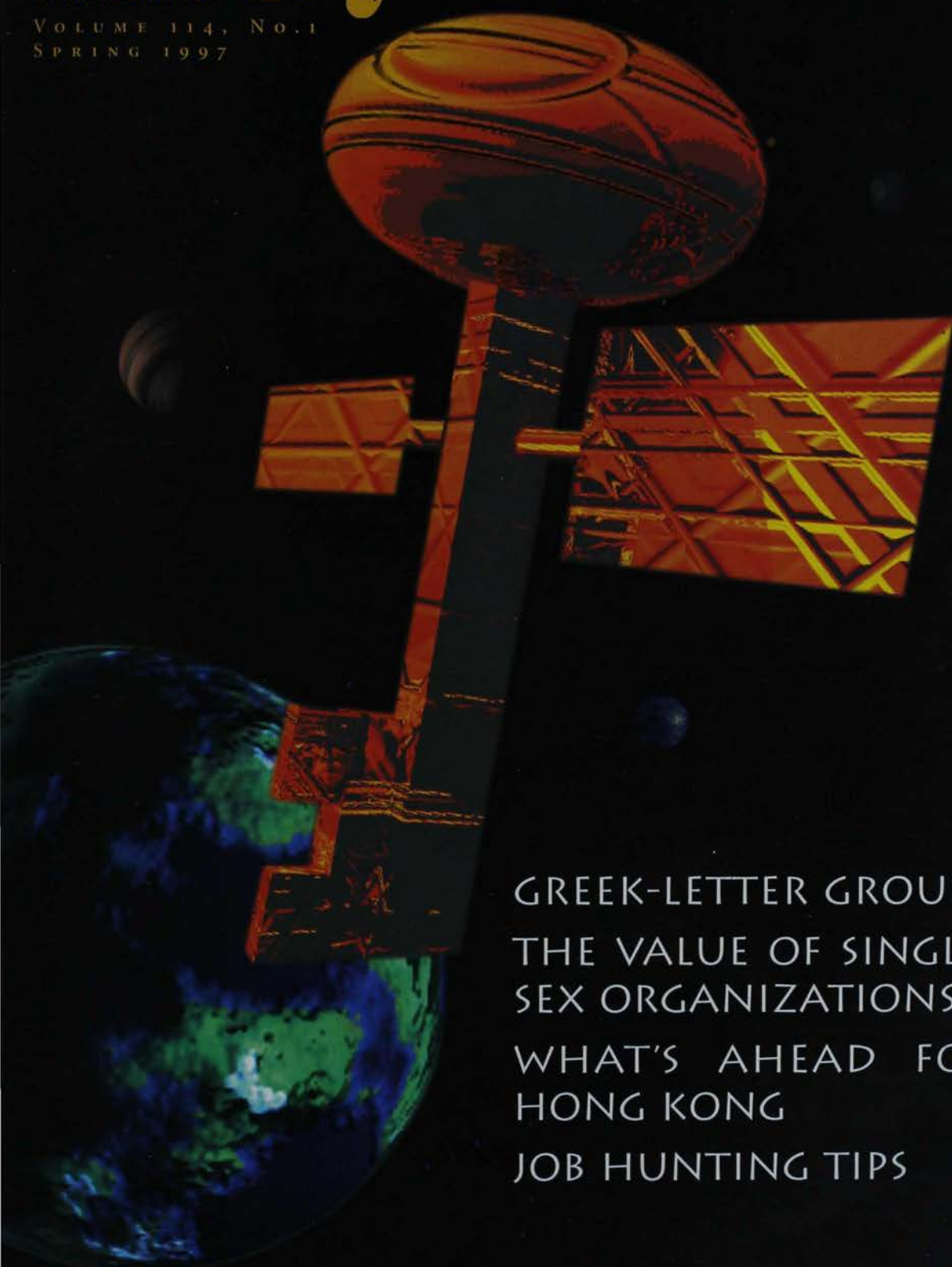


the Key

KAPPA
KAPPA GAMMA

VOLUME 114, No. 1
SPRING 1997



GREEK-LETTER GROUPS
THE VALUE OF SINGLE-
SEX ORGANIZATIONS
WHAT'S AHEAD FOR
HONG KONG
JOB HUNTING TIPS

FACING THE FUTURE

Looking Forward GLANCING BEHIND

By LOIS CATHERMAN HEENEHAN, *Adelphi*

Wow! We're almost at the turn of the century. The world is spinning faster and there's so much to contemplate...so much promise, so many concerns, such a great mass of who-knows-what!

Forgive me if, at age 66, I feel the need to look back, as well as forward. My mother was eight when this century was born; with luck, I will be 70 when it ends. A lot has happened in the years between...a lot that gives us pause and reasons to think carefully about the future.

Was ecology even a word in 1900, much less an international concern? This continent still boasted many broad, open prairies, dense forests and an abundance of wildlife everywhere, all under clear skies and with clean air. Little by little, it changed. I remember my son, at age 15, learning that a small woodsy area with a little stream near our home would be cleared for building, saying, "But where will the little kids go to catch frogs?" Where, indeed? And will there still be frogs anywhere?

The workforce continues to undergo constant shifts. From agriculturally based economies through mechanized industry into swiftly evolving technological advances, workers and managers must frequently reinvent themselves in terms of job description, education, technical abilities, relocation, financial compensation, and a myriad of other important and often worrisome aspects of earning a living.

The average life expectancy for those born in 1900 was 46 for men, 45 for women. For those born in 2000 it is 72 and 80. How wonderful that medical science has made such progress. But what are we going to do with all these people? How will we feed and house them? Will their extended life span be comfortable and productive? Can they maintain physical and mental agility and involvement in life around them? And how will it be paid for?


Perhaps one of the greatest changes in the 20th century has been the role of women. From "a woman's place is in the home," even if that meant giving birth in a covered wagon and helping plow the fields or protecting her children from wild animals, to "a woman's place is in the House...and the Senate and the Supreme Court," women have expanded their horizons. They have shed long, cumbersome skirts and tight corsets, moving from a narrow, confined lifestyle into one which made better use of all their talents and capabilities. Education for women moved from the few...those determined and dedicated to persevere though men scoffed at their

ability to withstand the mental pressures of higher education...to the many who contribute to today's academic world and carry their learning into life beyond the campus.

The Founders of Kappa Kappa Gamma were among the former; we are among the latter. The change in the role of women may be the most profound of any in this century...and we can see that it is often one of the most hotly debated! It is also a role which continues to evolve and one in which we must each play our chosen part.

From the economics of household management to the financial planning of a business organization, from the psychology of child-rearing and family nurturing to the coordination of an office workforce, from the health and welfare of a family to the health maintenance and management of an industrial plant, women can do it. They have been doing it through more centuries than just this one. Most often they have done it together...women supporting women...discussing and sharing problems and successes around a quilting frame (and it's back "in style!") or at a corporate lunch (reminiscent of the women who cooked up a storm for a barn-raising!). Women will continue to deal with whatever comes their way and, increasingly, have a say in what that something is.

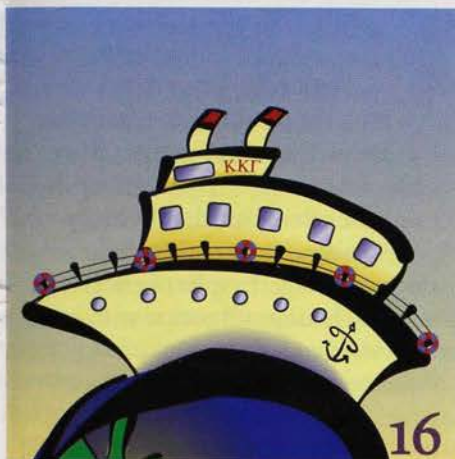
The Future! It's scary! I can't deal with the Internet. But can learning to use a computer at age 60 be as threatening as packing a few belongings and slogging along behind an ox cart for hundreds of miles at age 20? Can today's five-year-old conceive of traveling to the moon someday any more than a woman born 100 years ago could conceive of traveling over land in a machine that goes 60 miles an hour or a contraption that could transport us like birds? Could those women imagine a frozen pie when they were up to their elbows in flour? Or a quick trip to buy a machine-made dress? Or, heavens! shorts? And maybe we should ask if they would have been happy with the quality of these products?

The Future! It could be magic! If we face it with the curiosity, excitement, strength, determination, and spirit of adventure which inspired the women who blazed trails for us, we'll open pathways for those who follow. And we'll do it together, as we have always done...women supporting women. "In the virtues of one, we shall all be strengthened." 



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In the cover

Cover Design by Andrea Yost,
The Key's new graphic
designer.



Member College
Fraternity Editors Association



National Panhellenic
Editors Conference



The Key is the first
college women's
fraternity magazine,
published continuously
since 1882.

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President's Message



Tell the World

It's up to us to promote the values of Kappa Kappa Gamma

The Future.

These could be two of the most intimidating words in our language, especially when put into the context of Greek-letter organizations.

How can we ensure that Kappa Kappa Gamma will be in existence 50 years from now, when there are some who would say we may not be around in 20 years!

The many challenges facing the Greek system today threaten our future. Although our prerogative to exist as a single-gender organization is granted by an act of Congress, there are many forces at work that threaten to revoke this right. At the same time, some universities and colleges have mandated that individual chapter officers sign relationship statements — detailing the association between the independently chartered organization and the educational institution — in order to maintain campus recognition. In other words, some people do not want sororities to remain all women, while others think university officials — not fraternity members — should determine the rules for the chapters.

Many of these efforts are the result of frustrated administrators attempting to deal with the various difficulties created by some members of the Greek system. While many of the women's groups have standards and expectations that mirror those created by the universities, other groups may not. Some national groups allow alcohol on their property, resulting in "out of control" parties that lead to alcohol abuse, underage drinking, destruction of


property and life-threatening accidents. Date rape, the most under-reported crime on the college campus, often occurs. Scholarship reports among the Greeks are often dismal, with many groups earning collective GPAs below the all-student average. In spite of efforts to eliminate it, hazing still occurs within the Greek system.

What can we, as responsible Greek members, do to resolve these issues and ensure that our beloved organizations will continue for generations to come?

First, we must stop blaming others — especially the men's groups — for all of our problems and join together to present a positive image of who we are and what we believe. Every fraternity and sorority in existence was founded on the highest principles based on academic excellence and the pursuit of all that is fine, beautiful, and honorable in life.

In order to be prepared for the future, we must look back to the basic tenets that inspired our Founders. We must educate all Kappas — especially our new members — about the standards and values which make our Fraternity a timeless organization. Many of our lives have been shaped by our belief in those values and our love for Kappa Kappa Gamma.

The time has come for each member to recommit herself to those ideals which we all hold in high esteem. Our collegiate members must make the conscious choice to adhere to our standards. It takes courage to face an uncertain future, but this Fraternity has always met challenges with the utmost grace and dignity. WE must encourage and support the involvement of the entire Greek system in this educational effort.

From this point on, we must tell the world about the positive aspects of belonging to Greek-letter organizations. Together, we can determine our collective fate. 

A Cathy

CATHY THOMPSON CARSWELL,
Illinois Wesleyan, Fraternity President

New Directions

The Key says goodbye to JOANN BARTON VAUGHAN, Virginia, who has worked as Editor for the past three-and-a-half years. Joann is assuming new duties at Headquarters as the recently named Director of Education and Training.

In this new position, Joann will oversee the use of existing Fraternity programs — including *KEEP SAFE*, *Insight on Domestic Violence*, *SEEK* (Self-Esteem for Every Kappa), Kappa Kinetics, and the Kappa Connection — will participate in the development of new programs, and will provide training assistance for chapters, alumnae associations, advisory boards, house boards, and other areas of the Fraternity.

As Editor, Joann oversaw production of 14 issues of *The Key* and received five awards from the College Fraternity Editors Association, including three first place awards.



Key Changes

A new year brings a new editor and a new graphic designer to *The Key*.

Taking over as Editor for *The Key* is JENNY STRUTHERS HOOVER, Bowling Green. Jenny brings four years of experience as Production Manager in the Department of Communication at Headquarters and during that time has worked on *The Key* as Collegiate News Editor and has served on the Editorial Board. Her first issue will be mailed June 1.

Helping Jenny put the magazine together is Andrea Yost. An illustration major from the Columbus College of Art and Design,

Andrea brings her unique talents to the pages of *The Key* for the first time in this issue. She will also be working on other Fraternity publications.

Future themes of the magazine include "Entertainment," featuring Kappas in the world of entertainment; "Choices," detailing the various and often difficult choices women make in their lives; "Leadership," promoting the values, ethics, and standards of the Fraternity; "Being Female," discussing the unique challenges of being a women in the '90s; and "Historically Speaking," a look at the history and fascinating women of Kappa Kappa Gamma.

Story ideas and queries can be sent to the Editor, Fraternity Headquarters, P.O. Box 38, Columbus, OH 43216-0038.

California Again!

Kappa Kappa Gamma is heading West again, as the Fraternity will colonize a chapter this fall at the University of San Diego. Upper-class and transfer Rush will be held in the fall and then the new group will participate in formal Rush in January 1998 with the three current groups on campus — Alpha Phi, Alpha Delta Pi, and Gamma Phi Beta.


Alumnae Action

The ranks of alumnae associations are also growing, as three new associations have been added to the roster.

Joining the Fraternity are the Oregon Coast Alumnae Association, Desert (Calif) Alumnae Association in the Palm Springs area, and The Shoals (Ala).

For information on how to form an alumnae association in your area, see the story "Kappa in Your Future" on page 28, or call Fraternity Headquarters, 614/228-6515, for details.

Mark Your Calendars

The Fraternity will hold its 62nd Biennial Convention June 24-28, 1998, at the Princess Hotel in Scottsdale, Ariz. Look for additional information in future issues of *The Key*. 

Mission Statement of The Key

The Key of Kappa Kappa Gamma links each member with the Fraternity. The mission of The Key is:

- to inform, inspire, and challenge
- to sustain and nurture membership loyalty and interest
- to recognize individual, group, and Fraternity accomplishment
- to provide a forum for an exchange of information and opinion
- to be a permanent record

To request advertising rates or to send information and photographs for *The Key*, please contact:

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TEL: 614/228-6515

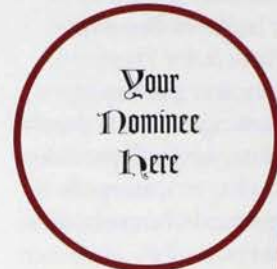
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Alumnae Achievement Award



The Fraternity honors outstanding alumnae by recognizing individual excellence in volunteer and professional pursuits, a tradition established in 1946.

Your nominee must be active in her field with involvement on a **national** or **international** level.

Many alumnae achieve local acclaim, but this award requires more than regional recognition.

To be considered, your nomination must be received by **May 15, 1997**. A one-page letter must accompany the nomination, enumerating the manner in which the nominee has fulfilled criteria for the award. Additional materials such as news clippings and articles are helpful. Please use the form below to submit nominations.

Alumnae Achievement Award Nomination

Please complete the following and send it to: Marilyn Bullock, 1460 Waterford #6, Manhattan, KS, 66502

All nominations must be received by May 15, 1997.

Date: _____

Name: _____

Complete Address: _____

Telephone Number: _____

University or College: _____ Degree Earned: _____

Chapter: _____ Initiation Year: _____

Field of Achievement: _____

Outstanding Honors or Recognition of a National/International Scope: _____

Nominated By: _____

Your Address: _____

Telephone Number: _____

Nominee's Participation in KKG Activities: _____

Nomination must be accompanied by a one-page supportive letter enumerating the manner in which the nominee has fulfilled criteria for the Alumnae Achievement Award. News clippings, magazine articles and pictures are also appropriate.

KAPPA KAPPA GAMMA FOUNDATION DIRECTORY

The Kappa Kappa Gamma Fraternity Directory was published in the Fall 1996 issue. *The Key* is no longer publishing the names and addresses of alumnae association and chapter Presidents, but members may obtain this information by calling Fraternity Headquarters, 614/228-6515.

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Abort, Retry, or Cancel



Technology Task Force recommends upgrading computer capability in the next two years

In November the Fraternity's Technology Task Force, chaired by Executive Director J. DALE BRUBECK, *William & Mary*, developed a two- to three-year plan to upgrade computer capability at Headquarters and throughout the Fraternity. The task force recommended the following goals:

- To make jobs easier for Fraternity volunteers, chapter officers, and members of alumnae associations.
- To facilitate communication among members, the public-at-large, and the Fraternity.
- To save time and money by reducing telephone calls and lowering mailing costs.
- To take advantage of technology that best suits the needs, purposes, and budget of the Fraternity.

Recommendations include:

- The establishment and maintenance of an international Fraternity Web site.
- Immediate implementation of Web site guidelines for chapters and alumnae associations. (See below)
- Development of a customized software system to support various areas of chapter management. All chapters would be required to implement the system by 1999.
- Standardize hardware and integrate software at Fraternity Headquarters while continuing use of the Fraternity Management System and American Fundware systems. New software should meet the e-mail, fax, and other communication needs of all Headquarters staff as hardware is replaced.
- Determine hardware specifications for all future systems purchased by Fraternity Headquarters and chapters.
- Create a full-time staff position of Business Systems Analyst to oversee hardware, software, and technical issues while utilizing volunteers as Web site content owners and Web content monitors.
- Develop a Volunteer Management System containing various report forms, documentation/phone logs, mini-data base files, etc.

Oh What A Tangled Web We Weave

Web Site Guidelines

Kappa Kappa Gamma Fraternity acknowledges the fact that some associations and chapters may desire to establish a site on the Internet's World Wide Web. The Fraternity also recognizes the potential risks inherent in publishing electronic information which could possibly invade members' and Fraternity privacy and which could jeopardize valuable intellectual property rights owned by the Fraternity. Therefore, the Fraternity has established guidelines which must be followed by all associations and chapters wishing to establish their own Web Site. Each Web Site must comply with:

- Fraternity standards and policies, as amended from time to time.
- campus Panhellenic rules and university policies;
- all applicable federal, state, provincial, or local laws regulating computer and telecommunications use, privacy, and publicity rights and defamation.

