

# is the law of life

And those who look only to the past and the present are certain to miss the future...THERE IS NOTHING PERMANENT EXCEPT CHANGE... The only person who truly welcomes change is a wet baby...The older order changeth yielding place to the new...All our resolves and decisions are made in a mood or frame of mind which is certain to change... NEVER UNDERESTIMATE THE ABILITY OF A SMALL, DEDICATED GROUP OF PEOPLE TO CHANGE THE WORLD; INDEED IT'S THE ONLY THING THAT EVER HAS CHANGED THE WORLD... It is not strange that even our loves should change with our fortunes...change is such hard work!... It is a secret both in nature and state, that it is safer to change

many things than one.....CHANGE



**G**E

Kappa Convention participants enjoy the afternoon shade and test the waters in Ithaca, NY, 1916.

#### Message from the President

"The effectively functioning organization," writes Ted Levitt of *The Harvard Business Review*, "makes change its open ally." Change brings freshness, an air of excitement, new approaches, and creative solutions. Greek letter organizations need to embrace change so that the spirit of their founders, who were not content to reflect their contemporary world, can prevail.

How can Kappa Kappa Gamma embrace change? The best way for me to respond is to ask myself, "What changes have I seen since I was a pledge?"

The destructive use of alcohol was not a dominant issue on the college campus. That is not to say there was no consumption of alcohol, but it did not constitute a liability, and risk management was not a factor. My Kappa sisters did not use alcohol to escape reality. What we now regard as hazing was part of chapter tradition and came under the guise of "teasing and good, clean fun." Activism was associated with the Viet Nam War and the Civil Rights Movement. Women's athletics were the physical education requirement for graduation, and no one identified sexual harassment, domestic violence, personal safety, or gender issues as subjects of primary importance.

Twenty-five years later, alcohol abuse and hazing are the two leading causes of criticism of Greek organizations. Women activists are calling for an increased sensitivity to the issues facing women at home and in the work force. Federal legislation and Title IX have forever changed the way women participate in athletics. Sexual harassment, domestic violence, personal safety and security, and single-gender organizations are common topics of address within contemporary society. Thankfully nothing can remain the same for 25 years, and the response by the Fraternity to these changes is noteworthy.

The larger, societal issues of alcohol and substance abuse, hazing, domestic violence, and eating disorders have roots in individuals' lack of respect for themselves. When life experiences are difficult, tough decisions need to be made or personal relations severed. Otherwise, individuals may cope by succumbing to destructive behavior.

Kappa Kappa Gamma understands the obligation we have as sisters to constructively intervene when we see a sister in trouble. The Fraternity's program addressing self-esteem, **SEEK**: **Self-Esteem for Every Kappa**, is designed to get to the heart of these issues. For every member, undergraduate and alumna, the positive feelings of self-worth, competency, and a strong sense of belonging enable her to master life's hardships.

The Key actively addresses how individual members cope with life-changing illnesses; succeed in careers which were not always open to women; make difficult decisions about raising children; and achieve greater heights in chosen fields than ever dreamed possible. The Key shares with us the stories of Kappas facing the devastation of natural disasters; Kappas persevering in the face of destitution; and Kappas reaching out to help other Kappas.

Are we doing enough to increase our sensitivities to the changing needs of our members? Are we flexible enough for advisers to job-share their responsibilities with collegiate chapters? Is the Fraternity creative enough in its solutions to maintain a volunteer organization using members with less discretionary time? Are we attracting the very brightest and most capable women to our membership? Are we flexible enough to allow the finest women athletes on campus to miss some chapter events and still be chapter members? Are we strong enough in our convictions of the value of single-gender associations to silence our critics?

The challenges of change are mighty, but our capacity to respond is endless. Together let us join to make change our "open ally." Today's agenda is the Fraternity of tomorrow.

Juliana Fraser Wales, Ohio State,
 Fraternity President



#### FEATURES

The first college woman's fraternity magazine, published continuously since 1882.

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The Key (ISSN 1063-4665) is published quarterly for \$3.00 by Kappa Kappa Gamma Fraternity, 530 E. Town St., Columbus, OH 43215. Printed in the United States of America, copyright Kappa Kappa Gamma Fraternity 1993. Second-class postage paid at Columbus, OH. POSTMASTER: Send address changes to The Key, P.O. Box 177, Columbus, OH 43216.

For advertising rates contact Susan Schmitt, Advertising Manager: 4001 Wetherburn Way, Norcross, GA 30092. (404) 441-0946; FAX (404) 840-8565.



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The dawn of the 1900s saw the emancipation of the housewife and her hemline.

# The Times They

by Lois Catherman Heenehan, Adelphi

othing endures but change." Philosophers have expressed this thought for centuries; we have witnessed startling changes in the past year. With the crumbling of the Communist states the map of Europe remains unsettled. Natural disasters have changed landscapes and lives. In 1920 women received the right to vote through the Suffrage Amendment. Today, the profusion of women candidates in the political arena brought the media to hail the 1992 general election as "The Year of the Woman." In 1789 when Benjamin Franklin penned the words, "...in this world nothing is certain but death and taxes," he forgot to mention change.

At the turn of the century the horse and buggy vied with the automobile for a share of the road, and the hemline rose to emancipate the ankle. Seven months after the stock market crash, the Federal Reserve governor announced that the nation appeared to be in a "business

depression." Hemlines rose dramatically. Aspirin became a household word and high blood pressure was discovered. Two world wars later the ice box was cast aside for the refrigerator. New preservatives also helped keep food "fresh." The polio vaccine saved lives and permitted us to feel safe. Hemlines dropped.

In the 1960s when the Korean War was seven years behind us, bread was made in a machine, not in a bowl. Dinner cooked in minutes, not all day. Frozen foods became the norm, not a sign that the refrigerator had run amok. Television introduced more than the TV dinner. With the advent of permapress, housewives tossed out the iron. Plastic arrived and hemlines rose higher than ever.

Now, children of the '90s learn ABCs and IBM. Business is accelerated by FAX, FedEX, and car phone. Grocery shoppers search for the label "NO PRESERVATIVES," and food-fromscratch and home gardens are as "in" as recycling garbage. Joggers and bikers, out for health and pleasure, challenge automobile drivers for available road space. A "meaningful relationship" no longer implies getting along with the kid next door. Anything goes with the hemline these days, its historical cycle suggesting that "the more things change, the more they stay the same."

Kappa survives as a living voice of this adage. Times change, things change, circumstances change. The ideals, standards, ethics, and values of the Fraternity remain constant. The manner in which we address these ideals and standards, the method by which we preserve and promote our ethics and values may change, but their meaning and merit endure. The ritual we use as a reminder of our ideals may be altered by a word here or a phrase there; the significance remains the same "...henceforth, even forever."



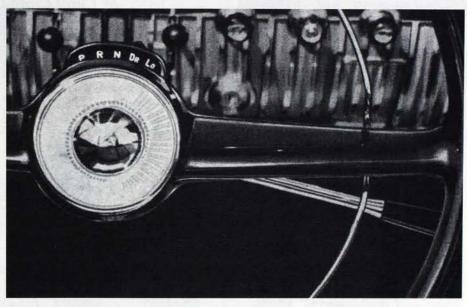
Honey, will you change the baby?

# are A-Changin'

"We are assured that, as the coming years shall widen the fields of usefulness for those who follow us, so will the influence of Kappa be found on the side of those forward movements which enlist the hearty support of every true and loyal woman, and which are so vital in these days of unrest and danger to our homes, and the foundations of our great republic.

"We, the last Founders of KKT, feel honored by your continued remembrance of those who, in a quiet way, gave impetus to an order which cherishes the high ideals that make life worthwhile, and we pray for its continued usefulness and prosperity in the years to come." Louise Bennett Boyd and Jeannette Boyd, 1926, The History of Kappa Kappa Gamma Fraternity, 1870-1930.

It was January 1992 when "change" was chosen as the theme of this issue. Little did the staff of The Key realize how prophetic the choice would be in terms of national focus, international relations, governing bodies, and even geography. As any new year develops, we see that "life is what happens when you're making other plans."

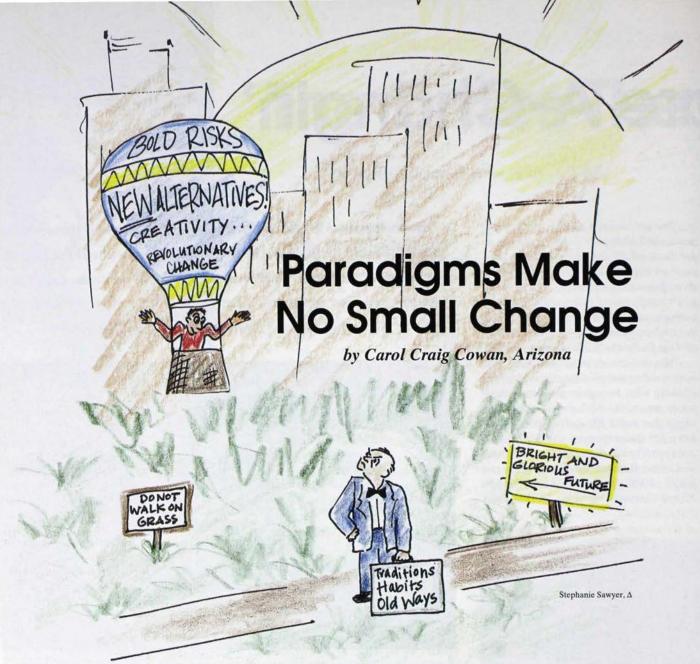


From horse and buggy to automatic drive, the modern no-clutch, no-gear shift automobile made it possible to "rock out" of mud and snow.

These women saw that Kappa Kappa Gamma would be as positive an influence in the future as it was in their time. There would be changes...but they would reflect the needs of the times. Kappa women would be innovators, leaders, architects of change. The Fraternity would provide scholarships, opportunities for leadership development, financial aid to members in need, professional and personal networking, educational programming, tools for personal

development, and limitless horizons for interaction among the "fields of usefulness" which Kappa has widened during 122 years. Each member has invested something of herself in these forward movements - blue chip investments! And the term "Keep the change!" brings new significance.

