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ISA News

International Society of Women Airline Pilots

*August 2002
Volume 24, No. 1*



New Orleans 2002



“A Time To Reconnect”



Convention Issue



Inside:

2002 Board of Directors
Convention Minutes
Convention Photos
Emily Warner's Retirement

***Make Plans Now:
Convention 2003***



Switzerland

ISA PLANNING CALENDAR

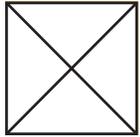
See ISA on the
Web at:
www.iswap.org



July 2002

August *ISA News* Mailing

August 2002



(6-8) Board of Directors meeting-Spa Days, Ft. Meyers, FL. Contact Carole Litten (941)281-0314, for location specifics.

September 2002

(1) Scholarship Awards notification.
(1) November *ISA News* articles due.
(15) 2004 Convention bids due.

October 2002

(15) November *ISA News* Mailing

November 2002

() Board of Directors meeting. All members welcome. Contact any Board member for place and time.

December 2002

(1) February *ISA News* articles due.
(31) Annual Membership dues due for 2003. Send to Membership Chair.

January 2003

(15) February *ISA News* mailing.

February 2002

() ISA Ski Days, Keystone, Colorado. Contact Cindy Shonk or Krisan Wismer.
() Board of Directors Election Nominations close.
(1) April *ISA News* articles due.
() Board of Directors meeting. Contact any Board member for location specifics.

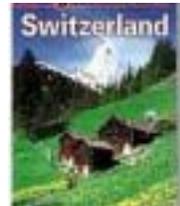
March 2003

(15) April *ISA News* mailing.
(15) Board of Directors election mailing.
(20-22) Women in Aviation Conference

April 2003



(1) Captain's Club forms due.
(15) Scholarship apps due.
(15) Board of Directors election ballots due.



May, 2003

ISA Convention and Board of Directors Meeting, Zurich, Switzerland.

(1) August *ISA News* deadline.
(15) Scholarship notification of eligibility

Next Newsletter Deadline September 1st

The International Society of Women Airline Pilots, founded in 1978, has over 631 members from 105 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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Extra copies of past and current newsletters, contact: Krisan Wismer

Newsletters	USDS\$6.00 (US Domestic)	ISA News Editor
	USDS\$7.00 (outside US)	1261 Northcrest DR
Articles	USDS\$2.50 (US Domestic)	Highlands Ranch, CO 80216 USA
	USDS\$3.50 (outside US)	Phone: 303-791-4246
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rebfisher@mindspring.com

Corporate Communications Chair

by Tiana Daugherty



I am pleased to be serving as your new Corporate Communications board member and Chairwoman. I believe strongly in ISA as an organization and am grateful for what it has contributed to my life. What an incredible group of women to be involved with.

Since September, many of us have spent time reflecting upon what is important to us and maybe even re-evaluating some of our choices. Our airlines have been fighting for survival and reviewing the services they provide. The time seems right for ISA to do its own review.

We have survived and grown for over 20 years. Some of our newest members were barely in grade school when ISA was founded. We have grown from 21 to more than 500 members. We provide not only membership support (i.e. congrats for upgrades, weddings, and babies to condolences for illnesses and divorces to lifetime friendships and more) but also an educational venue (as a non-profit, scholarships, aviation speakers and mentors).

I am seeking input from you, the members. What is your vision for ISA? What does it mean to you? What are the qualities and activities you do and don't like? What should we add, refine or delete? Comments and suggestions can be sent by e-mail, snail mail or phone. Don't be surprised if I contact you.

Have a great summer and fly safe.

TianaD777@aol.com →

I have some new ideas for the Newsletter and will have them in the November 2002 issue. Several ISA members have volunteered to help and I will be calling on each one of them.

I want to thank Thyra for doing a magnificent job on the Newsletter for the last 3 years.

I hope to hear from all of you. If you would like to submit an article or pictures, please review criteria below for submission of articles.

Thanks,
Krisan Wismer →

ISA News Letter Editor

by Krisan Wismer

Well, I'm back. This time as ISA News Letter Editor. Somehow I volunteered for this position while enjoying the Riverboat cruise at the New Orleans Convention. I must have been having a great time.



I have previously served as the ISA Airline Scholarship Chair before the awesome Keith Johnson. I've been a member of ISA since 1987 when I was a B727 S/O with Eastern Airlines. Two airlines later, I am now an A320 Captain based in Denver with United Airlines.

I am stepping into a position that has been filled by several great editors such as Kathleen Malone, Ginger Cutter, and Thyra Stevenson. I have no previous experience in this area but hope to gain a great deal of knowledge in a short amount of time. I will appreciate your patience and your help.

ELECTRONIC FORMATS
• *Text: Use Word for Windows (.doc), simple text (.txt), Rich Text Format (.rtf), or Adobe Acrobat (.pdf), WordPerfect (.wpd).*

• *If the article is small enough, you may also just send it as part of the body of an e-mail.*

• *Photos & images: Use .jpg or .tif format.*

• *Zip multiple files or attach a single file to an email.*

*Krisan Wismer, Editor
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303-791-4246*

**Next Newsletter
Deadline: Sept. 1**



**ISA News:
Now on our website
www.iswap.org →**

Membership

by Melissa Monahan



This year we had 125 members who did not renew their dues, and unfortunately are now no longer members of ISA. Last November I sent the renewal postcards which were well received as 53% of members renewed early. Unfortunately, we have not heard from the 125 members below. We

suspect that many have moved and not updated their address and therefore not received their postcards. Others, perhaps, have been busy in their personal lives and do not realize that their dues were due. We would love to have these women continue to be a part of our organization. MEMBERS: CAN YOU HELP US? If you see a friend or colleague on this list, could you contact them (by phone, or drop a note in their mailbox at work, for example) and remind them that their membership is not current. All they

have to do is pay their annual dues to continue to receive the ISA Newsletter and the 2002 Membership Directory. They can send a check to: Melissa Monahan, payable to "ISA" for \$55 (\$20 for inactive) or email/snail-mail their credit card info (VISA or MC) to me at my home address, or Msmonahan@comcast.net

THANK YOU for any help you can give us!

'Lost' Members

Last Name	First Name	Airline	Last Name	First Name	Airline
Rylova	Lubov	Aeroflot	Bloor	Kathy	Federal Express
Vinokurova	Natalia	Aeroflot	Ziebart	Debbie	Federal Express
Valentina	Korolkova	Aeroflot	Beebe	Sandra	Federal Express
Holliday	Sandi	Air Canada	Moore	Catherine	Federal Express
O'Riley	Lee	Air Canada	Galloway	Reneé	Federal Express
Guillard	Isabelle	Air France	Propst	Kendra	Federal Express
Elliott	Janet	Air Wisconsin	Berwyn	Cyndhi	Federal Express
Ballard	Kerri	Alaska	Olivier	Cheryl	Federal Express
Brown	Jill Richardson	Alaska	Chapman	Wendy	Federal Express
Richardson	Lisa	America West	Degenhardt	Roberta	Federal Express
Hagan	Tracy	America West	Harnish	Gloria M.	Federal Express
Drury	Catherine	America West	Caves	Jennifer	Federal Express
Richardson	Nancy	America West	Anderson	Susanne	Federal Express
TePoel	Laura	America West	Halme	Mari	Finnair
Henig	Mary	American	Kapur	Seema	Indian Airlines
Seykora	Dorothy	American	Deshmukh	Saudamini	Indian Airlines
Kusic	Dawn	American	Murthy	Deepa	Jet Airways
Pistor	Elise	American	Cates	Mona	Jetblue
Ellis	Nora	American	Lloyd-Jones	Michelle	Kiwi
Welch	Tracy P.	American	Westmaas	Suzana	KLM
Olson	Johnnie	American	Bush	Felicity	KLM Cityhopper
Martin	Patti	American	Olsen	Lise-Lotte	Maersk Air
Ackley	DeAnne	American	van der Veen	Jannette	Martinair
Robison	Kelli	American	Averyt	Andrea	Mesaba
Buhl	Gina	Atlas Air	Cooper	Kim	Midway
Faragallah	Jamile	Atlas Air	Christmas	Candy	Northwest
Mincey	Pamela	Atlas Air	Pinsky	Rose	Northwest
Moxey	Gwendolyn	Bahamasair	Neary	Kathy	Northwest
Hearn	Erika	Champion Air	Shanahan	Susan	Northwest
Tai	Yiu-Lin	China Airlines	Henderson	Deborah	Northwest
Chen	Lih-Hwey	China Airlines	Kokenge	Trina	Northwest
Chen	PeiPei	China Airlines	Carlock	Ellen	Northwest
Bentzin	Barbara	Continental	Hubbard	Angela	Northwest
Alexander	Linda	Continental	Haar	Cathy	Northwest
Combs	Toni	Continental	Ruth	Anitra	Pan Am
Quekemeyer	Sherry Lynne	Continental	Alegre	Eden	Philippine Airlines
Smith	Katie	Continental	Papp	Lori	Polar Air Cargo
Jermine-Schmid	Katharina	Crossair	Lyseving	Hedvig	Premiair
Gifford	Rebecca	Delta	Defrancq	Katia	Sabena
Greene	Bambi Lee	Delta	Wilkerson	Lee	Southwest
Shelnut	Kellie	Delta	Ross	Victoria	Southwest
Crowell	Liz	Delta	Marcus	Carla	Spirit
Elsawi	Dina Carol	Egypt Air	Wymann	Natacha	Swissair
Reed	Teresa	Federal Express	Zwygart	Esther	Swissair
Crane	Miriam	Federal Express			
Harvey	Brandi Bertrand	Federal Express			
Rousseau	Denise	Federal Express			