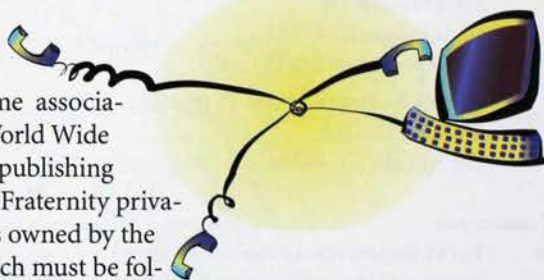
Kappa Kappa Gamma Web Sites may not be used for commercial, political, or religious purposes. Appropriateness of content is the responsibility of the association or chapter, but will be monitored by the Fraternity on a regular basis and is subject, at all times, to the approval of the Fraternity.

The name, "Kappa Kappa Gamma," the Greek letters "KKΓ," all stylized versions of the foregoing, the coat-of-arms, the pledge pin, the seal, and the badge of the Fraternity are registered trademarks which are owned exclusively by the Fraternity. As such, the Fraternity is required to maintain control over the nature and quality of all goods and services rendered under any of the trademarks. Preserving and enhancing the Fraternity's rights in its valuable trademarks serves to benefit all of the Fraternity's chapters and alumnae associations. Requests for use of these insignia in a chapter Web Site must be submitted to the Fraternity Vice President, in writing, and must set forth the specific manner in which such trademark(s) are to be used.

All materials for Web Site pages and future updates must be submitted to the Fraternity Vice President for approval **before** they are released on the World Wide Web.

Associations and chapters desiring to maintain a Web Site also must:

1. Adhere to all Fraternity guidelines and policies regarding publicity and the printed word. This information may be obtained from Fraternity Headquarters, the Director of Alumnae, or Director of Chapters.



2. Be certain that Web Sites promote a positive image of the alumnae association, alumna members, chapter, chapter members, university or college, and the Fraternity.
3. Include a contact e-mail address for Web Site visitors to submit comments, questions, and suggestions and respond to appropriate requests in a timely manner.
4. Have all agreements and contracts with a private Web Site designer or provider reviewed by an attorney.
5. Update the Web Site periodically, especially if dated information is included.
6. Assign one person (a "Webmaster") to serve on the Public Relations Committee. The Webmaster would be responsible for maintenance and keeping all data up-to-date and in adherence to Fraternity standards and policies.
7. **Not** post anything that may hurt or otherwise injure the Fraternity or any of its members or in any way jeopardize the Fraternity's valuable intellectual property rights.
8. **Not** cause or allow any of the following materials to appear in the Web Site, in order to protect the privacy and safety of the Fraternity and its members.
 - information about the Fraternity Ritual,
 - photographs of members, including chapter composites,
 - specifics regarding time and location of events,
 - chapter house/facility, address, and phone number,
 - personal information about members (including photographs, addresses, and phone numbers).
9. **Not** address confidential Fraternity, internal association or chapter matters on the Web Site.
10. **Not** engage in any product endorsements or other personal/commercial advertising on the association's Web Site, unless approved by the Fraternity Vice President.
11. **Not** include links to personal or commercial Web Sites, computers, or networks that are not consistent with Fraternity guidelines and policies. In other words, a Web Site may be considered in violation if it contains links to a Web Site or page that violates these policies.
12. **Not** include on the Web Site any copyrighted materials from other sources or trademarks owned by third parties without authorization of the copyright or trademark owner.
13. **Not** include details or schedules about Rush without the approval of the chapter's respective campus Panhellenic organization which oversees such activities on campus.

Some ideas for the use of the Web Site could include information about the association or chapter such as philanthropic events, programs, goals, awards, and community involvement.

Associations and chapters may also consider working together to develop linked pages.


In the event that any violation of the foregoing Web Site guidelines is discovered, the Fraternity may require that changes be made to the Web Site or may require that the association or chapter terminate the Web Site.

Please forward any questions regarding these guidelines to the Fraternity Vice President.

The Fraternity reserves the right to modify these guidelines at anytime.

Are You an Owl Out on a Limb?

Come join the group!



Yes! I want to know more about Kappa Alumnae Association opportunities near me!

Please Print

Name

Address

(Street)

(City)
(State/Province)
(Postal Code)

Telephone

College/University Init. Date: / /

New Address? New to Area?

Last Address

Former Fraternity Experience

MAIL TO: Christine Astone, 4113 Zephyr Way, Sacramento, CA 95821 (astone@ns.net)

You, too, can enjoy the privileges, friendships, and fun that come with participation in an alumnae association. Please take a moment to complete the information form and send it to Christine Erickson Astone, Wyoming. She will put you in touch with your Province Director of Alumnae and the alumnae association nearest you.

BACK TO THE FUTURE

What lies ahead for sororities?

*Marian Williams, the Fraternity's NPG Delegate,
shares her outlook on the Greek system*

By JOANN BARTON VAUGHAN, Virginia



It is the turn of the century.

The Greek system is under attack.

There are some critics who say the Greeks are too cliquish and exclusive, that they place too little emphasis on scholarship and too much on parties, that the loyalty to the fraternity diminishes involvement in the rest of campus life. University presidents hold meetings with sorority and fraternity leaders demanding that they enforce stricter standards of behavior on their members.

Rather than assuming responsibility for condoning outrageous behavior, the women's groups on campus tend to blame the men's organizations.

Chapters on several campuses are under attack. In the past 20 years, seven chapters of Kappa Kappa Gamma have been forced to close. In one state, the legislature has banned Greek-letter fraternities in state institutions.

In response, members of the Greek community begin stressing the values on which they were founded — high academic standards, friendship, loyalty, selflessness, and generosity. Chapter members encourage each other to participate fully in the academic and extracurricular life of the campus. Women's groups insist that they will not tolerate underage and excessive drinking, but will strengthen the standards set within their own organizations and hold each other accountable for following these policies.

It is the turn of the century — the 19th century.

At that time Kappa Kappa Gamma Fraternity had 3504 initiated members and 33 chapters.

THE VALUE OF VALUES

As the Greek system faces the turn of the 20th century, many of the same problems have re-emerged. Over the past several years, collegiate members of Greek groups are perceived to be more interested in alcohol than academics. Membership selection and the process of Rush have been under attack for exclusivity, and the specter of hazing continues to haunt the fraternity system.

Greek organizations, however, are not about to self-destruct. Just as a return to values prompted a turn around in the early 1900s, fraternities and sororities in the 1990s are facing their problems squarely, re-emphasizing responsible behavior, personal and collective accountability, and academic excellence through programs such as substance-free housing, risk-management policies, scholastic requirements, and all-member education programs. The member groups of the National Panhellenic Conference (NPC) and the National Interfraternity Council (NIC) have taken a hard line on the use and abuse of alcohol. Peer-to-peer counseling groups such as BACCHUS and GAMMA are raising awareness of the dangers of alcohol abuse and drug use on campuses across the continent. Panhellenics at colleges such as William & Mary — blasted in a recent magazine article — are working to assure that every young woman who enters Rush has the opportunity to pledge. Universities in states including Idaho, Maryland, Michigan, Missouri, Montana, Oklahoma and Utah are implementing substance-free housing where the use of drugs, alcohol, and tobacco is proscribed. NPC has proclaimed 1997 as "The Year of the Scholar" and has launched "Something of Value" — a program promoting value-based decision making.

Participation in the sorority system is increasing across the continent. In 1995-96, NPC groups launched 73 new colonies and chapters, a 24 percent increase over the previous year. Each year, more than 77,000 young women join a National Panhellenic Conference group.

At present, there are 125 chapters of Kappa Kappa Gamma with 175,300 members initiated since its founding.

Given these challenges and responses, just what is the state of the Greek system?

RESPONSIBILITY AND ACCOUNTABILITY

"The Greek system continues to prosper in spite of the many challenges. Our members do many things right and it's high time for them to receive credit for their accomplishments. Historically there have been challenges, external and internal, to our existence. It's the strength of who and what we are that gives us the strength to overcome any obstacles to our future. Being proactive to today's concerns gives us a unique opportunity to make a difference in the lives and development of young people. As stewards of our founding principles, Greek members need to take their responsibilities and accountability seriously," says **MARIAN KLINGBEIL WILLIAMS**, *Missouri*, Past President of Kappa Kappa Gamma and present Delegate to the National

Panhellenic Conference. Marian is currently the Treasurer of NPC and will become Chairman of the conference in 1999 — as the millennium turns.

Women will continue to seek the support of other women, Marian asserts, as well as the friendship of their peers. Women enjoy and appreciate an encouraging environment that fosters and builds self-esteem, encourages intellectual pursuit, and provides opportunities for life-long learning.



DON'T BELIEVE EVERYTHING YOU SEE ON TELEVISION

Recently there have been several media attacks on the Greek-system, including a made-for-television movie highlighting the problem of hazing.

While this movie was a grossly stereotypical and inaccurate account of sorority life, Kappa Kappa Gamma supports the idea of bringing to light the illegal and dangerous conduct of hazing, whether in the Greek-system, as part of an athletic team, or in the U.S. military.

Kappa Kappa Gamma has for many years worked to combat hazing and in 1993 produced the brochure "Hazing is Hazardous to your Health," which is widely used on campuses across the continent. The brochure is financed by a generous donation from Howard and **CONNIE BENJAMIN CLERY**, *Massachusetts*, whose daughter, not a member of any sorority, was brutally murdered by an intruder while attending Lehigh University. The brochure is available to any interested party for a minimal charge.

The Fraternity has not and will not tolerate inappropriate, dangerous activity on the part of its members — including hazing — and invites other organizations interested in combating hazing in all forms to contact the Director of Education and Training at Fraternity Headquarters.

What YOU can do to prevent hazing?

- Speak out against it, in you chapter and on campus.
- Talk about it with your chapter advisers and your regional or province officers.
- Contact your fraternity's national headquarters for guidance and help.
- Simply refuse to be a part of it...don't haze or be hazed.

from Hazing is Hazardous to your Health
A Kappa Kappa Gamma Foundation program

STAYING IN TUNE

The key, she says, is for the leaders of the Greek-system to stay in tune with what is going on. As a member of the NPC executive board, Marian insists the conference must complete an annual assessment to ascertain the student and campus environment. "How else will we know we are meeting the needs of the students?" She points out that any long range planning done by the totally alumnae-driven organization must include collegiate input.

"We have to know what we are missing. Why don't more women want to belong to a sorority? We do so many things well. How can we encourage more women to consider sorority membership?"

"It is important for alumnae to recognize that college campuses are constantly changing. We can't always keep it the way it was — and we shouldn't. Change is difficult, but if the member groups of Panhellenic don't change to meet the needs of today's students, then I am afraid we will see a smaller sorority system in the future. I want to assure everyone that changes are forthcoming without placing in jeopardy the basic tenets on which the Greek groups were founded."

CHALLENGES AHEAD

The biggest challenges are economic and behavioral.

With college tuition going through the roof, far outpacing the rate of inflation, and more students working to pay for an education, students question their ability to either have the time or the money to put towards sorority membership. "We are going to price ourselves right out of existence if we don't watch the cost of belonging," Marian says. "College students are often paying their own tuition and sorority dues. We have to be sure that they are receiving a valuable experience in return for their hard-earned money."

It's not just the cost of belonging, but the time as well. "Many young women are working at several jobs to pay for their education and their sorority life. Due to economic pressure, they may join for two years, then maybe they drop out for semester or two. How can we make it easy for them to return to chapter life?"

Additionally, students are encouraged to participate in extra curricular activities outside of the Greek system. Many chapters have chosen to be flexible with varsity athletes or campus leaders. "We need to be attracting more to our membership than just those who want the social scene."

"Universities provide a multitude of clubs and organizations for students at relatively no cost.

THE MORE WE GET TOGETHER

Explaining the New Member Program

In 1993 the Fraternity Council and Foundation Board of Trustees participated in a long range planning process aimed at shaping the future of Kappa Kappa Gamma as we move toward the year 2000. Objectives to achieve the plan's goals included establishing task forces to study specific areas.

Pledge Programming was one area reviewed. The task force assessed the appropriateness of the purposes, length, and content of the pledge program and of the term "pledge" in relation to the current campus climate and needs of collegians. The Council received the task force's recommendations and in January 1996 decided to pilot a shortened pledge program, restructure the big/little sister program, and investigate the use of an alternative term for "pledge."

Over the past several years, many campuses have mandated that chapters shorten the time between pledging and initiation. In addition, the Fraternity lost an expansion opportunity because it did not have in place a shortened new member program. College and university administrators are angered by hazing practices attributed to long pledge periods. Statistics also show that students who pledge Greek organizations have lower performance during their pledge period than those who do not, leading to the conclusion that pledging a sorority or fraternity does not support the academic mission of the educational institution nor does it support the mission of Kappa Kappa Gamma Fraternity. With so many undergraduates working and involved in other activities, the Fraternity is concerned about the time commitment of its members in the '90s and beyond.

As a result, the Fraternity wishes to proactively address these issues by reducing the length of time between pledging and initiation. Shortening the assimilation period before initiation may allow women more time to dedicate to their academic pursuits. It will reduce the time available in which pledge-hazing incidents could occur. Additionally, a shortened pledge program will reduce the extra time commitments of new members to the chapters.

WHO IS PARTICIPATING IN THE PROGRAM

In the fall of 1996, 15 chapters in the U.S. and Canada piloted the New Member Program. Approximately 17 more will be asked to participate in the program this fall. Participating chapters provide feedback to fine-tune the plan. The New Member Program will be presented at the 1998 Convention for implementation by all chapters in the fall of 1998.

WHAT DOES THE PROGRAM LOOK LIKE

The New Member Program is designed to be six weeks in length, ending with initiation of the new member. The new member is mainstreamed into chapter life immediately after bid day, sharing in all aspects of the undergraduate experience with the exception of the ritual, which is held in trust for initiated members. New members attend chapter meetings, serve on committees, and participate in the philanthropic and social programming of the chapter. There are no additional meetings for the new member. The program focuses on the standards expected of all members, academic excellence, the heritage of Kappa Kappa Gamma, and opportunities of membership — including leadership development.

Designed so a chapter may shorten or lengthen the program to meet the needs of the campus where they are located, the Council hopes the New Member Program will serve the undergraduates well as they experience

Greek life on campus. The entire chapter membership is involved in the assimilation of new members through the use of "KORE" groups which educate the new members regarding the expectations of and appreciation for life-long membership in Kappa Kappa Gamma Fraternity. The KORE group gives the new member a sense of belonging within the large sisterhood of chapter life.

HOW LONG IS THE NEW MEMBER PROGRAM

The six-week program outlines the following:

- **Bid Day** - The new member is welcomed and becomes familiar with the expectations and responsibilities of membership.
- **Standards Workshop** - Discussion of Fraternity standards and the ways in which personal values align with these standards reinforces the expectations of membership.
- **Scholarship Workshop** - New members affirm their commitment to academic achievement and the value of intellectual development and pledge to assist one another in learning about campus resources to ensure scholastic success.
- **Committee Night** - A presentation of the organizational structure of the Fraternity and the chapter begins the new members' involvement in the chapter committee system.
- **Heritage Workshop** - New members learn Fraternity history and symbols.
- **Inspiration Period** - The chapter prepares for initiation.

WHAT HAPPENS TO SCHOLASTIC STANDING


Academic excellence is promoted throughout the undergraduate years. Emphasis on scholastic excellence is required as a criteria during membership selection. Rushees are pledged and initiated based on the most current grades available. For rushees out of high school, the minimum recommended GPA is 3.0. For upperclassmen, the minimum recommended GPA is the all-sorority average at that campus. Exceptions may be requested from the Regional Director of Chapters.

WHY IS THE BIG/LITTLE SISTER PROGRAM BEING CHANGED

The concept of the "mentor" is more closely aligned with the role of a member who counsels, teaches, and nurtures our new members. Often the current program does not reflect either the original intention of having an older member help a younger one or the Fraternity's mission. Too often underage drinking is used as the foundation for this relationship. In addition, the cost has become prohibitive for many as incredible amounts of money are spent on gifts and activities for the little sister.

WHAT DOES "KORE" DO

KORE, a group of at least three special sisters, addresses the issues mentioned above and refocuses the energy of the chapter members on supporting the new members. The KORE group allows the new member to get to know active members more quickly. By eliminating the traditional "get-to-know-you" match-up activities, this system reduces the time commitments of all members.

The future will require that new members are more quickly integrated into Fraternity membership. By recognizing the needs of women in the 21st century, the Fraternity Council hopes that instituting the New Member Program will enable all undergraduates to support and learn from one another as members of Kappa Kappa Gamma. 

Students can come and leave each group as they please. There is no responsibility to participate. So the women say 'Why do we have to belong to a sorority.' But these organizations are not value based. They don't have the time-honored principles that are to be lived, not just professed.

"We live in a society that talks a lot about values and ethics but really says 'It's okay if you don't get caught.' When these young women join a sorority often they are hearing about values for the first time. They have great difficulty discussing this in peer-to-peer relationships. As a sorority system, we need to put our resources towards something that helps them communicate their expectations to each other and helps them hold each other accountable for their actions."

In the fall of 1995 Marian spearheaded an NPC pilot program called "Something of Value" at Pennsylvania State University. The program leads participants to identify their personal and fraternity values and consciously exercise these values in making a decision.

CHANGING ENVIRONMENT

Advisers who refuse to recognize that the campus environment has changed only compound the problem. Too often, advisers are not cognizant of their sorority's values or of what university officials deem as acceptable behavior at today's colleges and universities. With fewer women available to advise a chapter, the entire sorority system will have to become increasingly creative.

Simply blaming the men's groups for the behavioral problems perceived by the public does not work. The women's groups have to create their own answers and quit using the men as an excuse while enabling the offensive behavior of some men's groups. The women must set an example and encourage high standards of conduct for themselves and others.

"We can't just say 'It's not us; it's the men' and then turn around and condone their behavior. We have to behave in a way that upholds our values and insist that those we associate with do the same."

For example, the University of Idaho has insisted upon substance-free housing, and university officials have said that they would allow the men and women in the Greek system to work this out. Marian points out that the women's groups already support this stance as the Panhellenic groups already forbid alcohol and drugs in sorority houses. The men's groups, however, are dragging their feet.

"The university's position is either work this out or we will withdraw recognition," Marian says. But just blaming the men, as opposed to working with the men to encourage them to get on the bandwagon

and create shared solutions, won't solve the current campus problem.

THE HOUSES THE GREEKS BUILT

In addition, the sorority system will have to ensure that the package it offers stays relevant to students. Housing is one example.

When the Greek system began in the early- and mid- 19th century, men joined fraternities for intellectual, moral, and cultural purposes — not to be fed or housed.

College towns, however, were notoriously lacking in available rooms and landlords often cheated the students. At the same time, universities were closing dormitories, abandoning the English model of housing and feeding students and adopting the German custom of separating a student's life from his schoolwork.

