



ISA News

International Society of Women Airline Pilots

August 1998

1998 ISA+21 Annual Convention

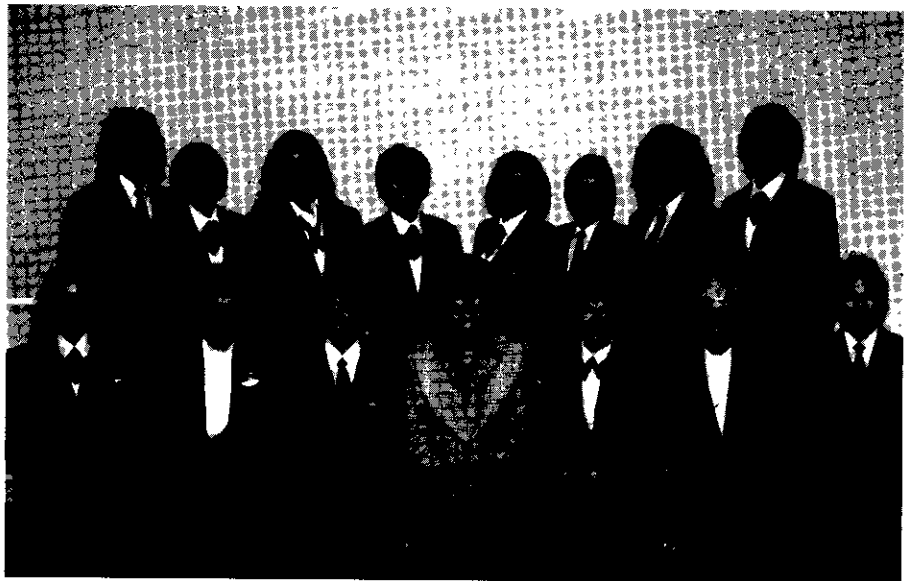
Photo Explosion!

See the center of your newsletter for more convention photos!

Meet Chuck Yeager and
Volunteer for ISA in September!
See details on Page 31

A Wonderful Week at Tennis Camp!

Check out the details
on Page 35



Fifteen of the Original 21 Charter Members of ISA+21, seated together again at the 20th Anniversary Convention held in Las Vegas, Nevada on May 12-14, 1998.

More Great Photos Inside!

INSIDE...

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Terry Rinehart, Delta, Sharon Krask, Delta and Denise Owendoff, US Airways, at the Welcome Party of the 20th Anniversary ISA+21 Convention.

ISA PLANNING CALENDAR

JULY 1998

- 15 ISA News mailing
- 14-17 "Ride the Rockies" Motorcycle Trip. Contact Leslie King.
303-670-1566 or 73412 2124@compuserve.com

AUGUST 1998

- 1 2000 Convention bids due
- 25 ISA Board of Directors Meeting, San Francisco, CA, USA.
All members welcome. Contact any Board member.

SEPTEMBER 1998

- 1 Scholarship Awards notification
- 1 ISA News articles due

OCTOBER 1998

- 11-17 Tennis Week at Saddlebrook Resort. Contact Pam Mitchell,
904-646-9995.
- 15 ISA News mailing
- 21 2nd Annual USA Westcoast Fly-In/Drive-In. Contact Ginger
Cutter. See article in this ISA News.

NOVEMBER 1998

- ISA Board of Directors Meeting. All members welcome.
Contact ISA Chair.

DECEMBER 1998

- 1 ISA News articles due

JANUARY 1999

- 15 ISA News mailing

FEBRUARY 1999

- 10 ISA Board of Directors election nominations close

APRIL 1999

- 1 Captains' Club forms due. See form in centerfold of this
newsletter. Contact Patty Barrera.
- 1 Scholarship applications due. Contact Scholarship Chair,
Luan Meredith.
- 15 ISA News mailing

MAY 1999

- 1 Scholarship notification of eligibility
- 11-13 ISA Convention, Business Meeting, and Board of Directors
Meeting, Pafos, Cyprus. Contact Convention Chair Liz Voigt

JUNE 1999

- 1 Scholarship Interviewers assigned to Applicants
- 1 ISA News articles due
- 15 Scholarship Applicant interview dates set

Next Newsletter Deadline Tuesday, September 1

The International Society of Women Airline Pilots, founded in 1978, has over 590 members from 96 airlines in 36 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 lbs/41,000 kg. or more

ISA News is published four times a year in February, April, August, and November. All material in the ISA News is copyright © 1998, ISA and/or the individual authors as noted. Permission to reprint articles for your airline or other organizations can be obtained by contacting the Editor.

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ISA

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Outgoing Chair's Letter

by Mary Ana Gilbert

As my tenure as ISA's Board of Director's Chair draws to a close, I'd like to thank each of our members for making this organization one that I am proud to be associated with. Every woman in ISA is a unique individual that is bonded to each other by the central fact that we all fulfilled a dream of employment as an aviation professional. How we each achieved our goal is a study in the beautiful varieties of humankind. It is because of these different backgrounds that this organization is as dynamic and diverse in both it's professional and personal appeal. We each need something from this organization whether it's companionship and fun, professional guidance, emotional support, medical information, or a place to fulfill our need to "give back" - to close the circle of life. But it is imperative to remember that whatever we each receive from this organization is freely given by another individual member. Without a balance of giving and receiving, a relationship, a business, or this all-volunteer organization becomes drained.

We are at a critical time for ISA. The jobs needing to be done are getting larger as our membership numbers increase. However, the workload is falling on fewer and fewer shoulders. The active volunteers we have are providing herculean efforts to accomplish the goals of group as a whole. But they are experiencing a high level of burnout as well because of the lack of additional volunteers to lighten the load. What we want is you. Your talents, your ideas, your concerns, and yes, some of your time. Time is a tight commodity for all of us so give whatever you



can, no matter how small or insignificant it seems.

I challenge each of you to do **ONE THING** for ISA this year. Just **ONE THING**. Write a short article for the newsletter, or just send in a picture. Help contact members who have forgotten to renew, or just hand out one application brochure. Help solicit donations for the Silent Auction or just make a contribution yourself. Take a look at the personal and professional updates in the newsletter and call one person - offer congratulations on an upgrade, support during a divorce, an adult ear for the new mother. **ONE THING. JUST DO ONE THING.**

For those of you doing a lot - break down your job into bite-sized pieces and call at least one person to help you. Call someone you **DON'T** know. Many of our members are willing to get involved, but don't feel they've been around long enough, don't know who to contact, don't think their inputs count. Call someone you don't know and if someone calls you from ISA - **RESPOND!** Get involved in **JUST ONE THING!**

I would like to extend a special thanks to each of our committee chairs. You are the framework on which this organization is built. Because of you, we have a variety of special interest networks that benefit other members' specific

needs. Most of the time, you identified a need, you developed a way to address it, and you continue to support the committee as it evolves to meet differing needs. For those who have needed these support networks, your time spent has been invaluable.

But the bulk of my gratitude goes to the special women who have served with me as fellow Board Members. This year has been a productive and progressive one because of the vast energies and efforts you each have expended. Throughout the year, we have capitalized on the diversities of our individual passions. We have forged through challenging times by remembering the need for open minds, constructive direction, and forgiving hearts. I appreciate all you have done to accomplish the intricate workings of this organization. It has truly been an honor for me to work with you all. You are the highest caliber of professionals I have ever been associated with.

It has been profoundly rewarding to serve you as the BOD Chair. Again, I challenge each and every one of you to do **ONE THING** for this incredible organization. It's your organization and the synergistic effect of it's volunteers make ISA's potential phenomenal. Thank you for the opportunity to serve you, the membership, and to work with each of the incredible volunteers that makes ISA an organization I am proud to be associated with. Best of luck to each of you in your personal and professional lives. I look forward to the new year and seeing what a whole bunch of "**ONE THINGS**" can accomplish.

My best to each of you,
Mary Ana Gilbert ➔

ISA News Managing Editor

by Ginger Cutter



In this past year this position has changed immensely. When Jenny Beatty took over the position in May of last year, the work load was tremendously exhausting. With the support of the Board, it was agreed that the major work of producing the newsletter would be outsourced to a professional, with the ISA Board member remaining the Managing Editor and having the final say in design. This is how it was passed on to me in November when Jenny had to resign from the position. This outsourcing has really been a blessing, and I appreciate the thought and consideration of the Board members who acknowledged this.

Due to this outsourcing, the cost of producing the newsletter has gone up. The ISA News is now taking about 55% of your dues money. Because of this rise in costs, you will see a small increase in dues for 1999. The last dues increase has been a number of years, and we hope that this one will last just as long.

We have also decided to go back to using Third Class Bulk Mailing for Domestic US newsletters only. This savings is great and allows us the nicer look of the new newsletter. Future advertising dollars will also allow us the flexibility of a larger newsletter or more color. Because we are using 3rd class, it is imperative that all

contributors and authors get their material to me by the published article due date of the next newsletter. This can always be found on the inside front cover.

Our new advertising rates are now available. Members and non-members may submit ads as camera ready art. Members will receive a 15% discount on the camera-ready ad rates. There is no member discount for the classified section as the classifieds will be for members and their spouses only. For more information or an ad rate sheet, please contact me.

In the last newsletter, I put out a call for old newsletters to complete the archives of the newsletter committee. I would like to thank Karen Kahn, Carol Cansdale and Diane Casavant for their help in completing the archives. I now have a complete set of newsletters that were printed from 1978 to today. They are all available to the membership for a small fee for copying and mailing. See inside back cover for this information.

In the past, the Newsletter Committee has put out an ISA News Questionnaire at every Annual meeting. There have been very few responses, therefore, I haven't published one this year. Please know, though, that I am always available by phone, fax, or email for any of your insights, likes, desires, dislikes, or complaints. This newsletter is for our membership. We want to print what you want to read. Let me know how you like the new format and color! I would like to hear from more of our members about what they are doing, seeing, feeling. Pictures of your planes, events, gatherings of other ISA members. Sometimes it seems as if the newsletter is filled with articles and pictures of what our

Board members are doing, not of what our general membership is doing. Let's hear from more of you!

This August issue is a HUGE one. I just couldn't leave out any of the great articles and pictures. I hope that you will enjoy them. Keep in mind, this may necessitate that the November issue is a little smaller than normal for budget purposes. This month, you will find the minutes of the General Meeting in LAS; great photos from that convention; a nomination for honorary membership to ISA that needs YOUR vote; information about the latest ISA video, put together by our Founders, Beverley Bass and Stephanie Wallach; and much more. The video was shown to those of us at the convention and it was GREAT! Order your copy now!

My dream for the year is to have Contributing Editors from Canada, Europe, Asia, and "Down Under." If you are interested, contact me and we can discuss this volunteer opportunity. I would also like to find someone to handle Ad Revenues. If you are interested in becoming the Advertising Sales Manager, please contact me. ➔

ATTENTION**Authors and Photographers!**

We need YOU to send in articles and photographs for the ISA News. Tell us a funny aviation story, show us a great picture of your new airplane, quote us poetry. This is your newsletter for your news.

BOARD OF DIRECTORS REPORTS

Human Performance and Resources



*Outgoing HPR Chair,
Mary Ana Gilbert*

SPECIAL ACHIEVEMENTS

Captain Beverley Bass, American, is upgrading to B777 CA from B767 CA. She will be the first woman captain checked out in the new B777.

Captain Nanc-elisha (Bernatas) Briot, Emery Worldwide, upgraded to DC-8 Captain in October, 1997. She is the first female captain at Emery Worldwide.

Captain Judy Cameron, Air Canada, upgraded to DC-9 Captain on December 11, 1997. Two days later, she commanded the first all female crew for Air Canada with First Officer Jean Nash.

Captain Jill Develin, British Airways, has upgraded to B757/767 Captain.

Captain Kathleen Garske, United, upgraded to B737 Captain on February 23, 1998.

Captain Mari Halme, Finnair, from MD-11 FO to MD-80 CA.

Captain Kathleen Harrigan, United, upgraded to B767 Captain from B727 Captain.

Captain Janet Patten, Spirit Airlines, upgraded to DC-9 Captain on March 2, 1998. She is Spirit's first woman pilot and subsequently first woman captain.

Captain Sonee Rana, Royal Nepal Airlines, upgraded to Captain from Junior Captain on December 14, 1997. In 1993, she was honored by His Majesty, the King of Nepal for being the first woman pilot as well as the first commander in the history of Nepalese.

UPGRADES/TRANSITIONS

Franziska Brandenberger moved from Crossair to the Swiss charter airline TEA Switzerland (Trans Europe Airlines) as a B737-300/700 First Officer. TEA operates long-range ETOPS to exotic destinations like Goa, Mombasa, and Malé in the Maldives.

Angela Beltrame, formerly with Crossair, is now with TEA Switzerland as a B737 First Officer.

Eva Brock, Delta, transitioned from MD88/90 FO to B757/767 FO, LAX.

Roberta Degenhardt, FedEx, upgraded from B727 Second Officer to B727 First Officer.

Hliddal Fjola, Cargolux, is now flying First Officer on B747-400.

Karen Kolonick, Aloha Airlines, just returned as B737 First Officer from two years of off-and-on furlough.

Debbie Lawrie is now Manager of Flight Safety for KLM Cityhoppers.

Angela Masson, AA, from A300CA to MD-11 CA.

Sue Nielsen, UAL, from B737-300 CA to B757/767 CA. She is also a Line Check Airman on the B767.

Norah O'Neill, FedEx, from B747 FO to MD-11 FO.

Viki Wade, FedEx, upgraded to A300 First Officer.

RETIREMENTS

Pamela Atkinson has taken an early retirement from American effective April 1, 1998. Her partner, Robert, has advanced Parkinson's Disease and has seen his health deteriorate in recent months.

*Incoming
HPR Chair,
Patricia
León*



WEDDING BELLS

Nanc-elisha Bernatas married Eric Briot on February 21, 1998 and has taken his name.

Denise Blankinship married Bob Owendoff on May 9, 1998, just 2 days before our convention, which they honeymooned at! She will take his name.

Julie Chapleau, Kitty Hawk Air Cargo, married J. D. Hempsmyer "quite a while ago". She still uses her maiden name.

Joanne McIntosh, Alaska Airlines, married James Hickman and has taken his name. They live in San Francisco.

NURSERY NEWS

Kalina Cox Comenho had a baby girl, Caroline, on February 10th.

Astrid Deira, DHC-6 Captain with Surinam Airways, and Don Tower, are thrilled with the birth of son, Donté Desiré Anthony on January 26.

Isabelle Guillard, Air France, delivered her first daughter, Adele, on November 22, 1997.

Jill Newby and her husband are expecting their second child, a boy, on the 4th of July.

Ginger Cutter and husband, John, are expecting their first child, a son, at the end of July.

Laura Cox and husband Marty are expecting their first child in early September.

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BOARD OF DIRECTORS REPORTS

BOD Meeting, May 1998, Las Vegas, NV USA

*Minutes submitted by
Tiana Daugherty*



Meeting was called to order at 15:12 by Chairwoman Mary Ana Gilbert. Board members present were Mary Ana Gilbert, Denise Mowat, Diane Casavant, Ginger Cutter, Liz Voigt, Tiana Daugherty, Gail Redden-Jones, Nancy Novaes and Janet Coté. Members attending were Krisan Wismer, Patty Barrera, Patricia León, Keith Johnson and Elise Pistor.

COMMITTEE REPORTS

SECRETARY: (Tiana Daugherty)

MOTION - Accept the minutes from the February Board Meeting as printed in the Newsletter.

Passed. ISA receives numerous requests from Jr. High and High School students with questions about what it takes to become an airline pilot. Tiana is sending them ISA's booklet, "Tips on Becoming an Airline Pilot".

TREASURER: (Janet Coté)

Presented 1st Quarter Financial Report. IRS penalty on our 1996 tax return has been dropped. ISA has received its temporary sales tax permit for the state of Nevada. The tax rate is 7%. Profits from the ISA Stores will go to the general operating account. The "Tips on Becoming an Airline Pilot" booklet go to the scholarship account. Any excess funds from the Convention will be rolled back into the General Operating Fund. Prior to the next Convention, seed money will be deposited into a

Convention Fund after receiving an itemized list of expenses.