"To Kappa Kappa Gamma...thy golden key shall always be a symbol of friendship true, of love that ne'er will die."



aradigms??...Pair-adimes??...20 cents! Pair-adims??... Sunglasses! Both pronunciations are accepted. The definition: None of the above! Paradigms are patterns, models, rules, beliefs, or values that establish boundaries in our lives: "Don't talk to strangers! - Never go swimming until an hour after you've eaten. - Keep off the grass. - Always rise when a lady enters. - If you can't say anything nice, don't say anything at all." Paradigms are beneficial. They help us develop rules by which we live and interact successfully with others. But they can also block our vision, keeping us from seeing new and different ways of doing things. Have you ever heard, "It will never work! - We have always done it this way!" or "But it's tradition!"? We often accept such thoughts and never go beyond.

# "New ideas are shot down by people who think the future is an extension of the past."

- Joel A. Barker

Mary Frances Elwell Henry, Oklahoma State, helps people look further and dig deeper. As a senior partner of Growthlines, Inc., she directs seminars to assist clients in improving management techniques and leadership performance. Her mission is to develop personal and professional growth, to make more productive, efficient, and creative team members. Her lessons apply as well to any group that works as a team — families, clubs, neighborhoods, and volunteer organizations.

Mary Frances finds that paradigms can be a major block, preventing people

from moving forward. One of her tools for helping people understand paradigms and their effect is a video titled "Discovering the Future, the Business of Paradigms," written and narrated by Joel A. Barker, a student of change.

Mr. Barker relates examples of how paradigms block progress. In the 16th century Galileo insisted that the earth revolves around the sun and not the other way around. His brash declarations got him imprisoned and finally exiled. Today we accept the earth's revolution and furthermore have seen a man walk on the moon.

Mr. Barker tells us that Switzerland held 65 percent of the world market in watch making in 1968, but within a decade their share had dropped to below 10 percent, and 50,000 of the country's 65,000 watch workers lost their jobs. Who dominates the watch making world today? Japan! What happened to the Swiss? — the invention of the quartz movement watch! The surprise is that the quartz watch was invented by Swiss researchers but rejected by their own manufacturers. "The quartz watch did not fit their own rules or paradigms of success. Their successful past blocked their vision of the future."

Paradigms are a fact of life. They are useful rules to help us make decisions and solve problems. Our judgement is based upon these fixed perceptions what is real to us. But a paradigm or rule that denies an alternative idea simply because it does not fit the established pattern causes what Joel Barker calls "paradigm paralysis - a terminal disease of certainty."

"Those who create new paradigms are usually outsiders," he says. They are not tied in with the old guard - "the established paradigm community." The "newcomer" has nothing to lose and everything to gain. Those who choose to "flex their paradigms" must be very courageous. They are paradigm pioneers, like the six Founders of Kappa Kappa Gamma, challenging old paradigms and creating anew. Mr. Barker notes that paradigm pioneers move to the "fringes," beyond the "edge," where new ideas lie. Such pioneering is found at Kappa Kappa Gamma-Alpha Tau Omega leadership conferences, where collegians not only explore the "fringes," they aspire to "Own the Edge"!

#### **Accepting Change Beyond the Checkout** Counter

Mary Frances Henry focuses on the uniqueness of individuals and their talents and examines different perspectives and styles of leadership to design a more cohesive and productive operation. She says, "When proposing new ideas, friction occurs because change threatens position and diminishes perceived power. The only person who truly welcomes change is a wet baby! The challenge is to make changes that are timely which also examine longrange growth."

"Forming! Storming! Norming! Performing!" is the destined journey that reorganizational change takes. At the "forming" stage, the group is challenged by a new project. "Storming" comes with reaction to change. Mary Frances says that proposed change within a group has its own paradigm - denial followed by resistance: "We've done it this way for 30 years! It won't work!"

"People actively resist by refusing to change, by talking against change, or passively resisting change," says Mary Frances. "'Wait and see if this is real,' expresses passive resistance. 'I won't do it! I refuse!,' states active resistance.

#### "The only person who truly welcomes change is a wet baby."

They all add up to - nothing happens." She says that an actual danger in these first stages appears in frustrated statements: "It's impossible! I can't do it!" If the conflict is not resolved, the group will not reach its goals and may even become dysfunctional.

Her task is to get the group through these phases by acknowledging that such reactions are appropriate to accepting



the group moves to acceptance and "performing." Energy, creativity, and productivity rise in cooperative spirit. Goals are attained. "Best of all," she says, "It's fun!"

"Listening," says Mary Frances, "is a vital and indispensable tool. If we are really listening to ourselves and to all parties of the group, and helping them listen to each other, collective energies can be focused. This enables improvement far beyond today's usual productivity levels."

Kappa Kappa Gamma experiences the process of change every year. With the influx of new members and the graduation of seniors, change occurs. Fraternity programs change to accommodate current societal needs and economic demands as times change. This state of flux requires us all to "flex our paradigms" and openly explore the fresh and new - to look to the future.

Question yourself: "What is impossible to do? If it could be accomplished, how would it change what I do?" Asking

> these questions makes us receptive to different ideas. So many worthwhile things in our universe were once impossibilities, mere dreams of those who dared to ask. The impossibilities of yesterday are the realities of today. Remember Galileo!

Mary Frances Elwell Henry and her husband Mark are coauthors of the book A Patchwork Family. They serve clients throughout the United States and Canada.

Paradigms??... Pair-a-dimes??...20 cents! Pair-a-dims??... Sunglasses!

Stephanie Sawyer, A

## Random Research on a Recurring Theme...

# Change!

CHANGE, a short word with many meanings, is here to stay!

by Ruth Branning Molloy, Pennsylvania

hirty-two years ago Jessica Lippincott Colson, one of the 1890 founders of Beta Alpha Chapter, Pennsylvania, said to a reporter of the Salem, NJ, Sunbeam, "I like to keep what was good of the old, but I like to have what's good of the new, too." She pointed out the electric range, freezer, washer-dryer, and other modern equipment in her kitchen, as well as the old coal stove saved from her homestead farmhouse. She liked its heat and the easy way it kept food warm. Although she welcomed change, she was unswerving in her own code of ethics. "I'm 84 years old," she said. "It's wonderful the changes I've seen."

When my daughters were small I wrote a lot of light verse about childhood occupations, and my Beta Alpha friend, Ruth Snyder Martindale Masavage, illustrated the rhymes with pictures taken with her big 4 x 5 Speed Graphic. One poem I wrote (published in *Jack and Jill* magazine) had to do with change! It began, "I'm changing my room around today. I asked my mother, she said, 'You may," and went on to reveal that "nothing is as it used to be." This morning before I really awakened I began to think about changing my room around and how hard it would be today without muscular assistance! Then I began bringing the rhymes up to date:



Using both electric kitchen appliances and a coal stove, the late Jessica Lippincott Colson, *Pennsylvania*, enjoyed the best of the old and the new.

I'm changing my life...get ready, start!

I'll check my cholesterol, take care of
my heart.

Give up egg yolks, take an afternoon snooze!

Goodbye fast lane! Hello cruise!

I'll prove I can march to a different drum—

Carrots and broccoli, here I come!

(By this time I was really waking up and composed anew:)

They're changing around my world too fast —

What was the future, now is the past.

Dollars and nickels have changed their faces—

Countries are suddenly other places.

Everything's prices go up, then down.

There's another way to get out of town.

The sky is falling, the cupboard's bare.

Mount Everest, darling, are you still there?

In 1992 a pamphlet distributed by a hopeful for a local city council seat quoted John F. Kennedy: "Change is the law of life. And those who look only to the past or present are certain to miss the future." A photo behind this statement showed a handsome city skyline, revealing notable change of the city view during my lifetime. The political hopeful's response was then quoted: "When John F. Kennedy spoke those words in 1963, they inspired me to become an active worker for positive change in the community. Today I am still convinced that positive change is possible."

I am confused. Just what is positive change? Did anyone ever solicit negative change?

My six-year-old neighbor showed me her first composition. It was called "Say No to Drugs." I told her that when I was six I had written a story about the Easter Bunny. Her young father said, "Times have changed." As if I didn't know.

During the Great Depression I worked for a newspaper for \$20 a week. Before graduation I worked on Saturdays for \$2 a day. Today, my housework helper receives \$40 for half a day's work. In 1930, she would have made \$2 a day, just as I, a college senior, did. However, I spent about \$1 a day on food. I was 20 years old then. Now I am 82. Numbers don't prove anything, but they sound important!

During my college years I saw an advertisement for a local business college that bragged about a young woman who went from a position paying \$100 a month to one paying \$1,440 a year, just because she had gone to this business college. The ad asked, "If a girl can do as well as this, what can a boy do?"

In the days when my granddaughters were children, on every visit to our house one would head for a room on the third floor to sit in a small wicker chair and listen to its musical rendering of, I think, "The Italian Street Song." She was then satisfied and able to come back downstairs and say happily, "It's just the same. It hasn't changed." This gave her a sense of needed security.

Her sister, on the other hand, confided in me after seeing a picture of herself with a wind-blown flag in the background: "Grannie, do you know what I like best about a flag? It's the 'wavy part' - the way it changes." A flag is more exciting and more interesting when it has a "wavy part," changing its direction and its shape, depending on which way the wind blows. A flag is like life with all its "wavy parts," and that is the beauty of change!

#### **Ruth Branning Molloy**

Eighty-two years young, Ruth Branning Molloy, Pennsylvania, continues to produce lively material in her career as a free-lance writer and photographer. Her fantastic memory, ever-active mind, sharp wit, and fertile imagination conjure up images reflective of past and present scenes familiar to all of us.

Reporting on her appearance on a segment of Bill Cosby's show, You Bet Your Life, she said, "It's not in my nature to say 'no' to anything which might prove to be interesting - It was."

A devoted Kappa, Ruth was Editor for Chapter Histories and authored the biographies of the Fraternity Presidents in The History of Kappa Kappa Gamma Fraternity, 1870-1975. Like Jessie Colson, her Beta Alpha predecessor, Ruth has seen many changes, keeping what's good of the old and welcoming what's good of the new.

A Miss America finalist sang "I Am Changing" as her talent offering. I could not hear the words. My hearing is changing.

## Etc., Etc., and More, More, More...

nd so we must and do change, adjust, make new plans, turn in another direction, take a different path...Women are remarkably adept at being adaptable. Taking a sometimes wobbly step toward strange horizons, women approach new thresholds with imagination, courage, and humor. Women are not just creative thinkers and doers, but in the end, a source of stability and constancy in an ever-changing world.