Fraternities sought to fill the need of their members. The first fraternity house, a 20 by 14 foot long log cabin, was built as a meeting house by members of Chi Psi at the University of Michigan in 1846. Alpha Phi became the first sorority to house a chapter in 1886 at Syracuse University. **BETA ETA CHAPTER**, *Stanford*, became the first to house members of Kappa Kappa Gamma when its doors opened in 1900. Large chapter houses followed, built to accommodate the entire chapter.

At present, in excess of \$4 billion in real estate is held by the NPC member groups.

"Housing needs to be relevant to an 18-year-old who is putting herself through school," Marian says. "When a young woman has to live in the house, it is different than when she wants to live in the house. At 18, she may be looking for something else. We need to make this a positive option for her."

Houses need to be upgraded to meet the increased technological demands of students just as the buildings have been remodeled over the years to appeal to successive classes of women. A sense of safety and a feeling of community are positive aspects of a housed sorority, but Marian also points to chapters such as **DELTA PHI**, *Bucknell*, and **DELTA LAMBDA**, *Miami (Ohio)* where unhoused chapters are very successful. "Four walls of sisterhood does not ensure a strong sorority," she adds.

RUSH REVIEW

For the past several years, NPC has strongly supported the concept of "no-frills" Rush, as the parties and skits of the past are no longer applicable to serious young women who want to get to know each other before making a lifelong mutual commitment. Marian sees previous Rush practices — with the emphasis on skits, themes, and elaborate productions — as antiquated.

"If there is one thing I want to do, it is to change Rush," she insists. "Continuous open bidding and informal Rush are the wave of the future. Increasingly our new members are joining though these more casual approaches. Many young

women do not want to subject themselves to formal Rush and the sorority system needs to learn from this."

She cites Colgate University as a campus where a low-key Rush has produced high-impact results. "We have to make sorority membership as meaningful as possible for today's young woman. We need to create a system where she is comfortable making a life-time decision."

In addition to the emphasis on no-frills Rush, NPC is examining many of the unanimous agreements — many of which deal with the recruitment process and membership rules — in order to make Rush relevant in the next century.

TRANSITION FOR TRANSFERS

NPC is also taking a close look at what happens to a young woman who is a member of one group who later transfers to a campus which does not have a chapter of her sorority.

"Dual membership [the ability to join a second group on the second campus] is not an option under the present Unanimous Agreements. But we need to examine alternate ways we can involve the Greek-member transfer who seeks a sorority experience at her new campus."

Among the suggestions at the recent NPC meeting in Dallas was the idea of a generic "Panhellenic" chapter to involve transfers who cannot join a second group. While recognizing that the idea has some problems, she is excited that different ideas are surfacing through discussion among member groups.

"The cooperation among the different groups in NPC is a really bright light. It hasn't always been like this. Once we recognize what a critical mass we represent we realize that we must work together — and that together we can meet any challenge we face. No sorority can do it alone."

NPC is also building bridges to other sororities. Over the past several years, many women's groups have formed along ethnic lines. In addition to the traditional black sororities, Asian and Hispanic women's groups have formed on many campuses. Two Latina sororities are in the process of examining NPC membership. All of these groups are gaining in strength. Because many of these groups have the same goals as the NPC sororities, Marian encourages collaboration with these groups in order to increase mutual understanding and accomplish shared goals.

Women's fraternities are also forging stronger bonds with university officials, and not just the student affairs advisers. As women's groups increasingly focus on academic excellence, chapter advisers and members have sought out professors, soliciting their input on scholarship and other campus activities.

PUTTING OUR BEST FOOT FORWARD

In addition to programming, marketing is one area where sororities can work together.

"We've been used to sitting within our four walls and waiting for young women to come to us. Now we have to go out and reach them. We need to market all the positives —

learning life skills, academic achievement, and sisterhood. Too often on the campus the undergraduates market the party scene because that's the perception. But the undergraduate experience is only for four or five years."

Chapters should be encouraged to reach out to the nontraditional or an upperclass student. "We should be providing a sorority experience to women regardless of age or year in school," Marian says. "The emphasis should be on shared values."

"We need to make more of an effort to encourage and support alumnae involvement. The strength of sororities is that our membership stretches from 18 to beyond 80. The education and the mentoring continues."

Young women should understand the benefits of sorority membership in an increasingly mobile society. While the collegians may only perceive life on the campus, the networking benefits of belonging to an international organization are life long. With 349 alumnae associations across the continent, and one in London, Kappas can find friends everywhere — not to mention get a referral for a doctor, a dentist, or an auto mechanic.


TO INFINITY AND BEYOND

As Marian prepares to take the reins at the turn of the century, what does she hope for?

"I would like the National Panhellenic Conference member groups to speak with one voice. There is strength in numbers. The more we share and support one another the stronger we'll be."

"Thirty years from now, there will definitely be a Greek system. Women will always want to bond. The future won't be that much different."

"Look at our Founders who began Kappa Kappa Gamma for reasons of mutual support. Look at our chapters that existed sub rosa after they were forced off campus. Organizations for women will continue to exist, regardless of current climate. With increased technology, increased isolation there may even be a greater need for the sorority experience."

"Women want to congregate with women of like ideals. As long as that happens, the sorority system will flourish." 

HATS OFF



NPC declares 1997 as the "Year of the Scholar"

To honor the principles on which the National Panhellenic Conference (NPC) and its 26 member groups were founded, NPC has declared 1997 as the "Year of the Scholar." The conference is sponsoring special programs throughout the year to celebrate the quest of Greek women for academic excellence by promoting scholarship ideals and encouraging the pursuit of intellectual interests.

In cooperation with alumnae and collegiate Panhellenic organizations, the "Year of the Scholar" will feature programs and initiative designed to:

- improve the all-sorority grade point average by .1 each term
- recognize academic achievement
- prioritize academics in the minds of Greek women.


In addition, each college Panhellenic is encouraged to celebrate the NPC "Day of the Scholar" on Monday, April 7, to promote the academic achievement of sorority members.

NPC will be promoting the Year of the Scholar through a number of additional programs, including an academic excellence manual, special seminars, an honor roll of collegiate Panhellenic academic achievers, and by researching the academic performance of Greek members.

NPC works with its members groups to promote good scholarship, maintain high standards, and to further fraternity life through the development of character and deep friendships among its members.

TEN TIPS FOR BETTER SCHOLARSHIP

by **BETH KERSTEN SAUL**, *Alpha Epsilon Phi*
NPC Year of the Scholar Chairman

1. Prepare for your classes, assignments, and exams in a timely manner.
2. Seek out your professors at office hours if you have any questions about the syllabus before deadlines set in the course expectations.
3. Attend classes regularly and participate in class discussion.
4. Document your sources, whether it's a direct quote, electronic source, or a paraphrase of ideas in every assignment.
5. Sit away from anyone else with at least one empty desk surrounding you on every side during exams.
6. Write and submit your own work unless you are working on a group project and collaboration is authorized by the professor.
7. Get written instructor permission well in advance from both professors if you plan to submit the same original paper for course credit in two courses.
8. Keep all of your notes, outlines, and rough drafts — anything that would prove your paper is your original work — in case you are ever questioned.
9. Be familiar with the honor code of your institution so that you are knowledgeable about the consequences for acts of academic dishonesty — and talk about these with your sisters.
10. Know the professor's policy for make-up exams or assignments before you need to make a request. 

Sisterhood is Valuable

**THERE WILL ALWAYS BE A NEED
FOR SINGLE-SEX ORGANIZATIONS**

By JULIANA FRASER WALES, *Ohio State*,
Fraternity President 1992-96

Women of Greek-letter organizations today must ask, "Is there a future for single-sex organizations as we move to the next millennium?"

One of the most often heard criticisms of sororities is single-sex groups are archaic in a society attempting to value gender equity. The separation of men and women in fraternities and sororities is said to be contrary to progress being made in many arenas: business, athletics, medicine, community boardrooms, to identify only a few. The criticism can be countered with a review of some of the current research regarding women; a review of what the future holds for women; identifying what they want their future to be — and ways to achieve this.

The American Association of University Women released a well-known report in 1991 on their survey of 3,000 nine- to 15-year-old students. The report reviews the impact of gender on self-esteem, career aspirations, educational experiences, and interest in math and science.

The results indicate that the way girls are educated is contrary to the changed role of women in society. The research reported girls enter their first grade with the same abilities and ambitions as boys, but by the time they are in high school their confidence is significantly shaken.

As girls enter young adulthood, they have reduced their goals and aspirations and feel less confident than boys. Peggy Orenstein, author of *SchoolGirls: Young Women, Self-Esteem, and the Confidence Gap*, states the AAUW report confirms girls' self-esteem is lost as they proceed through adolescence. Their self-esteem is most greatly affected in the area of competence. Boys more often say they are pretty good at a lot of things, and usually state what they believe they can do well is what they like about themselves. On the other hand, girls are more likely to state an aspect of their physical appearance when asked what they like about themselves.





"It is not surprising that teenage girls are much more likely than boys to say they are not smart enough or not good enough to achieve their dreams," says Ms. Orenstein. A loss of confidence in one's competence usually precedes a drop in achievement.

To make up for the loss in their perception of competence, many girls turn to emphasizing desirability. Issues of sexual harassment then surface and the girls are less willing to confront and challenge this behavior. "Hostile Hallways: The AAUW Survey on Sexual Harassment in America's Schools," released in 1993, studied 1,632 students in grades eight through eleven. The research found girls and boys experienced sexual harassment at alarming rates — 85 percent of the girls and 76 percent of the boys. However, this treatment has greater detrimental effects on girls than boys. Girls are more afraid and feel less confident about themselves.

At the other end of the spectrum are older adult women, who have developmental phases to adjust to, often involving isolation and loneliness. According to University of Kentucky Professor, Davis Gardner, a member of Alpha Gamma Delta, there are three common experiences for older women. Retirement is a major life change which can impact one's self concept. Relocating after retirement is made easier if the attitude is positive and flexible. Widowhood may be the biggest and hardest life adjustment. "Retirement can coincide with widowhood and with no re-socialization it can have a detrimental effect," explains Gardner.

There is a way to bridge the self-concept gap for teenage girls and for the older adult woman. It involves the influence and experience of successful women who shift gears and begin to mentor, teach, and offer support. The AAUW report shows the vulnerability of teenage girls. If they get off to an poor start academically, it ruins a young


girl's self-confidence and begin a lifetime of underachievement. Older adult women are vulnerable to isolation and loneliness when they move through life-changing phases affecting their self-confidence.

The very nature of single-sex sororities brings together women of various ages to provide mentors, friends, and support for one another. They value what William Bennett suggests in *The Book of Virtues*, ". to encourage universally accepted ideals of behavior: self-discipline, compassion, responsibility, friendship, work, courage, perseverance, honesty, loyalty, and faith."

There is value in single-sex organizations. Women's fraternal groups grew out of a need for friendship, support, and personal relationships. They provide a structure, contact with others, a network of support, and a sense of belonging. The search for satisfaction of these needs has never been greater. Everyone needs to feel she belongs, that she is competent, and she has a sense of self-worth. Regardless of age, it's important to have confidantes, long-time friends who reinforce self-esteem at various life stages. The environment of a single-gender organization provides the safest haven for developing this self-confidence, this self-esteem.

William Bennett also writes, "... we have to offer instruction to all our young people in the area in which we have, as a society, reached a consensus: namely on the importance of good character." Good character is one of the founding values of Greek organizations. It should be intrinsic in the day to day lives of our members. Good character flourishes when individuals value themselves.

Women's fraternal groups offer opportunities to lead women, to challenge sexism, to advocate for women, to provide community service related to women's issues, and to create a strong bond of friendship among women. The result is increased self-esteem which positively impacts academic achievement, successful attainment of personal and professional goals; and favorable adjustments to life-changing situations. This is good character.

Is there a future for single-sex organizations? Absolutely, because good character is never archaic or outdated; it's always in style. 



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SchoolGirls: Young Women, Self-Esteem, and the Confidence Gap, Peggy Orenstein, Anchor Books, Doubleday, 1995

Innocence Abroad

Finding a Future Overseas

NOEL GRAD KREICKER, *Washington*

*W*hen is a gift or tip a bribe and when is it a standard business practice?

When does employing a relative become nepotism and when is it a way of taking care of the community?

What is the proper way to exchange business cards?

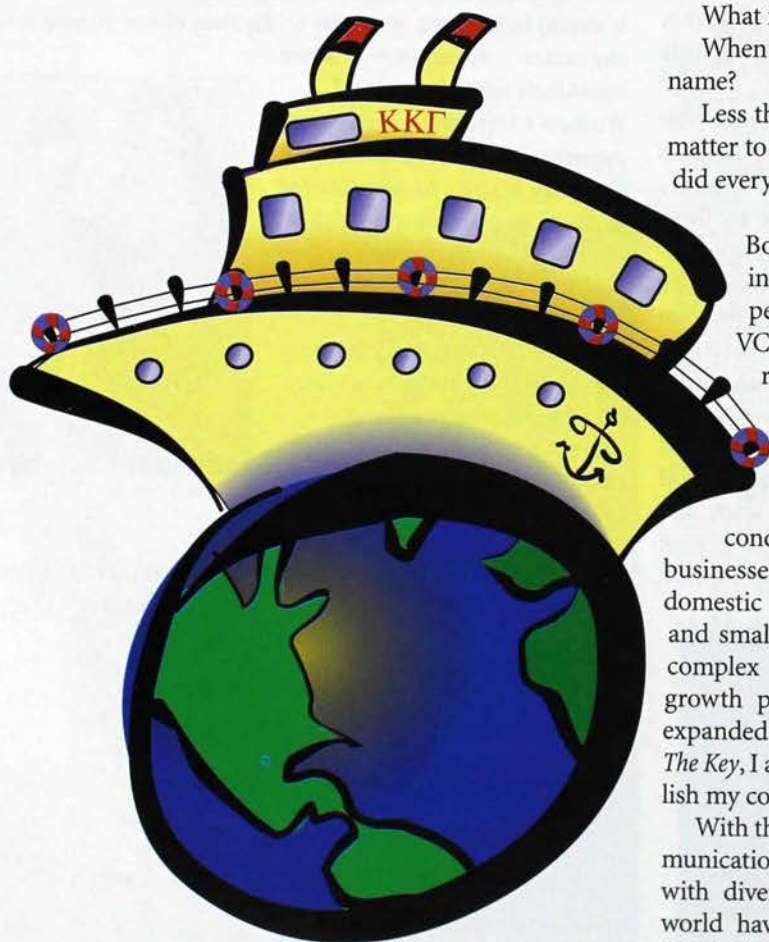
When can you address a business associate by her first name?

Less than 20 years ago these sorts of questions did not matter to Americans. We knew the answers — because we did everything the American way!

Back then, phoning home to America from Bogota, Colombia, required three days to secure an international line. Cellular phones, fax machines, personal computers, Internet, e-mail, videos and VCRs, CNN and satellite broadcasting were yet to replace the telegraph and telex machine as our primary links to other places in the world.

Communication around the world has changed dramatically during the past two decades, and, as a result, so has the way we conduct business. In the late 1970s, the majority of businesses in the United States focused primarily on domestic products and services. Today companies large and small are finding themselves competing in a highly complex global marketplace and seeing their greatest growth potential (and often their key to survival) in expanded overseas investments. (As I write this article for *The Key*, I am in London, beginning arrangements to establish my company here!)

With the advent of sophisticated technologies and communication systems, the opportunities to live and work with diverse people and conduct business around the world have increased exponentially. At the same time, North Americans are struggling to increase intercultural skills in order to communicate effectively and build successful relationships abroad.



International assignments are often seen as career development opportunities and are beginning to be valued as a requirement for future senior management positions in multinational companies. But sending people abroad is expensive, often costing companies three to five times the base salary of the employee as companies often include overseas travel, moving and relocation expenses, tax equalization considerations, hardship allowances and home-leave benefits included in typical compensation packages.


Children's Concerns

Children moving abroad have their own concerns, and training conducted in tandem with the adult sessions, can help ease the adjustment. Interactive and age-appropriate programs connect children by conference call with a student at their new school; introduce games, trends and customary pastimes for youth in the target area; teach useful phrases in the new language; explain traditions and holidays; and teach how to prepare regional food.

Today, approximately seven percent of expatriate managers are female, up from three percent five years ago. In many ways, the way women approach business is seen as an asset overseas. According to Nancy Adler and Dafna Izraeli in their book *Competitive Frontiers, Women Managers in a Global Economy*, women abroad are seen first as managers, second as women, and are highly respected by their host culture counterparts as employees who have proven their worth in order to be sent overseas. Traditionally, females in North America are more relationship-oriented than their male counterparts who tend to be more focused on task. Thus females have a head start in many parts of the world — including parts of Asia, Latin America, Africa, and India — where good relationships are necessary before tasks can be achieved.

Intercultural Training

Another positive trend among multinational organizations is a dramatic increase in the use of intercultural management training programs. No longer is cultural training valuable only to those moving abroad. It is also beneficial to people who interact with counterparts from other countries, as well as those who travel frequently to overseas operations.

As the world economy continues to grow and technologies rapidly develop, there will be an increasing need for advanced intercultural skills. Those with an interest in enlarging their world view and increasing their appreciation for other cultures will lead us toward a better understanding of global responsibility and community. 

Noel, the founder and president of International Orientation Resources (IOR), was prompted to start a company to assist professionals moving abroad after she experienced a myriad of cross-cultural challenges first-hand as an expatriate spouse with three young children in Bogota in the late 1970s. After returning to Chicago, she was determined to make cultural transitions easier for others. From her experience in the Peace Corps she knew first-hand how proper preparation helped mitigate cultural difficulties.

Currently, IOR is one of the nation's largest cultural training firms with a full-time professional staff of 30 in the Northbrook, Ill. headquarters. In addition, a staff of 10 in Detroit works primarily with the auto industry, and 150 representatives in major world cities provide destination assistance for expatriates arriving from abroad and cultural training capability in Germany, England and Jakarta. Customers include large multinational companies in diverse industries, including accounting, entertainment, automotive, pharmaceuticals, telecommunications, financial services, and consumer products.



International Protocol

In Asian countries

- never point your finger at a person when speaking.
- never display anger openly.
- do not open gifts in the presence of the giver.

In Singapore

- do not bring chewing gum. It is illegal.
- be on time for appointments, but socially late for weddings.