CONVENTION: (Liz Voigt) 143 members pre-registered which brings the total to 240 people including VIP & guests.

Northwest, US Airways and American Airlines all contributed large cash donations to support our Convention with Federal Express donating merchandise. Cyprus 1999 - ID 90 tickets have been secured on Cyprus Airways. The only bid so far received for 2000 is Costa Rica. Registration next year may carry a penalty for those who do not pre-register. It is too hard to plan for last minute increases with food, room size, etc.

CORP. COMMUNICATIONS:

(Nancy Novaes) Since this position is responsible for Public Relations and FundRaising, discussed names that more closely reflect its current responsibilities.

MOTION - Change the name of this Board position to Corporate Communications. Passed. We will need to get an earlier start on sales tax applications for future conventions. Review and present to the Board the details of writing an Amecus brief.

HUMAN PERFORMANCE & RESOURCES:

(Mary Ana Gilbert) Has added a nice reference section to our web page regarding articles on pregnancy and flying.

EDUCATION: (Diane Casavant)

Have been unable to get further information on the proposed Beryl Markham Memorial. Discussion of making ISA video available for purchase. Tabled at this time pending review of data accuracy, copyright, etc. Will try to get a picture of our brick at the Amelia Earhart Birthplace museum.

MEMBERSHIP: (Denise Mowat)

Still researching automatic renewal of memberships by credit card. Publish list of non-renewals in Newsletter to assist with

retention. Will be updating application brochures with current renewal rate of \$45 active and \$15 inactive. Ginger will be responsible for the newsletter and website update. **An amendment to the STANDING RULES. 1.) ...**

(A) Membership contributions received after start of fiscal year will not be pro-rated.

(B) Memberships received prior to October 1st will be applied to the current fiscal year. (C) New membership contributions received October 1st or later will be applied through the following year. Passed.

Review of extended pregnancy leave definition in the By-Laws tabled until August. New rosters available during the convention. A brochure of just e-mail addresses is available.

NEWSLETTER: (Ginger Cutter)

Soliciting anyone who like to be in charge of selling advertising. Look for a new feature column on Finances. Updating committee information in the centerfold. Maintaining 3rd class postage. Unable to accept advertising if we change to non-profit 3rd class Bulk Mail.

FINANCIAL SCHOLARSHIP:

(Gail Redden-Jones) Investigating means of financing additional copies of the "Tips" booklet. Working on updating information and adding a copyright statement.

MOTION - 2 signatories required on any check over \$3000; Financial Scholarship Chair and Treasurer to sign on the account.

AMENDMENT - 3 signatories on the Paine Webber account to include the Financial Scholarship Chair, Treasurer and Chairwoman with only 2 required on check.

Passed. Complimentary convention registrations to include up to 2 guests from any contributing airline. Any additional complimentary registration with approval of the Chairwoman. The

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BOARD OF DIRECTORS REPORTS

Treasurer's Report

by Janet Coté



Changes In 1997

ISA's Business Checking, Money Market, and Merchant Services (credit card processor) accounts have been consolidated into one financial institution, the Bank of America. Scholarship funds remain with PaineWebber.

In October, ISA moved from "paper processing" credit card transactions to electronic processing. The terminal can catch errors before the transactions go through, and funds are in the bank about 48 hours after processing.

Here is a review of 1997 income and expenses...

Income: \$18,375 (from membership contributions, and ISA Store income)

Committee Expenses:

Chairwoman	00.00
Convention	00.00
Corporation	2,092.20
Education	176.22
Family	00.00
Gender Issues	44.74
Membership	641.15
Newsletter	8,445.07
Scholarship	1,167.53
Secretary	1,026.69
Treasurer	959.68
ISA Stores	208.16
IFALPA	800.00
Other	1,982.80
Total Expenses	\$17,544.24

Notes: Committees shown with zero amounts did not report expenses. Treasurer expenses include \$508 in bank fees and the

\$367 for electronic terminal purchase. "Other" expense category includes \$1075 for graphic artist services, \$432 for Captains' Club, \$210 in check charges, \$103 for business meeting room, \$82 for postage, and \$80 for 'goodwill' donation.

Scholarship Account

As of January 30th, 1998, the Scholarship account has \$74,012 invested in Mutual Funds and \$4,541 in a Money Fund, bringing the total invested assets to an account value of \$78,553.

1997 scholarship contributions are broken down into the following:

Dues	1,888
Additional member contributions	961
Corp. donations	12,500
Silent auction/raffle	4,834
Total	\$20,183

Using the scholarship awards allocation formula, approved by the BOD, the ISA Scholarship account at PaineWebber will award approximately \$12,000 to the 1997 recipients.

New For 1998:

I am pleased to announce that now all ISA members may use a credit card to pay membership dues. While this option may be more convenient, writing a personal check (for U.S. members) is still preferred by the organization because it is more cost effective.

At the February BOD meeting, the 1998 budget was approved. This budget reflects ISA's actual operating cost (convention income/expenses and scholarship donations/distributions are not included in the operating budget). A brief breakdown of the 1998 operating budget is as follows:

Income: \$19,000
(from membership contributions, and ISA Store income)

Committee Expenses:

Chairwoman	140.00
Convention	60.00
Corporation	1,370.00
Education	725.00
HP&R	40.00
Gender Issues	550.00
Membership	2,000.00
Newsletter	11,750.00
Scholarship	1,500.00
Secretary	570.00
Treasurer	720.00
ISA Stores	440.00
IFALPA	800.00
Other	1,100.00
Total Expenses	\$21,765.00

Notes: Education expenses factor in ISA's museum exhibits. Gender Issues is a new committee.

Membership committee expenses account for the printing/ mailing of the ISA directory. Newsletter reflects higher cost in outsourcing its production. Secretary expenses include mail box rental in LAS.

Other includes room rental for quarterly BOD business meetings, and Captains' Club plaques. In looking at the 1998 budget, ISA will be operating at a slight deficit of about \$2,765. It was announced in the April newsletter that membership dues will increase to US\$45 for 1999 to "balance the budget". The following is a breakdown of where your \$45 membership contribution go:

Bank Fees	1.69
Museum Exhibits	.94
Business Supplies	1.13
Newsletter	22.00
Business Insurance	.68
Postage	3.58
Captains' Club	.75
Printing	3.00
IFALPA	1.51
*Scholarship Contribution	4.00
Legal Fees	.56
Shipping	.66
Meeting Rooms	1.51
Telephone	1.77
Merchandise (ISA Store)	.38
Miscellaneous	.84
Total	\$45.00

*\$4.00 Scholarship contribution not part of ISA operating costs. ➔

Membership Report

by Denise Mowat



The Las Vegas convention was a wonderful celebration of 20 years of ISA highlighted by the attendance of 15 of the original 21 charter members. ISA membership nearly topped 600 after the convention reaching its peak of 598 at the end of May. Members were from 32 countries and represented 95 different airlines. For the quarter 35 ladies joined and six returned as members. We have added four new airlines, Omni Air Express, TEA (Trans Europe Airlines), Hapag Lloyd and Condor (both Germany).

As is the norm following the convention, all non-renewing members are dropped from the active member list which resulted in a loss of 44, lowering our total to 554. Presently a membership drive is being initiated with a number of members volunteering to be coordinators at their airline: Patty Leon, Alaska; Elise Pistor, American (for new hires); Christina Redfern, America West; June Viviano, FedEx; Angie Smith, Northwest; Cindy Mandell, TWA; Heather Loomis, United (DEN base only); and Susan Gillett, UPS. Anyone else interested in introducing ISA to women pilots at your airline, by handing out ISA brochures to ladies in new hire classes and to those on the line, please notify me and I'd be happy to send you a handful of brochures.

By now all of you should have received the new and improved 1998 membership directory. With the change in binding it should last longer and be more user friendly. Unfortunately a number of errors have been found inside, for which I apologize. A list of corrections has been added to the newsletter centerfold. If you find an error or have any address, phone or e-mail changes please forward them to me as soon as possible. Prompt updates are requested to ensure proper and timely reception of newsletters and other ISA material. Also, if you did not receive a 1998 Membership directory please let me know, and I'll send one to you.

A separate e-mail booklet was printed for those on line, thanks to the efforts of Ginger Cutter. I have a number of copies available and will send one to you if requested.

One last word on the renewal process. The deadline for membership contributions is December 31 (except that non-US members may pay up to the May convention). Everyone may now pay by credit card or by check. Please note that dues has increased to \$45 per year-active membership and \$15 per year-inactive membership (furloughed, retired, on extended medical or sick leave). An optional automatic renewal is presently being investigated and should be available later in the year. To keep you up-to-date on your membership status, I will be adding to your newsletter address labels the year you are paid through adjacent to your name. (For example: Polly Pilot 98 pd) Thank-you for renewing on time.

Here is a list of new and renewing members:

Denise Walters
Air Canada A320 F/O YYZ
DOH 3-6-96

Bobbie Wonderly McLaughlin
Federal Express A300 F/O MEM
DOH 9-18-90

Annapaola Lippolis
Alitalia MD-80 F/O Rome
DOH 3-9-92

Renee C. Malkey
American MD-80 Captain SFO
DOH 2-1-81

Melody C. Almond
Southwest B737 F/O PHX
DOH 5-12-94

Strike Fongellaz
Delta B737 F/O MCO
DOH 9-18-97

Jennifer J. Hegseth
United B727 F/O DEN
DOH 4-28-97

Julia Kohler
American MD-80 F/O ORD
DOH 10-20-88

Linda M. Orlady
United B747-400 F/O JFK
DOH 5-31-85

Kim Kenny
American B727 F/O MIA
DOH 4-91

Heather Nauta
United F/O ORD
DOH 9-30-96

Sue Mason Tomlinson
Federal Express A300 C/O MEM
DOH 3-10-86

Michelle L'Hoir
United B737-300 F/O LAX
DOH 10-14-96

Dolores Pavletic
Federal Express B727 C/O MEM
DOH 8-7-89

Kristen Lyn Stanton
United B727 F/O DEN
DOH 6-9-97

Gretchen Quasebarth
DHL B727 F/O CVG
DOH 8-25-95

Melissa Laska
Omni Air Express B727 F/O FLL
DOH 11-15-96

Karen White
United B767 F/O DCA
DOH 2-24-97

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Membership Report

(continued from page 8)

Nell Justice
UPS B757 F/O SDF
DOH 11-16-94

Sue Vincent
Southwest B737 F/O
DOH 6-8-95

Michelle Mitchell
Federal Express B727 F/O MEM
DOH 1-17-96

Elizabeth Swain
Pan Am A300 S/O MIA
DOH 12-96

Anne Aldrich
TWA MD-80/B727 F/O STL
DOH 5-12-94

Susanne Fischbacher
Hapag Lloyd B737 F/O
DOH 1-1-95

Carola Moeller-Pfisterer
Condor B757/767 F/O FRA
DOH 10-91

Karen Gallagher
Federal Express B727 S/O MEM
DOH 4-89

Heather Loomis
United B727 Captain DEN
DOH 3-27-89

Jeanette Rode
American MD-80 F/O ORD
DOH 6-17-87

Karen Mundell
Air Canada A319/320 F/O YYZ
DOH 7-89

Lesle Thomas
United B737-300 Captain SFO
DOH 5-8-89

Marine Lee
China Airlines B747-200 F/O
DOH 4-8-90

Gina Buhl
former Alaska B-737 F/O
DOH 12-15-97

Patricia Kessler
Federal Express DC-10 Captain
MEM
DOH 8-10-87

Kim Hilden
Kitty Hawk Air Cargo B727 S/O
DOH 1-5-98

Teresa Reed
Federal Express B727 S/O MEM
DOH 12-9-97

Renewing members:

Frances Burrows
Bahamasair DH-8 F/O Nassau
DOH 3-96

Carolyn Williams
UPS B757/767 Captain SDF
DOH 10-31-88

Mari Halme
Finnair MD-80 Captain Helsinki
DOH 7-1-87

Pati Marsh
US Airways B737 Captain BWI
DOH 7-22-81

Carolyn Pilaar
Pan Am (furloughed)
DOH 5-27-87

Valentina Tzvetkova
Air Sofia AN-26 Captain
DOH 2-13-92

Welcome ladies! Hope to see this kind of growth into the future. Lets try to get our membership numbers back up to 600 by Cyprus 1999! See you all there! ➔

**BOD Meeting, May 1998,
Las Vegas, NV USA**

(continued from page 6)

scholarship fund continues to grow at a pretty steady rate. Where do we want to go with this Fund ? (i.e. type of investments, target balance, continuity of administration). Gail will begin a review and bring to the Board at a later date.

AIRLINE SCHOLARSHIP:
(Keith Johnson) Have incurred some quality control problems with administration of the training. Will develop a set of guidelines of our expectations for training received with donated ratings. (What do their own pilots receive? Development of liasons/mentor to assist with training problems.) To be presented at a future Board meeting.

STANDING COMMITTEES

GENDER ISSUES COMMITTEE:
(Nancy Novaes) Three different scenarios will be presented during the Thursday morning presentation. ALPA has generously sent us a lawyer to assist during the seminar.

IFALPA: (Liz Voigt) CFIT tape added to the library. At the IFALPA convention a survey was handed out to all the airlines regarding number of females they have. Over a 50% return. Looking for a volunteer to attend the Caracus, Pakistan convention.

FIRSTS: (Ginger Cutter) "Firsts" book available for review in the Registration room during the Convention. Possible new information on who was truly the first female pilot.

CAPTAINS' CLUB: Clarification of rules: the first time a qualified ISA member with a qualified ISA carrier notifies this committee is when they are added to the club and will receive their plaque. Only one plaque per person without regard to number of airlines or aircraft flown subsequently as captain.

OLD BUSINESS

Jacqueline Boyd honorary membership will be presented during the Business Meeting. A ballot will be in the next Newsletter.

**ELECTION OF NEW
BOARD CHAIRS**

Chairwoman - Ginger Cutter
Vice chairwoman - Denise Mowat

ADJOURNMENT

Meeting adjourned at 18:30. Next meeting will be in SFO. Time, date and location to be announced. ➔

Corporate Communications Report

by Nancy Novaes



As I type this short note, I am watching the sun skip off the facets of my crystal bowl, sitting in the gloriously unabashed sun that only springtime can produce. It is the perfect gift from ISA, and I thank you all. The facets of this bowl reflect to me the many facets of ISA. We are multifaceted community, doing more and daring more for the benefit of the public and our industry.

Our scholarship program is truly the finest, with a significant number of winners finding their way to airline pilot jobs. In addition to scholarship, ISA is now actively engaged in education, and not only of young people, but of

our peers and corporate employers. ISA offers members and guests the opportunity to learn more about our profession as well as our situation and needs as minority pilots. Best yet, we are instrumental in increasing the numbers of women airline pilots via our Fast Track and scholarship programs. Our Conventions and other meetings are both entertainment and a learning experience.

This position on the Board of Directors is also evolving. In addition to supporting our executive staff (Chairwoman, Vice-Chairwoman, Secretary and Treasurer), the task of Corporation & Bylaws has become "Corporate Communications." This will include oversight (with the Board) of Fund Raising and related activities. As of this writing, Captain Susan Gillett has taken on this task. Welcome and best wishes, Susan!

