morgan.

The **FAA** is hiring air carrier inspectors *now*! We have the info on how to apply.

Thanks to Nancy Novaes, we have become aware of a company called "**PARC**" located in Ireland that provides human resource services to the aviation industry. They are active in over 30 countries!

Delta Staffing Services, a subsidiary of Delta Air Lines, Inc., is hiring Part 121 simulator instructors to work between six and twenty days per month. Pay is \$2000/month during the initial two to three month training period, then \$300/day for pilot instructors and \$262.50/day for flight engineer instructors. Pilot instructors require a minimum of an ATP, MEL, CFI or IGI, and pilot instructor experience with 2000 hours total time including 1000 hours mul-

tiengine fixed-wing and 500 hours PIC. Part 121 simulator experience is preferred with, APD, type rating, and experience in a B737, B727, MD88/90, B757/767, L1011, or MD11. Flight engineer instructors require a minimum of an FE turbojet rating and 1000 hours total time as an FE, FE instructor, or pilot. Prefer instructor and Part 121 experience. For an application or additional information, fax a request to 404-714-6785. No resumes or phone calls will be accepted.

We have resources available to us. If you or your friend haven't found that ultimate career yet, please call us.

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 847-888-2446

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.

GENDER ISSUES COMMITTEE

Nancy Novaes

ISA is developing a Gender Issues Committee. This is planned initially to be a resource for ISA members. Eventually we hope to share our expertise with concerned corporations in the airline industry. We are compiling information about cockpit dynamics and communications, gender discrimination, sexual harassment, and related problems in the workplace. Eventually we hope to have a presentation to offer our members' airlines for use in their Crew Resource Management presentations. We will put together a bibliography of books and materials which deal with these issues. In addition, we hope to provide names and addresses of appropriate professionals and self-help groups. Most importantly, we'd

like to have some ISA members helping members in a supportive, non-threatening environment.

We all have individual stories to tell about encounters with coworkers who have been less than willing to see us occupy a pilot seat. While most problems are minor and can be dealt with by simple discussion, for an unlucky few, some of these negative reactions were extreme. When a woman has been seriously or systematically harassed, the impact on her social, emotional and professional well being can be shocking. Her self-esteem can plummet, along with her confidence and her ability to concentrate. Her relationships with spouse and children can also suffer. Dealing with sexual harassment is a lonely and depressing trial. Other women often fear the contagion of unhappiness and despair. They may also feel personally threatened in the presence of a woman they know is a tar-

get and shun her just when she needs their support the most. Peer support is important if a woman is to recover and continue flying.

If you would like to help yourself and other women make our workplaces better and more user-friendly, now is your chance. Contact

Lucy Young; at her address in the Member Directory or

Nancy Novaes, Corporation Chair, The International Society of Women Airline Pilots, 2250 East Tropicana Avenue, Suite 19395, Las Vegas, Nevada 89119-6541; Email: Compuserve 76147,514; Internet: 76147.514@compuserve.com

Someone will contact you over the next few months. Any material or information you can provide will be appreciated. If you are also interested in providing peer support, please let us know. No experience is necessary, just a good supportive shoulder.

OF SPECIAL INTEREST TO ISA MEMBERS

Girl Scout Day at the National Air and Space Museum

by Morgen Greschel Reeb

Girl Scout Day at the National Air and Space Museum in Washington, D.C. was a big event this year. It coincided with the Cherry Blossom Festival on Saturday, April 13th. In attendance this year were 1,083 Girl Scouts and leaders from eighteen states. ISA member Morgen Greschel Reeb and Susan Bennett, who is working to be Flight Instructor, had a hands-on exhibit for the Girl Scouts to learn more about flying. Along with photos, handouts, and a movable control aircraft model, they had an ATC-510 desktop simulator for the girls to fly. The girls were very excited about the exhibit and all of them wanted to fly the simulator. Many of the girls caught on quickly and were quite good. It was a lot of fun to expose girls to flying at a young age. If you are interested in participating in Girl Scout Day at the National Air and Space Museum next year, call Morgen Greschel Reeb at 804-493-0518.



ISA Ski Days Keystone Ski Area, Colorado

I don't want you to think that I'm obsessed with skiing, (Arapahoe Basin Ski Area, near Keystone, will be open until after July 4 weekend!), but yes, I'm already thinking about the ISA Ski Days. There will be one minor change. Instead of starting on a Tuesday, as we always have, we'll start on Monday. As usual, it will be the second week of February—February 10-13—with most

skiers arriving on Monday and leaving on Thursday. So plan to join in the fun. Last year we had over forty for the Ski Days! (And some don't even ski).

I will include more information on the Ski Days in the October and January ISA newsletters. Stay tuned.

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Women In Aviation Conference

by Karen Kahn

Our annual women airline pilots panel at this year's Women in Aviation Conference (MSP-March 8) was a rousing success. Our session attracted over 150 women, filling a double size meeting room. We began the panel with panel introductions and recognition of those ISA members who joined us in the audience to help answer questions. We then heard from Morgan Greschel Reeb who gave us a good overview of the ISA's scholarship program and passed out appli-

cations to those interested. Applications and information were also available later, throughout the conference, in the exhibitor area at Karen Kahn's Aviation Career Counseling booth.