In Japan

- do not match their bows as it indicates you have mastered their culture. A slight bow indicates you are trying.
- business cards are considered an extension of the person and should be treated with great respect. They should be read and admired carefully, placed on the table in front of you, for reference during the meeting.

In China

- never give a clock or a watch as a gift as it signifies death.
- never interrupt.

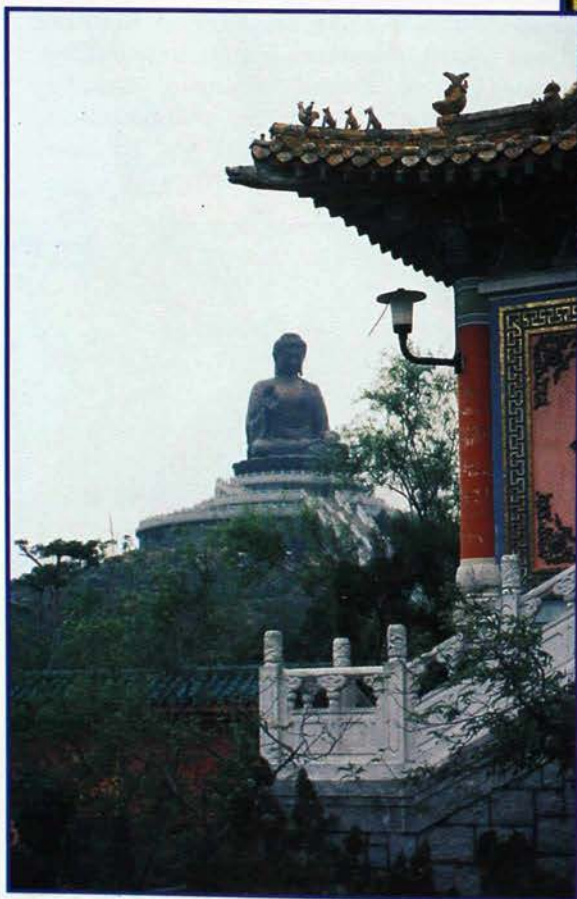
from International Orientation Resources



CHINESE TAKEOVER

WHAT LIES AHEAD FOR HONG KONG?

JODY BANISTER HAMPTON-DAVIES, *British Columbia*



The Temple Street Market...The Peak...The Star Ferry...sumptuous food and shopping 'til you drop (or until you find the next restaurant). For some Kappas, these words may trigger a memory of a visit to the exciting city of Hong Kong, Britain's crown jewel colony. For those who haven't visited, the Hong Kong you see in the future may indeed have a very different face and personality.

Those of us who are lucky enough to have lived in Hong Kong ask: "What does the future hold for this famous city?" On July 1, 1997, Hong Kong will be handed back to her mother, mainland China. On that day and the months and years that follow, the world's magnifying glass will be focused on this polluted, over-crowded, historic, and fascinating city.

So, what prompted a Kappa to move from beautiful, serene Victoria, B.C. to Hong Kong? After graduation from the University of British Columbia in Vancouver, I

followed my heart to Hong Kong where my boyfriend, now my husband, had already been working for two years in the shipping industry.

At first Hong Kong did not embrace me...nor I it. I was disappointed to find the people, including the expatriates, so cold. I decided that the fast pace of the city had left its residents burnt out, too focused on work, with little time to stop and appreciate the simple things in life. I found this discouraging coming from such a friendly nation as Canada. But "when in Rome..." so I toughened up and accepted Hong Kong for what it was: an economic success story which came about from nothing but hard work.

GETTING SETTLED

Several months after settling in, and beating the odds of getting a job despite my lack of experience and inability to speak Cantonese, I started working for an international relocations company. I now manage the corporate department moving international corporations and their staffs all around the world. The company is Chinese, and working with the locals in Hong Kong and in our offices in China has been a treat. Our Chinese managing director considers himself half *gweilo* (foreigner) and half Chinese, which is fortunate given the differences that can come from cultural misunderstandings. The best thing I've done here is make friends with my Chinese colleagues, and by doing this I've begun to understand their culture. Spending time with them is fun and rewarding. They are dear and extremely loyal friends.

Because I work in the relocations industry, I am often asked by friends and the media about what I believe will happen when Hong Kong reverts to Chinese sovereignty in 1997. Are many people leaving Hong Kong, and if so, why?

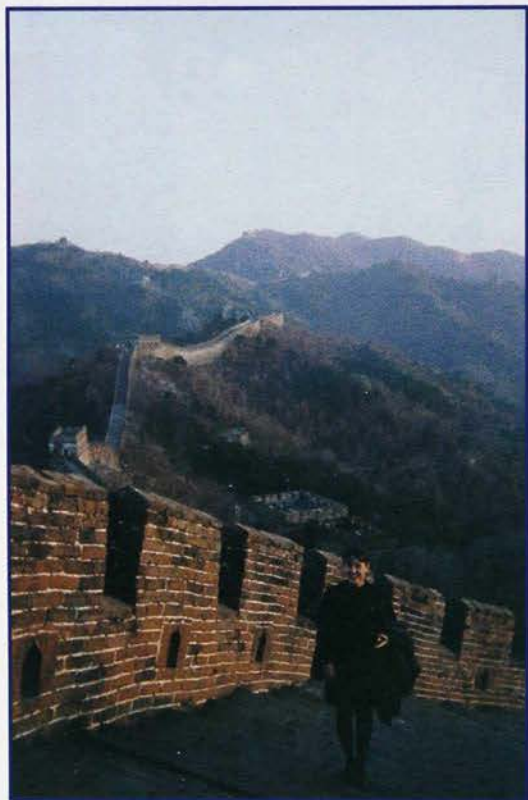
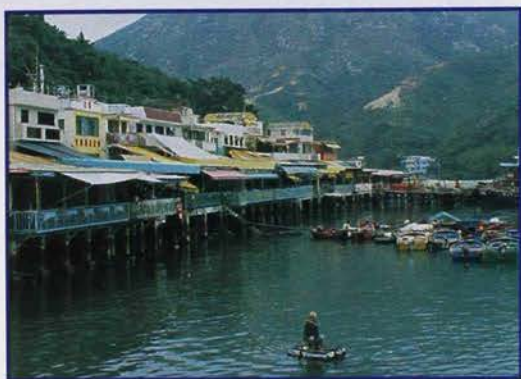
WHAT'S AHEAD

Everyone has an opinion and is curious about the consequences of returning Hong Kong to the People's Republic of China. There are those who are optimistic and will stay — but many are not. Hong Kong migrants are fleeing the colony by the hundreds every week to Canada, Australia, the U.K., New Zealand, and the U.S. Why are they leaving especially if economics worldwide are dreary in comparison to Hong Kong's prosperity?

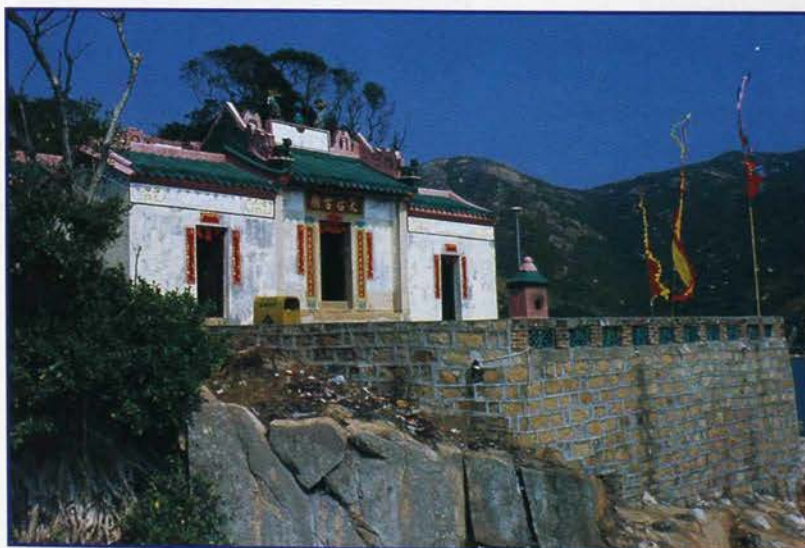
Perhaps the people of Hong Kong only need to remind themselves of their history. In 1842, a small portion of Southern China was ceded by the mainland to Britain following what was known as the "Opium War." This new acquisition was soon followed by more geographical leases by Britain, eventually covering the territory which developed to become the modern, cosmopolitan city known today as Hong Kong.

Chinese history, albeit fascinating and wondrous, has not been one to admire for its humanitarian courtesies. Looking back in recent decades from the





Jody, pictured above at the Great Wall of China, shares her thoughts and pictures of Hong Kong.



Cultural Revolution to the Tiananmen massacre and its present judicial system, it is not surprising the Hong Kong Chinese are seizing the opportunity to relocate overseas away from any threat or looming possibility of reliving the past. The violent and disturbing Cultural Revolution in particular is still very fresh in the minds of some Hong Kong Chinese, and they are not advocating a quick reversion to Chinese rule.


But should we continue to live in fear and pessimism, or shall we look forward to a positive and smooth change of sovereignty on July 1? Many feel the Chinese would be foolish to change any recipe for success. But China seems to do whatever it wants to anyway, regardless of what the international community thinks. Just look at its lackadaisical attitude toward the trade embargoes for breaking intellectual property laws and its pursuit of missile testing in Taiwan despite international protests. I think the answer is — no one knows. I agree with the governor of Hong Kong who when asked about 1997 says he is, "Cautiously optimistic."

FACING THE FUTURE

And where will this Kappa be on July 1, 1997? As most expatriates in the territory would say, "Who knows?" For whether we are worried or not about the Chinese takeover, no one can deny that some opportunities in Hong Kong cannot be found elsewhere. The salaries are high, the taxes are low, the experience unforgettable, and the culture fascinating. But the city is crowded, polluted, humid beyond belief, and regretfully, many of the foreigners, are, to put it kindly, overbearing. And while I have changed to adapt to this city, I still long for a more peaceful surrounding.

As I watch container ships in the South China Sea go by outside my window with the outlying islands prominently beyond, I wonder if perhaps it is time to move on and think what it would be like to be back home with my down-to-earth Kappa sisters and friends, laughing about old times and the lifelong friendships we have made.

While I miss my friends and family at home in Canada, I feel I am still young and energetic enough to take on the experience

of living in a new city overseas. Kappa has taught me to branch out, meet new friends, and cherish old ones. Hong Kong has taught me to be strong, independent, and wise. To say the least, this has been a memorable experience. 

In February, Jodi and her husband left Hong Kong to travel in Asia before moving to Denmark. She encourages any Kappas interested in knowing more about living abroad to write to her. Her address is available through Headquarters.

Is Your Parachute Blue and Blue?

By JOANN BARTON VAUGHAN, *Virginia*



Friends become colleagues through careers in job counseling



In 1982, when **ANNIE BRUSH (LAPLANTE)**, *Berkeley*, was a senior, **ROBIN BURNHAM HOLT**, *Berkeley*, was one of Pi Chapter's advisers.

Today, the two women work together in San Francisco as career counselors for Alumnae Resources, one of the largest community-based, nonprofit career centers in the country, whose mission is to provide career development advice and support to college-educated women.

Robin is the director of counseling and corporate services while Annie balances a part-time career as a counseling associate with motherhood obligations for a two-and-a-half-year-old and an 11-month-old. Both women hold master's degrees in counseling and career development.

"We think it is unique that our paths have crossed again," Robin says.

"And I'm still asking for advice," Annie adds.

Their work together began quite by accident. Annie had just moved to San Francisco and went to Alumnae Resources to drop off her resume, hoping for a job as a career counselor. She recognized Robin's name on the list of staff members, dropped in to say hello, "and she made time to see me," Annie notes.

Robin's endeavors with the group had started in 1985, first as an intern, then as a counselor. She suggested that Annie start first as a volunteer in the resource center. Then, as work became available, Robin was able to hire Annie as a counselor. After two years, Annie became a part-time assistant to her mentor.

"The wonderful thing about being in any kind of group is that you form relationships," Robin says. "Annie and I had a



Annie LaPlante researches job opportunities.

prior relationship. We are both in the same field. I knew her background and her work style. I didn't have to wonder what it would really be like to work with her."

Annie also enjoys the closeness of the friendship in a work environment. "We have a very good working relationship. Robin took very good care of me when I was on maternity leave and my doctor demanded bed rest."

The care and concern they show for each other is conveyed to their clients, who are primarily either recent college graduates or women who want more meaningful or productive careers.

"The day of being entitled to a job is gone," Robin says. "People have to manage their own careers. They have to make sure they maintain their own employability."

Women can do this through keeping their current skills sharp, learning new skills, benchmarking their skills, and developing a network of contacts and friends.

"You always need to keep your eyes and ears open for opportunities that might be a good fit for you both internally and externally," Robin says.

Both women emphasize that networking is more than just finding out about potential job openings. It also involves learning about different careers, discovering how someone in your desired field obtained her position, and uncovering unknown options. It's all about making connections, they stress.

At Alumnae Resources, Annie helps women determine what they are good at, what they want from a job, and how they can get that job through individual counseling and coaching. In addition, she can oversee self-assessment workshops and career testing to help women identify their skills, values and interests as well as potential career fields. Women can then pursue classes that help them obtain or sharpen skills needed in a certain field, learn

strategies for successful interviewing or résumé writing, or attend workshops on careers in specific professions.

Robin works the other side of the street, consulting with corporations which might be interested in the services offered. Increasingly, she deals with companies which are planning to downsize and pay to send their soon-to-be-former employees to the center to help ease the search for a new job.

The counselors even provide coaching on how to perform better in your current job or on how to ask for a raise. In addition to workshops and counseling, the group maintains a resource center with career research materials, books, periodicals, and current job listings, an annual report library to learn more about a potential employer, and support groups for those frustrated by the job search. Alumnae Resources is funded by donations from individuals and corporations and has more than 8000 members throughout the San Francisco Bay area.

Finding the First Job

"When you look for your first job, you are not making a lifetime decision," Robin emphasizes. "Often your first job helps you decide what you want to do. It doesn't have to be perfect."

Robin and Annie suggest that graduating seniors think about successful experiences. "Maybe you helped organize a blood drive for your chapter; maybe you helped a friend overcome a personal problem; or maybe you wrote an article for the campus newspaper," Robin says. "Think about what skills you used in those experiences. The skill does not have to be something you have been paid to do."

Tips to Remember for a Top Notch Résumé

- Keep it short!
- Your résumé is your personal advertisement. Your personality and individuality should shine through.
- The purpose of the résumé is to get you an interview.
- Keep it short!
- The reader must be able to quickly sense a high energy level and enthusiasm for what you want to do.
- The résumé should focus on your audience and clearly communicate what you can do.
- Keep it short!
- Always have at least two objective people critique your résumé before printing and circulating it.
- Make it meticulously neat, well-organized, with perfect grammar and spelling.
- Keep it short!
- Describe significant volunteer positions in the same terms you would for paid positions.
- Use a computer to produce your résumé, as you can easily tailor it as often as necessary.
- Keep it short!

from Choices: Career Pathfinder
A Kappa Kappa Gamma Fraternity program.

She adds that job hunters should think about what they love doing. Both Robin and Annie admit to teaching and advising others in the past, "and we are still doing it," Annie laughs.

After narrowing fields of interest, the women suggest that a job seeker make a list of people she can consult to find out about different careers. Friends of parents or parents of friends might be one place to start. Another option is to use the Kappa Connection by obtaining from Headquarters a list of Kappas already employed in your desired fields. "You really should talk to people and find out what that career is all about," Annie notes.

It is important to be clear on what skills you bring — even the unpaid ones. The employer is going to look at the total package you offer, so it is important to present yourself well and be able to articulately express what you can bring to this job.

Rather than just diving straight into the job hunt, they suggest

allowing time to really work the networks in place, meeting with people and getting names of potential contacts first. If you really find you want a job with a certain company or in a certain field, you might consider a temporary job, internship, or volunteer position first — as both Robin and Annie did.

Writing the Résumé

After narrowing your fields of interest and working your network to develop a list of contacts, you should develop a targeted résumé. Robin warns that you may need three or four depending on your proposed career. The résumé should be focused, with a clear personal professional objective and definite skills learned from past experience. Your résumé should highlight skills and directly relate them to your job objective. The key, the counselors stress, is to create a résumé that is about the future, not about your past.

Circulate your résumé among people in your networks to elicit feedback. Since these friends are experts in their fields, they can help you tailor your résumé for acceptance in a certain profession. Robin and Annie also warn that you should always run a résumé through a spell check program, as a sloppy résumé presents a sloppy image to an employer.

Successful Interviewing

If the purpose of the résumé is to get an interview, the purpose of the interview is to get a job.

According to Robin, there are three things that are important to an employer:

- What do you know?
- What can you do for me?
- Will you fit in here?

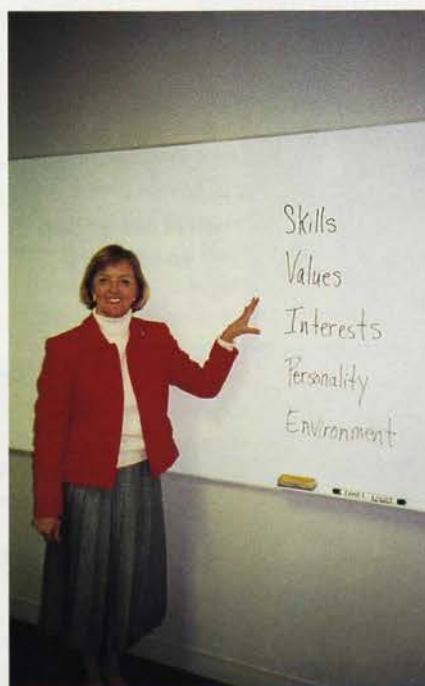
The job hunter needs to be able to answer all three questions.

In addition, during the interview, if you stress a personal strength or skill that you have, you should back up this assertion with specific examples of something you've done. You should also stress your work style by saying, "I work best when..." Robin and Annie assert.