#### This Time and Place

Last spring I experienced profound shock when I learned I would be eligible for a 50-year pin at the 1992 Kappa Convention. My first reaction was, "This has

got to be a mistake; they've mixed up the names." I dug out my pin and looked on the back; there it was, 1942! FIFTY years

— I still cannot believe it.

I thought back to those early pledge years and my first contact with a 50-year Kappa. A tiny, frail and elderly woman visited our brand new Kappa chapter, Delta Mu, Connecticut. We were so impressed and treated her with great respect, gave her a seat of honor, and gathered to yell our congratulations into her ear. She seemed to enjoy the attention and when she left, each faltering step appeared to be painful. I remember thinking, "I'll never live that long." I remember being prejudiced at the time although I did not realize it, for I decided that anyone who survived to such an ancient age

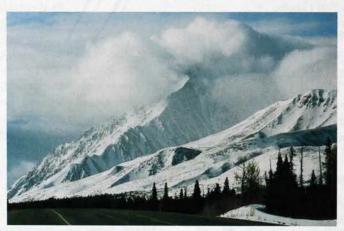
would automatically be absent of most mental faculties. Well, here I am and I hope I have proved myself wrong.

When my husband Jerry and I took early retirement we worked several seasons at Yellowstone National Park. When Jerry died of cancer I decided to fulfill our dream of exploring Alaska. Three years ago I was a tour guide on the luxury train which runs from Anchorage to Fairbanks. I loved the job, but the days were long — 14 hours on my feet. So the next year I worked at

Denali National Park and hiked the tundra on my days off. This year is the *pièce de résistance*. I am employed with TDX, a native corporation which hosts tourists and ornithologists who come to see the



Native inhabitants of Alaska's Denali National Park "pose" for tourists.



In nature's busy workshop we realize: "To live is to change, and to be perfect is to have changed often."

- John Henry Newman

great diversity of sea birds that makes St. Paul Island a world class birding attraction. As a TDX tour guide, I drive a bus, taking our guests to many special places — seal rookeries, sheer cliffs covered with nesting birds, and historical sites. I am the only guide who is not an Aleut. The native people have been wonderful to me and I am thrilled to be here. As it said on the front cover of *The Key*, Winter 1991, "Climb Mountains, Explore Frontiers," which is literally what I have done in Alaska.

I have been blessed with excellent health and an insatiable streak of adventure. As an interpretive naturalist, I am being paid to do something I LOVE. This is the culmination of a dream. As I write, the restless waves of the Bering Sea crash against dark rocks; the North-

ern fur seal beachmasters have moved up to establish their territory. Kittiwakes, jaegers, and eider ducks dive and cry. Native Alaskan children (Aleuts) play on the beach of black sand. An arctic fox searches the edge of the waves, hoping an unsuspecting bird will land close enough to be on his lunch menu. Yesterday I sat on the tundra watching a professional photographer film birds. The wind was howling, the temperature close to 35 degrees. There were birds everywhere. As a puffin peered at us from his vantage point at the top of a cliff, I breathed a prayer of thanksgiving that I had come to this place at this time.

> - Marjorie McKie Bidwell, Connecticut

#### "Look, Kiddo, Things Change!"

So many of my friends are from what I call broken homes. It seemed to me like someone's father was always dating somebody else's mother, and if it didn't stop, everybody would be related before it was all over. It made me sad to think about it. But the saddest day in my life was when I learned that my own parents, married for 22 years, were splitting up. I



cried and cried. My pleas were heard, but they did not change the decision.

Suddenly I was faced with so many changes that I didn't know where to turn. My mother went to work and moved to a small apartment. I had to go home and throw away keepsakes from high school because she had no place to store them. Now when I visit, I share a room with her or my little sister. This is tough, but not nearly as tough as when I learned there was no money for me to finish school with less than a year and a half to go.

I have gotten financial aid and a partial student loan. I have adjusted to balance study, a 20-hour work week, and other commitments, not forgetting that I need some fun, too!

My dad said once, "Look kiddo, things change." How true that is! I have certainly changed. Moving from being self-centered, waiting for it all to be handed to me, I have grown into a more responsible person. If anything, these changes in my life have had a positive effect, and I know with certainty that I am going to make it!

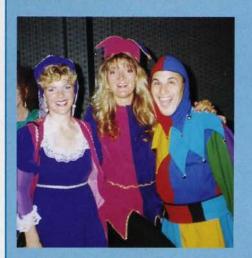
- Kappa Kappa Gamma Collegian

#### Meeting A Formidable Foe Head-On

After little more than a casual nod in the past, trying to establish a working rapport with a computer can be a questionable undertaking at best. My experience, after the initial handshake, found the acquaintance taking on an adversarial quality. For much of my 62 years I had given instructions and experienced results. Being commanded by a blinking machine meant taking several steps backward and steeling myself for a struggle with a formidable foe - being thrust into dark and foreign seas with a most unfriendly travel guide of mammoth proportions called "Reference Manual."

Never fear...Kappa help is always near! Salley Oberlin, Northwestern, having ventured from Microsoft Corporation into her co-owned company, Online Press, Bellevue, WA, provides international computer publishing services including my salvation, A Quick Course in WordPerfect. Written in language for real people, the manual navigated me gently from topic to topic...helping me fearlessly sail my own small vessel through calm waters rather than looking out from the deck of the likes of the Titanic and asking, "What's that big thing ahead?" Other books in the series include A Quick Course in...DOS; Win-

Changing times invite creativity when colorfully costumed guests, from "village peasantry to royalty," celebrate the non-traditional marriage of Doreen Shanahan, New Mexico.







dows, Version 3; Excel for Windows; Word for Windows; and Lotus 1-2-3. Books are priced at \$12.95 each.

Salley and her staff know they've done something right since they receive an average of two letters or calls a week from satisfied customers. A 76-year young gentleman from New York found his Quick Course library copy "so simple and easy to put into practice" that he

ordered two copies. There are still many things I need to learn, but I am amazed at what I can already perform without gnawing my nails and gnashing my teeth. Thanks, Salley, for helping me change my attitude toward the wonderful world of the computer, disproving the adage that you can't teach an old dog new tricks!

- Lois Catherman Heenehan, Adelphi

#### Finding a Home for Big Red

I said I would never, ever be divorced. That was before I learned the maxim: "Never say never." When the day arrived, it became an event that deserved documentation as a recording of human aberration at its finest. It was contrary to what I had hoped would be a

civil parting of man, woman, and community property. But family members leaped in and the battle lines were drawn. Although the court summons was served without the accompaniment of blaring trumpets, the call to arms was issued. Bitter cannons blasted. Battle cries resounded. Flaming arrows passed in the air. The war

Solace came from the vacuum cleaner which proved to be a diversion that would reach judicial halls and chambers. Never mind the children; it was the vacuum cleaner that took the spotlight.

Letter from his attorney: "My client feels that since he will be paying the balance on the new Carpomatic Wonderwhiz it should become his property."

Phone call from my attorney: "What is a Carpomatic Wonderwhiz?"

"He can have it," I said, "but if he pays for Sally's braces is he going to want her teeth? Aren't we supposed to be worrying about the health and future of children here?"

The mail and phone lines hummed as the future home of one ruby red vacuum cleaner was debated and argued, bringing either an hysterically funny aura or

an aura of simple hysteria to change the somber mood my attorney and I had set at our first meeting. I could not decide which best defined the final scenes of 16 years of marriage.

My attorney mused that he was happy he had not accepted a property settlement in lieu of monetary payment because he did not need a vacuum cleaner or even a part from a vacuum cleaner. We named it Big Red and theoretically doled out pieces of the machine. "You can have the motor and his attorney can have the carpet shampoo attachment. Who should get the bag? Do you want the electrical cord?"

While the fate of Big Red was jockeyed back and forth in the highest forms of legalese, I referred a friend to my

attorney. After their first meeting, she called and said her divorce would be really easy. All she wanted was her car, her dishes, and her vacuum cleaner. I dropped the phone and melted in laughter. My attorney called later to ask, "What is it with you women and your vacuum cleaners?'

My pleas for suitable child support went to a jury trial. My soon-to-be-ex took the witness stand and told the judge



Early 20th century advertising promised away washday wiles and guaranteed almost everything but a perfect marriage.

he wanted the vacuum cleaner. My attorney whacked my shin with his foot and His Honor bounced behind the bench at the demand. I got Sally, her braces, and her little brother. I received a car to drive them to school, furniture for us to sit on and sleep in, and suitable child support. When the judge awarded me the vacuum cleaner, I got another kick in the shin. Black and blue, I went home with Big Red.

- Kappa Kappa Gamma Alumna

#### "You'll Never Make It on Your Own!"...Oh?

A suburban housewife for 35 years, I raised four children, surviving den mothering and Campfire leading while enjoying involvement in church and community. Facing the empty nest, I returned to school, dabbled in politics, and landed a part-time position with the

Atomic Energy Commission. In 1981 at the age of 53, I entered graduate school in applied behavioral science, a focus which brought a drastic change

Through my studies I began to recognize control and authority issues apparent in my marriage. First came money. My husband was the "banker" and kept a tight rein on the finances. I trusted him to be honest, but in the course of our relationship, I learned to be helpless when it came to making decisions about money. Through my academics I saw how significantly my husband influenced my behavior. His Ph.D. in nuclear physics and his life experiences heavily outweighed my own background, making my opinions and thoughts worth little in his eyes. Through my studies, I began to realize that I would be better off if I divorced my husband. The last words he spoke to me were, "You'll never make it on your own."

Three months before my divorce became final, I lost my job and found myself without income and health insurance. Scared, numb, and in a state of shock, I spent the next six weeks

teaching a little girl to swim. I had lost all emotional support. My family and friends told me to go back to my husband because "he loved me." I was totally alone.

After the divorce I signed up in a government program for priority job placement and found temporary work as a security escort with a contractor at a nuclear reactor. I wore a hard hat, safety shoes and glasses, and in the dead of winter during the night shift, I climbed ladders that went straight up a

six-story building.

When I got the call from the government asking, "Would you like to work with the U.S. Army in Korea?" my answer was an immediate, "Yes!" I left the United States on Christmas Eve 1986. While serving as a management analyst for the 1st Signal Brigade in Seoul, I traveled throughout the De-Militarized Zone and visited Japan, Guam, and Alaska. Skiing down snowy hills and gazing at rice paddies was unique for a Washington State native.