(continued on next page)

Board of Directors Reports

(‘Lost’ Members continued)

<u>Last Name</u>	<u>First Name</u>	<u>Airline</u>
Roberge	Debra	United
Olson	Brenda	United
Morris	Lorraine	United
Axell	Cynthia	United
Stokes	Dana	United
Brenny-Morgan	Susan	United
Cooper	Kirstin	United
Falise	Helen	United
Larsen	Anne Scheel	United
Wild	Lindsey	United
Flanagan	Molly	United
Proffitt	Diane	United
Blake	Stephanie	United
Witvliet	Jolanda	United
Sands	Sinead	United
Dokken	Susi	United
Curley	Cherie	United
Phillips	Kimberly	United
Beerling	Donna	United
Kelly	Cheryl	United
Davidson	Cari	United
Orlady	Linda M.	United
Koehnen	Kristin	UPS
Maule	Susan	US Airways
Croskell	Karen	US Airways
Patterson	Deborah	US Airways
Meyers	Heather	US Airways
Halewyn	Erna	US Airways
Geary	Jill Butterworth	US Airways
Dishart	Carol	US Airways
Stevenson	Guenn	US Airways
Stevenson	Thyra	USA Jet
Russell	Sinead	USAirways
Deluqui	Marina	Varig



Kerri Ballard
Alaska MD-80 FO SEA
DOH 04-24-00

Mona Cates
Jetblue A320 CA JFK
DOH 08-00

Leisa Dupuy
Ryan International A320 FO
MSP/ORD/UK
DOH 09-14-99

Connie Durney
United B767 FO ORD
DOH 04-17-97

Margaret Flynn
Southwest B737 FO OAK
DOH 10-12-00

Erika Lyn Hearn
Champion Air B727 CA LAS
DOH 09-14-98

Audrey Kinkin
American F-100 FO ORD
DOH 7-10-00

Dawn Kusic
American A-300 FO MIA
DOH 02-98

Ramanenka Liubou
Aeroflot
DOH 01-23-73

Stacy Moore
Delta B737 FO MCO
DOH 11-06-00

Kendra Propst
Fedex B727 SO MEM
DOH 09-04-00

Sinead Russell
USAirways A320 FO PHL
DOH 05-17-99

Adrienne Wooley
USAirways B737 FO PIT
DOH 07-19-99

‘Found’ Members:

Cindy Allen (Pawlik)
United B747
DOH 10-8-90

Debbie Bartz
United B737 FO ORD
DOH 09-17-90

Kelly Brown
American MD-80 FO ORD
DOH 01-18-99

Susi Dokken
United B767
DOH 05-14-85

Jill Butterworth Geary
US Airways B737 CA

Bambi Greene
Americian B727 FO MIA
DOH 04-06-99

Deborah Lawrie
KLM Cityhopper F-50

Carla Marcus
USA Jet DC-9 FO YIP
DOH 05-96

Carrie Muehlbauer
American B767 FO ORD
DOH 11-28-88

Kathy Sheridan
Canadian B737 FO YVR
DOH 04-24-81

Beatrice Wagner-Zimmermann
Condor B757-767 CA FRA
DOH 09-15-86

Sally Weichert
American MD80 FO RNO
DOH 03-17-97

Human Performance & Resources Chair

by Terri Bartolero

We had a great time in New Orleans. There is never enough time to meet and talk to everyone but every time I go to an ISA event I feel like I walk away with a few more friends. I encourage all of you to try to make it to 'Spa Days' in August and Zurich in May.

AA Women Pilots have started a bulletin board. The goal is to have a place to share information and keep informed about issue important to us. Near and dear to my heart right now is getting a decent maternity policy in the next contract. Please go to <http://groups.yahoo.com/group/AAwomenpilots/> to join. AA/TWA women please get the word out. We do not have a comprehensive list of your names and addresses. Contact me if you need assistance at terrib80@ispwest.com.



NEW ONLINE CAREER RESOURCE FOR WOMEN PILOTS

(Pro 99 press release)

The Pro 99s Network, a new online career networking resource for women pilots by women pilots, is being launched by The Ninety-Nines, International Organization of Women Pilots, at www.ninety-nines.org/pro99s/.

In the aftermath of September 11th, Jenny Beatty (ISA member) was concerned that many of her women pilot friends were getting furloughed from their airline jobs. A major airline pilot and active mentor of women pilots, Beatty started an informal email network to share support, resources, and job leads among furloughed women airline pilots. Soon the network grew to include women flight instructors, corporate pilots, bush pilots, and military pilots from the United States, Australia, Canada, and Italy.

When the time came for sponsorship of a website, Beatty turned to The Ninety-Nines. "It was natural for this group of professional women pilots to link up with the organization that is a respected leader in the aviation community, has networking among women pilots as its foundation, and has fully embraced the Internet with wonderful website services and even an online chapter," Beatty said.

The newly launched Pro 99s Network webpage features career advice from pilot recruitment experts, job listings in general aviation and with airlines, vital information for furloughed pilots, and numerous links to aviation job placements services, scholarships, organizations, and colleges. All this is available at www.ninety-nines.org/pro99s/. Additional career resources are in the works for 99s members only.

The new Pro 99s Listserv is an online communications network of women pilots discussing timely topics on professional pilot careers, from finding jobs to coping with furloughs and balancing work and family. Details are at www.ninety-nines.org/pro99s/pro99s_listserv.html

"We are so excited and pleased to be launching the new Pro 99s Network, continuing a mission that dates to the founding of our organization in 1929," said 99s President Vicki Lynn Sherman. "This is what The Ninety-Nines is all about, women pilots supporting each other and the worldwide aviation community."

The Pro 99s Network: career networking for women pilots by women pilots.

Contacts:

Jenny Beatty, Project leader,
775-843-7043 or
JennyTBeatty@cs.com

Vicki Lynn Sherman, 99s President,
386/738-1313 or 386/734-6480

The Ninety-Nines, Inc.,
405/685-7969 or 800/994-1929

More 'HUPER' News

NEW JOBS

Susanne Fischbacher is now a B-737 Flight Instructor at PremAir in Washington.

UPGRADES/TRANSITIONS

Pamela Krueger is now flying as Captain on B-757 & B-767 for CAL. Her first release was signed 10-03-01.

Jutta Meyer had completed transition training from the B757/767 to the A330 and is still flying for LTU in Germany.

Lynn O'Donnell is now flying B-777 at UAL.

NURSERY NEWS

Joelle Ben-Peretz gave birth to Eden on 08-20-01.

Alicia Fleury Maricle welcomes a new baby boy born 03-13-02, weighing 6 lbs, 13 oz. 19.5 in.

**Treasurer's Report,
June 2002**

by Melissa Brumby

Scholarship Fund:

At this year's silent auction ISA raised \$2,487 and the raffle brought in \$695, for a grand total of \$3,182 going to the scholarships. A big thank you also goes to UPS who contributed a generous \$5,000.

These numbers are impressive, and are an example of the dedication of ISA members and corporations to helping future women airline pilots achieve their dreams.

BIAS Account:

ISA's "slush" account earned 1.34% interest for the month of April. Included in this account is \$6,655 for the Beryl Markham Memorial Fund.

Current Account Balances:

(as of April 30)

Bank of America

Business Checking

(General Acct.): \$24,193

*Money Fund: \$33,667

\$59,315

* \$18,920 designated for convention

Paine Webber

Cash Fund: \$ 12,537

Investments: \$168,027

(investment value April 30th, 2002) \$180,564

Total ISA Assets: \$239,879

Expense Reports:

Expense reports help determine ISA's budget. No matter how small the amount, please submit expenses at the end of each quarter (March, June, Sept, and Dec).

**Make Plans Now:
Convention 2003**



Switzerland

Board of Directors Reports

Scholarship

by Luan Meredith



Ladies,

It's been four wonderful years. I can't even begin to say what a joy it has been to serve ISA as Scholarship Chair. It's a real pleasure for me to introduce Rebecca Fisher who will be your new Scholarship Chair. Rebecca will be assisted by Susi Fischbacher. Both these ladies bring passion, commitment and a willingness to serve that will benefit our ISA Scholarship program immensely. I've asked each of them to write a little about themselves. So, make sure you read about these two wonderful ladies.

Over the last three months I've received 19 qualified scholarship applications. This means we have 38 ladies out there doing interviews and a selection committee gearing up to make selections. It's our busiest time of year. There are so many of you to thank. Linda Wright will spearhead the selection committee again this year. Thank you so much Linda. And to Susi and Rebecca, thank you two for just jumping in here and taking the ball and running with it.