The women emphasize that you should always send a thank you note to the interviewer within 48 hours of the interview. The note should be professional and businesslike and should

Tips for a Successful Interview

- Be on time.
- Give a firm, dry handshake.
- Use the interviewer's name.
- Take with you:
 1. your social security card
 2. at least six copies of your résumé and list of references
 3. your research for that particular interview
 4. your list of questions.
- Have change with you for parking and phone calls.
- Go alone.
- Rehearse responses to sample questions.
- Stand until you are asked to sit.
- Statistics indicate interviewers make up their minds about you within the first one to five minutes.
- Answer all questions honestly, concisely, and use examples if possible.
- Listen for negatives as well as positives.
- Maintain strong eye contact.
- Conservative is the word for dress, make-up, perfume.
- Do thorough homework on an organization before going there.
- Try to avoid talking about salary at the first interview. You want to avoid talking about this until you know more about the job and the people with whom you would work.
- Listen! Focus on what the interviewer is saying, so you are prepared to answer exactly what is asked.
- Be Yourself!
- For the first-time job hunter or the volunteer returning to the salaried workplace, focus on facts identifying your skills, accomplishments, and responsibilities.
- Be sure to ask for the interviewer's business card, so you will have an accurate name, title, address, and phone number.
- SEND A THANK YOU LETTER!




Robin Holt prepares for a workshop.

emphasize the points you want the inter-viewer to remember from your conversation.

Finding what you like; Doing what you love

For both Annie and Robin, the key is to determine what you like to do and then network with friends and colleagues to get a job in your chosen field. But the decisions are not set in stone. "Women need to constantly explore their options," Annie says. "Even if you have a job, you can add to your skills and receive coaching on how to perform better or work toward a better job. The key is knowing what you want to do, comparing that to what you do well, and finding a match."

Independently, Robin and Annie discovered that they are good at the same profession. Together, they are helping women in the San Francisco Bay area discover their own unique strengths, make their own choices, and find satisfying careers for now and into the future. 

How Can the Kappa Connection help you?

The Kappa Connection is a program for the members of Kappa Kappa Gamma.

The Kappa Connection is a database of information about participating alumnae and collegians designed to connect Kappas of all ages. Some examples include:

- Undergraduates can access professional women to discuss their career experiences.
- Women relocating or pursuing a new interest can search for Kappas in their geographic area.
- Kappas can locate other Kappas with certain skills and interests.
- Graduating Kappas can make connections with alumnae.
- Kappas of any age can find a mentor or a new friend.

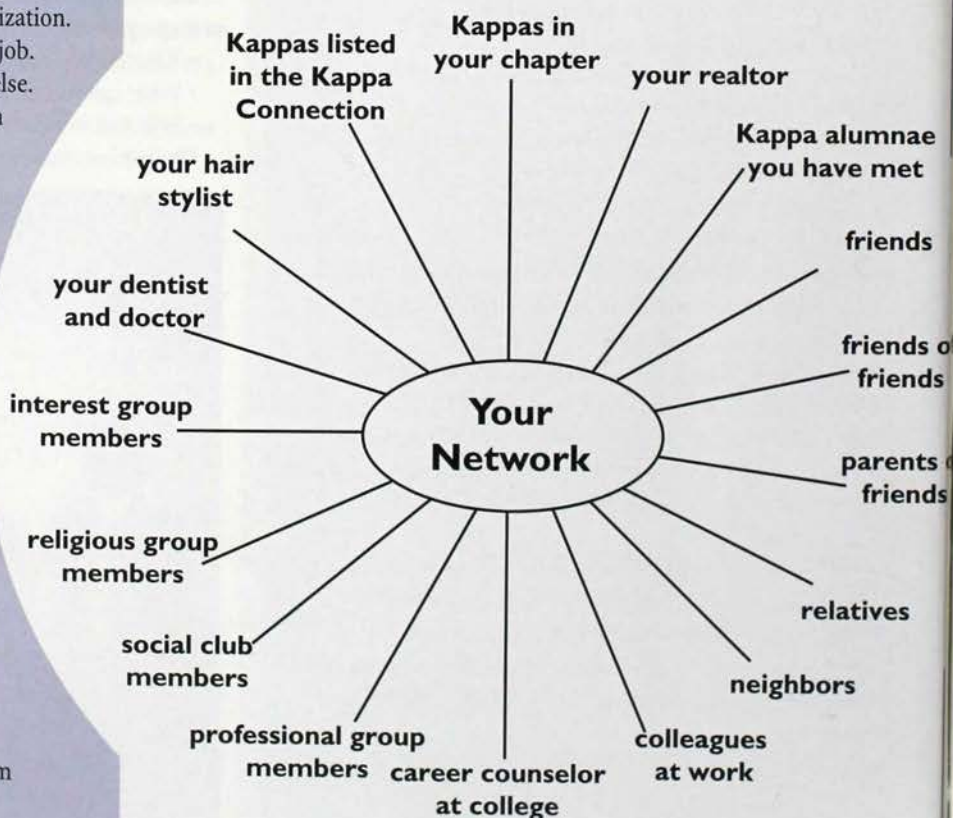
Accessing this information is easy! Just call Headquarters at 614/228-6515 and a staff member can help you obtain a list that meets your needs.

To make the Kappa Connection and have your information entered in the Fraternity's database, contact either your alumnae association President or Fraternity Headquarters to obtain a Kappa Connection data sheet.

How Can Those with Whom You Network Help?

- Tell you what kind of jobs match your ideal job description.
- Give you information about a geographic area.
- Give you information about an organization.
- Suggest someone interview you for a job.
- Pass your résumé along to someone else.
- Explain how hiring actually is done in their organization.
- Describe the pros and cons of their job, organization, or field.
- Suggest contacts.
- Uncover different fields and jobs you may not have considered.
- Let you know about salary and benefits in the places where they work.
- Recommend additional training to strengthen credentials.
- Help you determine where your skills fit.
- Critique your job search plan.
- Keep their ears to the ground for potential job openings.

from Choices: Career Pathfinder
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BUILDING YOUR FUTURE

Kappas create business opportunities from personal interests

by LOIS CATHERMAN HEENEHAN, *Adelphi*,
and JOANN BARTON VAUGHAN, *Virginia*

Turn a hobby into a business? Why not? Use a talent to start a company or venture and future success? Certainly!

Three Kappas share their experiences as they planned and built their futures. Focusing on their talents, interests and training, and bypassing the corporate world, they created their own paths to business success and personal fulfillment.



Melinda's talent led to her home-based business.

PASTING TOGETHER A FUTURE

For **MELINDA MARYE-KELLEY**, *Texas*, the key is finding out what you love to do and then seeing if there is a future in it. Since her mid-20s, Melinda has been turning a present hobby of découpage antique prints, wedding invitations, and baby announcements onto glass plates and lamps into a future business that retails in more than 30 stores and is developing a wholesale line to be represented at national gift markets.

The business, which occupies the time of Melinda, her husband Bill, and two seasonal employees — and most of the living room — began in 1991 when she découpage several plates as Christmas presents for friends. Her friends then ordered plates to give as gifts, and a new business was born. “As a child I was very involved in arts and crafts,” she says. “I didn’t know you could make a living doing this.”

Developing a hobby into a business has its ups and downs, however. In the beginning, Melinda sold her plates at craft shows and holiday markets where it was exciting to actually meet the people buying her work. Each plate was individual and unique — a one-of-a-kind item. Because, Melinda did all the work, business expansion was limited to the 24 hours in her day!

A determination to increase the enterprise forced Melinda to develop a business plan. To make the business profitable year round, she developed a standardized line of special order items commemorating a wedding or birth of a child. She started accepting credit cards. She even drafted her husband — a furniture maker and potter — into helping with the plates.

A self-confessed “control freak,” Melinda found she could hire others to cut out the antique prints, leaving her time free to actually glue the paper to the plates.



Approached by sales representatives from the Dallas and New York City gift markets, Melinda is currently developing a wholesale line of two dozen plates and lamps for which she can oversee production — while still guaranteeing her customers the quality that both they and she demand. At the same time, she is relocating the business to the downstairs apartment of the duplex she and her husband own, allowing her to showcase a professional gallery while separating her life from her business.

"I sat down after the first of the year and wrote down goals for 1997. This year it is so much better to have a plan with potential."

The care and detail she puts into her work shows, as the plates have evolved over the past five years. "The designs have become more sophisticated and have progressed," Melinda says. "The longer you do something the better you get at it — especially if you love what you are doing."

"And that has made all the difference."

EXPERIENCE COUNTS

For **LORAIN MACDOUGALL MILLER**, *Pennsylvania*, starting her own business did not mean starting from scratch.

Loraine's background in retail sales and her experience as a sales manager and recruiter for Carlisle — a leading knitwear manufacturer sold privately by independent representatives — led her to start her own knitwear company, Dunollie Looms. After only two years in business, Loraine has three full-time employees, numerous sales representatives across the country, and more than \$1 million in sales nationally.

"It was a combination of having the right background and being in the right place at the right time," Loraine says. "I learned about this type of home-based clothing company and decided to start my own."

First Loraine looked to fill a marketing niche. Noting that few women are an exact, off-the-rack size, she decided there was a market for classic, high quality, custom-made knitwear. Because each item is individually knitted, her customer, who both desires and can pay for well-made clothing, can have an outfit specifically tailored to her tastes and desires. The top of a dress can be made looser, the skirt tighter, the length shorter or longer, and the color or buttons can be changed — all according to the customer's wishes.

In planning her new business, Loraine built on what she already knew. With a background in sales and marketing, and experienced

sales representatives who were willing to participate in her new enterprise, Loraine had a firm grasp of one aspect of the business. From a friend experienced in design and production, she learned of knitters who could produce her product. Finally, she hired a designer who could provide the technical detailing for the clothing she envisioned.

Because quality was such a concern, Loraine wanted to keep production local. With her office in Manhattan, she found a factory in Queens that could individually knit each garment to her customer's specifications, meet her own rigid standards, and supply a safe and pleasant environment for the employees — an issue that is very important to Loraine in an industry that is not always careful of the working conditions of its workers.

As a result, business is growing, but Loraine is determined not to let the business become her life. Her goal for the next five years is to reach \$2 million in sales revenue, a modest doubling of current figures. "If I were in my 20s or 30s I might want to grow to \$5 million, but at this point in my life I like the balance I have between work and pleasure. I get a lot of reward out of knowing my customers and I really care if each one is happy and pleased with what they purchased from me."



Loraine's custom knitware is ideal for women who want a better fit than off-the-rack clothing provides.

"I want to grow slowly and carefully so I can take care of both myself and my customers."

"A lot of my representatives do shows in resorts and often I go and I might stay the weekend. It's nice to have an opportunity to mix business with pleasure."

The most fun is seeing the collection come together, showing it to her customers, and seeing what the different clothing items look like on real women. The most frustrating times are when something doesn't work out for a customer and she cannot figure out why.

Fears of failure shouldn't prevent women from starting their own businesses, she says. "Everybody goes through 'What if?', but you'll never succeed if you don't try."

Lorraine advocates living life in stages. What seems right at 30 may be different from what is right at 54 or at 65. At the moment, what works for Lorraine is owning her own business and doing what she loves.

"It's great! I just can't wait to get to the office each morning!"

KEEP LEARNING AND GROWING

MARY ELLEN CARRY VAN BUSKIRK, *Purdue*, has been referred to as a "woman on the go." Wife, mother of four, seriously committed volunteer for her university and community, Mary Ellen served on and chaired numerous hospital, church and museum boards and as President of the Peoria Alumnae Association. Named as a Distinguished Alumna of the Purdue University School of Consumer and Family Sciences, this busy lady is also an entrepreneur.

When her youngest child was in high school, Mary Ellen opened *The Whale*, a children's clothing store. With total support from her family, Mary Ellen applied her training and interest in interior design, saying that, "Putting clothing together is like putting a house together" in terms of construction, design and color.


Her husband's illness made it necessary to sell *The Whale*, but two years ago, on her own at age 55, Mary Ellen opened a new



Mary Ellen's experience and interests add up to success as an entrepreneur.

interior decorating business, Brunswick House Ltd. Applying her broad experience as a volunteer and businesswoman, Mary Ellen stresses the need to be strong and fair; keep important things first; set standards; be organized and flexible. In addition, starting a business requires determining a need, understanding the market, recognizing financial and time commitments and getting legal and financial advice.

Asked about future opportunities for women in business, Mary Ellen said, "I didn't get my first job because I was a woman...a less qualified man got the job!" However, she adds, "I came from an equal opportunity family. There were no girl jobs such as dish washing, or boy jobs like washing the car. I've never been afraid to jump in with both feet."

"We've come a long way since 1957," (her graduation from *Purdue*), "but with more opportunities and options for women come more difficult decisions," Mary Ellen says. "Not every woman can be 'Wonder Woman' and there's no 'right way.' Decide what is important to you, your time and talents. Keep learning and growing!" 

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Kappa in Your FUTURE

There is Kappa life after college!

"I was a Kappa at Indiana." Or UCLA. Or Georgia. How often have you heard an alumna refer to her Kappa membership in the past tense? Too often. And it bothers me every time I hear it.

Even the most active member of a busy alumnae association is likely to slip into this easy mode of reference. But you **are** a Kappa, no matter how intense or relaxed your present involvement.

For young women about to graduate and those who recently entered the work force, there are as many benefits in Kappa alumna life as there may be misconceptions about what it includes. In a world where "What's in it for me?" has become the norm in weighing options, Kappa offers real value at bargain prices.

BENEFITS

- Transition
- Networking
- Continuing and new friendships
- Fun
- Support

COSTS

- About \$25 a year (no dues first year in many groups)
- Attendance at your convenience

Finding it difficult to make yourself at home in a new city? From Smalltown to New York or Omaha to London, Kappa alumnae can ease the transition with information about where to live, shop, find qualified medical care or answer any questions.

That wonderful new job doesn't live up to expectations? There's sure to be a Kappa nearby who can introduce you to other opportunities.

Employment transfer causing isolation and loneliness? One Kappa said she'd move the family anywhere as long as she could find an alumnae association nearby. She now has friends in at least five cities around the U.S.

First week at home with a new baby keeping you up all night or illness limiting your ability to get around? Sisters to the rescue! Many a casserole arrives at the door to pro-




side a welcome relief from cooking dinner. A horn honking in the drive signals a ride to church or companionship for a doctor's appointment.

Looking for interesting people and fun things to do? Boat rides, museum tours, book or sport groups, family picnics, crafts, and exercise classes for body and mind are among the varied programs available for sampling as you browse through the catalogue of alumnae association activities.

And no discount chain could provide a better bargain. Free samples available. Good exchange policies. Refunds never needed. No interest charged...but your interest rate will surely rise. From no cost to low cost, from drop in to steady customer, you'll get the best deal in town.

Kappa...it's classic, the real thing, a break any day, it's

YOU! 

—LOIS CATHERMAN
HEENEHAN, Adelphi

"Kappa for a Lifetime" — What does it mean?

It means you have a future in Kappa Kappa Gamma that you don't even know about.

A NETWORK: Whether you live in the town where you grew up or move to a new city, the Fraternity offers a support system that can help with life's many adjustments. You can query Kappas about good school districts, the best doctors and dentists, or where to find special shopping. You can also discover employment opportunities, learning from one career woman how she began in her profession or finding out about a vacancy in her building.

INTERGENERATIONAL FRIENDSHIPS: There may be the PTA or Scouts at some time in your life, but often there is little opportunity for interaction between twenty-somethings and seniors. In Kappa, however, there is the richness of intergenerational bonds. A young mother can gain reassurance from women experienced in child-rearing just as the 60-year Kappa loves connecting with recent graduates. In days when families are often far flung, the Fraternity provides special friends of all ages.

LOW COST: Undergraduate Kappas are probably used to paying chapter dues of approximately \$400 per year, but alumnae associations are a bargain by comparison. Each associa-

tion sets its own dues, but most are in the \$20 to \$25 per year range, and many groups offer free membership your first year out of school. For this, you receive a directory (a useful networking tool), invitations to special events and meetings (some have enormous cachet), and the opportunity to participate in interest groups, fundraisers, and other activities.


"Okay," you may say, "but I don't have time for one more activity." The catch is that you cannot afford not to belong!

The whole family suffers when a mother isolates herself in her home and does not allow herself a day out with her friends from time to time.

Saddest of all is hearing of a woman who successfully penetrated the "glass ceiling," receiving a high executive position at her company. When asked "What did you give up on your way to the top?" she answered, "My friends."

Can't find an association near you? Simply telephone Headquarters at 614/228-6515, or send in the "Owl on a Limb" coupon on page 7.

No association in your area? Never fear — it's easy and rewarding to start one! Simply call Headquarters for a list of Kappas in your area, make a commitment to meet at least four times a year, elect four officers and collect dues. The Province Director of Alumnae in your area will help with all the rest.

A young career Kappa said what brought her to her first meeting was reading in the newsletter, "We are all balancing our commitments in this fast-paced world. Allow yourself time to balance Kappa events into your busy life and connect with Kappas supporting Kappas. Treat yourself to some quality Kappa time..." 

—JULIE MARTIN MANGIS, George Washington,
Director of Alumnae

As a Psi Chapter member I wanted to let you know that The Key magazine has really brought new meaning to my Kappa experience.

Honestly, by the end of my senior year my perceived need for a fraternity life seemed to have dwindled. I had a terrific job lined up and an even better fiancée ready to get hitched. So who needed to sit in circles, sing songs, and take part in rituals with a group of girls...I was a WOMAN!

Well, Mike and I got married and I've changed jobs quite a few times. We've moved three times in three years. After my most recent move, I felt like something was missing. Was it my career? (No, that was going well.) Was it children? (No, I got a beagle pup.) Or was it faithful and loyal belonging to something real? Lucky for me, The Key arrived and reminded me that I'm lucky to be a part of a lifetime of relationships with thousands of women — no matter where I live. I finally realized that my three-and-a-half years at Cornell as a Psi Chapter Kappa was just the beginning. My relationships there were just starting points for my life as a Kappa.

Please let me know of any alum groups in my area. I owe a lot to the Kappas near here...and it's time to start enjoying Kappa Life, Chapter Two.

—ALICE HERRICK DAOOD, Cornell

Educating Women

Marcia Selland Kierscht



Stephens College Columbia, Mo.

Founded in 1833

Full-time enrollment

- 13 Men
- 580 Women

Part-time enrollment

- 24 Men
- 385 Women

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St. Louis

*Barrons Profiles of American
Colleges, 20th Edition*

Today women are preparing for lifelong careers. As president of Stephens College — a predominantly women's college in Columbia, Mo. — the goal of **MARCIA SELLAND KIERSCHT**, *North Dakota State*, is to make certain that women are well prepared to take leadership positions in the workplace and in the world. Believing that an equal number of men and women will be providing leadership in various fields in the 21st century, she advocates a strong academic curriculum, enhanced by providing opportunities for women to develop their abilities in an atmosphere of challenging group interaction with many opportunities for feedback from both faculty and peers.