Before the 1988 Olympic Games, I helped Koreans polish their English so they might serve as guides and interpreters. Attending the Olympics was an unexpected bonus.

Today I serve the U.S. Army Recruiting Command in Ft. Knox. KY, working with battalions throughout the United States and traveling about one-fourth of the time. I am still working on self-confidence, control, and authority issues. Every day I am in contact with Army personnel young enough to be my children who are being trained to speak with authority, to take control and command. Soldiers, both male and female, learn to assume leadership roles. The uniform itself is a sym-

bol of authority, but the real roots lie in

leadership training.

Now I know that I am free. I have taken back my power, think for myself, and have the authority to direct my own behavior by asking "why" and "why not." Have I changed? Yes. Change is inevitable, but knowledge and awareness of how one changes in interpersonal relationships is essential to grow and thrive. And the best part is: I MADE IT ON MY OWN!

-Kappa Kappa Gamma Alumna

#### Learning to Use the "A" Word

I used to think change meant selecting another outfit or getting a new boyfriend. Change was the jingling nuisance in my purse and something someone else did to the car oil. I was safe and content in this little microcosm until cruelty jerked the mat from underneath my assured legs the afternoon I learned my father had died suddenly from a massive cerebral hemorrhage. I was 14 years old, slapped with the cold and mean reality that death gives life.

We buried him and tried to move on, to re-establish our lives in his absence, a stark void perpetuated by the continued eulogizing of well-wishers. His dog



Let's celebrate our diversity as women!

began a silent vigil at the kitchen door. There was no explaining to those mournful eyes that looked to us with sad expectancy.

The autumn reunion with school friends and return to academics usurped my thoughts. The dog either gave up or forgot, but my mother suffered quietly, her weight loss apparent as she listlessly poked a bored fork into uneaten meals. The well-meaning family physician proffered the idea of a cocktail before dinner to stimulate her withered appetite. It did indeed, but the appetite that was stimulated unleashed what we now know to be the fatal disease of alcoholism which eventually took her life.

Not too many years ago alcoholism was a whispered word that stigmatized

individuals and their families. It was the unmentionable word that meant embarrassment, ridicule, and humiliation - a closet skeleton that had to be kept locked up. Silenced! The term "alcoholic" became part of my secret vocabulary as I coped with this burden for the next 20 years.

Betty Ford and her family took the wraps off addiction when they addressed Mrs. Ford's chemical dependency. Sharing this secret with the world has brought remarkable changes in society's address toward chemical dependency. Treatment centers and support systems abound! Literature is plentiful! More and more one hears, "No thank you. I don't drink. I am an alcoholic." There is nothing shameful about recovery from this disease.

And what about the families on the receiving end of the abuse that often

> accompanies alcoholic behavior? These are the individuals who are labeled enablers and codependents, the caretakers, the helpers, the rescuers. Today there are outstanding support groups to teach codependents how to heal their wounds, remove their scars, redirect their behavior and lives! What a remarkable and welcome change this is getting the "A" word out in the open!

—Kappa Kappa Gamma Alumna

#### Why Can't We Celebrate Our **Diversity?**

The concept of change and the fresh ideas it brings usually excites me. But soon after the November elections, I was surprised by a newspaper story stating that "working professional" women were "in"; "cookie baking, stay-athome" moms were "out" - a very unfair assessment! But after reflecting on the past year's chronology of political innuendoes by women about women, I am no longer surprised.

So much has happened since the evolution of the Women's Movement 20plus years ago. After listening to some pungent comments from women during the 1992 campaign, I question how much tolerance women exhibit toward each other. Whatever happened to the principle of choice, the supposed hallmark of

the Women's Movement?

As a wife, mother, and communications professional (no order of rank intended), I find some women's lack of mutual respect perplexing. Too often, we waste our energies defending our own family choices as being "right" compared to someone else's because of our own guilt feelings or lack of self-esteem. We may justify our own decisions by belittling those of others. We judge women's intelligence or values not by the results their choices yield, but by how closely women's lifestyles mirror our own personal definitions of what is "correct."

If a woman chooses to work outside

the home full-time, putting her children in daycare, she is labeled self-serving and an upwardly mobile Yuppie. Dually, if a woman chooses to stay at home with her children, she is written off as a "no-brainer," void of professional motivation.

It's ironic. We've successfully eradicated stereotypes limiting us to a June Cleaveror-nothing existence but created another mandate: If you're not a high-powered, pearls-and-pumps female executive with an office overlooking the city, you're stamped inferior - NOT a woman of the '90s.

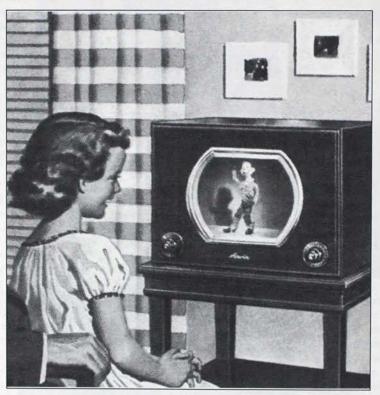
Reflecting on what women should be, we lose sight of the big-picture issues affordable, licensed daycare; equal pay for equal work; elimination of the professional glass ceiling; financial protection for full-time mothers following a divorce;

financial compliance for deadbeat dads: and professional skills upgrading for women who choose to re-enter full-time employment after a hiatus.

As a full-time, home-based financial writer who also supervises my children full-time, I don't seem to fit anyone's image of what a woman "should" be, receiving criticism from all sides. Female peers questioned my decision to leave the corporate world to simultaneously work at home and raise my children. They dismiss my writing as a hobby and argue that "professional" work cannot be produced from a residential address containing children - even though my profit margins continue to increase over six years.

Full-time homemakers also don't understand my choice. My female contemporaries feel I'm cheating my children by combining work and motherhood at home. Do they believe that my daughters will suffer psychological damage from listening to mommy interview bankers about tier-one and leverage-capital ratios, pensions and mutual funds? I am asked, "Why do you work when you don't HAVE to?"

My choices may differ from other women, but I respect MY right and THEIR right to choose and to differ, but OUR right to change. As we embrace a



Early television delighted us with showtime "extravaganzas" from Liberace and wrestling to Howdy Doody.

fresh crop of women in leadership positions in our nation, it is time for us as women to abandon our armor of defensiveness and celebrate our diversity. It is only when we begin to demonstrate respect for our differing strengths and contributions to society that our potential becomes unlimited.

-Karen Kahler Holliday, Mississippi

#### **Today Is Not Yesterday**

In 1952 my best friend's family got a television set, and she would invite me over to watch the test pattern. We sat, mesmerized, hoping that a real moving picture would emerge, and we would be a part of history. Well, we are. We're old, and we feel older when we talk about all the changes we have seen, just in our generation.

We went to see Bwana Devil and The House of Wax, a short-lived creation of the movie industry where we donned cardboard glasses with one red lens and

one green lens. It made everything on the screen three-dimensional and made us dizzy and headachy.

I remember when my friend's mother got a car with electric windows. Then my mother got an air-conditioned car with plastic tubes on either side of the back window. It was the ultimate in modern!

Our house made the transition from electric fans to a swamp cooler, then to refrigerated air-conditioning. My granny's house in Missouri went from a wood stove to gas, but she was frightened to use her hot water heater: it was electric. Air-conditioning was out of the question! She had a hand fan from the church and one from the funeral parlor. (We shared.) That was it! But her sweltering summer house was never too hot in my child's mind.

I notice that the older I get the more I examine change. My friend and I talk a lot about the way things used to be. We had nothing made of plastic, much less credit cards. When I was sick, her daddy, a doctor, made what used to be a house call. He looked in my throat, in my eyes, in my ears and nose, and listened to my chest. Then he would dig in his black bag and pull out some nasty liquid that always made me well. People who couldn't pay him presented gifts of canned goods and jellies. smoked hams and other foods; once he got paid with a live chicken. That too has changed, but this is part of life. Today is not yesterday, but change is with us forever.

— Kappa Kappa Gamma Alumna

## The seen is the changing, the unseen is the unchanging.

# Altering Diet and Lifestyle **Promises Tempting "Pastabilities"**

Reclaim your waistline through common sense and moderation

by Carol Craig Cowan, Arizona

n the last four decades we have been brought, sometimes painfully and dangerously, to a changed awareness of our eating habits and lifestyles. We hear, "You are what you eat," and that "Slim is in." Stressed spelled backwards is DESSERTS!! A

cigarette used to be a mark of sophistication, something that it was okay to "walk a mile for" and "good to the 'T' zone." Remember those magazine ads with the smiling doctor puffing away, that big "T" outlining his throat? Our indoctrination included the five food groups needed for enriched health - lots of dairy products and plenty of red meat! Maybe the way of the bunny rabbit, weaning its young of mother's milk and diverting to green, leafy vegetation and plenty of exercise is not such a bad routine. Rabbits don't smoke either!

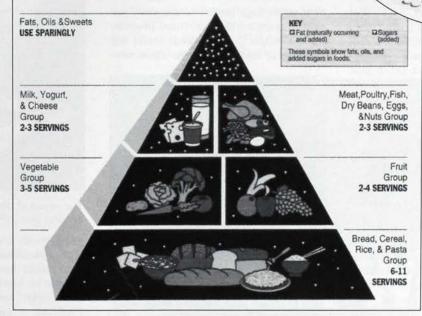
According to the American Heart Association. Americans eat

too much fat and can best cut down by beginning at the market — buying leaner cuts of meat, plenty of fruits and vegetables, and low-fat dairy products. Trimming, skinning, and skimming are now vital culinary arts. An inexpensive gravy separator sorts out non-fat juices and

STRESSED SPELLED BACKWARDS IS DESSERTS!! saves kitchen time. Non-stick cooking pans and skillets also help cut down on fat, according to the University of California, Berkeley, Wellness Letter.

**OUT WITH THE OLD!** IN WITH THE NEW!

#### **Food Guide Pyramid Guide to Daily Food Choices**



Jessica Jones Krenkel, Texas Tech, Registered Dietitian and Assistant Professor of Nutrition in the Education and Research Program of the University of Nevada School of Medicine, reminds us that MODERATION is the key. Rather than eliminating favorite rich foods, she suggests balancing higher fat foods with lower fat choices. Non-fat plain vogurt can be used as a substitute for part or all of the mayonnaise in dips and dressings. She recommends gradual dietary changes - making one or two simple substitutions for frequently eaten foods such as lower fat cheeses, changing to lower fat milk, serving fewer sauces and gravies, or making them with less fat.