Our panelists this year included Lee Wilkerson (SWA F/O), Barbara Howell (DHL F/O), Lou Anne Gibson (AAL F/O), Barbara Hothem (FDX S/O) and panel moderator Karen Kahn (CAL CA).

Lee began with how she escaped a career as a bored medical technologist, earned her ratings and progressed through DHC-6 flying at a small commuter up through several regional airlines and on to winning a 737 type rating scholarship at SWA. Next, Barbara Howell told us how she was lucky enough to be born into



ISA members enjoyed the Women in Aviation Conference.

an aviation family, was taught to fly by her father and earned all her ratings at the minimum age. After college, EAL, the strike, and Pan Am Express, she is delighted to be flying with DHL.

Lou Anne Gibson got started a bit later, at the age of twenty-five and earned her ratings under the tutelage of honorary ISA member Wally Funk. After stints at Air Kentucky and Braniff she got hired by American in 1991 with over 4500 hours.

Barbara Hothem, a last minute stand-in for Brenda Tirshfield (who was unable to attend), regaled us with humorous stories of how not to progress in the world of aviation. She joined the military with no flying experience, flew the C-141, was a T-37 instructor and managed to accumu-

late over 3000 hours. Not sure about whether to stay in the military or go civilian, she managed to make every mistake in the book when it comes to landing an airline job. From losing one job through a bad interview, to busting a sim ride for another, to getting furloughed after one year with a third, she's now happily ensconced at Federal Express -- and delighted to be there!

Karen Kahn concluded the session with a review of her background and entree into the airline world in 1977, after spending nine years trying to gain the necessary experience. As moderator, she closed the session with questions from the audience which covered pay for training, automation in the cockpit, family issues, interview preparation and psychological testing.

Next year's Women in Aviation Conference will be held on March 13-15, 1997 at the DFW Hyatt Regency. At this writing we have several volunteers, but are always happy to hear from anyone interested in joining us. Those not chosen as panelists will be invited to attend in uniform and provide audience assistance. Contact Karen Kahn for more information.



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 86 countries and 35 airlines.

...IS A PLACE TO MEET FRIENDS

Each May, ISA members and their guests meet for three days of relaxation, recreation and professional exchange. Previous convention sites 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, aircraft manuals,

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 unflagging 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**

MISCELLANY

June 3, 1996

Dear Colleagues and Friends at ISA+21:

Thank you for allowing me to participate in the ISA+21 Convention in Dallas-Fort Worth and Houston, Texas, on May 14-18, 1996. It was a wonderful experience for me, one which I shall always remember. The program was filled with informative, educational and entertaining agenda. The convention has enriched me as a woman, as a pilot and as a citizen of the world.

I am grateful to many individuals who have assisted me and who have made a positive and lasting imprint on my outlook and on my professional horizon. I particularly wish to thank Nancy Novaes and Vicki Karnes. They have made it all possible for me.

Thank you again, ISA+21. I hope that you will all come and visit me in Kyiv, the capital city of beautiful Ukraine.

Sincerely,

*Lyudmyla Petrash, Pilot
Air Ukraine International*

Lyudmyla was able to join us in Ft. Worth and in Houston. NASA thanks in part to Continental Airlines. Continental City Vice President Dave Barger provided her a first class roundtrip ticket from Newark to Texas for the conventions. Thanks are also due to hospitable ISA members and guests in Ft. Worth and Houston.

There will be an ALPA CIRP Introductory and Recurrent Course in Chicago on Oct. 2, 1996. The Basic CISD course will be Oct. 3 & 4th. The emphasis will be on "Family Support" at this course. For information, please give a call at 808-988-7102 or CIS 74577,235.

Non-ALPA volunteers are welcome. American & Southwest Airlines have programs. Continental is putting one together. Twenty ALPA carriers have designated CIRP Coordinators. Lucy Young of USAir is now also trained in CIRP.

More volunteers are needed, especially for Family Support work.

ISA Member Mimi Tompkins

ISA Membership Application/Renewal Form

Last Name _____ First Name _____
 Maiden _____ Birthdate _____ Spouse _____
 Children (names/ages) _____
 Address _____
 City _____ State _____ Zip _____ Country _____
 Telephone _____ Fax/Other Phone _____
 CompuServe E-Mail Number: _____
 Other EMail Service _____ E-Mail Address _____
 Airline _____ Equipment _____ Position _____
 Date Hire _____ First Airline Employed With _____
 Date Hire There _____ Date Terminated There _____
 Certificates and Ratings Held: _____

Flying Background: (Please briefly outline your aviation background/experience) _____

Do you wish to be included in an ISA approved mailing list of products and services? ☐ yes ☐ no
 (Optional): Referred to ISA by ISA member: _____

Please make check or money order payable in United States funds to ISA
Dues: \$40 per calendar year for active member; \$10 for inactive

Date: _____ New Member ☐ Renewal ☐

International 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
 1111 Edgewood Circle, Rockford, IL 61108 USA

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JULY 1996

INTERNATIONAL SOCIETY OF WOMEN AIRLINE PILOTS

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