Stephens, the second oldest women's college in the nation, is proud of its role in developing leaders. Its graduates include television personality Paula Zahn and former Ambassador to the United Nations and current political commentator Jeanne Kirkpatrick.

After years of teaching and administrative work in co-educational as well as single-sex institutions, Marcia believes that some professional and leadership development opportunities are not always available for women enrolled in colleges with men. "Women are empowered and provided with opportunities to lead in a single-sex environment." She adds that women's colleges function much like sororities in providing opportunities for leadership and personal growth.

"Women need to be mindful that other women receive equal educational opportunities. At Stephens the academic sphere is dominated by women, and this


is not always the case in co-educational institutions." Stephens has developed a living/learning community in science, math, and technology, which provides a unique niche in higher education for women. The college also offers students strong theater and dance departments. Men have been admitted to the drama and dance departments because the college benefits from male participation in college productions. Although few males attend Stephens, the college women lead an active social life as the campus is located next to the University of Missouri. Stephens sororities also provide social activities.

Marcia believes that sororities provide an option for women to develop leadership abilities, especially when they attend co-educational colleges. She thinks that the future of the Greek system in American colleges is undetermined at this time. When asked if college administrations will require sororities and fraternities to open their memberships to the opposite sex, Marcia replied, "It may be short-sighted to force co-educational fraternities." She says that women's colleges are private and do not receive public funding, so they can legitimately serve a single-sex population. "I don't know if sororities would or would not be included in that group."

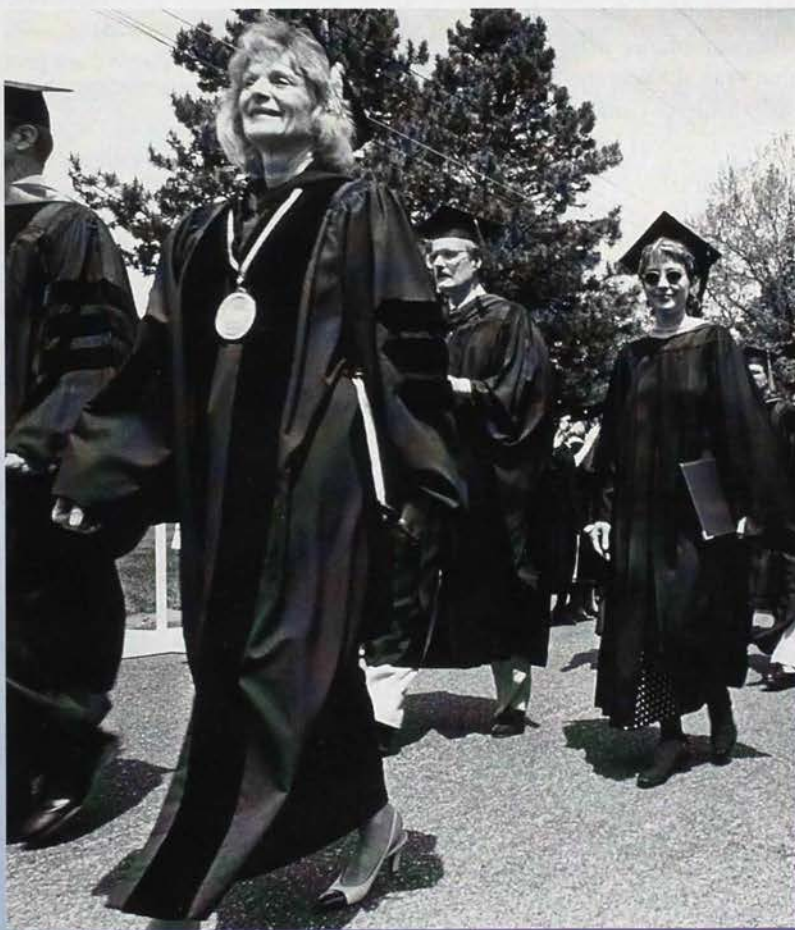
In a rapidly changing job market more non-traditional students are entering or returning to college. Marcia says that older students bring a wealth of experience and maturity to the classroom, thereby enriching the educational experience for all students. Stephens College provides for the non-traditional student with its College Without Walls program. This program allows adult students who cannot live on or near the campus to complete their academic work in their home areas. The Stephens Weekend College serves working students who commute to the campus to complete degrees.

The future cost of a college education must be part of a family's financial planning. Marcia advises, "Parents can't start early enough to set funds aside ... They must expect to pay for at least part of a child's education." She advises high school students to fill out federal aid forms and to pursue obtaining federal loans as well as scholarships if they need money for college. College financial aid offices do what they can to help students find scholarships as well as employment on campus and in work-study programs. The high cost of education has resulted in more students attending community colleges and

living at home. To complete their degrees, students frequently transfer to four-year colleges and universities.

Prior to becoming Stephens' President in 1994, Marcia was vice president of the Consortium of Universities in the Washington, D. C., metropolitan area where she oversaw the cooperation of the 12 member institutions. She has held administrative and faculty positions at a number of universities. Marcia was a tenured member of the psychology faculty and director of the graduate program in psychology at Moorhead (Minnesota) State University and was on the faculty of pediatrics at Vanderbilt Medical School early in her career. She has published research on gender roles, cognitive development, and high risk infants. She earned her Ph.D. in psychology from the George Peabody College of Vanderbilt University, where she was a research associate in the Demonstration and Research Center for Early Education. Marcia is also the mother of two children. 

—IDA JANE GALLAGHER, *West Virginia*



Stephens College President Marcia Selland Kierscht and television celebrity Annie Potts lead the 1996 graduation procession.

Celebrating National Women's History Month

A slice of women's history is preserved in the Kappa Kappa Gamma Heritage Museum, 530 E. Town St., Columbus, Ohio. The museum, restored to the time of the Fraternity's founding in 1870, is dedicated to presenting the roles of women in society and in higher education in that era.

This year National Women's History Month, celebrated each March, honors volunteers with the theme of "A Fine and Long Tradition of Community Leadership." As the nation honors women including Clara Barton, the founder of the American Red Cross, and Jane Addams, co-founder of Hull House, Fraternity Archivist/Curator Diane Mallstrom has chosen to honor two of the many, many Kappa leaders — **DR. EMILY DUNNING BARRINGER**, *Cornell*, and **SARAH GIBSON BLANDING**, *Kentucky*. These women, both pioneers in their fields, were instrumental in advancing women's educational opportunities.

Emily Dunning was born in 1876 and became a leader in the medical profession. In 1902 she became the first woman ambulance surgeon in New York City. On April 24 of that year, she was the first American woman granted an internship at Gouverneur Hospital and two years later, when she received her diploma, Emily was the first woman physician to accomplish a full-rounded internship on exactly the same terms as the men.

Emily forever broke the barriers excluding women from a full education in the medical profession and her autobiography, *Bowery to Bellevue* published in 1950, became the feature film *The Girl in White* starring June Allyson in 1952.

The name Sarah Blanding may be familiar to those in

the field of education. Born in 1898 and educated at the University of Kentucky, Sarah became the youngest acting dean of women at age 26. In 1946, she was named the first woman president of Vassar College.

After the announcement of her unanimous election to the Vassar presidency was made, Sarah released the following statement:

"To inspire the young people of our country to assume the obligations of responsible citizens presents an unparalleled challenge to education and educators. Higher education will contribute to this objective in the degree that it graduates students with knowledge and understanding of the complex forces that operate in contemporary society and the desire to be active participating members of that society." (*The Key* 1946, v.63, n.2, p.108)

We are proud to share these bright golden keys with the nation and the world community. Please remember National Women's History Month with your chapter or alumnae association.




Sarah Gibson Blanding,

New Slide Show Available

"Kappa and Higher Education: Yesterday, Today, and Tomorrow" is the title of a new slide show produced by Fraternity Archivist/Curator Diane Mallstrom.

Focusing on 19th century Kappas in higher education, this slide show traces the growth of the Fraternity from the late 1880s to the present. The presentation begins with first-time opportunities for women to obtain college degrees on several campuses, including Monmouth College, and concludes with current Kappas pursuing diverse careers and future goals. The slides also depict the dress and activities of 19th century collegians.

To rent the 15-minute show, complete with 44 slides and script, please contact the Information Services Department at Fraternity Headquarters, 614/228-6515. The rental fee is \$10. 



Emily Barringer became the first woman ambulance surgeon in New York City.

Where there's a will...

Remembering Kappa in your estate plans

We have all heard that a tremendous transfer of wealth will occur over the next 30 years as close to \$13 trillion will pass from one generation to another.


Many individuals will be looking for opportunities to create a lasting legacy of support for organizations that are important to them. These donors take great pleasure and pride in knowing that their charitable gift provides a lasting legacy to the organization and the lives of those served.

Through the Kappa Kappa Gamma Foundation, a bequest from your estate can provide aid and assistance to sisters in need, scholarships for outstanding young women, preservation and restoration of the Fraternity's heritage, and lifelong learning opportunities for Kappas everywhere.

Making gifts through a bequest remains a popular option for a donor because it enables an individual to make a larger contribution than she might have been able to make during her lifetime. A bequest is often decided upon because it allows for flexibility and is easily modified, and because this donation often provides savings on both estate and inheritance taxes.

The most popular life-income arrangement for donors is the charitable remainder trust (CRT). A recent survey by the National Committee on Planned Giving revealed that CRT's also are currently the largest single source of life-income dollars for philanthropies. More people are choosing to give — and more organizations are benefitting in this manner.

The CRT is an attractive life-income arrangement because it provides a way for a donor to increase income, receive a tax deduction, avoid capital gains and estate taxes, and make a significant gift to the Kappa Kappa Gamma Foundation and other charitable organizations.

For more information on how you can remember the Kappa Kappa Gamma Foundation, contact Director of Development **MARILYN FOUSE JENNINGS**, *Ohio Wesleyan*, at the Foundation office. 



Mary Lou Griffith Gardiner

Future Bequests Preserve the Past

"Once anyone sees it, they're hooked!"


This is the way **MARY LOU GRIFFITH GARDINER**, *Missouri*, describes her love of the Kappa Kappa Gamma Heritage Museum.

Mary Lou — whose long Kappa career includes four years as Iota Province Director of Alumnae, four years as Coordinator of Chapter Development, two years as a Regional Director of Chapters, and a term as Chairman of House Boards — recently informed the Foundation of two bequests in her estate plans that will provide \$50,000 each for Kappa Kappa Gamma programs that are very special to her: the Heritage Museum and the Rose McGill Fund.

Mary Lou's love and concern for the Heritage Museum developed through her many trips to Fraternity Headquarters. Seeing the progression of work, she was impressed with its potential and truly thinks that the museum should be something to be saluted and cherished. "For 14 years I watched it," she says of the work on the 19th century building, "and it is amazing to see the changes in the Heritage Museum. At first it merely looked Victorian. Now it has real authenticity."

Mary Lou says she realizes that this museum can not keep going without friends to support it, and through her will she was able to provide a future to the building that houses the Fraternity's past.

Equally important to Mary Lou is the Rose McGill Fund. Her interest in the program began when she served as a PDA. An alumna with Multiple Sclerosis was in need of a wheelchair and when Mary Lou was approached with the problem, she was delighted to solve it through support from Rose McGill. She equally values the Circle Key grants that are valuable in improving the quality of life for many women.

Mary Lou's strong love of Kappa Kappa Gamma has kept her a loyal volunteer for many years. Now her generous gifts to the Foundation will care for the museum and for Kappas in need for decades to come. 

For more information on the Foundation, please contact:

KKΓ Fraternity Headquarters and Foundation Office

P.O. Box 38, Columbus, OH 43216-0038

Tel: 614/228-6515 Fax: 614/228-7809 E-mail: 73442.1175@compuserve.com

Alumnae Achievements



BARBARA LEAMAN MCDUGALL, Toronto, has been appointed to the position of Chairman of the Board of Directors of AT&T Long

Distance Services. Having served as a Member of Parliament for St. Paul's in Toronto, her portfolio also includes Minister of State, Finance; Minister of State, Privatization; Minister of Employment and Immigration, as well as Secretary of State for External Affairs. She's currently a Director of Avenor, Inc., Canada's General Insurance Empire Life Insurance Co., a member of the Board of Governors for New York University, Special International Advisor at York University's Schulich School of

Business and a member of the Advisory Board of the Council of Foreign Relations based in New York.

Barbara received a Kappa Kappa Gamma Alumnae Achievement Award in 1990.



For the past 18 years the **St. Louis Alumnae** have held their annual chili party and sing-along, attended by more than 60 "Kappa Kouples, Singles and Newcomers."

MARY BOOMS SELLERS, Florida, Director of Sales and Marketing and **BETH ISLER**, Wisconsin, Volunteer Coordinator, play important roles in the development of the Orlando Science Center, which will be the

KAPPA KAPPA GAMMA FOUNDATION

Delta Chapter Fund Honors Cecilia Hendricks Wahl

Love and Loyalty.

It's the way Kappas sign letters to each other. It signifies the feelings Kappas hold for each other. It is exemplified by **CECILIA HENDRICKS WAHL**, Indiana.

To honor this extraordinarily talented and faithful member, Indiana alumnae have contributed more than \$25,000 to Delta Chapter's Project 2000 account. The fund will endow a scholarship to be awarded annually to a chapter member.


From Cecilia's experiences as a Kappa pledge through her service as honorary chair of the Delta Key Campaign which raised \$650,000 for the restoration and expansion of the chapter house, Cecilia is an important role model. **SUSIE TARDY MAXWELL**, Indiana, Chair of the Delta Key campaign says that literally decades of Kappas have benefitted from Cecilia's incredible wisdom and gentle affirming guidance.

Cecilia has served the chapter in a variety of jobs. Indiana University recognized her among its distinguished alumni honoring her civic leadership — including chairing the Bloomington (Ind.) Hospital Board of Trustees and the Bloomington Local Council of Women — and long service as secretary to its Board of Trustees. Cecilia is also the published author of *Letters from Honeyhill; A Woman's View of*

Homesteading 1914-1931.

In September Cecilia's doctors informed her that she had contracted amyotrophic lateral sclerosis, commonly known as both ALS and Lou Gehrig's disease. This unfortunate news prompted the Bloomington Alumnae Association

to immediate action to honor this special Kappa. With local contributions, the first Cecilia Hendricks Wahl Scholarship was awarded at the 1996 Founders Day to **JULE ROWLEY**, Indiana.

Tax deductible donations to further enhance the endowment of this scholarship fund may be sent to the Kappa Kappa Gamma Foundation, Cecilia Hendricks Wahl Project 2000 Fund, P.O. Box 38, Columbus, OH 43216-0038. 



Cecilia Wahl presents the scholarship named in her honor to Delta Chapter member Jule Rowley.

In the Celebration of Giving listed in the Winter issue of *The Key*, **MARTHA HETTERICH FLATT**, Cincinnati, and **MOLLIE VILLERET DAVIS**, Texas, were incorrectly listed as deceased. The Kappa Kappa Gamma Foundation apologizes for the error

largest in Southeastern United States. The Center is the first of its kind to introduce distance classroom learning by satellite, which will have impact locally, regionally and nationally. Dan Rather of CBS Evening News covered the opening of the Orlando Center in February 1997.

CAROLYN BOYER, *Bucknell*, long dedicated to health care issues, was invited to the White House when President Clinton signed the Health Insurance Portability and Accountability Act.



As the Washington Counsel in the Federal Affairs Department of the Health Insurance Association of America, she has won the Robert R. Neal Award, the highest given an HIAA staff. Carolyn is an attorney who specializes in tax clarification for private long term care insurance.

KATHLEEN IRVIN, *Texas A & M*, and **EMILY RICE**, *Mississippi*, join Dr. John Stehlin, founder of the Houston

Stehlin Foundation for Cancer Research. The Stehlin Foundation is the only research laboratory in the world limiting its investigation to human cancers. Kathleen and Emily work with Paradigm Communications, a full-service public relations and marketing firm.

Their firm was retained by the Stehlin Foundation to generate media awareness of the Foundation. They

coordinate pre-event publicity, actual event publicity, media interviews and post-event publicity for fundraisers for the Foundation.

SALLY RIVENES ISAKSEN, *Washington*, received the Outstanding Service Award in recognition of outstanding service and contributions to students, staff and college of Lakeland College, Alberta, Canada.

"When I was promoted to coordinator of Residence Life, my Kappa experience paid huge dividends because it had



Five members of the **Beta Theta**, *Oklahoma*, pledge class of 1945 gathered at the chapter house to meet with current chapter members and reminisce about the good old days.



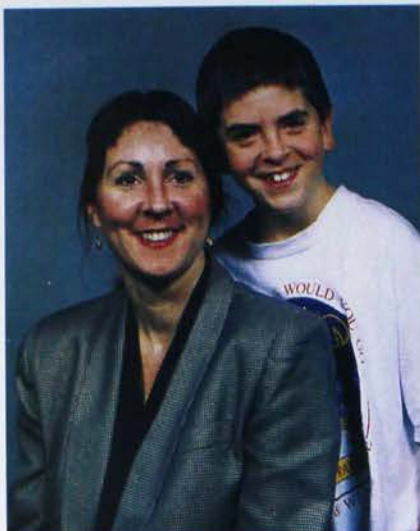
Sally Isaksen was honored for her dedication as coordinator of Residence Life at Lakeland College, Alberta, Canada.

given me a wealth of ideas to tap into, which benefitted the students. I adopted the Kappa model of leadership opportunities to work with the individual potential of students."

She was given freedom to try innovative extracurricular "fun" activities. The Great Toboggan caper gained the college admission to *The Guinness Book of World Records* when 132 people rode a 102-foot toboggan down the Province Park Hill. "It was a big success. The students had a blast!"



Dr. John Stehlin thanks Kathleen Irvin and Emily Rice for coordinating fundraising and publicity for his Houston cancer research center.



A River Lost, reviewed in the Spring issue of *The Key*, authored by LYNN MARICH BRAGG, *Washington*, won the Seattle Arts Festival Award for Best Children's Publication.

"An inspiration to colleagues and customers alike" is how one associate described Director of Membership KAY SCHOLBERG WEEKS, *Bucknell*. Kay received the 1996 Lois Hair Bernays Award from the Greater Dallas Association of Realtors (GDAR).