When making sauces that combine flour (or other thickeners) and melted fat, Jessica says the fat can be omitted by simply diluting the starch or flour with some of the cold liquid to be used in the sauce before cooking. The fat from homemade soups or meat stocks can be easily removed by refrigerating the liquid until the grease rises and can be spooned or skimmed off. Using the freezer speeds up the process.

When asked by The Key if fat could be suc-

cessfully rinsed from cooked ground beef in hot water, Registered Dietitian Carolyn Gowering Lockett, Massachusetts, indicated this is an appropriate way to get acquainted with your friendly plumber but hardly as efficient as absorbing fat with paper towels. Carolyn says "new" trimmed pork is much lower in fat, but advises smaller portions of all meats. She says fish IS safe to eat and accounts for a very small percentage of all food poisonings with the FDA regularly analyzing seafood for pesticides and industrial chemicals. Our Kappa dietitians generally agree that we are better off without pork, including bacon, ham, lunch meat, and sausage. Forget

"bringing home the bacon" and try ground chicken and turkey instead.

Elizabeth Briant Jorgensen, Pittsburgh, grandmother of four, is earning her master's in nutrition while she and her husband maintain their own laboratory devoted to allergy diagnostics. Betsy believes "high cholesterol" to be an oversimplification, the figure varying 20 points either way during a day or week, depending on which lab runs the tests. A 40+ HDL is good, 50 better for women. Take the total cholesterol level and divide by the HDL — 4.4 or less is good.

"I do not believe that you have to live like a person with a cholesterol problem if you don't have the problem. If you do, then use skim milk products, maintain normal weight for your age, exercise to get your HDL level up, stay away from cigarettes, consider estrogen therapy if you are past menopause, try taking niacin under a doctor's supervision, consider vitamin C, change your brand of birth control pills and beta-blockers, switch to mono-fats (olive oil, canola oil), eat more fish, learn to handle stress. but DON'T GIVE UP ALL FAT! We must have two tablespoons daily." She says when a product is labeled "Zero Cholesterol' it doesn't mean it contains no fat," and points out that Dr. Linus Pauling believes that sugar is at least as much a culprit in the cholesterol battle as cholesterol itself.

#### READ LABELS!! MANY PRODUCTS LOWER CALORIES AND FAT **BUT INCREASE SODIUM** CONTENT.

Registered Dietitian Virginia Weatherly Stephens, Alabama, never recommends skim or low-fat milk for children under age two who need the fat contained in whole milk. Carolyn Lockett says this age group needs butterfat for brain development and energy for growth. "Cases of failure to thrive in babies of college educated women occur because these mothers often feel that what's right for them is right for their children," she says. In a 1991 report from the United States Department of Health and Human Services, an expert panel noted that "skim milk provides a very



In a kitchen well-stocked with butter, a '50s homemaker puts away the groceries. Where's the pasta?

high solute load (ability to dissolve) per calorie from mineral salts and protein. Such a solute load demands water for excretion of urine, making the infant, who



Fifty years ago measuring lard was a necessary kitchen skill.

already has a high rate of water turnover, vulnerable to serious dehydration."

Ever try to lose a fast five pounds before a special event? "CRASH DIET-ING IS CRAZY," warn these nutritionists and dietitians. Not only does the weight return, but the dieter usually gains more. Marty von Eschen Wright, Minnesota, says eating is a learned

behavior and tries to avoid the word "diet" as "it has earned the connotation of temporary," often leading to eating disorders, hospitalization, and death. Marty encourages drinking water, not counting coffee, tea, or soft drinks. "I consider water the magic formula for maintaining energy, body cleansing, and weight control." She suggests "grazing" like the bunny rabbit, which is much easier on the digestive system while reducing hunger and the urge to binge.

Pasta, a high carbohydrate food found in bread, cereal, and rice, is "in" - but read its food content and be sensible with the toppings! A plate of spaghetti with a teaspoon of sauce does not provide a healthy meal! Combine pasta with veggies or fish; eat it hot or cold; whole grained types are better than fine grained. A favorite on the new USDA Food Pyramid, 6-11 servings of



The advent of aluminum foil allowed chefs to preserve meat AND fat juices when grilling.

grain foods a day are recommended. Rich in nutrients and low in fat, Italianstyle pastas come in a rainbow of colors. Shaped as linguini, angelini, spaghettini, shells, stars, even the state of Texas -PASTA! - put this versatile and inexpensive food on your grocery list today! Then substitute fats, down the water, eat those fruits and veggies, and remember Flopsy, Mopsy, and Cotton-tail - graze on the greens and EXERCISE!

> NUTRITION HOTLINE 1-800-366-1655

### Some experts say about 35 percent of cancer deaths may be related to what we eat.

The National Cancer Institute

### Some Leaders Are Born Women!!

by Janice Jilke McElroy, Colorado College

Let's get rid of management," read the headline of the advertisement in The Wall Street Journal. "People don't want to be managed," the copy went on to explain, "they want to be led."

People seek leadership. They want to join in pursuit of goals and values they perceive as worthwhile. Leaders articulate that focus. They provide visionary inspiration, motivation, and direction. Good leadership attracts people and empowers them to put forth incredible efforts in a common cause. In turn, the strong leader shows great respect for the dignity, autonomy, and self-esteem of the followers.

If managing is thought of as the administrative ordering of things - with well-stated objectives, frequent reports, precise job descriptions, detailed documentation of correspondence, smoothly run meetings, and regular evaluation then it is true that managerial skills are different from leadership skills.

Leadership is not a specific trait like eve color, but rather the behavior by which one person motivates others to work to achieve specific objectives. Leadership involves the ability to influence that which goes beyond organizational authority; it requires risk taking in dealing with unknowns and tapping the resources inherent in the personal relationships that exist between leader and follower. It calls forth loyalty and a sense of commitment. Both management and leadership skills can be taught, but the learning is directed to quite different spheres. Management involves the control of things; leadership involves the mastery of relationships, starting with the mastery of oneself.

Leadership begins with a sound awareness of one's own strengths and weaknesses, a confident acceptance of oneself, and a willingness to structure the environment to capitalize on the strengths and to offset the weaknesses. We have all been leaders during some part of our lives: the teacher leads her students (and is often led by them); the mother leads her children in the tasks of learning and assimilating the family culture; the conductor leads the choir; the supervisor leads the work team; one friend often leads another. A good leader learns how to transfer leadership skills from one situation to another.

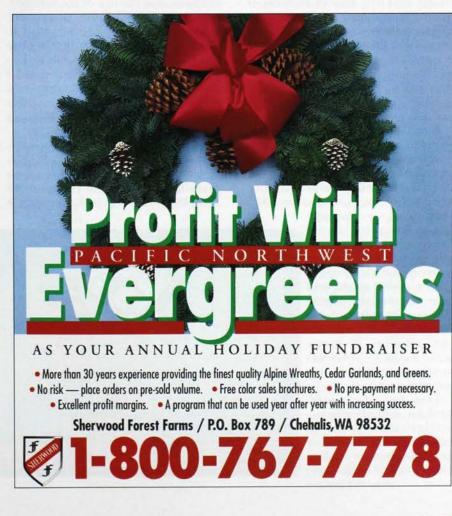
How can we learn to lead better? Training is available in specific skills which enhance effectiveness such as public speaking, listening and non-verbal communication, conflict resolution, problem solving, and team building. But intellectual learning must be applied and "field tested." Volunteering for progressively more challenging roles at work or in community groups is an excellent way to build leadership skills.

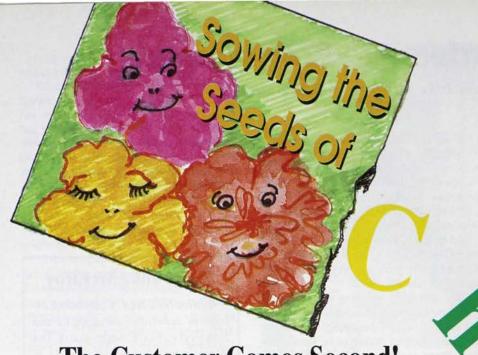
We also learn by using more experienced persons as role models. Analyzing the style of others, emulating what feels comfortable, and asking to be mentored by a more experienced leader broaden skills. The gift of open and honest feedback that can be given in this type of close relationship is invaluable.

Kappa Kappa Gamma is dedicated to creating just such opportunities for its members. The Fraternity abounds with outstanding role models and provides the ideal setting for "field testing" leadership behavior. As a collegian or as an alumna one can acquire invaluable leadership training through participation in Kappa activities. Some leaders are born women, and Kappa experiences strengthen them.

#### Janice Jilke McElroy

Janice McElroy, Colorado College, is executive director of the Pennsylvania Commission for Women and holds a doctorate in human behavior from the United States International University in San Diego. This editorial originally appeared in WOMENews, the commission's quarterly publication. It appears in The Key with a special Kappa conclusion.





## **The Customer Comes Second!**

by Diane McFerrin Peters, Missouri

y job is to create change. I am a director of new ventures, challenged with creating and implementing new products, new services, and new lines of business. I have observed striking similarities between the way Kappa Kappa Gamma operates and the way businesses should be run. Core values found throughout our Fraternity - loyalty, caring, leadership, friendship, and service - should be the cornerstones on which we build our lives, both at work and at home.

More than a decade ago, our company, a \$20 million Philadelphia travel agency, was like most others - driven by the cultural philosophy of putting the customer first. With the implementation of one major change, we became a \$1.5

billion global travel management and diversified services firm reflecting a 7,500 percent growth in 15 years. Beginning with a small corner of the company, we started a corporate travel department with four people and one computer. Now corporate travel represents 90 percent of our business. What was the vital change? We put our own employees first!