In twenty years of existence, ISA has enjoyed a remarkable evolution from a social club to an educational and charitable corporation. Our concerns have undergone a similar evolution, as

reflected in our Mission Statement. We need to keep before us our reason for getting together: we are women airline pilots. What we have in common is more important than political or other differences. We are only as strong as the bonds that unite us. It is important to keep this foremost in our minds as we face the future. It is time for healing past quarrels. Many of us have a series of airlines on our resumé, or perhaps an intermittent work history. Work stoppages, the sad disappearance of many carriers, motherhood or other major events have impacted many careers. Those of us who work for new airlines, merged airlines, or any airlines that have undergone massive cultural and labor changes over the past twenty years have had to adapt. Similarly, for ISA to accomplish its goals, we must put aside ancient differences and work together toward the betterment of this industry and our position as women in it. While we may not forget the bad times, we need to look forward. Working together to "make it better" is what ISA is all about. ➔

Education Report

by Diane Casavant



To begin, I would like to thank everyone who has taken charge of their committees which report to the Education Chair: Ginger Cutter, who meticulously

organizes on her computer two committees, our Firsts Projects and Webmaster; Norah O'Neill, who laboriously carries our scrapbooks to each and every convention; Lisa Kuehl, who makes sure all Captains get what they deserve, a Captains' Club plaque; Denise Mowat, who keeps our Library of aircraft systems ready to help everyone in their training needs; and Nancy Novaes, who keeps and monitors electronically, files for ISA and the Women in Aviation.

This organization would not be what it is today without the help

of the countless ISA volunteers, who over the years, have contributed so much time and effort. Through the years, ISA has grown from the original 21 members to over 500 and climbing. Each and every year more volunteers are needed to make this wonderful organization work. Your help is needed. Please give a little to ISA and get a whole lot back. VOLUNTEER, we need your help. You will be glad you did.

I would also like to list again the amazing museum exhibits we have all over the country,

(continued on page 11)

Financial Scholarship Report



*Outgoing Financial
Scholarship Chair,
Gail Redden-Jones*

First of all, I have to say that was a great convention! Many thanks to Maggie Rose and Ginger Cutter as local liaison and registrar, Liz as convention chair, and Elise Pistor for her fabulous silent auction! Also, thanks from scholarship to Denise Mowat for pitching in at the last minute and doing the raffle.

The 1998 Scholarship Season is starting. This is the tenth anniversary of our scholarship program and we should all be proud of how much it has grown in the last ten years

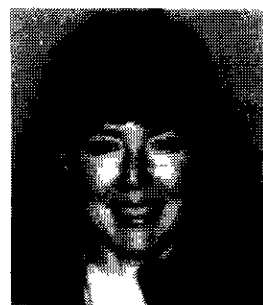
Several major changes have occurred during the last year for the Scholarship Program. First, the Aviatrix Trust was dissolved and the Scholarship Fund was started under the ISA non-profit corporation code. This helps tremendously with paperwork and accounting since we only have to deal with one corporation. All funds have been deposited into a PaineWebber account which invests a percentage of moneys into different stock and bond funds. Janet Coté, our Treasurer, has taken over managing the account. Next, we have set up an allocation formula to determine the maximum amount of money to be awarded each year. Also, starting this year, 10% of the allocated funds will go toward assisting our Airline Scholarship winners with their expenses.

Our 1998 scholarship season is shaping up to be a blockbuster. Again this year, the Scholarship Program was fortunate enough to receive \$7500 from UPS and \$5000 from Northwest Airlines at the convention. Anyone working for these two airlines, please be sure to take the time to thank them.

We have also worked up solicitations kits for scholarship fund raising. Any one interested in helping, contact Keith Johnson or myself. Keith will be coordinating the effort. The airlines who have assisted the scholarship program in the past are FedEx, Northwest, United, UPS, and USAirways. If your airline is not listed and you would like to help, let us know. We are still hoping for monetary contributions or training from companies other than airlines as well, e.g., Sporty's, Jeppesen, Flight Safety, etc. If you have a contact or would like to help, please let us know.

This convention marks the end of my term as Financial Scholarship Committee Chair and ISA board member. Please welcome our new Chair, Luan Meredith. She comes with enthusiasm and experience to the job. She sat on the selection committee last year and has helped us in the past, and I feel confident handing Scholarship over to her very capable hands. She will be looking for volunteers for the interview process. If interested, please let us know. Many thanks to Luan and the rest of the new board members for stepping forward.

It seems like just yesterday I accepted the scholarship position. The time has flown by and so much has happened to the program. I wish I could thank each and every one of you who assisted me these last two years, but it would take up two pages! It has been a wonderful and rewarding experience serving ISA



*Incoming Financial
Scholarship Chair,
Luan Meredith*

as Scholarship Chair and board member. I feel very fortunate to have been able to work with the many talented women who contributed their time and energy to ISA. Thanks for the memories! ➔

Education Report

(continued from page 10)

depicting the history of women airline pilots. The first was unveiled at the International Women's Air and Space Museum in Centerville, Ohio on March 11, 1991. Almost one year later, March 10, 1992, an exhibit was opened at the Pima Air and Space Museum in Tucson, Arizona. January 12, 1993 saw the completion of our exhibit at the International Ninety-Nines Headquarters Building in Oklahoma City, Oklahoma. Finished on June 10, 1993 was the Women in Aviation Room at the Yankee Air Museum in Michigan. Finally, July 17, 1994, Women in Aviation Gallery at the San Diego Aerospace Museum in San Diego, California was completed. Presently, the Ninety-Nines are expanding their museum in Oklahoma City, which we are a part of. The opening is scheduled for the summer of 1999. ISA also has a brick in the sidewalk at Amelia Earhart's birthplace in Atchison, Kansas. ➔

Airline Scholarship Report

By Keith Johnson



Our convention in Las Vegas was a wonderful celebration of the 20 years of our existence as an organization. Liz Voigt, Maggie Rose and Ginger Cutter are to be greatly commended for their efforts in putting on a first rate event! For those of you who were unable to attend, you missed something special. The Silent Auction on Tuesday evening organized by Elise Pistor with able assistance from HALP member, Jeff Pistor, was absolutely astounding!! There were so many



Eileen Atherton, Carol Bruhn and Michelle Burt of Northwest Airlines

items available for bidding, it would have given any shopaholic pure joy. The members and guests present responded to this dazzling array of auction items with boundless enthusiasm (and checkbooks) which netted the

Scholarship Fund with more than \$33,000! This included the proceeds from the Raffle held at Wednesday evening's reception at the Flamingo Hilton and represents a whopping 700% increase in proceeds from last year's Silent Auction and Raffle, which is one of our major annual sources of Scholarship fundraising. Great appreciation goes to all members who solicited the enormous number of donations for this spectacular success!

On Wednesday afternoon, our press conference was highlighted by the donation of one Flight Engineer Rating and four Airline, Type Rating scholarships from our sponsoring airlines. Al Harinck, Fleet Manager for United Airlines, presented ISA + 21 with two Type Ratings. United Airlines has been our premier airline sponsor since the inception of the Airline Scholarship program in 1994. They have donated two Type Ratings

every year for the past five years! Eileen Atherton and Michelle Burt, representing Northwest Airlines, and Carol Bruhn from NATCO donated one Type Rating and \$5000 cash to our Financial Scholarship program. Phillip Donahue, graciously substituting for one of ISA's great supporters from United Parcel Service, Regina Ugene, who was recovering from an auto accident, donated \$7500 to our Financial Scholarship program. Scott Sanwick, Vice President of Flight Operations for Federal Express, donated one Flight Engineer rating. Lori Cline, ISA member and Director of Flight Safety for US Airways, donated



Phillip Donahue, UPS Foundation, addressing the Press Conference

one Type Rating. Our sincere thanks go to all of our airline sponsors! There would be no Airline Scholarship program without their generosity and support.

We have 28 applicants this year for our Airline Scholarships. Two ISA members will interview each applicant which provides an excellent opportunity for the applicants to practice their interviewing skills. The interviewers try to simulate an airline-type job interview to assist the applicants in seeking a future position with a major airline. Many of the interviewers continue to correspond with the applicants in the future to help guide them in their career path. We were able to recruit almost 90% of the 56 interviewers needed at the convention. The remaining interviewer slots have been filled since my return from the convention. All interviews need to be completed by July 20. The Selection Committee will meet in

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Airline Scholarship Report

(continued from page 12)



Captain Al Harinck of United Airlines and Keith Johnson, receiving two Type Rating Scholarships.

early August to select the winners. My sincere thanks go to all of you who volunteered to interview these candidates, especially to those individuals who offered to do two interviews. Your personal insights are very beneficial to the Selection Committee in helping to define the candidates presented to us on paper.

One of the main advantages of the ISA + 21 Airline Scholarship



Lori Cline, US Airways Director of Flight Safety presenting a Type Rating Scholarship to Pam Mitchell

program is the mentoring and guidance offered to our scholarship winners by the liaison ISA member at each of our participating airlines. I feel that this distinction sets our program apart from many of the scholarships offered by other organizations. These members devote a lot of time and energy in coordinating available training slots with the work schedules of the scholarship recipients. When the applicant begins her training, the liaisons assist with local area orientation, lodging accommodations and setting up a network of other ISA members to help answer questions about the aircraft. I would like to express my great appreciation to each of the ISA members who have served as the liaison for their airlines this past year:

Lisa Ash — Federal Express
Karen Bland — United Airlines
Lori Cline — US Airways

In 1998, **Angelia Smith** will be volunteering her assistance as the liaison for **Northwest Airlines**. Angie was a 1996 ISA scholarship winner where she earned a B-727 type rating from US Airways. She was hired by Northwest Airlines in 1997. As a former scholarship winner, she is well-qualified to help those applicants following in her footsteps. **Lisa Ash** was also a former scholarship applicant. She was selected as the runner-up for the United Airlines Flight Engineer rating in 1994 and was hired by Federal Express in 1995. It's very gratifying to see Angie and Lisa become involved with the scholarship program



Scott Sanwick, Vice-President of Flight Operations for Federal Express and Keith Johnson

because it completes the full cycle of the program. ISA +21 helps these young women attain their dreams of working for a major airline and when their dreams are realized, they turn around and help others achieve the same goal!



Pam Mitchell, Press Conference MC, Gail Redden-Jones, Outgoing Scholarship Chair, Luan Meredith, Incoming Scholarship Chair, Keith Johnson, Airline Scholarship Chair

Special Scholarship Report: "Our Angels"

The following poem is dedicated to the 1997/1998 Scholarship Angels. They are probably unaware of the first break that their time, talent, and treasure have provided and will continue to give to so many aspiring and appreciative future women airline pilots. From each of us on the ISA Board of Directors and from the volunteers with the Scholarship Program, we say, "Thank you for your support and generosity, you've earned your wings!"

Do You Remember Who Gave You Your First Break?

*Someone saw something in you once.
That is partly why you are where you are today.
It could have been a thoughtful parent,
A perceptive teacher, a demanding drill sergeant,
An appreciative employer, or just a friend
Who dug down deep in her pocket
And came up with a few bucks.*

*Whoever it was, had the kindness and the foresight
To bet on your future.
Those are two beautiful qualities that separate
The human being from the orangutan.*

*In the next 24 hours, take ten minutes to write
A grateful note to the person who helped you.
You'll keep a wonderful friendship alive.*

*Matter of fact, take another 10 minutes
To give somebody else a break.*

*Who knows?
Someday you might get a nice letter.
It could be one of the most gratifying messages
You ever read.*

Thanks to the following members
for their generous contributions:

Gold Angels (\$250-\$500)

Fiorenza de Bernardi
Penelope Price
Angela Allen
Karen Kahn
The Happy Bottom Riding Club

Silver Angels (\$100-\$249)

Megan Streeter
Suzanne Skeeters
Jane Saddler

Bronze Angels (\$50-\$99)

Gail Grieshaber
Denise Mowat
Sue Nielsen
Andrea Rice

Pewter Angels (\$5-\$49)

Eden Alegre
Molly Barr
Karen Bland

Ginger Cutter
Sandy Gitter
Janice Hardy
Prudence Hostetter-Kelly
Deb McEndree
Diana Raymond
Brenda Tirschfeld
Dottie Westby
Michelle L'Hoir

A Special Thanks to:

Sharon Finch, without who's
efforts ten years ago there may
never have been a scholarship
program.

Charlene Sammis and Mimi
Tompkins, who are the Aviatrix
Trust Founders (now Scholarship
Fund).

Elise Pistor, who gave generously
of her time to put on the most
successful Silent Auction to date.

Pam Mitchell, for always
procuring several items for the
Silent Auction and raffle

Denise Mowat, for stepping in at
the last minute to run the raffle.

Krisan Wismer, who has worked
selflessly and tirelessly behind the
scenes with our airline
scholarships.

Fiorenza de Bernardi, who has
given a generous contribution to
the Scholarship Fund every year.

HALPs, to all the husbands and
boyfriends who pitched in to help.

All the ISA members, who
worked behind the scenes to
help out with the Silent Auction,
raffle, etc.!

→

BOARD OF DIRECTORS REPORTS

Convention Report

by Liz Voigt

First things first, a huge "THANK YOU!" to **Maggie Rose** and **Ginger Cutter** without whom it would not have happened. Great job! By the time you read this they should've both recovered from the inevitable stresses and strains that come with our annual get-together. Maybe I'm repeating what I said last year but I can't help it since it's true – our conventions just seem to get bigger and better all the time. This year everything certainly went smoothly – as Maggie said at the beginning, Las Vegas is Convention City! Harrah's did a great job and Rebecca Devino and her crew were very helpful both with planning and the last minute bits and pieces that always seem to pop up.

We were especially glad to see large numbers of both new members and long time members who decided to make Las Vegas their first convention. I'm sure they'll agree with me that once you take your first taste of an ISA convention it's a hard habit to break! Similarly we were glad to see several Charter members who we had lost touch with over the years and hope to see them again at ISA events in the years to come. For those of you couldn't make it – you don't know what you missed. It was a great time to catch up with old friends and make lots of new ones. It never ceases to amaze me how varied our group is and the interesting things some members are involved in. While I have only been attending ISA events for the last three years I feel as though I have known some of you for ages!

Here's a recap of Convention 1998 from the perspective of a Convention Chair who was really quite relaxed due to the capable efforts of the Local Liaison and Registrar. For those of you who first met me in Amsterdam you'll know this was a welcome change!



I arrived in Vegas on the previous Friday and spent the weekend acclimatizing and going over last minute details with Maggie. Our big project for the weekend was to fill the great bags we had received from FedEx with all the information brochures and other goodies we had received from sponsors as well as vital info from the convention committee. When I arrived the garage was waist deep in boxes of all kinds – silent auction items, raffle items, donor's information brochures, banners from sponsors, etc., etc. By Sunday

evening the (170!) bags were stuffed and the rest was sorted. It was the calm before the storm...

Monday morning was taken up getting everything over to Harrah's and setting up Hospitality (Thank you **Nanc Briot** and **Mary MacMillan**). Early arrivals started drifting in to see if there was anything they could do. At 3pm the Board was transported over to the lovely Golf Club meeting room arranged by Maggie and got down to some serious business. This is always a hectic meeting due to time constraints, but I must congratulate my fellow board members as we finished a lot of work in record time. From there we joined the crowd of volunteers gathering at Charlie Rose's place for the Mexican buffet Maggie offered as a "thank-you" to those who helped us out.

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ISA's Scholarship Raffle

by Cammy McHenry

I hear I really missed a wonderful convention. I was so sorry when I ended up on reserve in May and knew I'd have to miss ISA's 20th anniversary convention. It sounds like it was a exciting time. I want to thank Liz for stepping in for me when I couldn't make it. I also want to remind everyone to patronize the companies that sponsor our fund raising events. This year we had a host of companies that supplied merchandise for the scholarship raffle, and we were able to raise over \$1500.00 which will all go to help fund our scholarships. So if you're looking to buy something this year remember the companies that have donated to ISA and see if you can give back to them.

The companies that contributed to the raffle this year were ASU

Travel Guide, non-rev travel discount info; Avirex, aviation clothing apparel; Crew Gear, aviation related merchandise; Sportie's, aviation related merchandise; Teamack, crew logbooks; TravelSmith, travel clothing and merchandise; WagAero, aviation and aircraft merchandise; and Air Canada, SAS and USAirways donated airline memorabilia. Most of the companies had flyers or catalogs that were included in the welcome packet but if you need an address or phone number feel free to get in touch with me and I can fill in any blanks. Also thank you for your continued support to the ISA scholarship raffle. I know there are current and future members who are more grateful than I, but my thank you is from the heart too. Have a great summer, I hope I'll get to see you in Cyprus. ✈

Convention Liaison Report

by Maggie Rose



Thank you everyone for attending the 1998 convention. It's over now, and I thought I would give you an idea just what is involved in putting on one of these. I have attended almost every convention since the beginning, and I was surprised at everything that went into the planning.