"While maintaining a multimillion-dollar production level year after year, she's also given a great deal of time to the GDAR, the Texas Association of

Realtors (TAR), and civic organizations," the award presenter said. The tribute is given annually to a Dallas-area realtor who exemplifies outstanding involvement in professional, civic, and community activities.

In addition to an outstanding volunteer career with Kappa Kappa Gamma Fraternity, Kay also serves as

a director for the TAR, serves on the GDAR nominating committee, is a member of the charter class of Leadership GDAR, and has spent numerous hours on the groups' Paint the Town project. She is a member of the Dallas Alumnae Association and the Junior League of Dallas.



These busy alumnae organized a summer reunion attended by members from coast to coast for a nostalgic tour of their Kappa house in Madison, including a showtime video of "the way we were" compiled from old photos and slides from yesteryears. Luncheon was held at the nearby Edgewater Beach Hotel where their Kappa formals were held, followed by a shoreline cruise on Lake Mendota. A reunion it was!!

Kappa Kappa Gamma Foundation of Canada Annual Meeting

Wednesday, May 7, 1997 - 12:00 Noon

Granite Club

2350 Bayview Avenue

Toronto, Canada

Luncheon to Follow - \$30.00

RSVP by May 1 to Kappa Kappa Gamma Foundation of Canada

615 Mt. Pleasant Rd. Suite 142

Toronto, Canada M4S3C5



Four Duke University Kappas who live in various retirement communities along the East coast, meet several times a year to renew their bonds spanning 60 years of friendship.

Preservation North Carolina honored **VIRGINIA (GINNY) ATKINSON STEVENS**, *Duke*, for her outstanding leadership and dedication to historical preservation in North Carolina.

Ginny, current president of the Blowing Rock Historical Society, served as president of Preservation North Carolina from 1992 to 1994 and has been involved in the preservation and restoration of major architectural and historic monuments state wide. She is also the founder and past president of the Capital Area Preservation Inc. in Raleigh, N.C., serving on the board of directors for more than 10 years.

Association Action



Thirteen Kappa stitchers, members of the Houston Alumnae Association, produced this needlepoint rug featuring twelve 13-inch squares of Texas wildflowers, originally painted by the late **ELOISE REID THOMPSON**, *Oklahoma*, for her book *Wildflower*

Portraits published in 1964. Her original paintings are preserved in the archives of Houston's Museum of Natural Science. This biennial Pilgrimage by Houston Alumnae has been in existence for more than sixty years. In the past 20 years, proceeds of more than one million dollars have been donated to Houston's

charitable organizations including Avondale House, The Center for Hearing and Speech, The Institute for Rehabilitation and Research, Museum of Health and Medical Research, Ronald McDonald House, Taping For The Blind, Inc., and Texas Children's Hospital in the Physical Medicine and Rehabilitation Departments.

DIANE MILLER SELBY, *Ohio State*, is the recipient of the Columbus (Ohio) Alumnae Association's first Sally Moore Nitschke Memorial Award. Diane served as Editor of *The Key* for 13 years and is currently the executive director for Mortar Board National Honor Society. The award will be given annually in memory of **SALLY MOORE NITSCHKE**, *Ohio State*, Fraternity President 1980-1984, to a Kappa who demonstrates community service, high moral standards, service and empathy for others, mentorship to youth, love of and leadership in the Fraternity, creativity, and intellectual achievement.

Miami (Fla.) Alumnae Association President JACKIE LEVIN, *Florida*, presents a crystal letter opener from the association to **SUSAN GOLDSMITH SHELLEY**, *Miami*, in honor of her generous donation to Delta Kappa Chapter, *Miami*, Project 2000 Fund. Susan has also



KAPPA KTRAVELS

Kappa couples enjoy a tour of the Far East on a cruise of the Spice Islands and travel aboard the Orient Express. See the ad on the back cover for new Kappa Travel information.

been named to the Board of Trustees of the Kappa Kappa Gamma Foundation.

Fleur-de-lis flyers printed with a keyboard logo were sent to Madison, Wis. alumnae initiated into Kappa during the 40s, 50s and 60s, asking them to "pick a key, any key...keep us all in harmony." Seventy-nine hundred dollars were raised to restore Eta Chapter's elegant old grand piano, which was re-dedicated during its Founders Day ceremony.



Miami Alumnae Association honors Susan Goldsmith Shelley.

IN MEMORIAM

Names which appear in this listing are from information received by Headquarters from October 30, 1996 through January 10, 1997.

***ADRIAN COLLEGE**
Naas, Dorothy Finkell,
'35,d.11/96

AKRON, UNIVERSITY OF
Church, Maryalice Canavan,
'51,d.8/96
Turner, Mary Frankenburger,
'42,d.6/96
Warner, Annetta Ayer, '30,d.7/96

ALABAMA, UNIVERSITY OF
Porch, Carolyn Dupre, '39,d.12/96

AUBURN UNIVERSITY
Dixon, Carol, '75,d.3/96

BAYLOR UNIVERSITY
Rogers, Doris Barganier, '78,d.6/96

***BOSTON UNIVERSITY**
Cummings, Dorothy Smith,
'24,d.9/95
Peck, Eleanor Warren, '22,d.12/94

BUCKNELL UNIVERSITY
Wasson, Anna Shultz, '55,d.1/96

BUTLER UNIVERSITY
Tanner, Frances Lasater, '43,d.10/96
Throckmorton, Joyce Jackson,
'25,d.7/96

CALIFORNIA, U. OF, BERKELEY
Van Sicklen, Winifred Tinning,
'38,d.1/96

CALIFORNIA, U. OF, LOS ANGELES
Dickey, Gail Abbott, '56,d.8/96

CARNEGIE-MELLON UNIVERSITY
Donaldson, Eleanor Carlock,
'44,d.12/96
Levy, Stephanie MacKay, '54,d.9/95

CINCINNATI, UNIVERSITY OF
Jones, Virginia Pownall, '35,d.3/96
McClure, Genevieve Phillips,
'15,d.11/96

COLORADO COLLEGE
Oldham, Luzilla Eubank, '34,d.9/96

COLORADO, UNIVERSITY OF
Bruce, Chloanna Stillwagon,
'51,d.7/96
Dyson, Gladys, '37,d.9/96
Fleming, Margery Bell, '40,d.10/96
Kettering, Helen, '36,d.4/96
Prator, Lois Skinner, '34,d.8/96

CORNELL UNIVERSITY
Hammond, Eleanor Reynolds,
'33,d.10/96
Trechel, Barbara Crosby, '28,d.10/96

DENISON UNIVERSITY
Jackson, Barbara Vorhis, '37,d.11/95
Van Fossen, Marjorie Frederick,
'31,d.2/88

DEPAUW UNIVERSITY
Norton, Isabel Remy, '45,d.10/96
Stitle, Virginia Elliott, '29,d.12/96

DRAKE UNIVERSITY
Reppert, Helen Keller, '38,d.12/96

DUKE UNIVERSITY
Livengood, Caroline Stiles,
'38,d.10/96
McCall, Judith Tate, '64,d.11/96

GEORGE WASHINGTON UNIVERSITY
Agnew, Anita Watson, '32,d.11/96
Burk, Virginia Harris, '29,d.10/96

IDAHO, UNIVERSITY OF
Griffin, Patricia Trask, '52,d.12/96
Litchfield, Aneita White, '21,d.1/96
Peterson, Irene McBirney,
'24,d.12/96

ILLINOIS, UNIVERSITY OF
Boggs, Nancy Betz, '42,d.11/96
Bradt, Mary Powell, '26,d.11/96
Gaugler, Cynthia Pacifico, '75,d.2/94
Kiedaisch, Marte Landis, '39,d.9/95

ILLINOIS WESLEYAN UNIVERSITY
Beck, Margaret, '62,d.10/96

INDIANA UNIVERSITY
Barrow, Josephine Bierhaus,
'51,d.10/96
Brannan, Mary Rowland,
'50,d.11/96
Hoy, Jane, '28,d.3/94

IOWA, UNIVERSITY OF
Prange, Anne Root, '30,d.5/96
Soderstrom, Frances Mathew,
'27,d.11/96

KANSAS, UNIVERSITY OF
Altman, Nancy Reese, '51,d.12/96
Patton, Dorothy Dinsmoor,
'25,d.11/96
Sample, Ann Miller, '28,d.10/96

KENTUCKY, UNIVERSITY OF
Horn, Margaret Champe, '45,d.9/96
Kinder, Virginia McKinlay,
'80,d.2/96
Wilson, Susan Clay, '38,d.12/96

***MANITOBA, UNIVERSITY OF**
Love, Mary Carmichael, '41,d.8/96

MASSACHUSETTS, UNIVERSITY OF
Quinn, Ruth Shea, '45,d.9/96

MIAMI, UNIVERSITY OF
Sayer, Phyllis Jones, '40,d.7/96

MICHIGAN STATE UNIVERSITY
Eilber, Margaret, '56,d.11/96

MICHIGAN, UNIVERSITY OF
Gryson, Velma Harris, '52,d.6/96
Schaus, Ruth Harris, '36,d.10/96

MINNESOTA, UNIVERSITY OF
Joynt, Patricia Pattison, '38,d.10/96

MISSISSIPPI, UNIVERSITY OF
Judge, Martha Turner, '68,d.1/96

MISSOURI, UNIVERSITY OF
Logan, Peggy Blackburn,
'43,d.11/96
Pardue, Mary Marshall, '22,d.4/92
Records, Eleanor Jeffrey, '30,d.11/96
Shipp, Marie Lane, '34,d.3/96

MONMOUTH COLLEGE
Wopata, Evelyn Barr, '47,d.12/96

MONTANA, UNIVERSITY OF
Hoffman, Catherine Pemberton,
'56,d.9/96
Walters, Evelyn Kuehn, '28,d.11/96

NEBRASKA, UNIVERSITY OF
Justice, Juliette Barney, '32,d.10/96

NEW MEXICO, UNIVERSITY OF
Mauldin, Mary Harris, '33,d.3/96
Rowley, Winifred Walton,
'35,d.11/96

NORTHWESTERN UNIVERSITY
Harris, Jennifer, '92,d.10/96
Smith, Virginia Fling, '31,d.12/91

OHIO STATE UNIVERSITY
Fuller, Caroline Kromer, '56,d.11/96
Okie, Opal Cain, '28,d.11/95
Sheldon, Marjorie Sanborn,
'40,d.6/96
Wendler, Anne Wiant, '23,d.10/96

OHIO WESLEYAN UNIVERSITY
Oldham, Pauline Drake, '40,d.9/96

OKLAHOMA, UNIVERSITY OF
Barton, Phyllis Benjamin,
'43,d.10/96
Boswell, Sara, '30,d.11/96
Brown, Nell Wood, '27,d.11/96
Carroll, Harriett Huffhines,
'33,d.10/96
Eddleman, Gladys Guillot,
'22,d.11/96
Galey, Mary Hindman, '40,d.8/96
Moore, Elgenia, '27,d.12/96
Mueller, Sarah Love, '29,d.12/96

OREGON STATE UNIVERSITY
Gustafson, Helen Olson, '42,d.10/96
Williams, Mary Conlin, '38,d.3/95

OREGON, UNIVERSITY OF
Connell, Elizabeth Labbe,
'34,d.11/96
Desmond, Kathryn Inwood,
'24,d.1/96
Elbow, Genevieve Smith, '31,d.3/78
Mercer, Sue Riddlesbarger,
'51,d.8/96
Monroe, Harriet Vannatta,
'47,d.9/96

PENNSYLVANIA STATE UNIVERSITY
Hamilton, Cherrille Merrill,
'32,d.12/96

***PENNSYLVANIA, UNIVERSITY OF**
Myers, Molly Kirk, '44,d.4/96

PITTSBURGH, UNIVERSITY OF
Games, Marjorie Watson, '37,d.8/95

PURDUE UNIVERSITY
Coplen, Marguerite Veirs, '19,d.9/96
Gibeau, Cynthia Walsh, '52,d.10/96
Parrott, Elaine Billman, '45,d.4/95
Reynolds, Carole Goodnight,
'53,d.11/96

ROLLINS COLLEGE
Rives, Mary Burlew, '73,d.10/96

ST. LAWRENCE UNIVERSITY
Athey, Catherine Hoffman,
'33,d.9/96
Gore, Dorothy Spencer, '30,d.11/96
Paff, Jean Hannah, '42,d.10/95

SOUTHERN METHODIST UNIVERSITY
Broad, Mary Schofield, '31,d.11/96
Ford, Shannon, '81,d.9/96
Merritt, Dorothy Thompson,
'43,d.8/95

STANFORD UNIVERSITY
Lundborg, Barbara Wellington,

'22,d.7/96
Lynch, Aileene Burks, '25,d.9/96

***SWARTHMORE COLLEGE**
Pugh, Elizabeth Palmenberg,
'26,d.9/96

SYRACUSE UNIVERSITY
Dryfoos, Mary Fahringer,
'28,d.12/85
Field, Hazel Steele, '29,d.1/96
Hodges, Jennifer, '78,d.6/92
Noerling, Janet Browne, '34,d.11/96

TEXAS, UNIVERSITY OF
Rogers, Jean, '54,d.11/96
Speegle, Lisa, '80,d.11/96
Strozier, Hilda Starcke, '35,d.12/95

TORONTO, UNIVERSITY OF
Shaw, Leslie Brennan, '34,d.7/96

UTAH, UNIVERSITY OF
Beers, Dorothy Covey, '32,d.11/96
Cassidy, Joanne Barber, '48,d.9/96
Dowse, Janet McGregor, '59,d.5/96
Strike, Janice Young, '51,d.10/96
Winter, Rosemarie, '32,d.12/96

WASHINGTON UNIVERSITY
Haar, Marie Zukoski, '21,d.11/96
Owen, Arline Van Buren,
'23,d.10/96
Steinhauer, Nancy Williams,
'38,d.11/96

WASHINGTON, UNIVERSITY OF
Bielski, Michelle, '89,d.6/96
Wiebenson, Helen Chamberlain,
'21,d.2/96

WEST VIRGINIA UNIVERSITY
Brenton, June Grimm, '36,d.11/96
Taylor, Helen Goodwin, '43,d.8/93


WHITMAN COLLEGE
Bergevin, Erma Zuger, '36,d.10/96
Hartley, Katherine White,
'44,d.10/96
Jones, Elizabeth Blue, '43,d.8/89

WISCONSIN, UNIVERSITY OF
Falk, Marjorie Shearer, '40,d.11/96

WYOMING, UNIVERSITY OF
Sheehy, Mary Teeling, '45,d.11/96

*inactive chapter

Correction:
Laura Miller Adams, *Baylor*, was
incorrectly listed in the Fall 1996
issue as deceased. *The Key* regrets
this error.

In order for names to appear
in "In Memoriam," verification
and date of death must be sent
to Fraternity Headquarters and
Foundation Office, P.O. Box 38,
Columbus, OH 43216-0038.
Memorial gifts may be sent to the
KKΓ Foundation, attention:
Marilyn Jennings. 

GOOD IDEAS...

ACTIVE/ALUMNA INTERACTION

BETA CHI, Kentucky, invited area Kappa alumnae to participate in "Mom's Night Out," an evening during which parents could drop off their children at the Kappa house to be supervised by chapter members from 6-9 p.m. Children were entertained with movies, games, and snacks.

DELTA KAPPA, Miami, invited alumnae from the Miami, Fla., area to share career advice and answer questions. Alumnae gave presentations in four categories: medicine, law, media and teaching. After listening to the presentations, members divided into groups to ask one-on-one questions.

ZETA TAU, Washington & Lee, members and area alumnae shared favorite recipes during "Kappa Cook-Off." The recipes were compiled into a cookbook and given to

seniors as a graduation gift.

PROGRAMS & ACTIVITIES

The **RHO^Δ, Ohio Wesleyan,** Standards Committee plans a special chapter dinner for actives and pledges to promote the positive aspects of the Standards Program.

BETA ETA, Stanford, and **UPSILON, Northwestern,** are two of a growing number of chapters using the Internet to improve chapter communication and participation. Members use an e-mail listserv to transmit agendas, reminders, and schedules of events to groups of members and advisers in an instant.

The **GAMMA ZETA, Arizona,** Standards Committee reveals the "Senior of the Week" during chapter meetings by reading a story written by her parents. The chapter tries to guess who the story is about.

The **GAMMA RHO, Allegheny,** Vice President-Organization asks each chapter officer to write down preliminary questions for the Traveling Consultant prior to her visit, which has been helpful during individual officer meetings.

The **GAMMA PHI, SMU,** Social Committee plans a "milk and cookies" social event to promote fun without alcohol.



Eight of 12 members on the *Cal. State, Fresno* cheerleading squad are members of **Delta Omega Chapter.**

The **GAMMA OMEGA, Denison,** Treasurer creates a bulletin board each semester outlining each officer position and budget to increase chapter awareness of how dues are allocated and spent.

The **DELTA PI, Tulsa,** Standards Committee turns down members' beds and leaves mints on pillows as a "spirit and morale" activity.

The **DELTA UPSILON, Georgia,** Membership Chairman sent a summer news bulletin to remind members about Rush attendance requirements, Panhellenic rules, Rush schedule, and a "What to Bring/What to Wear" list.

The **DELTA OMEGA, Cal. State, Fresno,** Scholarship Committee recognizes members who have achieved "A"s during chapter meetings and asks them to stand and say something about the classes in which they received "A"s.

The **EPSILON OMICRON, UC Davis,** Scholarship Committee creates a bulletin



Gamma Pi, Alabama, raises money for the Child Abuse Prevention Services through the "Walk for the Love of Children" walk-a-thon.



Alumnae share career advice with members of **Delta Kappa, Miami.**

board with a "Books for Sale" section to help members save money on text books.

EPSILON PSI, UC Santa Barbara, seniors enjoy the "Senior Club," an informal weekly gathering for bowling or other activity planned by a senior.

to be paired with a member with similar interests.

COMMUNITY SERVICE

GAMMA XI, UCLA, sponsors "Kappa Feast," a buffet style dinner to which all campus sororities and fraternities are invited. Area restaurants donate various types of food for the annual



Beta Phi, Montana, members practice Rush songs.

students, faculty and community residents.

FUN RAISERS

EPSILON NU, Vanderbilt, raised \$5,200 last year during its annual "Kappanello" pasta dinner fundraiser. Chapter members also raised \$1,300 during a bowling event. The money was donated to the Buddies of Nashville, a mentoring program for children.