They felt appreciated, cared for, and empowered. Nothing got in the way of their work. With traditional workplace obstacles like fear, frustration, and bureaucracy out of the way, our people

were free to focus on their customers. They did! The seeds of change were

A change this positive attracts attention, and the rest of the company took note of the underdog department. Everyone wanted to be a part of it. Clients enjoyed working with this group and they let the company know it. This change infused our organization and a contagious, people-first philosophy took root throughout. Today, solid programs nurture our people-first creed. Here are some highlights:

#### Find the right people:

Companies can buy the same machines and tools. It's people who apply them creatively. In the end, people

are the one true competitive advantage a company can have, so it's crucial to find the right people. To do this, we use some rather unusual techniques:

1. Look for nice people; everything else can be taught. You can't tell someone, "Thursday, begin caring." In your selection process, let kindness, compassion, and unselfishness carry more weight than years on the job, salary history, and other traditional résumé fare.

2. Try unusual settings to interview top leaders. We like driving and sports. When we take candidates for a drive, we're seeking people who will look for creative solutions to get around traffic jams but at the same time won't

> risk the safety of their passengers. And when it comes to sports, we're looking for team players who don't always have to be the star of the game. These are all traits that carry into the work place.

3. Consider the help of a corporate psychologist for an objective and expert viewpoint in selecting leaders for team and company fit.

#### Start out on the right foot:

Develop an orientation program your people will never forget. Infuse excitement and instill your company's values on day one. We



## "Change has to start somewhere."

bring everyone to our Philadelphia headquarters, from around the world, for their first three days of work. Everyone participates in the same program. They learn what's important in the company; we learn what's important to them. The program culminates in a high tea served to them by the top officers. (Does this remind you of Kappa's pledge program?)

#### Measure happiness:

It has often been said that people will do what's "inspected" rather than what's "expected." Happiness is a very high priority in our company, because we know that when our people are happy, it shows in their service, and our clients are happy. So we put a ruler to happiness on a regular basis. (I would compare this to a Kappa chapter's Standards Committee, always measuring the spirit and morale of its members and the group as a whole.) Here are some of the methods we use:

- 1. We send boxes of Crayolas and construction paper to our people, asking them to draw what the company means to them. It is true that "a picture is worth a thousand words." We have learned so much from this program that we now include clients, and when we match our clients' drawings with those of the people who serve them, the similarities are remarkable.
- 2. A "happiness barometer group" meets quarterly with our CEO to discuss and assess company morale.
- 3. "Associate satisfaction surveys" are sent twice a year to measure happiness, companywide, by asking detailed and direct questions like, "Are you paid fairly for the work you do?" and "Does your leader support you?" Results from the two-page survey are tallied and shared with everyone in the company.
- 4. "Vertical reviews" keep us honest. To turn things upside down, our people review their leaders, who review their leaders, and so on, throughout the organization. We have

#### **Diane McFerrin Peters**

Five years ago Diane Peters, Missouri, was living in Kansas City and working as director of tourism for the Convention and Visitors Bureau. She did not seek change; it came her way. Marriage took her to a new city, Philadelphia, and a new job. Diane never envisioned that this career move would land her with a best-selling business book, The Customer Comes Second, released in June 1992 by William Morrow, Inc. and co-authored with her company's CEO, Hal F. Rosenbluth. The Customer Comes Second is being translated for distribution in China and Latin America, and is currently being negotiated for an audio tape version. As a result of the book's success, Diane lectures frequently on management issues. The management philosophies outlined in the book have been featured in Harvard Business Review, The New York Times, The Wall Street Journal, Inc. magazine, The Los Angeles Times, CIO magazine, and other publications.

recently begun "lateral interviews" to ensure that departments are supporting each other. (This is similar to chapter evaluations made by individual members on committee and leadership performance.) Constructive input should be looked at as a gift from a friend, and when it is, can help us to grow and improve.

#### **Cultivate your culture:**

There is a phenomenon in art called pentimento. It occurs when an artist paints on a canvas and then "erases" the image by painting over it. Years later, the original image begins to shine through. So pentimento is the reappear-

ance of the original image through the new painting. For example, if an artist painted a bowl of fruit and decided he didn't like it, he might paint it over in black and then paint a scene from a garden. As time elapsed, the bowl of fruit would begin to appear in the garden.

People's true colors shine through, and so do companies'. There's no faking it. The real state of a company will shine through in its daily interactions with clients. Companies can hang "The Customer Comes First" signs on their walls and can draft beautiful mission statements, but day to day, the service they provide is in the hands of the individuals who make up those companies.

The way to a customer's heart is through the company's people.

The key to any organization is the people who embody it. It is that way in Kappa Kappa Gamma; it is that way in business. And while the management style we advocate might be a major change for many companies, it is one to which people are naturally suited. Operating an organization people-first mirrors the principles of our Fraternity, which nurtures its members from seedlings to maturity, fostering programs for every stage of growth.





There are few things more beautiful than a university.

It is a place where those who hate ignorance may strive to know, where those who perceive truth may strive to make others see; where seekers and learners alike, banded together in the search for knowledge, will honor thought in all its finer ways, will welcome thinkers in distress or in exile, will uphold ever the dignity of thought and learning and will exact standards in these things.

They give to the young in their impressionable years.

They give to the young in their impressionable years, the bond of a lofty purpose shared, of a great corporate life whose links will not be loosed until they die.

They give young people that close companionship for which youth longs, and that chance of the endless discussion of the themes which are endless, without which youth would seem a waste of time.

There are few earthly things more splendid than a university.

In these days of broken frontiers and collapsing values, when the dams are down and the floods are making misery, when every future looks somewhat grim and every ancient foothold

has become something of a quagmire,
wherever a university stands, it stands and shines;
wherever it exists, the free minds of men,
urged on to full and fair inquiry,
may still bring wisdom into human affairs.

- John Masefield

# Kappa Collegians Feel the Campus Crunch

by Edith Jayre Auffander, Artsona

hen the poet laureate of England described this university scene, we were putting the pieces back together after World War II. Nearly 50 years later, we see our institutions of higher learning taking a tough look at the current campus picture and refocusing to accommodate changing times.

Change management is a key factor in the lives of today's college students, who must often adapt to dramatic alterations in their pursuit of higher education degrees. In the past, except for tuition increases, first-year college students could count on most things being constant during their courses of study. But influences, primarily the state of the economy, deeply affect college students, sometimes forcing them to seek new majors or even abandon their studies.



"Part-time" libraries are becoming a bane to graduate students who reserve holidays for research time.

The serious lack of funds among state-supported and private institutions of higher education is making it necessary to limit the number of classes offered, to the point of not offering required classes every semester in some disciplines; enlarging the size of the classes; changing requirements; and even eliminating entire programs.

"I dread registration more and more each semester," laments a Kappa studying at a large state university. "My required classes are usually filled when I register. I have to go to the professors and beg to be admitted. One of my classes last semester was so overcrowded that students sat on the floor for two weeks until we were moved to a larger classroom.'

At a campus in the Midwest, another Kappa collegian says, "When I declared my major, I wisely took my second choice



Rising costs and canceled courses place collegians in a balancing act to complete their degrees, but they continue to burn "the midnight electricity."

#### "Dormitory rooms...are strictly BYOB; bring your own bookshelves, blankets, bulletin boards."

- TIME, April 13, 1992

because of rumors that the academic department I was considering was going to be closed. This year it's a fact, and I am so thankful I made that decision. Otherwise it would have cost me two additional semesters plus summer school."

The cost of education increases at a higher rate than the cost of living, and students protest, saying they and their parents are paying more for less. Students wonder about the value of their



The computer has replaced the typewriter as a more practical tool for academic success.

"By the year 2000, American colleges and universities will be lean and mean, service oriented and science minded, multicultural and increasingly diverse — if they intend to survive their agony."

- TIME, April 13, 1992



Teaching via technology may eventually allow students to attain degrees without ever setting foot on campus.

efforts as they see college graduates searching to find employment and even taking minimum-wage jobs until openings become available in their fields.

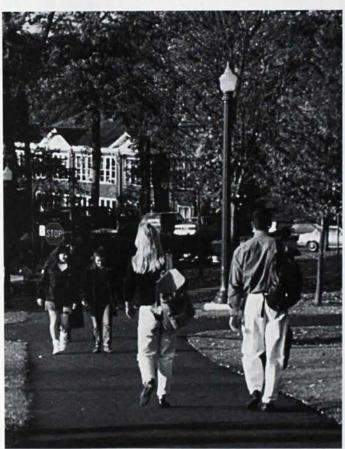
Rising costs make it necessary for many to work, thereby extending the "four-year" degree to five or six years. A Kappa majoring in political science who works part-time at a clothing store says, "My parents thought I was teasing when I first told them I was on the five-year plan. Fortunately, my grades are high enough that they know I'm not just fooling around having a good time."

Limited enrollments frequently necessitate prior attendance at a community college. A Kappa studying at a private university on the West Coast says, "I had a 3.4 grade average coming out of high school and still was turned down! I was shocked! I'm sure part of the reason was because I was also applying for a scholarship, and the competition is really fierce at this school. Admissions recommended I attend a particular community college, work hard, and reapply in two years. So here I am, finally!"

Lack of competent academic advising is another troubling issue. A Kappa psychology major says, "Last spring when I was ordering my cap and gown, I found out I was six units short of fulfilling my requirements to graduate. I spent an hour with a degree-checker going over and over my courses, certain she and my academic adviser had overlooked something. If that wasn't enough, I found out that one of the courses I needed wouldn't be offered again until the following spring! That has added one more year of school to my life. My parents are hardly pleased!"

There is a positive side to this picture. Tight budgets are forcing administrators across the country to improve efficiency, to remove duplication of effort, and to find better ways to get things done without spending more money. This, too, serves the institution and its community, as long as the tightening does not destroy vital areas of study and services such as student counseling and libraries.

Educators are redesigning core curricula to save money. In the process they have the opportunity to improve course offerings and modernize the approach to learning. With the development of teaching via technology, some predict that many future students may never set foot on a college campus, yet will be able to earn their degrees by taking television and other electronic



As costs of higher education continue to mount, many college students find themselves shuffling between work and study. The "four-year" degree plan is fast turning into a five or six-year program.

courses. For those who live at distances or are not able to travel, this development serves them well. "I am taking a humanities course on TV," says a Kappa majoring in general studies. "I love it. I don't have to get dressed and go to campus. If I miss the regular time, the course is shown again late at night. This also gives me additional review."