Historically, we have requested around \$100 for registration. For this money, attendees are expecting a Tuesday night cocktail party, business meeting, lunch, and Wednesday night event. Since I was planning this convention, I decided to not have any guest speakers, or any buses. This certainly made things easier for me.

We're close to closing out the convention account, so I thought I would give you some preliminary numbers to let you know where your registration dollars went.

First I needed to find a hotel. No hotel that I talked to would give 100 rooms at an airline discount! They all gave us a convention rate which was only slightly less than their regular rate. They would have done better for us in Las Vegas if we were mostly gamblers, but most hotels know how cheap airline pilots are, therefore most of the rates I was quoted were \$90 to \$135. The hotels I considered were New York New York, Mirage, Caesar's, Hilton, Treasure Island, MGM, etc. all very upscale. If any of us were to try to find a hotel on our own, we could easily beat any of these prices. Caesar's quoted me a convention rate of \$135, however their airline discount rate was \$85. Therefore, I thank all of you for reserving rooms at Harrahs. The more rooms we bought, the more extras we got as far as convention accommodations and services.

The next thing I tried to do was find out how much to charge everyone. Since I didn't have any idea if we would get sponsorship, and I didn't know how many folks would show up, I decided to charge \$110 so I wouldn't go into the hole. I got a rough idea of how much it would cost per person per event from the hotel and added a little for audio/visual and incidentals.

As it turned out, my guess was close. About 250 people attended the social events and about 150 or so members attended the meeting. Food and entertainment alone was \$121 per person. Then adding on the audio/visual equipment increased the per person charge by \$17. Thank goodness US Airways, Northwest, and American came through with sponsorship!

The audio/visual equipment is very important to a successful and professional convention. We needed TV/VCRs, microphones, screens, and various other equipment to put in the hospitality suite, registration, business meeting, silent auction, and the Gender Issues Seminar.

Both the food and the cash bar helped to support the rent of the rooms involved, and it turned out that the food was more of a dinner than an hors d'oeuvres party both nights. We needed to extend the Tuesday night party to accommodate the silent auction which was the most successful ever so the snacks were upgraded to more of a dinner. Wednesday was planned that way since I didn't give anyone time to rest, let alone, have dinner. The weather was disappointing since I really wanted everyone out by the Flamingo Pool, but the Sunset Room was beautiful, and because we were inside, Elvis sang!

Thank you, everyone, for coming, supporting ISA, supporting Harrahs, eating, drinking and enjoying our special group and all of its committees and causes. Don't forget to send in your convention critiques. They will all be passed on to Liz and Natasa Papadopolou. I will see all of you in Cyprus next year! ➔

Photographers

If you want one of the pictures taken at the photo session, Paul and Jiles would love to sell you whatever you need. They are \$10 plus postage and handling.

Feel free to contact them at:

Las Vegas Photography Co., Inc.
4970 Arville, Suite #111
Las Vegas, NV 89118

Phone (702) 253-6868
Fax (702) 253-6787

E-Mail Paul@lasvegasphoto.com

Convention Report

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Wednesday morning started with training of the volunteers for Registration. I'm sure Ginger Cutter's streamlined registration procedure will be in use for years to come! Hospitality and registration opened at noon and dealt with a steady stream of members all afternoon. We had numerous "walk in" registrants and while we are always pleased to welcome as many members as possible, we are considering a slightly lower registration fee for those who pre-register. This is necessary as with our current large group size it is difficult to change catering orders without incurring a penalty. The newly introduced cancellation policy will also be evaluated, our first impressions are generally positive, but there'll be more on that in the next newsletter. I must also give a special mention and BIG thank you to our financial wizard **Janet Coté** who single-handedly swiped dozens and dozens of credit cards on this, the first occasion that ISA has accepted credit card payments for everything, and the first time we've used online terminals to instantly process payments. Great job Janet!

The real fun began at 1800 when the doors opened for the Welcome Cocktail Party, sponsored by Northwest Airlines and US Airways. The lavish buffet caught everyone's eye and was eagerly attacked all evening. The Silent Auction items occupied several long tables and were certainly a focus of the evening as the amount raised testifies. (Many, many thanks to **Elise and Jeff Pistor**). **Jean Harper** lead off as "master of ceremonies" welcoming everyone and introducing those that followed. Founding members **Beverley Bass** and **Stephanie Wallach** presented the ISA 20th Anniversary video - a real trip down memory lane for

some and a glimpse into a sometimes difficult but also amusing past for the rest of us. **Natasa Papadopolou** gave us an introduction to Cyprus, where we will be in a year's time and showed a breathtaking video of the wonderful facilities of the Coral Beach Hotel. The night ended with everyone looking to see what they might have won in the Silent

introductions - when all members present give their name, airline, type and position - that there are significantly more captains and significantly less 727 crews than two years ago in Fort Worth. That's progress! Departing Board Chair, **Mary Ana Gilbert** gave a particularly inspiring presentation asking us all to each do "just one thing" for ISA in this next year.

Please take the time to thank our sponsors of the 1998 Convention and of our Scholarship Program.

Mr. John Dasburg, President
-and/or-
Mr. Chris Clouser, Director of Communications
-and/or-
Eileen Atherton, Human Resources Dept.
Northwest Airlines
5101 Northwest Drive
St. Paul, MN 55111

Ms. Sharon Taylor
Public Affairs
US Airways
2345 Crystal Dr
Arlington, VA 22227

Capt Scott Sanwick
Federal Express
Vice-President, Flight Operations
3131 Democrat Rd
Bldg C, Suite C119
Memphis, TN 38118

Mr. Don Carty, Chief Executive Officer
-and/or-
Capt. Cecil Ewell, Director-Flight Operations
American Airlines
MD 851
P.O. Box 619617
Dallas/Ft. Worth Airport, TX 75261-9617

Captain J.D. Whitlatch
Vice President, Flight Standards and Training
United Airlines Flight Center
7401 Martin Luther King Blvd
Denver, CO 80207

Regina Ugene-Allen, Human Resources
United Parcel Service
802 Grade Lane
Louisville, KY 40213

Auction. The lucky ones then trooped off to pay for their prizes keeping Janet Coté and Elise Pistor busy until late into the night.

When I arrived at the Business meeting room the next morning, it was already buzzing with dozens of members grabbing their Danishes, bagels and coffee from the tables set up at the back of the room. The meeting started on time and proceeded in a very orderly manner - keeping amazingly to the schedule! The board's decision last year to ask both Board members and committee chairs to provide written reports as necessary and then present just a summary in the meeting worked very well. It was interesting to hear during the

After a short pause we all trooped into the next room where the photographers had set up a huge podium with risers and chairs. The two gentlemen directed our disciplined "mob" until we were all posed perfectly - 156 members - yet another record.

The smaller group photos followed and shortly thereafter we were seated for the delicious lunch sponsored by American Airlines. Jean Harper again performed the duties of the MC linking the various presentations and sharing some of her experiences with us. Mary Ana Gilbert reviewed ISA's progress in this last year, **Diane Casavant** outlined the Education committee's
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BOARD OF DIRECTORS REPORTS

Convention Report

(continued from page 17)

recent achievements and future plans. **Gail Redden-Jones** and **Keith Johnson** then thanked the various generous donations from airlines for our scholarship program.

Maggie Rose then took to the podium and presented all Charter members present with a special pin (wings with the ISA emblem, a star and a laurel wreath) as a token from ISA on the occasion of the 20th Anniversary. The charter members then helped Maggie with the distribution of slightly different pins to those who have served ISA as officers, executive council and board members over the years. Then, finally, we moved onto the traditional Captains' Club presentations which have been arranged for years by **Lisa Keuhl** who is now stepping down (Thank you, Lisa). **Emily Warner** graciously presented what must have been the largest number of plaques ever. It was great to see so

many colleagues honored – our hands were quite sore from clapping at the end of it all.

Gail Redden-Jones presented the Press conference with several interested reporters in attendance. The rest of the afternoon was free until 1745 when those of us who had figured their way through the maze of slot machines and gambling tables led those who were still lost to the Flamingo Hilton hotel where our "almost pool party" took place. For those of you who were not there, I shall explain what happened.

Wednesday, 13th May 1998 was a record breaking cold day in Vegas! The wind blew (as usual I'm told) but it also rained (!!). I'm not sure of the exact maximum temperature – I believe about 13C or 55F but it was way below Vegas's usual. So Maggie's wonderful plans to have us partying al fresco next to eight pink flamingos were unavoidably changed.

The hotel offered us the Sunset Room and I must say we enjoyed ourselves just fine. Another great

buffet was provided with both hot and cold dishes. And then there was Elvis.... What can I say? It was Elvis from the early years with a tight black leather outfit and amazing blue eyes. As **Cammy McHenry** couldn't make it at the last minute, I volunteered to distribute the raffle prizes. It was my lucky day as Elvis offered to help and made this raffle unforgettable! By the way I'd like to thank all those who donated gifts, or brought them along including many international members. I didn't have a chance to count them all as many were last minute but the grand total of \$1587 speaks for itself. Thanks also to all who bought tickets, you were very generous – in a last ditch attempt to sell all the tickets I circled the room once just before we started giving out the prizes and in those few minutes sold over \$200 worth of tickets! Of course, I owe a lot to the untiring efforts of **Cindy Shonk**, **Nanc Briot** and **Lucy Young** who sold tickets at every available opportunity from Registration right on through! A special mention to **Astrid Deira**, our Surinamese member, who provided the star prize for the raffle – a round trip to Surinam with a eco-tour into the rain forest, staying in an Amerindian village.

On Thursday morning the Gender Issues organized by **Nancy Novaes** and the Peer Support team seminar was well attended with standing room only. Then, hard to believe as it may seem, it was all over and members and friends drifted away saying last good-byes in the glitzy lobby or running into each other unexpectedly at some of the other attractions Las Vegas has to offer. (Yes, I did manage to get to the Star Trek Experience). The adrenaline levels of the organizers returned slowly to normal levels, and I am beginning to turn my thoughts to the birthplace of Aphrodite – the island of Cyprus – See you next year! ➔

20th Anniversary ISA Video

produced by Beverley Bass and Stephanie Wallach

Spanning 20 years of their aviation careers, a "then and now" scenario with candid interviews of 17 of the original ISA 21 charter members.

"We hoped to spark all emotions. Happy, sad, and funny, but most of all just a historical reminder of how it (ISA) all began." — Beverley Bass

This 30-minute long video* can be yours for only \$25.00, which includes Postage and Handling. There are only a limited number available. GET YOURS NOW!

Send your check in U.S. Funds to:

Beverley Bass
4609 Dartmoore Lane
Colleyville, TX 76034

*currently this video is only available in NTSC format.

20TH ANNIVERSARY CONVENTION PHOTO EXTRA!!

with thanks to Terry Rinehart, Betsy Landon, Keith Johnson, Heather Loomis



Judy Lee, United, Alan Benson, Sharon Krask, Delta, Eric Krask, Terry Rinehart, Delta, Bob Rinehart



Patty Barrera, United



Jane and Joe DeLisle, both US Airways



Terry Rinehart, Delta, and Sharon Finch, Northwest



Judy Lee, United, Alan Benson



Seema Kapur, Indian, Sonee Rana, Royal Nepal, Daneane Martin, Northwest, Janet Patton, Spirit

20TH ANNIVERSARY CONVENTION PHOTO EXTRA!!

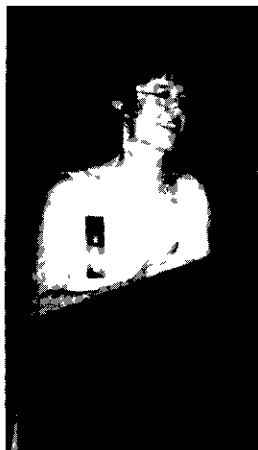
with thanks to Terry Rinehart, Betsy Landon, Keith Johnson, Heather Loomis



Emily Warner, FAA, Angela Masson, American



Back Row: Diane Casavant, Maggie Rose, Jane DeLisle, Pati Marsh; Front Row: Lucy Young, Connie Tobias. All US Airways pilots.



MC Jean Harper, United



Sharon Krask, Delta and Norah O'Neill, FedEx



Mrs. Padden, Despo Philippidou, Stephanie Padden, United, Natasa Papadopoulou, Cyprus



Gail Redden-Jones and Steve Jones, both American

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Scrapbook Archives

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August 1998 Roster Update

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RENEWING MEMBERS

NEW MEMBERS

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Moving?...Change of Address/Phone/Email?

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

Name _____ Email _____

Address _____

City, State, Zip, Country _____

Phone _____ Fax _____

Send to: Denise Mowat, W12347 848th Ave., River Falls, WI 54022 USA

Fax: (715) 426-0995; email: 70264.2006@compuserve.com

Family News? Any special news to tell us about? New baby? Upgrade? New Spouse/Partner? New Aircraft Type? New Airline? Special Achievements?

Name _____ Phone _____ Email _____

(include both family and married names)

Address/City/State/Zip/Country _____

Airline _____ Position _____ Equipment _____ Country _____

New News _____

(continue on separate sheet of paper as required)

Send to: Mary Ana Gilbert, 8408 Granite Place, Tampa, FL 33615 USA; email: 105313.640@compuserve.com

CALLING ALL CAPTAINS!! For inclusion in the ISA+21 Captains' Club

Name _____ Airline _____

Date First Signed Release* _____ Aircraft Type _____

(* After Initial Operating Experience, OK to solo, or whatever your company may call it)

Send to: Patty Barrera, 34 Daisyfield Drive, Livermore, CA 94550 USA (510)606-7506 e-mail: JPBarrera@compuserve.com

ISA News Article Submission Information

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

PLEASE SUBMIT YOUR ARTICLE IN ELECTRONIC FORMAT IF AT ALL POSSIBLE. A simple text file (.txt) or Rich Text Format (.rtf) is preferred, however you may send in Word (Mac or Windows), WordPerfect (Mac or Windows), Claris Works (Mac or Windows) AmiPro (Windows), Windows Write. PLEASE, PLEASE indicate which format your file is saved in

If the article is small enough, you may also just send it as email.

Submit your article by one of the following methods, in order of preference:

1) File transfer or email to: Ginger Cutter, gmcutter@aol.com or gmcutter@compuserve.com

2) Mail IBM or Mac 3.5" disc to Editor, 191 Bridgeport Drive, Half Moon Bay, CA, 94019 USA

3) Fax to 650-728-8502

4) Mail typed articles to above address

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.

Photographs may be mailed to the Editor; they MAY be trimmed for spacing. Please identify the people and event on the back of each photo. After publication, photos will be forwarded to the Scrapbook Chair unless your request for return is noted on the back of the photo.

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International Society of Women Airline Pilots

2250 E. Tropicana Avenue, Suite 19-395

Las Vegas, NV 89119-6594 USA

Next Newsletter Deadline Tuesday, September 1

The International Society of Women Airline Pilots, founded in 1978, has over 590 members from 96 airlines in 36 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 lbs/41,000 kg or more

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ISA Store Order Form

Name _____ Phone _____

Date _____

Address, City, State, Zip, Country _____

Please send me the following ISA items

	Price	Quantity	Color/Size	Shipping	Total
ISA Lapel Pin (gold logo on black background)	\$4.00	_____		\$2.00	\$ _____
ISA Notecards and Envelopes	\$5 00/15	_____		\$2.00	\$ _____
ISA Thermal Travelers Mug	\$10.00	_____		\$3.00	\$ _____
ISA Luggage Tags	\$3 00	_____		\$ 50	\$ _____
ISA Highlighter Pen (gold logo on black pen w/ yellow highlighter)	\$2 00	_____		\$1 00	\$ _____
ISA Decals (blue and gray on glossy white, 2.5")	\$1 00/ea	_____		none	\$ _____

ISA Clothing

ISA 20th Anniversary T-Shirt (L. or XL)	\$10.00	_____		\$3.00	\$ _____
ISA Logo Polo Shirt (white or navy in S, M, L or XL)	\$27.00	_____		\$3 00	\$ _____
ISA T-Shirt (white with gray logo only in L or XL)	\$15.00	_____		\$2 50	\$ _____

The following shirts are of limited quantity and subject to availability. Please call or e-mail prior to ordering.