EPSILON RHO, Texas A&M, raised more than \$10,000 for the Brazos Valley Mental Health and Mental Retardation Authority through the fifth annual "Kappa Klassic" golf tournament. Members worked as caddies during the tourna-

ment and wrapped up the day with a reception and silent auction. A live band and the Epsilon Rho "Kappa Pickers" singing group provided entertainment.

ZETA PSI, Wake Forest, raised more than \$2,000 with a golf tournament for the Brian Piccolo Cancer Foundation.

HOOTS N' SALUTES

SUSAN CHRISMAN, Texas, a starting player on the University of Texas volleyball team, has been recognized by the Southwest Conference for academic achievement and



Epsilon Kappa, South Carolina, sponsors an Easter party at the Nurturing Center, a facility for abused and neglected children.

The **ZETA THETA, Trinity**, Corresponding Secretary sends a newsletter to members studying abroad and asks them to give short presentations about their experiences when they return.

The **ZETA KAPPA, Bowling Green**, Scholarship Committee produces a scholarship booklet detailing university resources and tips on time management and study skills for new members.

ZETA NU, UC San Diego, selects a member to serve as "Sports Chairman." This chairman started a program called "Workout Buddies," in which members who like to exercise regularly can sign up

event. Money that would normally be spent that night on individual chapter dinners is donated to charity.

EPSILON UPSILON, Baylor, offers a babysitting service called "Faculty Night Out" to university faculty members during a weekend night.

ZETA ALPHA, Babson, participates in "City Year," an annual day-long volunteer program to help beautify and upgrade the city of Boston.

ZETA PHI, Princeton, operates a booth annually in a community-wide festival in order to interact with



Epsilon Rho, Texas A&M, raised \$10,000 during its fifth annual "Kappas Klassic" golf tournament.



Zeta Nu, UC San Diego, members work on communication skills during a pre-Rush workshop.



Zeta Xi, Yale, actives help members of the Fairfield Co. (Conn.) Alumnae Association sell gift wrap.

has excelled as a marathon runner. Ranked in the top five for her age group in local marathons, Susan finished the 26-mile London Marathon last year running an average of eight minutes per mile.

NATALIE HAYDON, Arkansas, and **STACEY HOLMES**, TCU are two of 50 students nationwide to receive \$500 scholarships from the National Order of Omega. Stacey is also the recipient of the Day Alva Ross Scholarship sponsored by the Texas Christian University Panhellenic Council. This \$500 scholarship is awarded annually to a member of a women's Greek-letter organi-

zation who excels in academics and service.

WENDY MIADICH, Pepperdine, was selected as Pepperdine University's "Wave of the Year," an award that recognizes a student for outstanding involvement and positive attitude.

CHRISTY PRESCOTT, Iowa State, was recognized as a local hero after rescuing a small child from drowning at Emerson Bay Beach. After seeing the three- to four-year-old girl slip out of her life jacket and go under water, Christy swam 20 feet to grab her and swam with the child under one arm 175 yards to safety. Although she is a certi-

fied lifeguard, Christy was not employed in that capacity at the time of the rescue.

RAMONA PARKASH-PUNI, McGill was awarded the first place prize of \$500 for her speech entitled "Green Eggs and Ham" at the Toronto Youth Achievers Talent Competition. Her speech focused on ending racism and ignorance through education and appreciation.

ALICE WILLIAMS, Kansas State, has been awarded a scholarship from Kansas State University to study for one year in Munich, Germany. A junior pre-law major, Alice was selected out of 14 other applicants to attend the Ludwig-Maximilians Universität München (University of Munich), the largest university in Germany with approximately 65,000 students.

The scholarship is part of an annual exchange program through which one student from Kansas goes to Munich and a student from Munich comes to Kansas. Alice is studying Central European relations and history and will complete her classes in July 1997.



Zeta Sigma, North Texas, sponsors an Easter egg hunt for Cumberland Children's Home.



Alice Williams (right) studies in Germany on a scholarship from Kansas State University.

ATTENTION COLLEGIANS AND ADVISERS!

Please send collegiate news articles, photographs and "Good Ideas" to:

Collegiate News Editor, P.O. Box 38
Columbus, OH 43216-0038

Fax: 614/228-7809

Internet: 73442.1175@compuserve.com

Compuserve: 73442,1175



Omicron ^Δ, Simpson, pledges make a scrapbook during a pledge retreat.

Academic Excellence

A Fraternity expectation of every chapter is to meet or exceed the All-Sorority Average for the campus. In addition, the Fraternity Council has established a goal of an overall Fraternity GPA of 3.1. Thirty-three chapters achieved both of these goals for the Spring term, 1996.

Congratulations to the following chapters!

ABOVE FRATERNITY GOAL OF 3.1 AND AT OR ABOVE THE ALL-SORORITY AVERAGE:

REGION 1

DELTA DELTA, McGill
PSI^Δ, Cornell
DELTA PHI, Bucknell
EPSILON OMEGA, Dickinson
ZETA PHI, Princeton
DELTA ALPHA, Penn State
ZETA THETA, Trinity
ZETA XI, Yale

REGION 2

GAMMA KAPPA, William & Mary
DELTA BETA, Duke
EPSILON GAMMA, North Carolina
ETA ALPHA, Furman
DELTA UPSILON, Georgia
EPSILON SIGMA, Virginia
DELTA KAPPA, Miami
EPSILON PHI, Florida

REGION 3

ALPHA^Δ, Monmouth
BETA LAMBDA, Illinois
DELTA LAMBDA, Miami (Ohio)

REGION 4

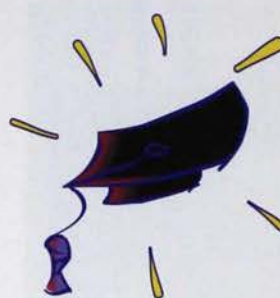
DELTA ZETA, Colorado College
DELTA ETA, Utah
GAMMA THETA, Drake
GAMMA LOTA, Washington
DELTA OMICRON, Iowa State

REGION 5

EPSILON RHO, Texas A&M
DELTA PSI, Texas Tech
GAMMA PHI, SMU
BETA THETA, Oklahoma
GAMMA NU, Arkansas

REGION 6

BETA PI, Washington
GAMMA GAMMA, Whitman
BETA KAPPA, Idaho
BETA OMEGA, Oregon



#1 ON CAMPUS (where ranks are reported)

ZETA ALPHA, Babson
ZETA PI, Albertson
BETA KAPPA, Idaho
EPSILON XI, Cal. State, Northridge
GAMMA NU, Arkansas
BETA ZETA, Iowa



Zeta Upsilon, Georgia Southern, collected more than 350 cans of food for a local food pantry.

TOP TEN CHAPTERS ABOVE THE ALL-SORORITY AVERAGE:

(percentage chapter GPA exceeds ASA)

BETA UPSILON, West Virginia	10.3%
BETA OMEGA, Oregon	8.3%
DELTA OMICRON, Iowa State	7.2%
BETA KAPPA, Idaho	6.7%
DELTA ETA, Utah	6.5%
ALPHA ^Δ , Monmouth	5.9%
GAMMA DELTA, Purdue	5.3%
EPSILON SIGMA, Virginia	4.8%
GAMMA NU, Arkansas	4.5%
BETA ZETA, Iowa	4.4%

The Key is looking for stories about choices women make. In addition to stories about difficult decisions, *The Key* would like to hear from collegians on why they chose to become members of Kappa Kappa Gamma. Stories should be submitted to Jenny Struthers Hoover, Editor, KKG Fraternity Headquarters, P.O. Box 38, Columbus OH 43216. Not all stories submitted will be used and submissions may be edited for clarity or length. Related photos may accompany the submission. Submitted stories and photographs become the property of *The Key* and must be received by April 1 for consideration.

EDITOR'S NOTE: We are delighted to be receiving so many letters but regret that we are unable to print each one. Please keep writing to *The Key* and know we appreciate your input. Letters are edited for clarity and length.

Every Panel Tells a Story

I was inspired by the quilt ideas in the Spring 1996 issue of *The Key*. It was a wonderful idea for all of the shirts with special meaning that I simply could not throw away. I want to show it off to everyone and thought I would show it off to *The Key* as well.



I am a charter member of **ZETA SIGMA**, North Texas, and my quilt tells the story of our local sorority and how our dreams of becoming Kappas came true. There are panels from our local sorority events, events with fraternities on campus that were going through the same stages we were in getting their charters, and from my treasured events of finally being a Kappa and wearing Kappa letters. Two of the panels tell our story as a victorious local sorority... "You can't always get what you want...but we did!" with the Kappa letters in big blue print.

You do a wonderful job with *The Key*. I wish all publications could be so well put together and informative, the world would be a better place.

—**JULIE BOLER LYLE**, North Texas

Editors Note: Have you ever made a quilt from Kappa T-shirts? (Directions appeared in the Spring 1996 issue.) If so, send in a picture to The Key, P.O. Box 38, Columbus, Ohio 43216-0038.

I have been receiving *The Key* for over 50 years, enjoying very much each issue, especially the one coming out after each Convention. I was very disappointed this year to find little or no captions under the pictures of who is who [in the Fall 1996 issue with coverage of the 61st Biennial Convention]. The new Council looks great but I cannot put names to faces and it is that way all through the issue. The wonderful happy faces on pages 18, 19, 21, 22, and 23, for example, mean nothing when I cannot identify them. It all may seem obvious to you all close to the Fraternity, but many of us, old and much further away from it all, need help!

—**ALYSONE HALES DE LAVEAGA**, Oregon

Kappas Connecting

Last summer you published a piece that I wrote about volunteer work I have done with FEMALE (Formerly Employed Mothers At the Leading Edge).

Last month I was delighted to receive a letter from a Kappa in Grand Rapids who had seen the article in *The Key* and had been inspired to start a chapter of FEMALE in her city.

This letter touched my heart in a number of ways. First of all, I was so proud that another group of women were finding support and encouragement while interrupting their careers to raise their children. But most of all, I was filled with great emotion that the two organizations that I feel so strongly about — Kappa and FEMALE — had been linked in my life, and in another Kappa's as well.

I was so honored this year to be named leader of the year by the national FEMALE organization and so much of what has made me a good leader with that organization is a direct result of my involvement with Kappa Kappa Gamma. I have tried, as the Kappa leaders did in my college days, to instill a sense of loyalty, promote the importance of an organization that crosses the continent, and provide the opportunity to look for the beautiful and the good in every woman.

Thank you again for printing the piece about FEMALE and for including the contact information. My sister, a Kappa from Eta Chapter, Wisconsin, who now lives in Bangkok, was recently visiting a college friend in Washington. That friend commented on the article and remarked that it had been important for a friend of hers who read the story and contacted the FEMALE chapter in

Heritage Museum Replicas

Add a replica of the Kappa Kappa Gamma Heritage Museum to your Kappa collection. All proceeds benefit the Heritage Museum. To order, send \$15 to KKG Fraternity Headquarters, P.O. Box 38, Columbus, OH 43216-0038, attention **SUE MILLIGAN**, checks payable to KKG Heritage Museum Guild.

Name: _____

Mailing Address: _____

Phone Number: _____



Through the Keyhole...

her area. My sister was with me when I opened the letter from **KARN HOLMES ADAMS** and we were both thrilled.

I am including Karn's letter for your readers.

—**VIRGINIA MYERS SHAW**, *Kansas*

Editor's Note: The following letter was sent by Karn Adams to Ginny Shaw.

Dear Gin,

Congratulations to you on being named leader of the year and also for the wonderful appearance on ABC's World News Tonight. Your whole chapter did a great job, giving FEMALE a national boost!

I also want to thank you. It was your beautifully written article in *The Key* magazine that inspired me to start the Grand Rapids chapter. I am a Kappa from the University of Michigan.

Our first meeting was November 5 and 35 women attended! I've received such wonderful feedback from the whole community, and many are thankful that someone saw the need for a group like FEMALE in our area.

Best wishes to you and the entire Atlanta chapter. I hope your brilliant success shines throughout the new year.

— **KARN HOLMES ADAMS** *Michigan*

CORRECTION

In the Winter 1996 issue, the names of two members were misspelled.

In the story "Why I Give," the name of **KAY MOESSNER JEFFREY**, *Denison*, was misspelled. In the article, "Foundation Fashions," the name of **CATHERINE SCHROEDER GRAF**, *Ohio State*, was misspelled.

The Key regrets the error and apologizes for the mistakes.

Send in Your Story

Have you made a difficult decision, a conscious choice, or taken an unconventional option? The Fall issue of *The Key* will focus on choices women make in their lives.

If you would like to have your story considered for publication, please send the proposed article on disk in either Macintosh- or IBM-compatible format accompanied by a hard copy of the story along with any pictures, to Jenny Struthers Hoover, Editor, Kappa Kappa Gamma Fraternity Headquarters, P.O. Box 38, Columbus, Ohio 43216-0038.

All proposed articles must be received by June 1. Stories which are accepted will be edited for clarity and length. All stories and pictures submitted become the property of *The Key* and will not be returned.

KKΓ HEADQUARTERS REQUEST FORM

Several often-requested items are available directly from Fraternity Headquarters.

1. Check the item and number of copies desired.
2. Phone 614/228-6515, or mail this form to:

Information Services
Kappa Kappa Gamma Fraternity
P.O. Box 38
Columbus, OH 43216-0038

No. of Copies	Price
Membership Data Form	NC
Graphics Manual	\$11.00
Hazing Brochure	Call
INSIGHT on Domestic Violence	\$5.00
Kappa Kappa Gamma Cruise Information	NC
Kappa Kappa Gamma Foundation Information	NC
KEEP SAFE Brochure	\$1.00
Educational Resources Brochure	NC
SEEK Manual (Chapter or Alumna)	\$8.25
SEEK Video	\$10.00
SEEK Audio Tapes I, II, & III	\$15.00
"Reflections" Video	\$20.00
61st Biennial Convention Video	\$15.00

TOTAL AMOUNT

Your Name: _____

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2. Pierced Pin-On Badge Charm.....	125.00	90.00	50.00	50.00
3. Imperial Onyx/Crest Ring w/4 Pearls.....	202.00	151.00	--	69.00
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All Pearl (not shown).....	190.50	139.50	--	--
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10. Vertical Incised Letter Ring w/out Enamel.....	153.00	108.00	--	40.50
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13. Oval Incised Letter Ring.....	152.50	108.00	--	40.50
14. Key Ring.....	152.50	108.00	--	40.50

	14K	10K	GK	SS
15. GF/SS Oval Filigree w/ Engraved Vertical Letters.....	--	28.00 (GF)	--	28.00
16. GF/SS Large Round Filigree with Crest.....	--	50.50	30.00	31.00
17. GF/SS Small Round Filigree Charm w/Crest.....	--	45.50	25.50	26.00
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21. Mini Vertical Letter Lavalier.....	25.50	16.50	8.00	12.50
22. Key Lavalier.....	38.00	28.00	8.00	12.50
23. Ingot Lavalier w/ Enamel.....	76.00	53.00	12.50	12.50
24. Staggered Letter Lavalier.....	38.00	28.00	8.00	12.50
25. Crest Lavalier.....	47.00	31.50	12.50	12.50
26. Heart Lavalier.....	39.00	29.00	12.50	12.50
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28. Mini Staggered Letter Lavalier.....	25.50	16.50	8.00	12.50
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31. GF Festoon Bracelet w/1 Key.....	--	69.50	28.50	28.50
32. Key Bracelet w/Crest (7).....	--	222.00	86.50	86.50
33. Plain Double Letter Guard.....	--	35.00	14.00	--
34. Plain Single Letter Guard (not shown).....	--	30.00	11.50	--
35. Crown Pearl Single Letter Guard.....	--	65.00	33.50	--
36. Crown Pearl Double Letter Guard (not shown).....	--	80.00	51.00	--
37. Chased Double Letter Guard.....	--	40.00	17.00	--
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Please specify chapter letters when ordering guards.



	14K	10K	GK	SS
37. Recognition Key Pin.....	\$--	\$20.00	\$5.00	\$--
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Fleur de Lis Pin w/ 3 Pearls (not shown).....	--	31.50	18.50	18.50
52. Staggered Letter Stick Pin.....	--	--	9.00	--
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56. Oval Metal Trinket Box w/Crest.....	--	--	15.00	--

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(GK) Goldplated is a 14K electroplate.

* Available through headquarters only.

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KKΓ



Individual badge orders may be placed directly with Burr, Patterson & Auld Company. Chapter orders for badges MUST be prepared by Chapter Corresponding Secretary on official order forms obtained from Fraternity Headquarters.

NOTE: Returned or cancelled orders are subject to penalty. Prices are subject to change without notice. Prices are subject to state sales tax for Indiana residents. Please allow four to six weeks for manufacturing.

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Please provide Headquarters with current information.

Name: _____

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Send to Kappa Kappa Gamma Fraternity Headquarters, P.O. Box 308, Columbus, OH 43216-0308

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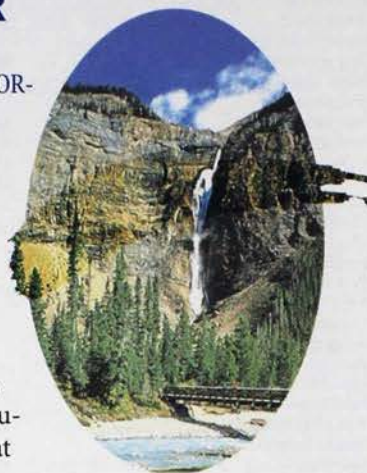


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Enjoy seven days, six nights, July 13 - July 19. Visit Banff, Lake Louise and the fabulous Athabasca Glacier, Jasper National Park, Victoria's Butchart Gardens and Vancouver's Stanley Park. \$1699 per person dbl occupancy. Call Nancy Grow at 800/654-4934.



LET'S GO TO BRANSON!



Join us to see Andy Williams, the Lawrence Welk Show, Bobby Vinton with the Glen Miller Orch., Glen Campbell, and others. Eight shows, five nights, Sept. 18 to 23. Land only \$695, dbl. Autumn in the Branson/Lakes area is perfect. Get a group together and enjoy the fun!. Book by July 1st. Call Linda Singleton at 800/484-9934, ext 3290.

KAPPAS GO ON SAFARI AGAIN!

Oct. 13-26, land tour \$3875. Deluxe, fully-escorted, First-class accommodations, air conditioned vehicles guarantee all a window seat! Nairobi, Amboseli Park, Samburu Game Reserve and Mara Game Reserve. Book by May 15. Kappa friends and family welcome on this outstanding trip. Call Linda Singleton at 800/484-9934, ext 3290



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