Though campuses are crowded, a varied student population has its advantages, considering that education is enjoined with

## "For \$15,165 a year, you were expecting linen service?"

- TIME, April 13, 1992

what is learned from peers. A Kappa who returned to complete her undergraduate degree after 20 years says, "Students flocked to me for help in classes where I was the only one making an 'A.' It was generally a matter of teaching them how to listen and take notes. What really flattered me were the top students who sought my help, one of them a Kappa who is now in med school." These older and returning students also bring valuable life experiences into the classroom. Employees who are sent back to school by their companies share first-hand data with fellow students about the work scene. Racial and ethnic diversity also brings added dimensions to learning.

Capped enrollments are redirecting students to community and four-year colleges. As long as diversity can be maintained at the four-year university, this trend serves to strengthen the other institutions, thus offering more choices among institutions of quality. Another result has been the forming of collaborative efforts between two-year colleges and universities, thereby developing a clear path for students who otherwise would not pursue the four-year degree. Cooperation between institutions, particularly among state-supported schools, can strengthen higher education and save money at the same time.

Although these are tough times, they are also times of opportunity. The road is widening to expand the influence of higher education and to improve teaching. Hope lies in embellished learning for the betterment of communities and their people so that "wherever a university stands, it stands and shines; wherever it exists, the minds of men, urged on to full inquiry, may still bring wisdom into human affairs."

#### **Edith Sayre Auslander**

Edith Auslander, Arizona, human resources director for Tucson Newspapers, Inc. Partners, has been a reporter and editor for The Arizona Daily Star and an assistant professor of journalism at the University of Arizona. She is one of 15 founders of the National Association of Hispanic Journalists and has served as co-director of the Editing Program for Minority Journalists. Edie is a member of the senior faculty of the Institute for Journalism Education and is a board member of the Multicultural Management Program of the University of Missouri, Columbia. She has served as a newspaper executive in residence for the Management Training Center, Kellogg Graduate School, Northwestern University. A recipient of numerous awards for writing and editing, Edie has also received accolades for her work with local and national organizations that focus on the needs of women and minorities. She currently serves on the University of Arizona Board of Regents and was its president from 1989 to 1990. She has received the Gannett President's Ring for human resources management and holds the Certificate of Senior Professional in Human Resources.

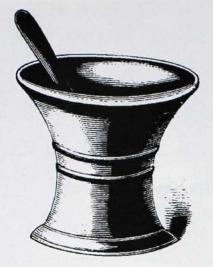


anadian institutions of higher learning are publicly funded with less than 20 percent of their money coming from student fees. This does not, however, absolve collegians from rising tuition costs. In 1990 annual tuition at McGill University was \$1,400 (Canadian dollars); this year the student pays \$1,800 and will face \$2,000 by 1995.

While the University of Toronto and the University of British Columbia are experiencing a 30 percent cut-back in classes, McGill does not yet share this problem. However, all schools face overcrowding in the more popular faculties such as business and psychology. Research areas are looking to private funding for survival.

Kappas at McGill, suffering the high costs of housing, are determined to raise funds and buy their own facility in several years. Chapter Council Adviser Pauline Prince, McGill, looks to have an active House Board by 1993. The currently rented Kappa townhouse costs \$300 a month for a single bedroom and \$500 for a double, housing up to seven people and not including board. Chapter President Katie Azuma shares what is considered an average apartment for two at the cost of \$750 a month.

Geraldine Hennessy Fleming, British Columbia, says that in the past only 40-60 percent of Canadian high school graduates elected the course of higher education. Today, however, "everyone wants to attend and the institutions just aren't prepared for such increased enrollment." Geraldine is hoping to form an alumnae association in the Montreal area and can be contacted at 514-485-0260.



# **Rx for Happiness**

#### The Hidden Gift That Comes from Electing Change

by Cynthia Besch Coutermarsh, Berkeley

Pleased to meet you. I read about you in The Key last year. Now would you tell • me all about your personal experiences

"Oh sure, I'd be delighted to relive those memories just for you, stranger ...!"

A root canal almost seemed more appealing than delving into such a sensitive topic with someone I didn't even know. Our first meeting brought us together for lunch at an upscale restaurant, a perfect place for amiable conversation. Immediately Holly Spangenberg Patterson, San Jose State, introduced me to the subtleties of restaurant design and decor, making me feel as if I had known her for some time. An attentive listener with a well-developed mind and an engaging personality, it was no surprise that friends of her children call her "Mom."

From a theater background to interior design, Holly displays remarkable focus and achieves her mark, be it planning a fishing lodge in Texas or projects for the Department of Ministry in Kuwait. Hoping to expand her talents beyond designing grand ballrooms and offices and making bids on new hotels in Moscow, she relishes the challenges of restaurant design. With her usual élan, Holly has no reservation about picking up a chair to determine its manufacturer.

To watch this dynamic woman enter a room, one would never suspect her bout with breast cancer. How did the life of such an active and oriented woman change after her encounter with this deadly disease? Sharing maxims she has practiced

> "Let go! Stop trying to control everything and allow yourself to say, 'No."

since her mastectomy and reconstructive surgery, Holly says, "I take one day at a time. It is important to give yourself approval and not to worry about other people's perceptions of you. Let go! Stop trying to control everything and allow yourself to say, 'No.' Learn to receive graciously. Practicing this philosophy has brought a change of attitude that helps me avoid being victimized."

Choosing not to be "a victim" marked Holly's greatest change, even though she WAS a victim of the intrusive cancer.



After a bout with breast cancer, Holly Patterson practices a new life philosophy as she pursues a remarkable interior design career with projects in Kuwait and Moscow.

What she realized was her ability to make choices. Being able to choose her own path of recovery, based upon her personal willingness to learn through research and questioning, became the first step in freeing herself from the shackles of victimization, enabling her to take control of her life.

Holly did not choose to have cancer, but she did choose to deal with it intelligently and with humor, noting that each of us has the ability to make choices that affect our future. And those choices, even the simplest everyday choices, provide us freedom.

Push away that dessert and those unnecessary calories; be proactive in a dead-end job situation; get out of a stifling relationship. Choose for yourself! Reach out and grasp the freedom, the hidden gift that comes from electing change.

#### FINDING A CHANGE THAT COULD **SAVE YOUR LIFE**

The First Breast-Health Program for Young Women

With experts now saying that early lifestyle changes may make a big difference in preventing breast cancer, Glamour magazine has created Hand in Hand, the first ongoing breast-health program for young women aged 18 to 39. It is funded by Hanes Hosiery. In October 1992 Glamour/Hanes Hand in Hand booklets and posters were distributed to Greek women's organizations by the National Panhellenic Conference. Health clubs, fitness centers, and gynecologist's offices also received this material which gives the latest information, geared especially to young women, about diet, screening techniques, and doctor's visits.

## **YOU CAN HELP KEEP** YOUR BREASTS HEALTHY

in less time than it takes to...



brush your teeth



style your hair



call a friend



#### Taking care of your breasts should be as natural as brushing your teeth.

#### New Studies Recommend Yearly Mammograms for Women in Their 40s.

Recent results from breast screenings of 112,000 women completed at the University of British Columbia, Vancouver, indicate that for women under 50, a tumor will appear on a mammogram about 18 months before it can be felt as a lump, giving "lead time" to allow treatment that can mean the difference between cure and no cure

- ▲ 16% of the cancers detected were in women under 50.
- ▲ 81% of the tumors found in younger women were at an early, curable stage.
- ▲ 35% of cancers in women under 50 were the more lethal invasive type. but were found at an early enough stage for a likely cure.

#### DON'T SKIP THE PHYSICAL **EXAMINATION!**

The National Cancer Institute reports that women are failing to get physical examinations because their insurers cover mammograms but not physical exams. In a recent study reported in the Annals of Internal Medicine, trained professionals sometimes feel a lump that a mammogram misses.

#### DON'T SKIP MONTHLY SELF-EXAMINATIONS!

Approximately 70 percent of all breast lumps are found by women themselves each year; 20 percent of those that are biopsied are diagnosed as cancerous according to the National Cancer Institute.



# The Kappa Kappa Gamma Foundation Looks Ahead to an Exciting Future

Kappa professionals in the fields of development, financial assistance, museum management, and historic preservation are providing valuable expertise to the Kappa Kappa Gamma Foundation Board of Trustees. To add in-depth Fraternity knowledge, the members of the Fraternity Council and two members-at-large will complete the board. Goals have been set and action plans drawn to generate and attract financial support for the Fraternity's educational and charitable programs which assist members to achieve individual excellence and contribute to the universal community.

The following Kappa professionals are serving the Foundation this year:

#### Kappa Kappa Gamma Foundation President

Lynn Jolley Sossamon, Washington University (St. Louis)

Lynn is a previous director of development for the Arts and Humanities Council of Tulsa. She currently owns her own grant-writing business. Lynn has been a Kappa volunteer for 20 years.

#### Development Committee Chairman

Adlon Dohme Jorgensen, Illinois

Adlon, having served Kappa for 28 years, has worked at the University of Illinois since 1983. She is currently the assistant dean of students and director of Greek Affairs.

#### **Committee Members:**

Mary Jane Jackson Crist, University of Arizona

Mary Jane is the corporate vice president of development for a multi-hospital system in Arizona and the executive director and chief executive officer of St. Luke's Foundation. She has served Kappa for 23 years.

#### Holly Hecht Duncan, Miami (OH)

Holly is serving her 15th year as a fund-raising professional. She is the director of campaigns at the Richard B. Baumgardner Center for the Performing Arts, Clearwater, FL, and has been active with Fraternity endeavors for 20 years.

#### Barbara Whitney Keith, Northwestern

Barbie has seven years of development experience and is the recently appointed executive director of Stranahan House, Ft. Lauderdale, FL. She has devoted 23 years of service to Kappa.

#### Bonnie Griswold West, Michigan State

Bonnie has worked in development at Miami (OH) and Pennsylvania State Universities. She has given volunteer time to the Fraternity for eight years in addition to services as a Traveling and Chapter Consultant.

The Kappa Kappa Gamma Foundation wishes to make the following corrections to the Celebration of Giving donor listing:

The Adelphe Society

Dallas Alumnae Association Barna Hurt Graves, TN

The Heritage Museum

Martha Hodson Erwin, BE

Tribute Giving

In honor of Louise Horner, BA



#### Financial Assistance Committee Chairman Leslie McFarland McNamara, Allegheny

Leslie has worked in university administration 15 years, including eight years as a financial aid and development officer at Harvard Business School. Leslie has devoted 17 years to Kappa.