Bangkok '95 Women's short sleeve	\$8.00	_____		\$2 50	\$ _____
Vancouver '94 Women's short sleeve	\$6 00	_____		\$2.50	\$ _____
'94 HALP long sleeve mock turtleneck	\$8 00	_____		\$2 50	\$ _____
'94 Women's long sleeve	\$8 00	_____		\$2 50	\$ _____
Career Information Booklet, "Tips on Becoming an Airline Pilot"	\$1.00	_____		\$.50	\$ _____

TOTAL \$ _____

Please make checks payable to "ISA" and send to:
Carol Cansdale, 6281 Mallory Lane, Eden Prairie, MN 55346-1424 USA

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20TH ANNIVERSARY CONVENTION PHOTO EXTRA!!

with thanks to Terry Rinehart, Betsy Landon, Keith Johnson, Heather Loomis



Noi and Linda Sartnurak, TWA



Jane Saddler, American, Bruce Saddler, Lucy Young, US Airways,
Betsy Landon, United, Luan Meredith, Air Wisconsin



Helen Erskine, United, Nancy Novaes, Continental,
Cyd Fougner, Delta



The passing of the gavel: Outgoing
Chairwoman, Mary Ana Gilbert, Delta to New
Chairwoman, Ginger Cutter, US Airways

Lynn Ripplemeyer,
Continental and
Fiorenza de Bernardi,
Aeralpi



Karen Mundell, Cathy Fraser, Glenys Robison, all Air Canada

Connie Tobias, US Airways, Nancy Law, US Airways,
Susan Arthurs, United

20TH ANNIVERSARY CONVENTION PHOTO EXTRA!!

with thanks to Terry Rinehart, Betsy Landon, Keith Johnson, Heather Loomis



Some of ISA's charter members: Claudia Sorenson, Southwest, Beverley Bass, American, Terry Rinehart, Delta, Denise Owendoff, US Airways, Sharon Krask, Delta, Lynn Rhoades, Delta



Debbie Lawrie, KLM Cityhopper



Pam Mitchell, Northwest, Kathy Malone, American



Celebrating with Fiorenza de Bernardi her 70th birthday are Daniela Camporesi, Alitalia, and her son



Maggie Rose, US Airways, Charlie Rose, Rogene Stryker, Jody Peteet, Nicholas Gasparis, Judy Holly-Gasparis, Southwest



Moms-to-be: Ginger Cutter, US Airways, Donna Beering, United

CONVENTION NEWS

Grand Canyon Raft Trip

by Keith Johnson

Karen Bland and Maggie Rose organized a wonderful side trip for the Las Vegas convention — two weekend raft trips down the Grand Canyon, one before the convention and one after the convention. I went on the pre-convention raft trip with 6 other ISA members: Pam Mitchell, Cathy Haar, June Viviano and her three children, Krisan Wismer, Susan Arthurs and Heather Loomis. I also brought my mother along for the trip despite her bad knee, and she had a wonderful time, thanks to the able assistance from all the ISA members present. Everyone thought she was a real trooper for participating in the adventure, and she has gained newly-earned respect back home from her fellow co-workers!

There were a total of 26 rafters divided among 2 motorized rafts

provided by the Arizona River Company. We were all met at the Las Vegas airport on Friday morning by Scott Seyler, river guide. We were then transported to a smaller airport on the north side of town where we boarded two Scenic Airlines Twin Otters bound for Whitmore "International" Airport about 80 miles east of Las Vegas. It consisted of a sign and a dirt strip. After several van trips, we all met up at the Bar-Ten Ranch for our evening accommodations. We were entertained with storytelling about the history of the ranch which was laced with a few "tall tales" by Kelly, the son of the ranch owners.



The view on the way down the Colorado River

We went horseback riding, skeetshooting and played horseshoes until dinner was served by Ruby and her staff. Many of the rafters also went rock climbing in the hills behind the ranch. After dinner, we went outside to listen to songs, dances and poetry performed by the ranch staff members. Some of the rafters slept in the main ranch house in bunk

(continued on page 24)

Attention ISA Members

Take Charge of Your Financial Future Today

Constantly changing tax laws and your pilot's contract may have a significant effect on your financial, retirement and estate planning.

Serving as a financial advisor to active and retired pilots, it is important I keep you informed of issues you need to consider.

I would like to help understand your options through a complimentary consultation.

Issues to Consider:

- ✓ Tax Savings Strategies
- ✓ Retirement Planning
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- ✓ Financing College Education
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Financial
Advisors

To schedule a no-obligation, complimentary consultation, call toll-free: **Katherine R. Morris, CFP**
1-800-300-5678 ext. 273



The first group of intrepid ISA explorers: Susan Arthurs, Pam Mitchell, Krisan Wismer, Heather Loomis, Keith Johnson, and Cathy Haar

Grand Canyon Raft Trip

(continued from page 23)

beds and the others slept outside in Conestoga wagons.

After a hearty breakfast on Saturday morning, we went for an exhilarating helicopter ride, four at a time, from the ranch at the rim of the Grand Canyon to the river below, a 2000 foot descent. The helicopter pilot was an Army veteran and an excellent pilot! We were all very impressed with his flying skills! No one could figure out in advance where he was going to land the helicopter at the edge of the Colorado River because there didn't appear to be any landing pad at all. He landed on a section of beach that was about the size of a postage stamp, and he landed on the exact same skid marks from his previous landing every single time. These are impressive observations to a group of women airline pilots!

We spent all day Saturday rafting down the Colorado and encountering some exciting rapids along the way. The temperature was about 80 degrees F, and the sun was shining brightly. Most of

us wore T-shirts and shorts and got very wet in the rapids, but dried off quickly in the sun.

On Saturday night, we set up camp on a relatively large size sandy beach and the guides offered tents to anyone who wanted one. Many of us opted for only sleeping bags on the beach because we were anticipating the completely full moon that evening and didn't want to miss the spectacular night sky. We weren't disappointed. Surprisingly, we were not bothered by any bugs although we were

prepared with repellent if there had been a problem.

We spread out a large tarp to prepare our sleeping bag site, and it became the gathering point for all the ISA members to chat late into the evening and socialize with some of the other rafters. We had a great spaghetti dinner prepared by our guides, and they even provided us with a vegetarian version! We were pampered!

On Sunday morning, we ate a huge breakfast that offered everything from fresh fruit, yogurt and toast to bacon and eggs. The food throughout the trip was plentiful and delicious. We packed up all our gear and headed down the river again. After several more rapids, we stopped at a beautiful waterfall and got off the raft for a better view. There was a rope provided to scale the face of the rocks adjacent to the waterfall and many of the rafters tried out their climbing skills. Great upper body workout!

On Sunday afternoon, we were met by a jet boat that propelled us at a lightening 50 miles per hour across Lake Mead to meet the buses which transported us, sadly, back to Las Vegas. I think everyone wanted to stay a little longer to enjoy the beautiful scenery and warm comradere of our group! ➔



Waiting for their Twin Otter flight: Kathy Malone, Carolyn Pasqualino, Lucy Young, Guest, Luba Rylova, Fiorenza de Bernardi, Lynn O'Donnell, Robert Hadrow

General Business Meeting Minutes

May 13, 1998

Las Vegas, Nevada, USA

OPENING STATEMENT

The meeting was called to order by Chairwoman Mary Ana Gilbert at Harrah's Hotel in Las Vegas, Nevada. Sergeant at Arms, Stephanie Padden ensured only members were present during the morning meeting. Thanks were extended to Maggie Rose for coordinating such a great Convention, Pam Mitchell, Elise and Jeff Pistor for the largest and most profitable Silent Auction ever, and Cammy McHenry for coordinating the Raffle donations. Founding members Beverley Bass and Stephanie Wallach were introduced along with the attending charter members. Members each introduced themselves and identified their airline, position and base.

BOARD OF DIRECTOR REPORTS

Secretary - Tiana Daugherty

Motion: To approve the minutes as published in the June 1997 Newsletter. No discussion. Passed.

Treasurer - Janet Côté

The annual financial report was distributed to each attending member. It includes a breakdown of where your membership dues go. The business accounts have been moved to Bank of America and the Scholarship funds are with PaineWebber. ISA now has the ability to electronically process credit card transactions. Expense forms have been designed and are in use.

Convention - Liz Voigt

239 people are in attendance including 156 members. Cyprus will be the location of the 1999 Convention. Costa Rica has made a presentation for the year 2000. The Board will be accepting bids for 2000 until the August business meeting. Pre-registration for these events are critical. You can always cancel if you are unable to bid the days off. Please fill out a critique.

Corporate Communications -

Nancy Novaes

ISA became incorporated in the state of Nevada because it was host to our first Convention and did not charge taxes. Unfortunately, their laws have changed regarding taxes. During the Board Meeting yesterday, the name of the position was changed to Corporate Communications and will include oversight of Fund Raising. Where does ISA go from here? Continue to support women through scholarships and mentoring, investigate issues encountered by women pilots. Make our corporations more aware of our needs.

Human Performance & Resources -

Mary Ana Gilbert

With the renaming of the position this year, there was also some realignment of committees. Family and job news is always welcome. Please send updates directly to our incoming director, Patricia León. Mary Bardon is going through a trying time and would appreciate any contact from the membership.

Education - Diane Casavant

My thanks to the committee chairs who report to me. I would like to encourage every member to reach out and connect with others. You can do this by attending a career day at an area school, girl scout meeting, etc. We have several videos in our library to assist you. She is still looking for an assistance with the our showcase at the 99's Museum in Oklahoma City.

Ginger Cutter gave a quick review of the FIRSTS project. The Master Seniority List has now been pared down to a list of FIRSTS. Please take time to visit our website, it contains a lot of interesting information on Firsts (Broken down by country, airline, aircraft, all female crew, etc.) We are also trying to verify that Helen Ritchey may not have been the first commercial pilot in the world, but was a Lufthansa pilot in 1927. Stay tuned.

Membership - Denise Mowat

We now have 594 members from 36 countries representing 96 airlines. Deadline for membership renewals is December 31. The reminder is published in the October Newsletter. Please be timely. The new rosters are available and contain a disclaimer for members personal use only. With the newsletters going 3rd class, we have no mail forwarding ability. Please keep me updated with your current address. She is looking for a membership coordinator at each airline.

June Viviano from Federal Express - has written a letter to encourage new members and stuff their mailboxes with an application. Her goal is 100% participation. Organizing a monthly gathering for those who can attend. Maintaining confidential data on each to use as a resource when others are going through trying times (Medical problems, teen-age kids, etc.)

Newsletter - Ginger Cutter

The outsourcing of the newsletter has helped to improve the lay-out and professionalism of the publication to say nothing of the time savings. It has also increased the cost and to help offset that it was decided to try 3rd class mailing and sell advertising. If you have a problem receiving your Newsletter, please let her know. She is also looking for a volunteer to be the ad manager. There will be an added feature - a financial column from a guest author.

Scholarship/Financial - Gail Redden-Jones

A full report was distributed to the members present including the allocation formula. The scholarships fall in two categories - career and merit. The merit scholarship requires a minimum of 500 hours and the career a minimum of 750 hours. We also have the "Tips on Becoming an Airline Pilot" booklet available to aspiring female pilots. On the 10th Anniversary of the Scholarship program Gail would like to recognize the founder -

Sharon Finch. What started in a trust managed by Charlene Sammis and Mimi Tompkins with less than \$10,000 has grown to over \$100,000.

Scholarship /Airline - Keith Johnson

We have 28 applicants and would like 2 interviewers per applicant. Please volunteer. It is more than an interview, it is a chance to mentor. Thanks to the liaison from each airline who donated ratings. The Women in Aviation Conference in Denver was a big outreach opportunity. The Board has approved financial support for participation in the 1999 WAI Conference. She is seeking a volunteer to organize this event. It is encouraging to note that our scholarship winners are making it to the majors.

STANDING COMMITTEES

IFALPA - Liz Voigt

Liz donated several items to the ISA library including a CD-ROM on "Controlled Flight into Terrain". A survey was handed out to the attending airlines to collect more data on female pilots employed around the world. Over 50% have returned the surveys. Anyone interested in attending the next convention in Pakistan, please let her know.

Gender Issues - Nancy Novaes

We are here to provide peer support and research issues that affect women pilots as well as educate. Focus - gender discrimination.

ISA Stores - Carol Cansdale

The store had a profit this year of \$1060. Sales are brisk during convention and slow during the remainder of the year. We have two new products available - 20th Anniversary travel mugs for \$10 and ISA luggage tags \$3 or 2 for \$5.

Aeromedical - Ginger Cutter

Please note that if you are facing a medical problem, please contact one of the committee members for support and guidance. In the past year we have had two members battle breast cancer and another successfully complete AA. If you can be of assistance to another member, please volunteer your insight. All information is confidential.

Fast Track - Luan Meredith

Kit Darby of AIR, Inc. donates most of our information. Please pass on any hiring information you may know including non-flying positions. Aspiring pilots want to know - seeking mentors with each airline to assist with interview questions.

Captains' Club - Lisa Kuehl

There are now 221 Captains' on the ISA roster representing 14 airlines and 6 countries. Emily Warner will hand out the plaques again this year assisted by Julie Clark, and Karen Kahn will handle the microphone duties. After inheriting this position six years ago from Sue Nielsen, Patty Barrerra will replace her next year.

(continued on page 20)

General Meeting Minutes

(continued from page 25)

OLD BUSINESS

Archives - Ginger Cutter

Production of the 20th Anniversary CD is in the works. It will contain scanned pictures from all the scrapbooks. Since it needed to include the 20th Convention in Las Vegas, it will not be available until next year.

Scrapbook - Norah O'Neill

Pictures from the 1996 and 1997

Conventions are still needed. Please send

'96 photos to Norah and '97 photos to

Ginger Cutter. Norah O'Neill, after 20 years, 4 airlines and 5 airplanes will no longer be compiling scrapbooks. Norah our heartfelt thanks for maintaining such a precious record.

1999 Convention - Cyprus -

Natasa Papadoupoulou

Side trips being planned include Greek

Island cruises. Hotel costs around \$50-

\$60/room. It appears ID90's on Cyprus

Airways may be available from Paris,

London, Brussels, Frankfurt, Rome, etc

NEW BUSINESS

September 18-19 Winston-Salem, NC Air Show. If ISA is willing to man a booth with volunteers, we would receive proceeds for our scholarship fund. Contact **Lori Cline**

Pam Mahonchek said Denver will be submitting a bid for the 2000 Convention

Pam Mitchell looking for anyone interested in attending a tennis clinic at Saddlebrook in September or October

Elise Pistor - Please let the Silent Auction sponsors know you appreciate their generosity

Jenny Beatty - Please watch for a ballot in your next Newsletter for Dr. Jacqueline Boyd as a honorary member

BOARD OF DIRECTOR ELECTIONS

Presentation of gifts to outgoing board members **Mary Ana Gilbert**, **Nancy Novaes** and **Gail Redden-Jones**

Introduction of incoming board members

Patricia León - Human Performance and Resources, **Susan Gillett** - Corporate Communications and **Luan Meredith** as Scholarships / Financial

Announcement of 1998-99 Chairwoman -

Ginger Cutter, and 1998-99 Vice-

Chairwomen - **Denise Mowat**.

Closing comments from Chairwoman **Mary Ana Gilbert**. Each member of ISA please do just one thing during the upcoming year to help this organization

MEETING ADJOURNMENT

The meeting was adjourned by Chairwoman, **Mary Ana Gilbert**

Respectfully submitted,
Tiana Daugherty, Secretary

→

Human Performance and Resources

(continued from page 5)

OTHER NEWS

Jill Butterworth Geary is still on medical leave from US Airways.