For those of you who couldn't be with us at our convention, I'm sorry you missed it. We had a really fun time in New Orleans.

Almost every gal brought something to auction at our silent auction and for those who couldn't bring something others brought numerous items. It was a success to the tune of about \$2500.00! Way to go ladies. The raffle made almost \$700.00. Plus there were numerous donations from our "Angels" UPS generously donated \$5000.00. The Greater Kansas City Community Foundation donated \$10,000.00 from the Grace Harris Trust Fund.

All in all, it has been a successful year for ISA Scholarship in spite of the downturn of our economy and the sad times we've recently lived through. So, let's all be thankful for another wonderful year for ISA. If you have the opportunity ever to say a word of gratitude to one of our sponsors, one of our angels, or one of our workers, please do so. It always feels good to be encouraged.

Again, thanks to each of you who have helped to make my job so much easier and so fun! I'm going to miss it!

Luan Meredith
314-845-7282 home
314-845-0399 fax
314-374-5826 cell



Editor's Note:
Rebecca Fisher and Susi Fischbacher are planning a multi-part Scholarship Report for the November newsletter so we will get to know them in your next ISA Newsletter!



AIRLINE SCHOLARSHIP REPORT 2002



by Keith Johnson

This has been a year of great tumult and upheaval in the airline industry which has had a

ripple effect throughout the national economy. Our Airline Scholarship program has suffered a downturn in donations from previous years, as have many other charitable organizations. Two of our biggest sponsors from 2001, American Airlines and United Airlines, struggled to keep their commitment to the 2001 scholarships that had already been promised. But donations in 2002 were out of the question. This posed a challenge to the Airline Scholarship committee to come up with replacements for these scholarships. For the past 2 years, we have enjoyed a wonderful relationship with Flight Safety/Boeing and American Airlines. American sponsored 1 B-737 Type rating scholarship with the training conducted at the Flight Safety/Boeing training facility in Dallas, TX and Flight Safety/Boeing donated a second B-737 Type rating.

The Board of Directors for ISA + 21 decided to pursue a similar arrangement by funding 1 B-737 Type Rating from the ISA Scholarship Fund and seeking a donation of a second B-737 Type rating from a training facility. After submitting our proposal to several training facilities, we received a response from **Higher Power Aviation** in Dallas, TX, who offered ISA + 21 the best price for a B-737 Type Rating. Higher Power Aviation will donate 1 B-737 Type rating in conjunction with our purchase of 1 Type rating. At this point, these are the only 2 Type ratings being offered by the Airline Scholarship program this year.

We are very pleased to announce that **Federal Express** has continued their longtime participation in our Airline Scholarship program with a donation of 1 Flight Engineer rating for 2002. Fed Ex has donated this scholarship every year since 1996 and has been very supportive of our efforts to provide training opportunities for our scholarship candidates.

I would like to thank our 2 ISA members at **Federal Express** who have served as liaisons for the Fed Ex scholarship winner for the past 2 years. **Penny Price** and **Valerie Thal-Slocum** have worked relentlessly to coordinate training dates for the winner, secure training materials in advance to be shipped to the winner's home and locate lodging and transportation for the winner during her training. They have graciously opened their homes to house the scholarship winners and helped them to navigate their way through the training course. They have been an invaluable asset to the success of the Federal Express scholarship.

Karen Bland has served as the ISA liaison member at **United Airlines** since the inception of the United Airline scholarships in 1994. She has also housed many of the scholarship winners in her own home over the years and has "adopted" many of our applicants as they proceed through their training. Having also served as a den mother with the scouts, Karen is the consummate "mother hen" who guides our scholarship winners through their training experience to its successful culmination. She has done a great job over the years and I am very appreciative of her great contribution to the Airline Scholarship program!! Karen is actively involved with the training department at United Airlines to try to secure training dates for our 2001 scholarship winners, **Jennifer Martonick** and **Colleen Mitchard**. There has not been any available training dates up until now, but Karen is

optimistic that a training slot may become available in the next few months.

I am very grateful to **Beverley Bass** who helped me to confirm **American Airlines'** commitment to their 2001 scholarship donation. I realize that this was a big expense a few short months after the September 11 tragedy and I am very appreciative of their commitment to this scholarship. **Linda Wiekhorst** and **Mindy McClure** began their B-737 training at **Flight Safety/Boeing** in early February and emerged triumphantly on February 28, 2002 with new endorsements on their licenses.

(continued on page 9)

Thanks to our Sponsor Airlines

I would like to encourage ISA members to thank our airline sponsors for their generous participation in our scholarship program. Please take a moment of your time to write a note of thanks to them!

Federal Express
Jack Lewis, Chief Pilot
3131 Democrat, Bldg C
Memphis, TN 38118
jmlewis@fedex.com

Higher Power Aviation
Mark Sterns, President
878 Greenview Drive
Grand Prairie, TX 75050
mark@jetcrew.com

United Parcel Service
Philip Donahue
Workforce Planning
802 Grade Lane
Louisville, KY 40213
pmdonahue@ups.com

(Continued from page 8)

Carolyn O'Meara completed the first scholarship of the year by starting her B-727 Flight Engineer course at Federal Express in November, 2001 and passing her checkride in December. All 3 of these 2001 Scholarship winners were gracious enough to share their experiences with potential scholarship applicants at the Women in Aviation conference in Nashville, TN on March 14, 2002.

A **Scholarship Seminar** was held on the second day of the conference to explain how our scholarship program works. **Tracy Leonard**, ISA booth chair, introduced the seminar with an explanation about ISA + 21 and information about our organization. I explained the steps involved in the scholarship process and our scholarship winners concluded the seminar. ISA + 21 hosted a booth during the 3 days of the Women in Aviation conference, which was capably organized by Tracy Leonard, for the second year in a row. My thanks to all the volunteers who staffed the booth for the duration of the conference at the Opryland Hotel. The original idea for this booth was the brainchild of Krisan Wismer at the Denver conference in 1998. We have hosted a booth every year since then and it has been a major source of our scholarship applicants. Most of our applications come from women who either attend this conference or hear about it from their friends who attend the conference. The Women in Aviation conference has provided a terrific promotional outlet for our Scholarship program and we have gained a great deal of exposure for our organization at this venue. Tracy has again offered to organize our booth at the March, 2003 conference in Cincinnati, OH. Please contact Tracy if you are interested in joining this effort. It's a wonderful opportunity to get to know other ISA members and influence future generations of women pilots!

I am pleased to announce that one of our former Airline Scholarship winners, **Christine Hilton**, will be assuming the duties of **Airline Scholarship Chair**, as of May, 2002. She is well acquainted with the program from the applicant side and now will explore the other side of the table. Christine was hired by US Airways following her selection as a Type Rating winner in 1998 and currently resides in North Carolina with her husband, Tim, who is also a US Airways pilot.

I want to thank the many people who have helped to make my tenure as Airline Scholarship Chair successful. I never could have completed this job alone. It requires a huge group effort to recruit the applicants, complete all the interviews, select the winners and coordinate their training every year. I have received great support from innumerable members who have contributed their time and effort, year after year. I have really enjoyed the friendship and camaraderie that accompanied your hard work. It has been wonderful to work with all of you and I salute you all for making our Airline Scholarship program a grand adventure!!

Sincerely,
Keith Johnson



New Airline Scholarship Chair

by Christine Hilton



Hi Everyone, I've been a member of ISA for 3 years now, but have just recently been afforded the unique opportunity to participate more in the organization (furlough from US Airways). I'll be replacing Keith

Johnson as the Airline Scholarship Chair. Keith has served in this position for 5 years with unrelenting dedication and she deserves tremendous credit for her great work. I'm incredibly pleased that she has offered to still work as the public relations coordinator, securing sponsors for the airline scholarships.

This year, we have 14 airline scholarship applicants, which is considerably lower than previous years. But since we also have fewer sponsors due to the effects of 9-11, the ratio of awards to applicants remains good. We are so grateful to Federal Express for once again donating a Flight Engineer rating. And this year, we have a new sponsor, Higher Power Aviation. They have agreed to donate a second 737 type-rating with ISA's purchase of the first one. So, thank you, Higher Power!

Gail Milne, Lori Cline, and Heather Meyers, all pilots for US Airways, have volunteered to be members of the Airline Scholarship Selection Committee. So, I'd like to thank them in advance for their contribution. Many thanks to those of you who are interviewing applicants. In addition, I'd like to thank Strike Fongezallaz for all of her help recruiting those interviewers. And finally, thank you to all of the volunteers who worked at ISA's booth at the Women in Aviation Conference.

I'm excited about my new position and I had a great time meeting so many of you at the convention in New Orleans. I'm looking forward to the next couple of years working with ISA.