Sandy Gitter is still on medical leave from US Airways after her second hip replacement.

Mary Bardon, MD-11 FO, Delta, writes "I am fairly well recovered from my breast cancer surgeries, but still go to physical therapy to regain full use of my arm. There are some lymph vessels and things that aren't cooperating. I have completed 1 month of weekly chemotherapy, and still have 2 to 4 months to go. If you are ever in Seattle, please feel free to call. — Or a postcard from a layover would be dandy! Any news or contact from "The Real World" is most welcome."

→

COMMITTEE REPORTS

Gender Issues Committee

by **Nancy Novaes**

Sexual harassment, gender discrimination -- these are topics making today's headlines. Women in all professions are coming forward with stories and solutions to those recurring problems. As women in a non-traditional profession, we have our own tales. The Gender Issues Committee Seminar on Sexual Harassment was an opportunity to share those stories and suggest solutions.

The first seminar written by and for ISA members was held at our 1998 Anniversary Convention in Las Vegas. **Lucy Young** (FO US Airways) and **Nancy Novaes** (CA Continental) presented information and illustrations of the critical issues of sexual harassment and gender discrimination. Textbook and legal definitions were compared with real-life experiences. Our special

guest, ALPA Staff Attorney **Elizabeth Ginsberg**, presented the current legal definitions and answered questions about sexual harassment.

Our stories ranged from harrowing to humorous. Though women have made advances in this profession, there is still a long way to go before equality is achieved. Most airlines recognize and are actively working toward educating their employees and resolving situations before they become problems. Because we are pilots, Cockpit Resource Management and safety are also impacted by occurrences of discrimination and harassment.

Interspersed with the presentation, real-life situations were presented as vignettes, with ISA members playing assigned roles. **Helen Erskine** (FO UAL) shared the "Top Ten Clues that you are flying with someone clueless"



ALPA Attorney, **Betty Ginsburg**, addressing the Gender Issues Seminar in Las Vegas, May, 1998

(continued on page 27)

Gender Issues Committee

(continued from page 26)

Lynn O'Donnell (FO UAL) talked about dealing with sexual harassment when it occurs.

Whenever possible, defusing uncomfortable situations with tact or humor remains the best method. When the harassment is severe or the harasser is unrelenting, stronger measures may be appropriate. The best measure of harassment is that of the reasonable woman: how it makes you feel. As pilots, we like to believe that we can handle any situation. However, women who have been victimized by sexual harassment often say they feel "blindsided" or betrayed, caught by unwelcome surprise in a situation over which they have little or no control. The continuing efforts of the ISA GIC are devoted to education. If you are interested in participating in the ISA GIC or if you would like to find out more about our presentation and resources, contact Captain Nancy Novaes or FO Lucy Young.

Be sure to check out the ISA GIC's video presentation of Ms. Audrey Terrell, UAW Gender Issues Educator. This class was sponsored by the UAW for the ISA Gender Issues Committee in New York City, November, 1997. A video of this presentation is available for loan. Contact Nancy Novaes (ISA GIC) or Denise Mowat (ISA Library) to check out a copy.

A special Thank you to Ms. Ginsberg and to the Air Line Pilots Association for their participation and support of our Conference. Thanks to all ISA members who participated and shared their stories and triumphs. ➔

Special Gender Issues Report

by Lynn O'Donnell

"EVERYDAY STRATEGIES"

Zero Tolerance is the buzzword of the 90's. Recently, there has been a spate of "Zero Tolerance" programs for several major corporations. Some of our employers have showcased new Sexual Harassment Zero Tolerance programs. My cynicism tells me that some consulting firm is making big bucks selling these prepackaged programs to big corporations to keep the government and courts off their backs. Cynicism aside, let's hope that they at least bring new perspective and discussion to an old problem.

A major tenet of this zero tolerance is that you must make the perpetrator aware that his behavior is offensive, that it is unwelcome, and that you won't tolerate it. I agree. We cannot sit silently waiting for some corporation to take control of the situation. Silence is always interpreted as acceptance. Follow your gut feelings - if it makes you uncomfortable, it's time to speak up. Rarely does this need

to be confrontational, but it must be done.

Why do we need to speak up right when it happens? Three reasons. Silence is compliance. Secondly, we absorb the hostility directed at us if it is not deflected and that is a worse harm. Lastly, it is not fair for the perp to hear about this for the first time from a third party such as his chief pilot or union.

Sometimes the perp is just stupidly unaware that his behavior is offensive. He may actually think "Hey, look. Another empty kitchen" is an original and humorous line. In this case, try some gentle verbal nudges to say your piece without ruining a possible good working relationship or the camaraderie we'd like to enjoy in the cockpit.

On the other hand, if you have intentional harassment based in hostility that could be ongoing or escalating, it is imperative that you make it known early that it offends you. You will have to request that the behavior stop. And you will need to be a little more blunt about your rights and his obligations in the workplace.

If a case develops, your speaking out will keep the perp from saying he didn't know you were offended or that he thought you liked it. If the situation escalates to a full lawsuit, you will have no case if there is no history of your objections. If it seems particularly bad, write down everything he says and everything you say. This is the information you will need to take to your professional standards committee, union, chief pilot, company officials, or, worse case, lawyer. A written record of conversation is legal (tape may not be) and is considered a legal document of a meeting, so will work well in this type of incident.

➔

FIRSTS Committee Thanks to:

Jenny Beatty
Reno Air
Fiorenza de Bernardi
Italy
Danièle Décuré
Air France
Maria Theresa Desira
Air Malta
Susan Schmid
CTA
Helen Parker
Air New Zealand
Liz Thompson-Locke
US Airways Shuttle

IFALPA REPORT

by Liz Voigt

IFALPA held its 50th Anniversary Conference in Montreal from the 23rd - 28th April. It was attended by some 400 delegates, 80 observers (like ISA) and over a hundred accompanying persons. As well as the usual committee meetings, there was a one day seminar on "The Role of the Professional Pilot - Learning from the Past, Looking to the Future".

The committee meetings were well attended. Unfortunately I was the only ISA representative as the two members interested in accompanying me were unable to arrange time off. Next year's meeting will be held in Karachi, Pakistan in the 2nd week of April and the following one in Tokyo. As I mentioned at the business meeting I would like to repeat my invitation for any members interested in learning more about IFALPA to contact me (or indeed their own pilot's association) and offer their services. It is certainly more practical to have more than one attendee at the annual conference as committee meetings are carried out simultaneously and I still have not discovered a way to be in more than one place at a time!

Although ISA is only an observer at IFALPA, I was allowed by the President, Captain Rob McInnis, to distribute a written survey in order to find out the answer to the burning questions - how many women pilots are there and how many are Captains? What percentage is that of the total pilot body? I

received answers from about 30 associations and am still getting faxes from those who had to go home and look it up!

Some of the "Hot Topics" this year were - the increased use of Cockpit Voice Recorders for reasons other than accident investigation; the positive developments within ICAO to introduce mandatory safety audits in contracting states as IFALPA had been recommending for some time, the promotion of Controlled Flight into Terrain (CFIT) training by Boeing, Airbus and other manufacturers. These manufacturers have provided all customer airlines with a CD-ROM including a Management overview, decisions makers guide, operators guide and a sample CFIT training program (including video material). I was also able to obtain a copy of this CD-ROM for the ISA library, and it is well worth looking at. I also was given two copies of a book produced by Airbus outlining their history to date and one from IFALPA celebrating the first 50 years. All can be borrowed through Denise Mowat

Aviation Safety was a key point in many of the seminar speakers' addresses as well as plenary presentations. We need to be aware that only 20% of the airlines


are involved in 80% of accidents. If we continue with the same rate of fatal accidents as at the moment, with current industry growth, we will have one "CNN type" accident a week in 10 years time. We have to realize that there could be drastic implications if a fatal accident occurs when the general public (and the media) has not yet forgotten the previous one. IATA is proposing a "buddy system" for flight safety in which airlines with well developed Flight Safety processes and departments will host managers and or pilots from airlines where little has been done in this area in order to share expertise. As is usual, airports and airspace worldwide were reviewed and orange, red or black stars assigned to those with deficiencies that could reduce safety margins. Please contact your pilot's association for information on this topic (ICAO Annex 19).

IFALPA has also inaugurated a web site - www@ifalpa.org and is hoping to improve its communications with the line pilots who they rightly believe to be the lifeblood of the organization. IFALPA needs more volunteers to get involved in various committees. There is something for everyone: cross-cultural factors to dangerous goods to Reduced Vertical

Separation. All these things affect us all at some time in our careers. Check out the web site and contact your association if you are interested in participating in any of the committees or work groups. ➔

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COMMITTEE REPORTS

ISA's Captains' Club

by Lisa Kuehl

Greetings from the heartland of America! I hope you are all having a "cool" summer so far. I would first like to welcome Patty Barrera of United Airlines as the new Captains' Club Chair. I took over this position in 1991 from former Secretary, Sue Nielsen, and when my term was up in 1993, I retained the Captains' Club duties and created a new position for myself.

The Captains' Club continues to grow by leaps and bounds, with 226 members to date. 1998 was our biggest year yet for new Captains, with 31 being officially inducted in Las Vegas! Congratulations to the following ladies on their upgrades! (For aircraft and dates, please see the April Issue of the *ISA News*)

ARVE-INKINEN, Kirsi	Finnair
BRIOT, Nanc-elisha	Emery Worldwide
CAMERON, Judy	Air Canada
CURLEY, Cherie L.	United Airlines
DAUGHERTY, Tiana	United Airlines
DAVIDSON, Cari R.	United Airlines
DEIRA, Astrid	Surinam Airways
FOLCH, Elena	Mexicana Airlines
FREEMAN, Margie	United Airlines
GARDNERHOOPLE, Christine	United Airlines
GARSKE, Kathleen	United Airlines
HALME, Mari	Finnair
HERSH, Marcy	United Airlines
HINSHAW, Kim	Northwest Airlines
KARNES, Vicki	Delta Airlines
LOOMIS, Heather	United Airlines
MALKEY, Renee C.	American Airlines

McGREEVY, Joy	UPS
MacMILLAN, Mary	United Airlines
MOWAT, Denise	Northwest Airlines
ORLOFF, Marilyn	United Airlines
PATTON, Janet	Spirit Airlines
PAVLETIC, Dolores	Federal Express
RANA, Sonee	Royal Nepal Airlines
RHOADES, Lynn	Delta Airlines
ROOT, Lisa	American TransAir
ROSS, Debra	Federal Express
SCOTT, Valerie V.	United Airlines
THOMPSON, Ellen T.	United Airlines
TIZARD, Julie A.	United Airlines
WISMER, Krisan	United Airlines
ZIMMERMAN, Ruth	United Airlines

I am still the acting ISA Graphic Artist, another spinoff position from my days as ISA Secretary. However, I would love to offer this position to another creative ISA member. This is a great opportunity to present our organization to the rest of the world through various means and media... there are no boundaries with this position and all it can accomplish. Please contact me for more information.

In closing, I'd like to thank each and every ISA member who has helped me develop these two positions to their present level. I've met many friends and traveled to great places during my seven-year involvement with ISA. On the personal side, I am still living in central Iowa, still commuting to reserve (yawn) and still figure skating (not much changes around here!). I just came back from competing in my second U.S. Adult Nationals in Oakland, CA. I did very well and am already looking forward to the 1999 competition, to be held in Ann Arbor, MI.

Have a great summer, every one! ➔

ISA Library

Librarian: Denise Mowat

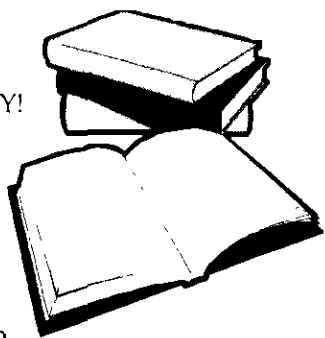
NEW TO THE ISA LIBRARY!

There was a steady flow of material in and out of the ISA Library in the last year with 31 requests for videos, CD's, and books. I'm pleased to say several more items were donated to the Library as follows: 757 study guide by Gail Redden-Jones; *Controlled Flight Into Terrain* (CFIT)-Education and Training Aid CD-ROM, two copies of the book "Airbus-Europe's High Flyer", and a book "IFALPA-50 years 1948-1998". These were obtained by Liz Voigt at the IFALPA conference in Montreal and donated by IFALPA. As always any donation from you of aircraft training aids in the form of videos, handbooks, diskettes and CD-ROMs would be greatly appreciated. Especially needed are materials pertaining to the DC-10/MD-11, B-777, and A-310/330/340 models.

The following items are available to members for checkout from the ISA Library:

Aircraft Videos

- BAe-146 systems review
- A-300 systems review
- A-320 pre-oral review
- B-727 systems review
- B737-200 systems review
- B737-300 systems review
- B-747 pre-oral review
- B757/767 systems review
- DC-8 cockpit review
- DC-9/MD-80 systems review
- DC-9 systems review
- MD-80 pre-oral review
- Introduction to Glass Cockpit (video and workbook)



Aircraft Systems Software

(diskettes not Windows 95 compatible unless stated)

- A-320 systems review (3.5" disk)
- B-727 systems review (3.5" disk)
- B-747 systems review (3.5" disk)
- B-757 systems review (3.5" disk & CD-ROM, two different programs)
- B-757/767 systems review - Windows 95 compatible (3.5" disk)
- DC-9 systems review (3.5" disk)
- DC-10 systems review (3.5" disk)
- CFIT Education and Training CD-ROM

Videos

- Several videos about women airline pilots
- ISA video
- Meeting the Challenge: Women in Aviation
- Menopause
- Complete Jeppesen Chart Review

Books & Pamphlets

- B-757/767 aircraft study guide
- *That's Not What I Meant! How Conversational Style Makes or Breaks Relationships*, by Deborah Tannen, Ph.D.
- *You Just Don't Understand! Women and Men in Conversation*, by Deborah Tannen, Ph.D.
- *Hardball for Women: Winning at the Game of Business*, by Pat Heim, Ph.D.
- *The Invisible Passenger: Radiation Risks for People Who Fly*, by Robert J. Barish, Ph.D.
- *Pregnancy and the Female Pilot: History and Review of Current Administrative Policies and Procedures*, report by Dr. Jacqueline B. Boyd, Ph.D.
- "In-Flight Radiation" medical bulletin
- *Airbus-Europe's High Flyer*
- IFALPA-50 Years 1948-1998 →

Fast Track

by Luan Meredith

After attending the Las Vegas 20th anniversary of ISA, I am again filled with awe and wonderment of the wonderful spirit of camaraderie and fun encountered there. If you've never been to one of our conventions, you're missing something really special!

Fast Track is changing somewhat. Our goal is to find at least one

lady from each airline that would be willing to give us her name, phone number and e-mail address if she has one. This lady would be our mentor/contact for anyone who contacts Fast Track looking for information about her prospective airline of choice. I will be the clearinghouse for accepting the requests and forwarding them to the appropriate mentor. So, if you are willing to do one thing for ISA this year, maybe this could be it. Please let me know.

Statisticians tell us that as airline hiring is going up, the pilot pool is going down. There will be a shortage of pilots. Already we are seeing incredible hiring. I have the list of Airlines that are hiring compliments of Kit Darby at Air Inc. Call me if you're looking or if you are willing to help ISA by being a mentor for our aspiring women airline pilots! Luan Meredith (314) 845-7282 or 76221.2731@compuserve.com. →

ISA Members Needed to Volunteer at Winston Airshow

On September 12th and 13th, the 6th annual Winston Airshow in Winston-Salem, North Carolina, will be featuring women with acts like: The patriotic aerobatic performance from our own Julie Clark, Connie Bowlin and her T-6 or the Glamorous Glen III P-51, famous female parachutists - The Misty Blues, Miss Debbie and her Bud Light Micro-jet, and a woman wing walker who supposedly hangs upside down to perform her routine from the bottom of her plane's wing.