Board of Directors Reports

Board of Directors Meeting Minutes

May 8, 2002

Fairmont Hotel, New Orleans, LA

Secretary Report

by Jessica Stearns



A. Opening Statement – Evelyn Tinkl

- a. Introduction of members: Board, charter, and individual members including six on furlough were introduced. 76 members were present.
- b. Sergeant at Arms Volunteers: Those nearest the doors were designated.
- c. Minutes of 5-08-01 were approved with no changes by the membership.
- d. The ISA Chair report was given by Evelyne Tinkl. The events of 9-11-01, the loss of our Swiss sponsor (Swiss Air), airline financial problems, furlough of members, uncertainty in the industry, and other problems led to the decision to have the convention in New Orleans this year. As the industry regains strength, corporate support should return to previous levels. Zurich is still on for 2003. The proposed bylaws change failed to pass as on 80 ballots were received of the 300 needed. The issues are still before the membership. Perhaps rewriting of the bylaws to permit the use of proxies, voting by email/telephone will help stimulate voting. A phone tree survey could be conducted to get ideas about ISA goals, operations, member desires, etc. The membership must be invigorated in order to meet the goals of ISA.

B. Board of Directors Reports

- a. Treasurer – Melissa Brumby
 - i. The report given is the same as found in the minutes of the BOD meeting of 5-7-02.
 - ii. UPS has presented ISA a check for \$5000 for the scholarship fund.
- b. Membership – Melissa Monahan
 - i. ISA has 556 members representing 26 countries and 81 airlines.
 - ii. The 2001 member roster is now available on CD for \$5.00.
- c. Education – Tiffany Tokar-Vlasek
 - i. TIP's: Many schools and individuals are requesting the TIP's booklet.
 - ii. College students have made several requests for ISA members to participate in a communications survey dealing with communications differences between men and women.
 - iii. Members are often called upon to make public speeches. This helps to inform the public about the career of women as pilots and about ISA.
- d. Convention – Linda Wright, Melissa Brumby & Melissa Monahan
 - i. The Fairmont Hotel Executive Sales Dept., and Beth Williams, as well as hotel staffs have been very helpful in making our convention a success.
 - ii. Donata Hunt was introduced. She will be the new convention chair.
 - iii. The '03 convention will be held in Zurich using the services of professional convention planners, assisted by Ute Roth.
 - iv. Members were urged to think of a site for the '04 convention and submit a proposal to the BOD for consideration.
 - v. Help for furloughed members is requested in the form of buddy passes, room sharing, added donation to the registration fee (\$20.00 or so), direct sponsorship, etc.

- e. Human Resources – Terri Bartolero
 - i. Maternity policies of AA, DL, SW, and UPS are posted on the web site. ISA would like those of the other airlines.
 - ii. Information about the effects of radiation on pregnancy is being sought for inclusion on the web site and for the newsletter.
 - iii. ISA Wings: The use of the "slick" ISA wings was approved for scholarship gifts of \$200.00 or greater.

f. Newsletter – Thyra Stevenson

- i. A volunteer for editor of the newsletter is urgently needed. Please contact Thyra for additional information and or names.
- ii. Keep on sending information of interest to ISA members.

g. Corporate Communications – Evelyne Tinkl

- i. Many people donated items for the silent auction and over \$2000.00 has been raised.

h. Scholarship (Financial) – Luan Meredith

- i. Luan Meredith stated that scholarship is the heart of ISA. ISA has given 17 scholarships for \$117,366.00; \$74,000.00 in the last 3 years, \$29,000.00 in '01, and has over \$80,000.00 in requests for '02.
- ii. The goal is to achieve a perpetual fund in excess of \$250,000.00.
- iii. Three ISA members present at the convention were past scholarship recipients and Lisa Peasley stated, "ISA's program was the best in the industry."

- iv. Rebecca Fisher is the new Scholarship chair. She will be assisted by Susi Fischbacher.

- v. UPS generously donated \$5000 to the scholarship fund.
- vi. Interviewers are needed to interview scholarship candidates.

i. Scholarship (Airline) –

- i. Though this position has been vacant for a year, Keith Johnson has continued to assist in this area. Chris Hilton recognized Keith for her dedication.
- ii. Christina Hilton has volunteered to be the Airline scholarship chair.
- iii. Though airline sponsorship (type ratings) has drastically declined two B737 type ratings have been donated by Higher Power, Inc. Many thanks to Susi Fischbacher for her efforts.
- iv. Nancy Lemmon told about the interview with Amrita Peveire of India that she and Judy Gasparis conducted, and of her trip to India to visit Amrita and her family.

C. Standing Committee Reports

- a. IFALPA – Liz Jennings Clark
 - i. Liz has attended the meeting held at Stavanger on May 2, but no report has been received as of yet.
- b. Web Site – Thyra Stevenson
 - i. A new Webmaster is desperately needed.
- c. FIRSTS Project – Thyra Stevenson
 - i. Luan Meredith will be the new committee chair.
- d. Gender Issues – Nancy Novaes
 - i. A network of women is available to give guidance on careers and offer pilot assistance. Progress has been made, but issues need to be identified and remedies pursued.
- e. ISA Store – Carol Cansdale
 - i. No new items this year, but a list was circulated soliciting ideas for new items. Sales were slow this convention. A new ISA store chair has been requested, however, Carol will stay on until a replacement is found.

- f. Int'l Assistance Fund – Donna Beering
 - i. No report.

g. Captain's Club – Cammy McHenry

- i. Twelve new members this year, but only two could attend the convention. "CC" plaques were awarded to them.
- ii. The '03 WIA convention is scheduled for Cincinnati, OH.

D. Unfinished Business

a. Beryl Markham Memorial Fund

- i. Presently there is \$6500 in the fund. \$10,000 is required to get the mold made. Susan Gillette has located some old photos and wants to get articles published in airline in-flight magazines in hopes of generating additional funds. The finished monument will be placed at an airport near Beryl Markham's arrival point.

E. New Business

- a. Legal expense increase. For ten years the retainer was \$100 per year. Due to increased use of legal advice and time the BOD approve the request for the retainer to be increased to \$250 per year.
- b. Renita Herrmann of FedEx briefed about the survey pertaining to long flights and the use of melitonen.
- c. Change the bylaws to permit proxy voting. This will require additional discussion before presenting to the membership.
- d. Increase in yearly dues: Over the past year operating expenses were \$22,000 Vs revenues of \$17,000. The increase of dues could be based on the seat occupied, raised across the board, donations over and above the required dues with a notation on the renewal form for designating its use, researching the possibility of establishing life memberships. A motion was made and approved by the members present to include a line on the membership form designating the individuals desire as to where the donation would be used.
- e. The Printing and Publications function has now been separated from Newsletter, as they are different functions.
- f. Scholarship has requested a multi function fax-printer-copy machine to assist with processing the many scholarship requests. Donations are being solicited.
- g. The possibility of paying for the newsletter by subscription was introduced but needs further research.

E. Board of Directors Election

- a. Outgoing Directors – Evelyne Tinkl, Thyra Stevenson, Luan Meredith and Christina Grohs.
- b. Incoming Directors – Tiana Daugherty, Rebecca Fisher, Christina Hilton, and Donata Hunt.

F. Membership Issues

- a. Nancy Lemmon asked for members to sponsor and pay the dues of furloughed members. If you have a friend who has been furloughed, please consider paying their dues and assisting with convention attendance.

G. Announcements

- a. The Jazz Riverboat cruise will depart the dock just to the west of the Jax Brewery ay 7:00 pm.

H. Meeting Adjournment

- a. The meeting was adjourned at 12:00.



Convention Report

by Donata Hunt



I would like to introduce myself as the new convention chair. My name is Donata Hunt and I am a Denver based B737 F/O for United Airlines. ISA is such a wonderful organization that it is a pleasure to be taking over this position. I am extremely excited about the next two conventions.

Zurich, Switzerland is the next stop for ISA in May 2003. Girls get ready for a wonderful time in the Swiss Alps. Ute Rothe, the local liaison for the Switzerland convention, has put together a wonderful itinerary so that we truly get a feel for the unique Swiss culture. Look for details in the upcoming newsletters and mark your calendars for May 13 – 15 2003!

Now for 2004! I know that seems a long time away but planning starts now. Proposals are needed for the next convention in the United States. I received suggestions for different cities at New Orleans but no formal proposals. Ladies, I need your input in the form of formal proposals by September 15th, 2002. I want to plan a convention in a place that interests you, the members, and that requires your thoughts and a little work by you. So, please, if you live in an amazing city and you want to share it with the rest of your ISA friends spend a few minutes telling me all about it in a formal proposal. Enclosed is a list of things ISA is looking for in a city and information needed in the proposal so the BOD can make an informed decision. Thanks in advance to all of you that take the time to submit suggestions.

Board of Directors Reports

Each convention is a time for friends to reunite and for new friendships to begin. I want to plan a convention that everyone truly enjoys so please if you have any new innovative ideas please email me at donatahunt@aol.com. Until the next newsletter, fly safe and enjoy the summer!