The promise of a generous donation from the proceeds of the Winston-Salem Air Classic Airshow has been offered to ISA for our scholarship if we will provide volunteers to staff a Women Airline Pilots booth for the two day event.

We will need a number of uniformed volunteers to hand out brochures, give-aways, answer questions, and be a visible presence for thousands of visitors, including impressionable young girls, at the ISA tent they are providing for us midfield.

Winston-Salem is just 30 minutes from the Greensboro Airport, (GSO), approximately 80 miles from the Raleigh Airport, (RDU), and about 80 miles from the

Charlotte Airport, (CLT). Weekend accommodations in GSO, NC and transportation to and from the airshow will be provided by Lori and George Cline. To volunteer for this exciting event please call us at 336-668-4489.

You will not only enjoy a wonderful airshow, and help raise money for our scholarship fund, but you may also meet General Chuck Yeager, who just celebrated the 50th anniversary of his historic sound barrier-breaking flight as this is one of only two airshows Chuck does every year.

We need volunteers so please mark your calendars now and plan to join us for all the fun. ➔

ISA On-Line

Visit the ISA Website at: www.iswap.org

- Current ISA events
- Informative articles reprinted from the ISA News
- ISA activities and more!

Ginger Cutter, Webmaster

ISA Member Rides for Charity

by Amy Bond, AA DC-10 FO

Greetings from the Big Apple!

I'm officially a Manhattan-ite now and really enjoying the cultural benefits of New York. I've been to a dozen plays in four months and trying to visit all the museums at least once. It's been especially nice to enjoy many of these with my mother, in spite of her ailing health. Being close to home has allowed me to help both my parents during a very difficult time for my family. Although it's been an emotional few months, (did I mention I just turned 40?) I wouldn't trade a minute of the time spent here so far.

In an effort to give something back to the City, I've volunteered to ride in a 275-mile charity bike ride on September 17-19. It's a 3-day ride from Boston to NYC - rain or shine! I'm training now, but still have a ways to go in preparation. I'm really excited about this challenge and raising funds for NY Aids Awareness and Prevention Services will keep me motivated. Each rider is required to raise a minimum of \$1,600 for this great cause. If you'd like more information on riding for charity or supporting someone who is, please call me at 212-387-7914. ➔



And Then There Was Elizabeth

by *Connie J. Tobias, CA-US Airways*

How long has it been since you have experienced one of those things in life that just makes you say...WOW! Like getting that first airline job...WOW! Falling in love...WOW! Godiva chocolates...WOW! The sun setting or rising...WOW! You get the idea.

In full uniform blues and silver wings, I sat with one four-striped arm around the back of the chair next to me, and I pointed out things on the simulator in front of me with the other. I watched as one child after another took the controls and with much delight, they flew. Each child was purposely called by their first name to make them feel important, flying was spoken in their terms, and all received lots of positive reinforcement. Their angelic faces showed intense concentration and then joy at each accomplishment. They were like sponges absorbing everything they possibly could. And then there was Elizabeth...she appeared to be about seven years old. I quite readily noticed her stellar performance and quick understanding. When I asked her if she had done this before or flown an airplane, a polite no was spoken. I gave her a little extra time adding more complexity. Again a super job. I, a seasoned airline pilot, thought...WOW! She slid out of the chair and another excited youngster immediately slid into it. Later, Elizabeth stood in line and flew again. Once again I increased the difficulty. Once again she flew beautifully. As she

exited the chair, I complimented her. I looked over my shoulder (which I had not had time to do with so many children waiting in line) and watched her wander off with a smile on her face and talk to her group leader.



In about 15 to 20 years, if one of you has a sandy haired, bluish green eyed co-pilot named Elizabeth that is doing a good job, tell her you know someone who knows her!

All of these young girls, approximate ages 6 through 14, had the wonderful opportunity to actually become involved and participate in something fun instead of just looking at a display, because two simulators were loaned to us by Donn Robb with AV-ED Flight School, Inc. and Tel-Aero Flying Club, Leesburg, VA. Six hundred and eighty-three girl scouts thank them for the simulators on Saturday, 04 April '98 at the Smithsonian's Air and Space

Museum. WOW... it seemed like more were there. The museum was really packed. Of course, there was that one boy scout group that showed up... hmmm... wonder why they picked that day?!

And what a treat to share the booth with the OLD Dominion Chapter of the Ninety-Nines. Four of their members were there: Peggy Doyle, with a CFI rating; R.J. McGlasson, instrument rated; Jann Thompson, working on her instrument rating; and Morgan Reeb, a member of the 99's, ISA, and a pilot for American Airlines. Morgan organized this whole event for ISA and the 99's through the Smithsonian. (And by the way, she had fabulous pictures of her first born son, Ryan.) I tag-teamed with these ladies at the booth and simulators. When one of our voices started to go there was someone there to take over. What a pleasure to witness these women give the personal touch, show so much patience and kindness, and share their joy of flying with all these young girls.

We are all on this continuum of flying. Some women have already passed their torch to us to hold during our careers and lifetimes. Someday we too will pass the torch on to others to carry... one may be handed to someone like Elizabeth. Thank goodness for Girl Scout Day at the Smithsonian. ✈



Connie Tobias (US Airways) & Morgan Reeb (American)

Women in Aviation Conference

by Keith Johnson

ISA+21 hopefully began a new era in promotion and awareness among young women pursuing a career with a major airline. We participated in the Women in Aviation conference in Denver on March 12-14, by having a booth in the Exhibit Hall and offering a Scholarship seminar on the second day of the conference. Many of our ISA members have participated on the Airline Career panel in past WIA conferences, but ISA+21 has never had an official presence at any of the previous conferences as an organization.

Krisan Wismer first approached the BOD last May in Amsterdam about hosting a booth at the Denver conference. It was determined that insufficient funds were available in the ISA treasury to pursue this project, so Krisan decided to carry out this project with the help of individual member's donations.

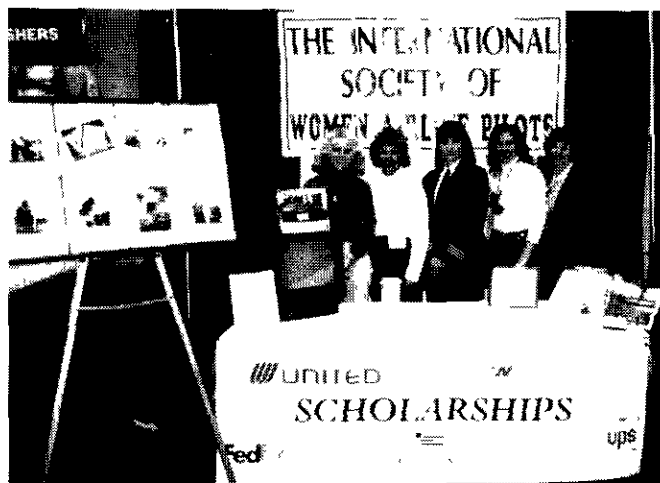
Over 2000 women attended the Denver conference and the response to our booth was overwhelming!! Our primary purpose was to promote the ISA+21 Scholarship Program. During the two days that the Exhibit hall was open, our booth was competently staffed by the following members: **Karen Bland, Susie Brenny, Carole Danis-Litton, Kathy Garske, Susan Gillett, Tricia Jiminez, Shannon Jipsen, Judy Lee, Pam Mahonchak and Valerie Thal-Slocum.** These members were swamped by questions from conference attendees. Everyone was interested in our scholarships, and the scholarship committee subsequently received many applications from women who attended this conference. I would

especially like to thank **Cindy Pawlik**, who organized and scheduled all the staffing for the ISA booth

We rented a video machine which repeatedly showed the ISA video and we displayed a great looking poster made by **Krisan Wismer.** The poster depicted the 9 steps of the scholarship process from the receipt of the airline's donation, through the interview process of the applicants, to the completion of the training.

We handed out Scholarship Information sheets and kept the Scholarship Application packets under the table to only hand out to qualified applicants. I brought about 80 Scholarship Information sheets and 50 applications. We ran out of everything the very first day! Fortunately, Kinko's was only 2 blocks away and we kept them busy! By the end of the conference, we handed out over 200 information sheets. We sold 25 booklets, "Tips on How to Become an Airline Pilot" written by **Gail Redden-Jones** at \$1.00 and exhausted our supply the first day. We also sold some children's books I had brought along illustrating career role models for children, many of them female, including a female airline pilot. We managed to net \$50.00 for the Scholarship Fund.

To our great surprise, we also recruited some new members for ISA+21. We had displayed our membership brochures on the table to let people know about our



ISA's booth at the WIA Conference in Denver, manned by Keith Johnson, Krisan Wismer, Karen Smith, Valerie Thal-Slocum and Carole Litten

organization and several of them were picked up by women airline pilots who were unaware of our existence and were interested in joining us. We not only educated conference attendees about our Scholarships, we generated some revenue and new members for our group! I felt that our debut was a great success!

On the second day of the conference, we gave a one hour seminar about the details of our scholarship program and how it works. **Karen Bland** explained the background of ISA+21 and who we are. I explained the mechanics of the application procedure, using **Krisan's** poster for demonstration. **Roberta Stanford** and **Donata Hunt**, two of our previous scholarship winners, related their scholarship training experiences praising the guidance they received from ISA members during their training and initial interview. **Michelle Rintala**, the 1996 Federal Express scholarship winner, had originally volunteered to speak at the seminar, but she was preoccupied that day with her line check as a brand new captain for Skyway Airlines, a Midwest

(continued on page 34)

MEMBERS IN THE SPOTLIGHT

WIA Conference

(continued from page 33)

Express commuter.
Congratulations to Michelle!

I was very pleased that ISA member, Connie Bowline and head of the pilot hiring committee for Delta Airlines, Plato Rhyne, attended the seminar to learn more about our scholarships. I have been appealing to Delta to become one of our new airline sponsors. We are also working with Alaska Airlines and Southwest Airlines, in hopes of acquiring additional sponsorships in the future.

I think if you were to ask any of the ISA members who worked at our booth in Denver about the success of our booth, they would unanimously agree that it was very popular with the conference attendees. I think they would also endorse the idea of participating again next year at the Women in Aviation conference in Orlando, FL on March 18-20, 1999. Krisan Wismer approached the BOD again at the May meeting in Las Vegas and they approved her idea and will fund the booth next year. This year's booth was funded by generous donations from members, Sherry Anderson, Tiana

Daugherty, Mary MacMillan, Valerie Thal-Slocum, Krisan Wismer and myself. My sincere thanks go to these members that supported our efforts!

I would especially like to recognize Krisan Wismer for coming up with this idea and putting it all together. She did a lot of legwork and paperwork in organizing the entire project, as well as helping to underwrite the expenses. Krisan was instrumental in the success of our presence at this conference. She deserves a lot of credit for all the time she devoted to this endeavor! ➔



Members of the

ISA+21 WIA

Conference Team in

Denver, March, 1998

ISA EXCURSIONS



1998 U.S. Westcoast Fly-In/Drive-In

Wednesday, October 21, 1998, 11:30 am

Half Moon Bay, California

There are over 40 ISA members in just the Bay area alone. Let's get together!

The Second Annual U.S. Westcoast Fly-In/Drive-In will be held on Wednesday, October 21, 1998. Come for lunch, stay for the night! Half Moon Bay Airport is on the coast, 9 miles SW of San Francisco, has a 5,000' runway, and within walking distance of our lunch restaurant and two Bed & Breakfasts.

Let's meet at 11:30am at a local restaurant to be decided on. We'll have lunch, socialize for the afternoon, the ISA scrapbooks will be there. If you'd like to fly in the day before and/or stay the night of,

the Pillar Point Inn is right next door and Harbor House right down the street. Both have wonderful accommodations right on the harbor.

Please RSVP by October 1 to Ginger Cutter at (650) 728-0854. She will notify all interested members and guests of the location of the restaurant and directions for our flyers and drivers. There will also be information regarding possible accommodations.

Members, HALP, kids and guests welcome! ➔

ISA+21 Tennis Week at Saddlebrook Resort/Harry Hopman Tennis!

by Pam Mitchell

October 11-17, 1998... At beautiful Saddlebrook Resort, a 4-Star, 4-Diamond Resort, 30 minutes north of Tampa, Florida. The resort boasts 45 tennis courts of Har-Tru, Laykold, Deco-Turf, red clay, and even Wimbledon-style grass, as well as 36 holes of championship golf, the Arnold Palmer Golf Academy, a huge pool, fitness center, and beautiful full-service European spa! If you can't come for the whole week, join us for the "mini-week"!

The best way to improve your game quickly with lasting results is the Hopman Week. Some of the world's best teaching pros will teach you, drill you, and push you to your limits until you've learned to react instinctively! With a maximum of 4 students per pro, per court, all skills levels from beginners to experts will benefit from these programs. All programs include 5 hours of intensive instruction per day.

COURSES

The **HOPMAN WEEK** includes: Sunday, Oct. 11 arrival; 6 nights accommodations; 5 days intensive instruction; video analysis; additional court time; fitness and agility exercises; 6 breakfasts; fruit and juice breaks; daily Fitness Center admittance; cocktail party.

The **HOPMAN GRAND SLAM WEEK** includes all of the above PLUS: 6 lunches, 6 dinners, 6 days admittance to Spa and Fitness Center, and \$300 in Spa and Salon Services!

The **HOPMAN MINI-WEEK** includes Sunday, Oct. 11 arrival; 2 nights accommodations, 2 days intensive instruction; video analysis; additional court time; 2 breakfasts; fruit and juice breaks; daily Fitness Center admittance. Extra days and nights available for an additional fee.

The **HOPMAN GRAND SLAM MINI-WEEK** includes all of the above, PLUS: 2 lunches, 2 dinners; 2 days admittance to Spa and Fitness Center; 1 50-minute massage.

PRICES

The HOPMAN WEEK:

Deluxe Guest Room, Double Occ.: \$864pp;
One-Bedroom Suite, Double Occ.: \$940pp,
Triple Occ.: \$837pp;
Two-Bedroom Suite, Triple Occ.: \$891pp,
Quad. Occ.: \$826pp

GRAND SLAM WEEK:

Deluxe Guest Room, Double Occ.: \$1356pp;
One-Bedroom Suite, Double Occ.: \$1428pp,
Triple Occ.: \$1331pp;
Two-Bedroom Suite, Triple Occ.: \$1382pp,
Quad. Occ.: \$1320pp.

HOPMAN MINI-WEEK:

Deluxe Guest Room: Double Occ.: \$360pp;
One-Bedroom Suite, Double Occ.: \$381pp,
Triple Occ.: \$340pp;
Two-Bedroom Suite, Triple Occ.: \$360pp,
Quad Occ.: \$334pp.

GRAND SLAM MINI-WEEK:

Deluxe Guest Room: Double Occ.: \$474pp;
One-Bedroom Suite, Double Occ.: \$494pp,
Triple Occ.: \$455pp;
Two-Bedroom Suite, Triple Occ.: \$474pp,
Quad Occ.: \$450pp.

NON-PLAYER, (includes breakfast each day):

Deluxe Guest Room w/player: \$558/week;
One-Bedroom Suite w/1 player: \$642/week.

Make your reservations early by calling 1-800-729-8383 and asking for the Hopman Tennis Office. Identify yourself as an ISA member. Children's clinics are available as well as other combinations of accommodations. Call for rates.

If you have any questions or want help with roommates, contact Pam Mitchell at (phone) 1-904-646-9995 or (fax) 1-904-646-0490.

I am also trying to set up an Arnold Palmer Golf Academy at the same time for those who might be interested in golf instead of tennis. Call me for details!



Nomination of Jacqueline Boyd, Ph.D., for Honorary Membership in ISA+21

submitted by Jenny Beatty, Reno Air

Jacqueline Boyd's greatest contribution to the airline community has been her work on behalf of women pilots worldwide. Since 1991, Dr. Boyd has been researching the subject of pregnancy and the female pilot and acting as consultant to individual pilots, airlines, pilot unions, and company flight departments. She consults with individual women pilots on a *pro bono* basis and disseminates information on this subject in articles in aviation magazines and academic periodicals, as well as speaks at conferences and seminars — including ISA's 1996 Convention in Fort Worth.

Any woman pilot with concerns about company maternity policies, pregnancy clauses in union contracts, maternity uniforms, medical issues, or other topics relating to a present or future pregnancy, may contact Dr. Boyd to receive information free of charge. From this informed position, many ISA members and other women pilots have educated their obstetricians about the physical influences of the flight environment, been proactive in deciding how long to fly while pregnant, planned their maternity leave to suit their particular needs, and became involved in developing maternity policies at their airline or company.

In addition to her *pro bono* work for women airline pilots, Dr. Boyd acts in an advisory capacity for Women in Corporate Aviation, and is currently working on a long-term study of health and working conditions for the Association of Women in Aviation Maintenance.

Dr. Boyd is very active in the aviation community as a professor of aerospace education, as a mentor

and facilitator of networking and mentoring programs, as a private pilot working on additional ratings and renovating her Grumman Tiger, and as an active member and leader in organizations such as The Ninety-Nines, Women in Aviation, International, Women Military Aviators, and the Aerospace Medical Association.

In recognition of her efforts on behalf of women airline crew members worldwide and her service to the aviation community as educator, pilot, mentor, and consultant, Jacqueline Boyd is nominated as Honorary Member of ISA. **PLEASE SEND IN YOUR BALLOT BY SEPTEMBER 1, 1998** (your ballot is in the centerfold) ➔

Jacqueline Boyd, Ph.D.

EDUCATION

University of North Texas, Denton, Texas Ph.D. Degree, Major: Education
Middle Tennessee State University, Murfreesboro, TN M.Ed. Degree, Major: Aerospace Education

PUBLICATIONS / PRESENTATIONS

Aviation for Women Magazine (Women in Aviation, International), March 1998 to present, "Current Issues" Columnist

Retro-Fest, Ft. Worth, TX, March 1998, "History of Women Pilots in Texas"
Fort Worth Museum of Science and Industry, February 1998, "Scholarship Opportunities for Young Women in Aviation"

ISA News (International Society of Women Airline Pilots), October 1997, "Pregnancy and the Female Pilot"

International Society of Women Airline Pilots, Annual Conference, Ft. Worth, TX, May 1996, "Administrative Policy and Medical Concerns: The Maternity Issue for Female Cockpit Crew Members"

Organization of Flying Adjusters, Annual Conference, New Orleans, LA, October 1995, "Legal Concerns of Companies and Crew Members: Flying While Pregnant"

Amelia Earhart Research Grant (The Ninety-Nines), July 1995, "Pregnancy and the Female Pilot: A History and Review of Current Administrative Policies and Procedures"

Women in Aviation, Sixth Annual Conference, St. Louis, MO, March 1995, "Pregnancy and the Female Pilot"

International Women Pilots Magazine (The Ninety-Nines), Articles 1993 through 1995 as International Membership Chairman and Mentoring Network

Women in Aviation, Third Annual Conference, Las Vegas, NV, March 1992, "Female Mentors in Aviation"

National Symposium — The Role of Women, Hardin-Simmons University, Abilene, TX, October 1991, "Family Choices for the Female Pilot"

Fifth Annual Women's Studies Conference, Western Kentucky University, Bowling Green, KY, September 1991, "Physiological and Sociological Considerations for the Pregnant Female Cockpit Crew Member"

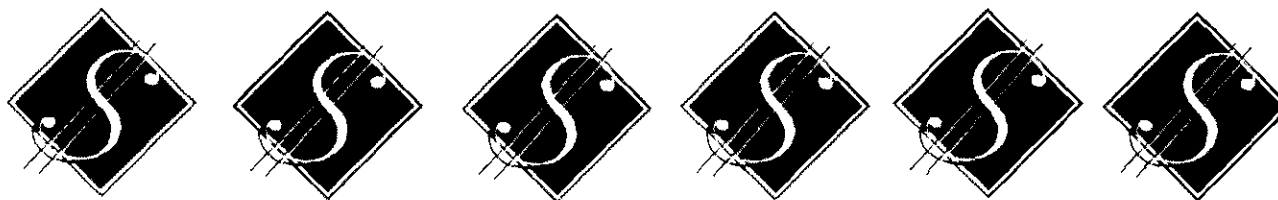
Women in Aviation, Second Annual Conference, St. Louis, MO, March 1991, "Pregnancy and the Female Cockpit Crew Member"

ASSOCIATIONS

Aerospace Medical Association
Amelia Earhart Memorial Scholarship Fund, Board of Trustees
American Association of University Women
The Ninety-Nines, Inc., Former International Membership Chairman
Texas Aviation and Space Education Forum, Board of Directors
University Aviation Association
Women in Aviation, International
Women Military Aviators, Associate Member
Zonta International

"High Finance": Don't Dismiss Dividends From Your Stock Investing Equation

by Judith Land



(ed. note: This is the first in a series of financial articles that will be printed in the ISA News. With apologies to our non-U.S. members, this information will probably be pertinent only to our members who invest in the United States.)

When you think about the "returns" from your stock investments, you probably think first and foremost about the increase in a stock's price. While price growth is a key reason many of us invest in stocks, you may be surprised to know that dividends actually can make a highly significant contribution to a stock's total return. What does this mean for you and your stocks? It means you should remember dividends as part of your stock investing equation.

American funds recently noted that over the past 20 years stock dividends have accounted for nearly 60% of the total return of the S&P 500 composite, an index of 500 widely held stocks. Though past performance cannot guarantee future results, you can see how much dividends can determine your stock's overall value.

Usually paid in quarterly intervals, dividends offer many investors a source of steady income. But if you don't need the cash right away, and your dividend payments are not large enough to invest in other stocks, you may want to consider using a Dividend Reinvestment Program (DRP) to help enhance your stock's long-term return potential.

A DRP is a convenient way for you to purchase additional shares of a stock you already own and can serve as a valuable, long-term investment strategy. Instead of receiving your dividends in cash, a DRP allows you to immediately direct that money toward buying additional shares of the company's stock. As an investor, you can benefit from having more shares if the market value increases, and that "small" dividend amount could help grow your stock's value to a big sum over time. Some companies and investment firms allow you to reinvest your stock dividends at little or no charge.

Not yet convinced of the power of dividends? Consider the following example: Let's say you had purchased \$10,000 worth of Coca-Cola stock on January 1, 1987. If you never reinvested the dividends, the market value of your stock holdings as of November 28, 1997, plus the dividends you received over that time period, would have been \$139,676. However, if you had reinvested the dividends from your original investment, the market value would have been \$157,992 — a 13% improvement! Keep in mind this example is for illustration purposes only, is not necessarily a recommendation for purchase, and does not reflect the effect of taxation or commission charges. However, this example does clearly illustrate the potential long-term benefit of a DRP to your stock's total return.

Obviously, not all DRPs can provide this type of return potential, and a DRP does not necessarily guarantee profitability. Also keep in mind that you will still be taxed on your dividends, regardless of whether you receive them in cash or use them to buy additional shares.

While you have seen the role dividends can play in your stock investing, you should always remember to select stocks that, above all else, match your investment objectives, risk tolerance and time horizon. If you truly feel uncomfortable owning a particular stock, its dividend probably won't help you sleep better at night.

The Bottom Line: Don't forget about dividends and DRPs. Without any additional out-of-pocket expenses and the potential for greater stock returns, a DRP may be one of the easiest and most profitable strategies you ever use.

Judith Land is an investment broker with A.G. Edwards & Sons, Inc., member SIPC. This article should in no way be considered a solicitation of services. It is for your general information only. ➔

THE ISA 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 General Operating Fund. The ISA Logo was developed through the creative efforts of ISA's graphic artist Lisa Kuehl. The following is a brief description of some of the items currently available for purchase.

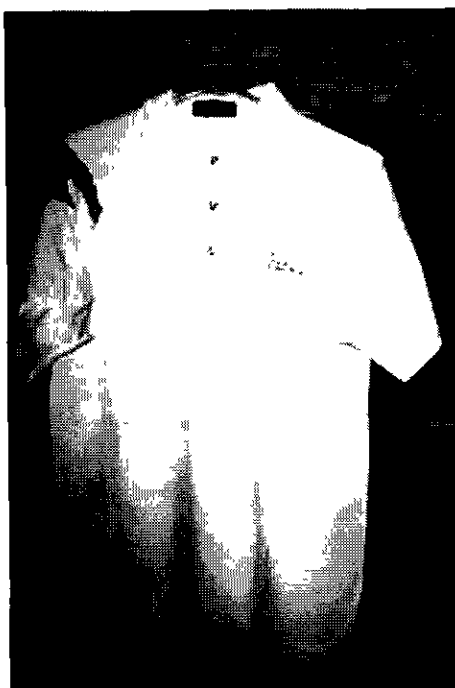
Two New Products Introduced At Las Vegas!

The ISA Store is pleased to announce two new ISA logo products for your shopping enjoyment! The ISA logo Thermal Traveller is a 16 oz. thermal mug designed to fit into most auto and aircraft beverage wells. It is made in the USA of quality plastic and has a secure 'sip' lid to keep your hot or cold beverage securely in place during take-offs and landings. It features the distinctive ISA logo, is dishwasher safe and fits easily into your flight bag because it is long and slender and has no handle. \$10.00

Also new this year - the ever-needed Luggage Tag with the ISA logo. It features a clear pocket on the back for your name and address or business card. \$3.00 ea. Both of these items also make great gifts.

ISA Logo Polo Shirt

One of the newer arrivals to the ISA store is the 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.



Polo Shirt

ISA Notecards

The ISA logo is imprinted on these cards in silver ink on white linen card stock, 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 15 for \$5.



Gold and Black Lapel Pin
"twice the size"

ISA Lapel Pins

We finally have a new shipment of them and for those of you who don't have one yet, they make an excellent tie tack for your uniform. They feature the ISA logo in gold on a black background and sell for just \$4.00.

ISA T-Shirts

The ISA logo is printed in gray ink on a white background on this T-shirt, only available in L and XL for \$15.

ISA Decals

This round decal highlights the ISA logo in blue ink with gray lettering, imprinted on glossy white paper. A great flight bag and crew luggage sticker, it just may prevent another pilot from mistaking your bag for his! Only \$1 each.

Las Vegas 20TH Anniversary Commemorative T-shirts

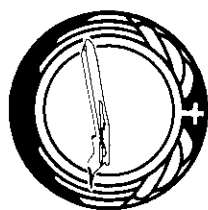
If you missed the opportunity to purchase a 20th anniversary T-shirt at the meeting in Las Vegas, we still have a few left in Large and X-Large \$10.00 each. Logo is shown below.



Thank You To Everyone Who Patronizes The ISA Store!

All proceeds go to the ISA General Operating Fund and help promote our organization. Suggestions for new products are ALWAYS welcome!

To place an order, send to Carol Cansdale, 6281 Mallory Lane, Eden Prairie, MN 55346-1424 or 70263.67@compuserve.com; phone: 612-906-2833. Please make your checks payable to ISA +21. Or see the centerfold for your order form. ➔



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 an information bank, networking, scholarship, 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 580 members worldwide from 96 airlines and 36 countries.

...is A PLACE TO MEET FRIENDS

Each May, ISA members and their guests meet for three days of relaxation, recreation and professional exchange. Previous convention sites include Amsterdam, Atlanta, Bangkok, Cancun, Denver, Helsinki, Jamaica, Las Vegas, Maui, Memphis, Rome, San Diego, Seattle, Sydney, Toronto, Vancouver, and Washington, DC. A highlight of the gathering is the Captains' Club presentation, which gives special recognition to members who have completed their left-seat checkout during the previous year.

...is EDUCATION

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

video tapes, software, and other videos and books of interest to pilots. All of the materials 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 careers as airline pilots. Awards are used for advanced pilot ratings and type ratings. In addition, funds allowing, the Fiorenza DeBernardi Merit Award and the Holly Mullins Memorial Scholarship will aid those pilots who have not yet attained their professional pilot ratings. Tax-deductible contributions may be made to "ISA + 21". Please send to the address below, Attn.: Treasurer.

...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, Second Officer) or who hold seniority numbers with an air carrier (FAR Part 121 or non-US equivalent) which operates at least one aircraft with a gross weight of 90,000 lbs / 41,000 kgs or more. Applicants need not be flying that large an aircraft themselves. If you meet these requirements, we cordially invite you to join us.

**ISA membership application
on reverse**

ISA 2250 E. Tropicana Avenue, Suite 19-395, Las Vegas, NV 89119-6594 USA

Looking for that one newsletter you're missing to fill out your collection of ISA News?

Or maybe there's a great article that you'd like to share with your union or airline...

Wrote that perfect article and had it published in the ISA News and now you want to share your glory with your grandparents and in-laws...

Now you can get extra copies of past and current newsletters, and also get professional copies of individual articles from your newsletter committee.

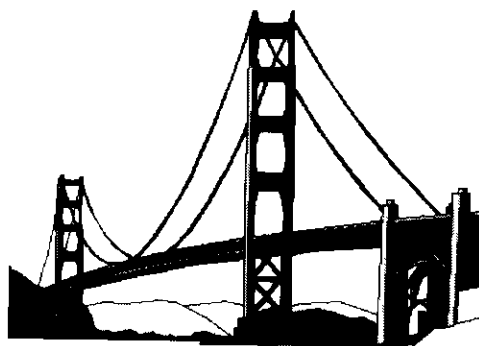
Newsletters USD\$6.00 (US Domestic)
 USD\$7.00 (outside US)

Articles USD\$2.50 (US Domestic)
 USD\$3.50 (outside US)

To request newsletters or articles, or get additional information, contact Ginger Cutter, ISA News Managing Editor. She can be reached at:

191 Bridgeport Drive
Half Moon Bay, CA 94019 USA
Phone: 650-728-0854 Fax: 650-728-8502
E-mail: gmcutter@aol.com

ISA Board of Directors Summer Meeting San Francisco, California August 25, 1998



The August ISA Board of Directors meeting will be held in San Francisco, California on August 25. Please contact any current Board Member for time and location.

We encourage and we welcome any and all ISA members to join us!

ISA Membership Application/Renewal Form

Membership * USD \$45 Contribution ☐ New Member ☐ Renewal

Name _____

Address _____

City, State, Zip, Country _____

Telephone _____ Fax Number _____

E-mail Address(es) _____

Airline _____ Domicile _____

Position/Equipment _____ Date of Hire _____

* If you are currently on leave, retired, or furloughed, you may be eligible for Inactive Membership (USD \$15 contribution), which will entitle you to full participation at a reduced rate. Please include this information below.

Previous airlines/positions/equipment flown (please include employment dates): _____

Certificates and Ratings Held: _____

Background: Military _____ Civilian _____

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

Children? Names and ages _____

Spouse/Partner name _____

How/From whom did you hear about ISA? _____

Do you wish to be included in an ISA-approved mailing list of products and services? Yes _____ No _____

By your signature on this membership application/renewal, you agree that all photographs, reproductions, articles, software and other properties and information submitted by you to ISA have not been previously copyrighted and henceforth become the property of ISA unless otherwise agreed upon in writing.

Signature _____ Date _____

Please make check or money order payable in US funds to "ISA."

All Members may also use VISA or MasterCard

Name on card: _____ Card number: _____

Card Expiration Date: _____ Signature: _____

ISA+21 International Society of Women Airline Pilots

welcomes all women pilots who are employed as flight crew members (Captain, First Officer, Second Officer, Flight Engineer) or hold seniority numbers with an air carrier (FAR Part 121 or non-US equivalent) which operates at least one aircraft with a gross weight of 90,000 lbs / 41,000 kgs or more. Applicant need not be flying that large an aircraft to qualify for membership.

Mail to: Denise Mowat, ISA Membership Chair

W12347 848th Ave., River Falls, WI 54022 USA

ISA News - August 1995

See Page 20: Anniversary Convention Photos (See Page 20)
Volunteer for the Winston Air Show in the ISA Booth (See Page 21)
Tennis Camp for ISA Members (See Page 35)



**International Society of
Women Airline Pilots**

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