Convention 2003: Zurich, Switzerland



2004 CONVENTION PROPOSAL GUIDELINES:

HOTEL REQUIREMENTS:

- < 4 or 5 Star Hotel
- < Per room price under \$150USD per night for double occupancy with a low extra charge for a third or fourth person sharing the same room. (If price is not available, provide a suitable alternate hotel within walking distance at a lesser price.)
- < Number of rooms needed is 20 for Monday night, 100 for Tuesday and Wednesday night and 40 for Thursday night. This is an initial guideline only. The numbers will have to be adjusted later.
- < Complimentary breakfast (usually continental breakfast in the US)
- < Provide complimentary rooms or upgrades for BOD members
- < Provide a hospitality suite/ registration room with a bulletin board and VCR
- < Provide a meeting room with head table, microphones and VCR to accommodate 150 people. (If this is not available we have on occasion accepted theater seating.)
- < Provide room and sponsor "Welcome" cocktail party/ drink coupons.
- < In hotel restaurant or catering for a luncheon for about 200-300 people
- < Adequate cancellation policy with regard to space-available travel
- < Adequate transportation available to and from major airport
- < Master billing for convention functions only, individual billing for quest rooms/ expenses

RESTAURANTS:

- < Formal restaurant unique to the area to accommodate approximately 200-300 people
- < Other restaurants in area close to activities and hotel

SIDE TRIPS:

- < Short trips for HALPS and children during business meeting
 1. Skiing
 2. Golfing
 3. Amusement Park
 4. Hiking
 5. Museum tours
 6. Local attractions
 7. Etc.
- < All Day adventure unique to the area for Thursday of convention week.
- < Longer side trips for those that wish to spend more time in the area (2-3 days)
- < Include general itinerary and price range for all side trips

SPONSORSHIP FOR CONVENTION:

- < This relieves the workload and financial burden of hosting a convention for ISA and certainly wins brownie points for that proposal.
- < Airlines
- < Jewelry stores
- < Restaurants
- < Major corporations in the area

SPONSORSHIP FOR THE SILENT AUCTION:

- < Hotels
- < Travel agencies (Travel Packages)
- < Major corporations in the area
- < Airlines
- < Jewelry stores
- < Outfitting companies

MISCELLANEOUS:

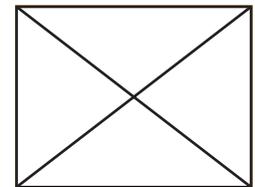
- < Baby-sitting Service
- < Place for Group Photo
- < Photographer
- < Accessibility to the city via different airlines. As consider the international traveler

Overall, the BOD is looking for a well-rounded package. If you would like to propose your city we suggest you gather as much information as possible (using the above guidelines as a minimum). Bear in mind that it was decided in 1998 that the convention may be held at another time than the traditional second week of May if necessary. Once the decision has been made and a city selected there is more detailed information available as to our requirements or recommendations. Many areas change from year to year, the local liaison can use her discretion to a large extent with the concurrence of the Convention Chair and the BOD to adjust to the local situation. ➔

Convention 2002 New Orleans, LA



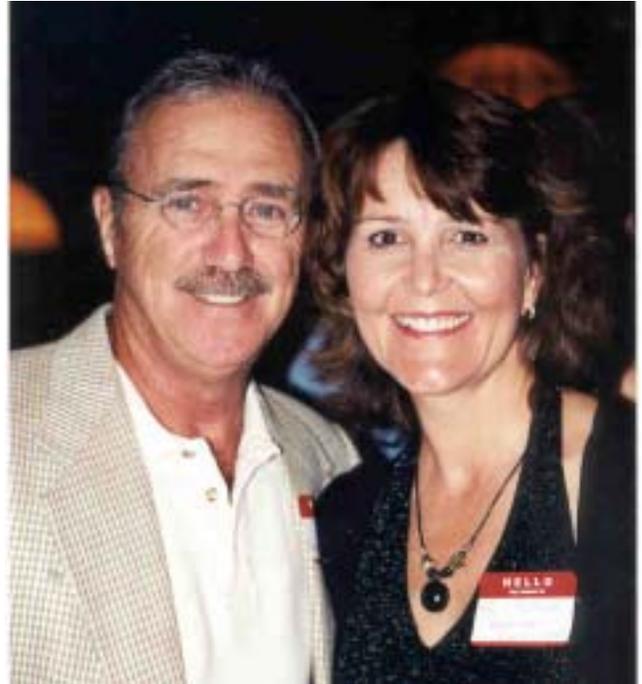
*Cocktail Party
at the Fairmont Hotel*



Convention 2002 New Orleans, LA



Convention 2002 New Orleans, LA



Convention 2002 New Orleans, LA

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Convention 2002 New Orleans, LA

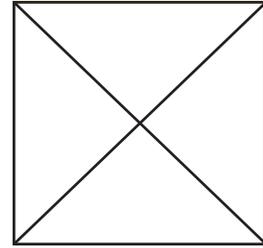


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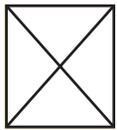


Convention 2002 New Orleans, LA

'Riverboat Action'



Convention 2002 New Orleans, LA



Convention 2002 New Orleans, LA





Captain's Club

by Cammy McHenry

It's official, ISA presents the 2002 Captains' Club. As with everything else in aviation in the past 9 months it has taken a down turn from past years. But to the new inductees we say a hearty CONGRATULATIONS. In these difficult times may they have blue skies and great layovers. So in seniority order they are:



Susan Staples, American Airlines, S80, August 28, 1996
 Debbie Bartz, United Airlines, B737, November 29, 1998
 Jeanette Rode, American Airlines, MD80, August 29, 2000
 Lee Wilkerson, Southwest Airlines, B737, April 2, 2001
 Deepa Murthy, Jet Airline, B737, April 28, 2001
 Mary Youmans Reagor, Delta Air Lines, B737, July 11, 2001
 Janis Keown-Blackburn, Spirit Airline, MD80, September 7, 2001
 Pam Krueger, Continental Airlines, B757/767, October 3, 2001
 Tsuey-Ing (Echo) Chang, China Airlines, B747, October 9, 2001
 Ann Kieffer, Midwest Express Airlines, DC9, October 11, 2001
 Amy Carson Bond, American Airlines, B737, December 26, 2001



IFALPA Conference

by Liz Jennings Clark



57th IFALPA Annual Conference, May 2-7, 2002 Stavanger, Norway.

In the first week of May, I attended IFALPA's annual conference. There were 254 delegates present from 52 of IFALPA's 94 Member Associations. I was one of the 54 observers from international organizations also represented at the 5 day event that comprises professional seminars and committee sessions reviewing and approving the last years work by the myriad sub-committees. Then there are plenary sessions when all associations vote on the (adjustments to) policies proposed by the various committees as well as approving statements on current issues affecting pilots worldwide. At the Gala dinner, sponsored by Airbus, the Federation's award for Heroism "The Polaris Award" was posthumously presented to the flight crews, both pilots and flight attendants, of the four fatal flights on September 11th 2001. Representatives from the Air Line Pilots Association, the Allied Pilots Association, the Association of Flight Attendants and of the Association of the Professional Flight Attendants accepted a silver medal with a sapphire inset and a framed certificate on behalf of the flight crews that had died on the day that changed the world. As he presented the awards, the IFALPA President, Captain Ted Murphy, told the audience that these were ordinary men and women doing the jobs that they loved and had never intended to be heroes but that they had paid the ultimate sacrifice in the course of their daily work. The President also pointed out that in the history of the Federation,

54 years, this was the first time that flight attendants had been so honored and that this was in recognition of their role in promoting Flight Safety and of the part that they had also played in the events on that day.

This year hot topics included the current trend of prosecuting pilots following accidents or serious incidents. IFALPA issued a press release on the subject as well as a position statement that points out that when an accident "was not caused by the willful or gross negligence of the flight crew. By international best practices, criminal prosecution is unwarranted, unreasonable and uncivilized." Countries, including Japan, Taiwan, Spain and Greece - currently operate contrary to international best practice and the provisions of ICAO Annex 13. Should you be involved in an accident or incident that results in death of a passenger or crew member, while operating into any of these and several other countries, you can be held responsible and criminally charged even when no evidence of gross negligence is found. For example the Taiwanese legislation is quite rigid and contends that even the slightest non-intentional mistake on the flight crew's part makes it possible for them to be prosecuted and punished for the accident. (Case in point the Singapore Airlines 006 takeoff accident on 31 Oct 2001). More information and a copy of the Press Release can be found on the website at

www.globalpilot@ifalpa.org

Another "Hot Topic" was the protocol agreed to and signed by representatives of five Global Airline Alliances and IFALPA whereby they stated their intention to work together through a forum facilitated by IFALPA to establish an on going exchange of information between flight crew alliance groups. Share knowledge and experience of the airline industry, including details of collective

bargaining agreements, national laws and regulations. Share other information important to protect and enhance professional interests. The signatories were SkyTeam Pilot Alliance, Associations of Star Alliance Pilots, Preussag Pilots Group, One World Cockpit Crew Coalition and the Wings Pilot Coalition.

"Low Cost Carriers" and the industrial problems experienced by our colleagues in Cathay Pacific and Lan Chile where numerous pilots have been laid off were also issues that caused much discussion. On Monday two workshops: *Tactical Planning for Pilots' Associations* and *The Aftermath of an Accident* were both well attended. I sat in on the latter, with various presentations from a lawyer, a police inspector and an accident investigator and a former employee of the British Civil Aviation Authority. All gave interesting insights into considerations in the aftermath of an incident.

An Air New Zealand pilot gave a presentation on an "almost" accident, due to erroneous indication of an ILS glidescope (due to wrong transmission, not any fault of the aircraft or crew) an aircraft almost descended into the sea several miles short of the airport. The crew's reaction to "something not being quite right" made them carry out a missed approach and saved a couple of hundred lives. The aircraft was 20 seconds from impact when they did the go-around, an impressive video to watch.

Capt Brian Greeves from Cathay Pacific and the Hong Kong Aircrew Officers Association gave an update on the spread of the Line Operational Safety Audit (LOSA). The University of Texas analyses the audits carried out by various airlines and both pilots groups. Airline managements realize the value of these anonymous safety audits. LOSA has won support from ICAO, IATA and the FAA as well as

(continued on page 23)

(continued from page 22)

IFALPA. ICAO will even be publishing a LOSA handbook in the near future and plans to make LOSA a recommended practice and possibly an international standard.

Apart from all this the “normal” IFALPA committees were meeting and reviewing the previous years’ work and approving work programs for 2002/2003. These were the committees Industrial, Human Performance, Legal, Security, Accident Analysis, Aircraft Design & Operation, Airport & Ground Environment, Dangerous Goods, International Flight Engineers, Helicopter, Rules of the Air/Air Traffic Control, Communications, Meteorology, Regional, Membership, Constitution & By-Laws and ... finally, Administration & Finance! As you can tell, the five days were packed full with interesting meetings and discussions. I will expand on some of these in coming newsletters – please let me know which items interest you most! Also if you want any further information on any of these topics please contact me by email at lizjc@worldonline.nl or ask your association for further details.

Until next time - Liz Jennings Clark (ISA IFALPA representative) →

Women in Aviation Conference

March 13-15, 2002

Nashville, TN

by Tracy Leonard



You missed out, if you didn’t make it to the 13th Annual International Women in Aviation Conference. The conference took place in Nashville, TN on March 13-15. ISA+21, once again, had a booth to promote our scholarship program and solicit new members. There were over 2,000 conference attendees and we spoke with hundreds of women. It is a fantastic experience to meet motivated women who are working toward their goal of becoming airline pilots. Each one of us has had help reaching our goals, and being able to offer these women an opportunity to win a scholarship to make their dream possible is a great way to give back.

In addition to dispensing scholarship information, we gained a few new members, renewed a few old members and sold numerous copies of our “Tip’s on Becoming an Airline Pilot” booklet. Also, for those of us who are furloughed, there were many opportunities to speak with companies that are currently hiring and expand our network of aviation friends.

An extra special event this year was the induction of Fiorenza de Bernardi into the Women in Aviation, International Pioneer Hall of Fame. She was nominated by Patty Leon-Tomich for being a record setter, pioneer and tireless advocate for women’s opportunities

in aviation. She traveled all the way from Rome, Italy to receive this honor.

Thank you so much to everyone who volunteered to work at the booth:

Lynn Austin
 Karen Barnett
 Jenny Beatty
 Thyra Blaom
 Brandi Bertrand
 Melissa Brumby
 Kerry Daley
 Melany Dennis
 Strike Fongeallaz
 Kathy Hansen
 Terese Harrington
 Christine Hilton
 Keith Johnson
 Patty Leon-Tomich
 Sharon Maddock
 Melissa Monahan
 Jennifer Muellner
 Carolyn Reisz
 Adrienne Wooley
 Lucy Young

Also a big thank you to Jerry Monahan and Matthew Curry for assisting with the booth setup, Cheryl Fergusen for driving all of our supplies to Nashville, and Angie Smith for driving all of the supplies back to Memphis. An extra special thanks to Laura Takacs and Aileen Watkins for setting up the booth, putting together all of the bag tags, and picking up all of the last minute supplies!!!!

Mark your calendars for next year, March 20-22, 2003 in Cincinnati, Ohio.

Tracy Leonard



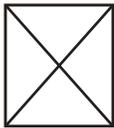
Special Presentation To Captain Emily Howell Warner

At the ISA Convention in New Orleans Terry Rinehart, one of ISA's Charter Members, presented Emily Howell Warner with a vase in appreciation for all that she has done to open the doors for women airline pilots. The inscription on the vase says it all.....

“In Gratitude for Blazing the Trail that Allowed Us All to Follow”

The vase was given to Emily at the luncheon after the business meeting for the ISA+21 Convention in May, 2002. Emily graciously accepted the vase with her usual modesty and with words of encouragement for all of us.

For those of you who may not know Emily's accomplishments and impact on our careers please read the article in this newsletter by Captain Jean Harper. A similar article was published in the Centennial Aviation and Business Journal, June 2002.



A special thanks from Emily.....

In appreciation, I would like to reflect on my own career and my affiliation with ISA from March 8, 1978 in Las Vegas when 21 women pilots created ISA+21.

I am so proud of all the great women who followed and have gone beyond to greater careers.

I will always remember my retirement meeting with all of you in New Orleans. I plan to be with you at every convention if possible.

Keep together and thank you very much,

Emily Howell Warner



Honored at Retirement Party

by Jean Haley Harper

(Reprinted with permission from *Centennial Aviation and Business Journal*)

The first time I ever heard of Emily Howell was in the spring of 1973. I was waiting in the pilot lounge at the University of North Dakota flight operations hangar when my commercial student (now a senior captain for Northwest Airlines) sauntered in with a long face and a glum pronouncement. Frontier Airlines, he muttered, had just hired a woman pilot.

Good heavens—at last! My heart hit the ceiling and I almost screamed with excitement while he mourned, head in hands, the end of what used to be an exclusively male profession. As a twenty-three year-old female aviation student and flight instructor, I had optimistically committed myself years earlier to preparing for a career that had never before been entered successfully by a woman in this country. It was an exciting, although at times unnerving aspiration, a bit like climbing to the top of a high dive at an empty pool, with no guarantee that it would ever be filled. But *now...* I was ecstatic.

My friend later admitted that he was only teasing me with the chauvinist act. He knew how much that news would mean to me, and he wanted to deliver it himself.

In the early days...

Of course I'd read about Helen Ritchie, an aviatrix who served as a copilot for Central Airlines in 1935. Regrettably, she resigned after less than a year when she was not taken seriously, or regarded as an equal with her male counterparts. Even the elite Women's Airforce Service Pilots (WASPs) of World War II, over a thousand female aviators who flew everything from AT-6s to B-25s, were turned away from airline hiring offices.

I was eleven years old in 1961 when my dad, a crop duster pilot, pointed out a newspaper article featuring Turi Wideroe, a pretty blonde woman who had just been hired as a copilot for Scandinavian Air in Europe. I was wide-eyed with wonder and eager for more news about her, or any other female airline pilots elsewhere in the world. (Rumor had it that some women flew for Soviet airlines behind the Iron Curtain; but during the Cold War, such news was sketchy and difficult to verify.) Years passed and I never heard anything more, even by the time I'd earned my pilot certificates.



Perhaps this conspicuous lack of role models was the inspiration for the early 1970s Robert Serling novel, dauntingly titled *She'll Never Get Off the Ground*, a fictional account of the first American female airline pilot. (Ms. Wideroe was actually mentioned, in a make-believe "celebrity cameo", to have congratulated the main character on her hiring.) In the end, the protagonist chose love over duty and lost her Airline Transport Pilot certificate. How depressing...I'd foolishly hoped for a happier ending.

Even with competitive qualifications, I knew, history had shown that it would not be an easy road for women attempting to enter this profession. While I had some prior experience in cracking walls of resistance to female pilots on a much smaller scale, the thought of filing a civil lawsuit against any airline (as I'd been told I would probably have to do to force the hiring of women) made me shudder. There *had* to be someone out there so eminently qualified that she would be hired on merit alone, someone who could fill shoes that were far too big for me at that time.

A new era

There was...and she didn't have to go to court to get a shot at the job of her dreams. I instantly loved this lady named Emily Howell, an individual who, by that point, was clearly no publicity stunt, but a legitimate member of the pilot workforce. She would be expected to upgrade to Captain and remain actively employed until retirement age, just like every other pilot who had preceded her. Emily's place in aviation history, I was certain, would be as important and influential as Amelia Earhart's.

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The interline scuttlebutt I picked up from airline pilots as I was passing through Grand Forks of the Frontier Lady was encouraging: “Well-qualified”, “Good pilot”, “Everybody likes her.” In a profession where dirt is brutally disseminated and negative rumors fly faster than a 727, these men consistently spoke of Emily with genuine respect. Before that year was over, American Airlines, Delta, Pacific Western (Canada) and Eastern had hired their first women pilots.

A dream realized



Five years, a college degree and several flying jobs later, I was hired in early 1978, along with two other women, as the first female pilot candidates for United Airlines. You can imagine my excitement when, twelve years after my first flying lesson and the intensity (not to mention public scrutiny) of new-hire pilot training, the three of us received an invitation to a social gathering of women airline pilots in Las Vegas, Nevada and Emily would be there. Twenty-one young, vivacious ladies, representing ten different airlines, showed up in May of 1978 to talk nonstop, compare flying stories, party together and become instant lifelong friends. These women were the first genuine, same-gender peers I'd ever met outside of my own airline...and *that* had only been a few months earlier. Suddenly a cheer went up as Emily arrived.

I'm not sure what kind of a person I expected (someone with “scarf and goggles” flamboyance, perhaps?). Instead, we met a 30-ish woman who was warm, quiet and conservatively dressed, without a hint of pretension and a disarming sense of modesty. I was amazed, she looked like any school kid's mom. While she gently protested that she had only done the same job that thousands of other pilots ahead of her had accomplished with no fanfare whatsoever, she nonetheless graciously acknowledged our accolades...and her auspicious place in aviation. By the time the charter members of the newly minted International Society of Women Airline Pilots (ISA+21) returned home to our beloved jets, high from the experience, I felt certain that the best possible person had opened the door for us all.



Modern day pioneer

Even after I'd made it into the Big Leagues, I never stopped looking up to Emily, who by then was married to Julius Warner, as a mentor and role model. Her historical groundbreaking continued when she became the first female member of the Air Line Pilots Association, and later the first female airline Captain in the United States (of a Frontier Twin Otter). Her four-stripe uniform is displayed in the Smithsonian Air and Space Museum, along with the Mercury capsule and the *Spirit of St. Louis*. Nonetheless, Emily Warner could only watch as younger women from other carriers, all of whom had benefited from her trail blazing, were promoted to the Captain's seat of transport jets (one in a wide-body) ahead of her. Despite the frustration of differences in progression between airlines, she thoughtfully honored her sister pilots' achievements by establishing the “Captain's Club” within ISA to recognize those who successfully upgraded to the left seat. Her own intense desire to be in command of a transport jet was eventually realized, as was mine (about a decade *later!*) One of my proudest moments as an ISA member was accepting my Captain's Club award...from Emily herself.

Captain Warner's career, like thousands of other pilots' in the era of deregulation, was not without its disappointments and setbacks. After Frontier's bankruptcy in 1986, she sought and found work flying for Continental and United Parcel Service before accepting a position with the Federal Aviation Administration as a full-time Aviation Safety Inspector and Aircrew Program Manager for the Boeing 737 fleet of United Airlines in Denver.

Although her career didn't end with a rousing Frontier jetway party on her last trip as a Captain, as we all once assumed it would, her friends in the United Airlines 737 Fleet, nicknamed “The Guppy Club”, hosted one themselves. Christopher Sheehey, a 737-300 Standards Captain, Program Support Coordinators Sally Smith and Dan Sisneros and 737 Flight Training Programs Specialist Theresa Saul-Laughlin organized a gala dinner dance in her honor on April 26, 2002 at the Stapleton Doubletree Hotel, to toast her retirement.

continued on next page

Celebration

Inside the crowded ballroom, a large screen displayed a black and white high school graduation portrait of young Emily Hanrahan. The guest of honor happily greeted about two hundred friends and co-workers, including representatives of United Airlines, the original Frontier Airlines, Clinton Aviation, the Air Line Pilots Association, the Federal Aviation Administration, the 99s (International Organization of Women Pilots) and ISA+21.



A cake I made for her, an edible replica of a Frontier Captain's hat on a field of sky blue adorned with a red rose, symbolized the feminine touch she brought to a predominantly masculine career field.

The program, narrated by master of ceremonies Christopher Sheehy, was a musical and pictorial presentation produced by Theresa Laughlin. The entertaining video highlighted women's progress in aviation before blending into Emily's career. Even though the tone was intentionally light-hearted and humorous as pictures of an attractive, slender young lady in her twenties in and around a slew of airplanes was flashed upon the screen, the undeniable magnitude of what she had accomplished was palpable. Cheers and applause spontaneously erupted when the show got to the point of her actual hiring at Frontier, and Captain Sheehy had to pause several times for the enthusiasm to die down so he could continue.

A foot in the door

An insider's viewpoint of Emily's history-making career breakthrough was provided in a colorful and candid documentary written by retired Frontier Captain and former MEC Chairman Billy Walker. Another former Frontier pilot (now a United Captain), who had been one of Emily's copilots on the 737, commented that the original Frontier was not

at all a politically correct workplace at that time, and that she had picked a mighty rough environment in which to break a powerfully entrenched tradition. But change it she did; and in doing so, won the respect of many male pilots who may not have been especially happy, at first, to make room for a lady in their cockpits and crew rooms.

Captain J.R. Russell, the newly appointed Denver Chief Pilot for United Airlines, presented Emily with an airline pin, followed by a large arrangement of red, white and blue flowers from Theresa Laughlin, on behalf of the United 737 Fleet. Representing the 99s was retired United Captain Nancy Aldrich (who declared "We are not here tonight to roast you, Emily, but to *honor* you"), who gave her friend and fellow 99 a gift assembled by members Donna Miller and Bev Sinclair. It was a framed set of Jeppesen airport diagrams to both Stapleton and D.I.A., symbolic of the breadth of Emily's career, which started and ended in Denver.



Thanks, Emily

Retired Captain George Raymond, formerly a Boeing 737 Flight Manager of Training for United, started off the individual tributes to Emily. As a young man, he had been one of her instrument flight students at Clinton Aviation; his charming anecdote was evidence of the depth of respect he had for his early instructor. Other personal stories, some by women airline pilots for whom Emily had been their primary role model, thanked her for her courage, tenacity, strength of character and class. Serling's novel of which Emily ultimately played out the real-life role, she briefly recapped the plot, saying that she didn't like the ending.) When Captain Warner declared, in parting words of wisdom, that "...what goes around, comes around", she was alluding to her career, which started out in the jumpseat of a Boeing 737 as a flight engineer, and ended in exactly the same place, giving check rides for the F.A.A.

The prolonged standing ovation that followed brought the realization home...*she did it!* From hiring to retiring, Emily Howell Warner had gone the distance. This down-to-earth, patiently persistent woman with an easy smile and quiet dignity, who never purposely set out to call attention to herself, from whom I've never heard an unkind word about anyone, who took her career more seriously than herself, who was a loving wife and mother, made "age 60" look beautiful. And (unlike her fictional alter ego) Emily didn't have to choose between love and flying. She got both.

continued on next page

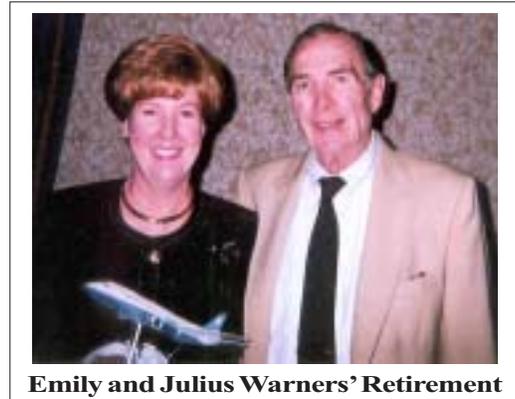
“Emily?” came a childlike voice over the loud speaker during the band’s intermission. Up on the stage was a red-haired boy, about ten or eleven years old, who I recognized from a table near the one I shared with my family. The brave little guy clutched the microphone nervously. Was he going to sing her a song? “Emily?” he said again, trying to get her attention as the buzz of the crowd quieted. He took a deep breath.

“I love you!”

The spontaneous cheer of approval confirmed it—he spoke for us all.



Jean Haley Harper, a charter member and past President of ISA+21, is a Boeing 757 Captain for United, based in Denver. She and her husband Victor, also a United Captain, live in Centennial, Colorado, with their children Annie, a 16-year-old high school junior, and Sam, a 7th grader.



Emily and Julius Warners’ Retirement

Just 36 hours. What a difference 36 hours can make. How can so little time make such a difference? How can a bunch of women make me feel so connected, so validated, so, well, comfortable?

I haven’t been to an ISA convention in years; since Las Vegas. I must admit, I was a bit overwhelmed and a lot of burned out. I had gone through yet another airline and yet another airplane and yet another personal dilemma and I had wanted nothing more than to crawl into me, myself, and my home life. What I needed was to focus on what I didn’t have the time to focus on for the last 17 years. I virtually backed out of ISA and left them to their passions and challenges while I fell back to lick my wounded soul and figure out what I wanted out of my life now that I had finally achieved my professional goal – a “stable” airline career. (Yes, it is truly appropriate to giggle at this point!)

So the interim 3 years were spent in the throws of, not a mid-life crisis, but an “approaching the mid-life” crisis (read: children or no children with a nervous husband). I had not stayed in contact with the women I met through ISA, though many of them had gone through the same heart wrenching decision making process I was then undertaking. From my viewpoint, ISA had become just one more scholarship interview, one more newsletter deadline, one

36 Hours

more volunteer position to fill. It seemed to me, that ISA was just another volunteer organization set up for TAKING, rather than GIVING. How wrong I was.

The convention in New Orleans was to be a simple, no-frills event with an emphasis on re-connecting. Many of the women would have been even more affected by last year’s terrorist attacks than I. Their colleagues, their families, their hometowns were forever altered by such unforeseen horrors. I showed up at the Fairmont at noon on Tuesday and after checking in, I proceeded to the hospitality suite with some nervousness. Would I see anyone I recognized? Would anyone remember me? Would it be too much to hope to reestablish dormant relationships with the delightful women I once knew?

The hours seemed to fly by in a whirl of past acquaintances and new faces. By midnight Wednesday night, I was astonished by how many conversations I actually had – light, chatty, and even frivolous repartee to deep, full, and searing revelations. The death of a spouse, the joy of a new partner, the heartbreak of mental illness, the challenge and relief of a family healing process, the excitement (and exhaustion) of a new baby, the delight (and introspection) of

becoming an empty-nester, and of course, the trepidation of a career in upheaval. Every woman gave something priceless to me. They gave of themselves. No false pretenses, no trumped up hierarchy, no empty bravado. We all came as we each were – individuals in a diverse group of professional women in aviation.

ISA has evolved into a mature, comfortable organization - one whose purpose has seemingly come full circle. Initially, it was founded to provide a social function for the first professional women pilots - where they could go for personal support. As ISA matured, it became a non-profit organization whose focus shifted to scholarships and educational endeavors. Now, women pilots are more readily accepted, and actually recruited, by the airline industry, and other organizations (i.e. WIA and the 99’s) are specifically chartered to promote women in aviation. ISA can now shift more of its energies back to its own membership. This year in New Orleans, that’s exactly what happened.

So much evolution, so much camaraderie, so much comfort – all in only 36 hours. I won’t miss Switzerland for the world.

Note: This is the first in a series of articles submitted under the pen name M. Vogel. They will be one woman pilot’s view “On Life and ... Whatever”

Moving? . . . Change of Address/Phone/E-mail?

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: Melissa Monahan, 739 Smokehouse Rd., West Chester, PA 19382 USA Phone: 610-399-9894
Email:MSMonahan7@aol.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: Terri Bartolero, 431 Lee St. #15, Oakland, CA 94610 USA Email: TerriB10@hotmail.com

CALLING ALL CAPTAINS!!

For inclusion in the ISA+21 Captain's Club

Name _____ Email _____

Address/City/State/Zip/Country _____

Airline _____ Position _____ Equipment _____ Country _____

Date First Signed Release* _____ Aircraft Type _____

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

Send to: Cammy McHenry, 5498 Falcon Lane, West Chester, OH 45069 USA Email: CammyMcHenry@compuserve.com

ISA News Article Submission Information

All members are encouraged to submit articles for the newsletter. The deadline for each issue is 45 days prior to the mailing date. Articles that are not time-sensitive may be held for future issues.

ELECTRONIC FORMATS

- Text: Use simple text (.txt), Rich Text Format (.rtf), Word for Windows (.doc), or Adobe Acrobat (.pdf), WordPerfect (.wpd).
- If the article is small enough, you may also just send it as part of the body of an e-mail.
- Photos & images: Use .jpg or .tif format
- Zip multiple files or attach a single file to an email

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The ISA Store
by Carol Cansdale

www.iswap.org



Provides logo merchandise for our membership while lending support to the ISA General Operating Fund.

Attention ISA members:

After many devoted hours to the ISA store, Carol has determined it's time to pass on the torch. She is looking for one of you to do your "one thing" for ISA. If interested in this position, please contact Carol at 952-906-2833.

ISA Key Ring



Made of soft white plastic imprinted with the ISA logo in blue, the key ring is perfect for the house keys or that cockpit key you keep in your uniform pocket. \$1.50 ea.

Highlighter Pen



They're back! It's a yellow highlighter on one end (great for maps) and a ballpoint pen on the other. These pens come in white and are emblazoned with the ISA logo. \$2.00 ea.

ISA Video

This 15 minute video features a short-cut version of the history of women airline pilots and features many of our members as well as photos and footage from years gone by. It is ideal for showing to student groups or at job fairs. Buy one to use next time you are called to talk at your child's classroom or buy one to donate to your local library. \$22.00.

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.

ISA Notepads These notepads measure 8.5 in. by 5.5 in. and carry the ISA logo on a sky-blue header background. They have 50 sheets and are handy for grocery lists or copying clearances! Order more than one so you don't run out! They are available now for \$2.00 each.

ISA 8-Function Pocket Knife



Similar to the popular Swiss Army knife, this knife features a nail file, can opener, bottle opener, very sharp knife, Phillips head and regular screwdrivers, scissors and corkscrew. The ultimate survival kit! Did I mention it also has a tweezers and toothpick? \$10.00 ea.

Identification



The latest way to display your company badge, this hefty lanyard comes in navy blue and features a nifty slide release so you can remove just the ID portion of it. The lanyard comes with a plastic 'bulldog' clip to accommodate all forms of

Thermal Traveller Mug

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.

Membership Binder

\$6.00 ea.



Pen Light Key Ring with Safety Whistle



A girl's best friend! This 2" long penlight glows in the dark and comes with a handy keyring and brass safety whistle. \$6.00 ea.

ISA Luggage Tag

The ever-needed Luggage Tag with ISA logo. It features a clear pocket on the back for your name and address or business card. \$3.00 ea. or 2/\$5.00.

BIG Thanks!

A big Thank You to all who patronize the ISA Store. All proceeds go to the ISA General Operating Fund and help promote our organization. Suggestions for new products are ALWAYS welcome!

Simpler Shipping Rate

Shipping cost now based on the size of your order. Please refer to the ISA Store order form for specifics.

ISA Logo Polo Shirt



This 100% pique cotton, high quality polo shirt is embroidered with the distinctive ISA logo and is available in white or navy. \$25

ISA Lapel Pins



For those of you who don't have an ISA Lapel Pin 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.

To place an order, send to Carol Cansdale, 6281 Mallory Lane, Eden Prairie, MN 55346-1424. Please make checks payable to ISA+21.

email: carolcansdale@cs.com;
phone: 952-906-2833.

See the ISA Store Order Form, on next page.



Your Address & The Newsletter

Be sure to notify the Membership Chair when you change your address.

Because Newsletters are mailed third-class, they are not automatically forwarded to your new address.



ISA Store Order Form

Name _____ Phone _____

Date _____

Address, City, State, Zip, Country _____

Please send the following ISA items:

	Price	Quantity	Color/Size	Total
Decals (blue and gray on glossy white, 2.5")	\$ 1.00	_____		\$ _____
Eight Function Knife	\$10.00	_____		\$ _____
Highlighter Pen	\$ 2.00	_____		\$ _____
Identification Lanyard	\$8.00	_____		\$ _____
Key Ring	\$1.50	_____		\$ _____
Lapel Pin (gold logo on black background)	\$4.00	_____		\$ _____
Luggage Tag	\$3.00 or 2/\$5.00	_____		\$ _____
Membership Roster Binder	\$6.00	_____		\$ _____
Notecards & Envelopes	\$5.00/15	_____		\$ _____
Notepads	\$2.00	_____		\$ _____
Penlight w/Safety Whistle	\$6.00	_____		\$ _____
Thermal Travelers Mug	\$10.00	_____		\$ _____
Video (history of women airline pilots) Free shipping!	\$22.00	_____		\$ _____
ISA Clothing:				
ISA Logo Polo Shirt (white or navy, S or M only. Sorry, no L or XL.)	\$27.00	_____	_____	\$ _____
NEW! New:				
Buzz Pen	\$6.00	_____		\$ _____
ISA Logo T-Shirt (M, L, X-L)	\$15.00	_____	_____	\$ _____

Shipping Cost: Based on Sub-total order amount: • Up to \$20.00, add \$4.00. • \$20.01 and over, add \$6.00.	+	SUB-TOTAL \$ _____ SHIPPING \$ _____ TOTAL \$ _____
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Please make checks payable to "ISA" and send to:
 Carol Cansdale, 6281 Mallory Lane, Eden Prairie, MN 55346-1424 USA

FURLOUGHS AS OF MAY 31, 2002

Please take a minute to look at the current furlough numbers and think of how you can help those who have lost their jobs.

ISA's newest, most junior members, have been hit hard by this wave of furloughs and layoffs. Please take a look at your company's furlough list to identify women who are not ISA members. Take a moment out of your day to call a furloughed pilot and keep her in the loop about what's happening at your company. Time has past since 9/11, most of us are adjusting to the new world of aviation, let's not forget those that are still suffering the consequences of that tragic day.

<u>AIRLINES</u>	<u>FURLOUGHED</u>	<u>AIRLINES</u>	<u>FURLOUGHED</u>
Major		National	
Airborne Express	38	Air Wisconsin	40
America West	56	Atlas Air	78
American Airlines	695	Champion Air	4
American Trans Air	46	Express One Int'l	231
Continental Airlines	440	Gemini Air Cargo	12
Delta Air Lines	745	Kitty Hawk Air Cargo	122
Northwest Airlines	490	Midwest Express Airlines	87
United Airlines	844	Ryan Int'l Airlines	110
US Airways	1072	Sun Country Airlines	186
TOTAL	4426	USA Jet	2
		TOTAL	872

Commuters Total 1057

GRAND TOTAL 6355

Numbers furnished by Air, Inc. www.jet-jobs.com

EDITORS NOTE:

Denise Mowat would like someone to take over her position with the ISA Library, Carol Cansdale needs you to do your "one thing" for ISA and take over the ISA Store. Look for changes in the November, 2002 Newsletter and be sure to read Captain Jean Harper's article about Emily Warner in this issue.



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