#### **Committee Members:**

#### Eloise Moore Netherton, University of Texas

Eloise has worked 21 years in the area of community mental health with the Austin-Travis County (TX) Mental Health-Mental Retardation Center and directs mental health case management and medication maintenance programs. Eloise has previously served six years on the Fraternity Council and is chairman of the Alumna Circle Key Continuing Education grants.

#### Ann Wallace White, Indiana

Ann is a 25-year member of St. Margaret's Hospital Guild and shares expertise from other community service projects in Indianapolis. Ann is the Rose McGill Chairman and has given her time and talents to Kappa for 45 years.

#### Elizabeth Tucker Gessley, Colorado College

Libby has been a Kappa volunteer for 25 years. She is the Chairman of Scholarships/Fellowships and is past Chairman of Student Loans.

#### Ann Stafford Truesdell, Ohio Wesleyan

In her thirteenth year of service to Kappa, Ann is fulfilling a second term as Chairman of Field Representatives. She worked for the Bibb County Board of Education of Georgia following a teaching career.

#### Deborah Wehle Anderson, Auburn

Debbie is an educator serving her fourth year as Chairman of Undergraduate Emergency Scholarships. of Alumnae.

#### Heritage Museum Committee Chairman

Susan Burrows Swan, Ohio State

Recently retired after five years as the curator of the Winterthur Museum in Delaware, Sue is an adjunct assistant professor at the University of Delaware. She has published extensively and is well-known for her expertise in textiles. Sue has devoted 40 years to the Wilmington (DE) Alumnae Association.

#### Committee Members:

#### Suzanne Wilbert Turner, Louisiana State

A recently elected trustee of the National Trust for Historic Preservation, Sue has served on local, state, and national boards for historic preservation for 25 years. She has given Kappa 20 years of volunteer time.

#### Frances Winter Utley, Alabama

Fran has been active in historic preservation for 45 years. Her work includes supervision of the restoration of The Georgian, an 1832 home in Lancaster, OH, and the Sherman House, the birthplace of General Sherman. Fran has devoted more than 50 years to Kappa.

#### Martha Hodson Erwin, Texas

For 25 years Martha has been associated with Bayou Bend, a collection of American decorative arts which is administered by the Museum of Fine Arts of Houston. Martha is a former Heritage Museum Committee Chairman with 45 years of Fraternity service.



**Financial Management** 

An important element in the administration of the Kappa Kappa Gamma Foundation includes professional money management. Written guidelines for income and investment are in place, monitored quarterly by the Foundation Finance Committee and the Board of Trustees.

Campbell, Newman, Pottinger and Associates, headquartered in Milwaukee, WI, provides independent investment counseling. With a ten-year performance record on balanced accounts of 16.4 percent average rate of return, Campbell, Newman, and Pottinger manages investments in excess of \$800 million for firms which include Johnson Controls, the Marquette University Endowment, and the Evenrude Foundation.

#### **Legal Counsel**

Barbara Schwartz Bromberg, an attorney with Thompson, Hines, and Flory of Cincinnati, OH, serves as legal counsel for the Foundation. Ms. Bromberg is well-known in the Greek community for her expertise in fraternal law, especially as related to foundations and taxation. A magna cum laude graduate of Columbia law school, Ms. Bromberg provided counsel to the Fraternity in the formation of the Kappa Kappa Gamma Foundation.

#### **Our Purpose**

As members of Kappa Kappa Gamma, our shared experience and the common heritage of our Ritual lead us to form lasting bonds of friendship that teach us to care for the larger world. In making a positive difference in our communities by devoting ourselves to a host of charitable efforts, Kappas continue to support the Fraternity as it addresses today's social issues through educational programming and provides scholarship funding and financial aid for members in need. By contributing to the philanthropic funds of the Foundation, each Kappa supports the future of the Fraternity and ultimately, the universal community where the meaning of philanthropy is defined each day in a hundred different ways, all of which reflect the finer feelings of the heart which defines sisterhood and the love of mankind.

#### The Next Step

The Trustees of the Kappa Kappa Gamma Foundation foresee their planning as a wise investment for the future. Having set goals and objectives, attention can now be focused on meeting the needs of our membership with the best resources.

The Kappa Kappa Gamma Foundation offers diverse giving opportunities. The Loyalty Fund, our annual giving program, life insurance policies, bequests, and other planned giving instruments benefit the Rose McGill Fund, educational programs addressing contemporary social issues, student aid, and Project 2000, a scholarship endowment fund. Undergraduate and graduate scholarships including the Chapter Consultant program, rehabilitation scholarships, and alumnae emergency aid also benefit from donations. The continued restoration of the Heritage Museum and the separate archival area which preserves the Fraternity's historic papers and memorabilia rely on membership contributions. Through these varied giving options, the Foundation encourages annual giving while providing members opportunities to financially support programs of special interest.

In forthcoming issues of *The Key*, the Kappa Kappa Gamma Foundation will share with you the outcome of its strategic planning efforts. We believe the partnership of Fraternity volunteers and professionals provides the Foundation access to expertise needed for sound guidance into the 21st Century and beyond.

Kappa Kappa Gamma continues to be a positive influence in the lives of our members. Each donation to the Foundation helps to secure the future so that tomorrow's Kappas may realize the same life-long benefits of Fraternity membership. Each gift promotes the promise of Kappa Kappa Gamma's commitment to excellence.



#### Kappa Kappa Gamma Foundation Seeks Director of Development

The Kappa Kappa Gamma Foundation is seeking a **Director of Development** to plan, develop, implement, and manage a comprehensive fund-raising program. Applicants must have two to four years' development experience, preferably in higher education. Knowledge of all areas of fund raising is needed, including annual fund, direct mail, planned giving, and major gift solicitation. Strong communication and writing skills are necessary. A bachelor's degree is required and a master's degree is desirable.

Preference will be given to Kappas applying for this position. Salary is commensurate with experience. Send résumé to:

Executive Director • Kappa Kappa Gamma Foundation • P.O. Box 2079 • Columbus, OH 43216. Application deadline: March 31, 1993.



#### Foundation Terminology

Unless you work in the development area, you may not be familiar with the terminology associated with foundations. The following are definitions of frequently used words:

**Restricted funds:** This money has been earmarked for a specific program or project and may be used only for that purpose.

Unrestricted funds: This money may be used for any program, project, or cause deemed worthy by the Board of Trustees.

**Endowed funds:** The principal remains untouched while only the interest income may be used.





Top, left: Headquarters as the David Gray House. Above: In 1950 when purchased by Clara O. Pierce, Executive Secretary, 1929-1969. Bottom, left: Headquarters as it is now.

#### Dear Kappas:

I was very pleased to see that KKT has developed Insight on Domestic Violence to help others to understand this tragic cycle. I was a victim of emotional, verbal, and financial abuse during my marriage. Upon my separation from my husband, Kappa's Circle Key Grant fund saved me by giving me more than \$2,400 to return to graduate school.

After receiving a master's degree in counseling, I began volunteering at the Abuse, Counseling, and Treatment Center for Spouse Abuse to repay the help they had provided as a support and educational group.

Now, I hope to be able to slowly return the financial assistance from Kappa.

-Stacey Chadwick, M.A., Auburn

For more information on the Kappa Kappa Gamma Foundation, please contact the Foundation office at (614)228-6515 or write to Lynn Sossamon • 102 East 22nd Court • Owasso, OK 74055-4418.



# Glowing Keys

Jennie Miller Helderman, Alabama

#### New Federal Appeals **Court Judge**

Twenty-five years ago Susan Harrell Black, Ohio Wesleyan and Florida State, was teaching high school civics and trying to earn a law degree.

Now she is a new federal judge on the 11th U.S. Circuit Court of Appeals, appointed by former President Bush, where she will hear federal appeals for Florida, Georgia, and Alabama. The only court higher is the U.S. Supreme Court.

An Alumna Achievement Award recipient in 1980, Susan was the first female federal judge in Florida. A 1967 graduate of the University of Florida law school, Susan has spent 20 years on the bench.

Susan said she never previously considered being an appellate judge as it would require too much time reading briefs, and she loved the give and take of the trial court. The 48-year old Georgia native said maturity eventually set in. "I hate to even hear myself say it - but I really think reading a brief is exciting. I'm ready for it," she said with a laugh.

Recalling her handling of juvenile and child support matters, a colleague said, "There are probably kids running around out there today who aren't in jail because Susan Black cared. Somebody's doing something right in their judicial selection when someone of her calibre receives that job."

Susan will continue to live in Jacksonville, FL.

#### Serving as Junior League International President

Mary Burrus Babson, Duke, of Chicago is the president of the Association of Junior Leagues International, Inc., representing 280 Junior Leagues in the United States, Mexico, Canada, and Great Britain with a total membership of 188,000 women.

A CPA, Mary is employed as director of communications at Arthur Andersen's world headquarters in Chicago. She is a member of the National Trustees of the National Jewish Center for Immunology and Respiratory Medicine and the Chicago Foundation for Women.

Mary, a Phi Beta Kappa, received her B.A. degree from the University of Colorado and her M.B.A. from the University of Puget Sound. Before moving to Chicago, she had many civic involvements as a resident of Denver.

While in office, Mary will focus her efforts on the association's priorities of child health and education.

#### Named Distinguished Scientist

Only the second woman to receive this honor, Ina Lynn Dyer Tonkin, M.D., DePauw, is serving through June in Washington, D.C., as the Distinguished Scientist in Radiologic Pathology, a prestigious position supported by several professional organizations. Ina is recognized for her expertise in pediatric and cardiovascular/interventional radiology.

Prior to accepting this one-year research position, Ina was a professor at the University of Tennessee Medical Center and co-director of the Department of Radiology and the Cardiac Catheterization Laboratory at LeBonheur Children's Medical Center in Memphis, TN.

A past president of the North American Society for Cardiac Imaging and former treasurer of the Society for Pediatric Radiology, she has authored or co-authored more than 45 publications, edits a professional journal, and serves on numerous boards.

This former Pledge Chairman of Iota Chapter did her internship and residency at the University of Florida and has held faculty positions at the University of Arizona and University of Alabama. Ina has a physician husband, a first-year medical student daughter, and a son who is graduating from high school.

#### Receives Highest Award from College of William and Mary

Jean Canoles Bruce, William and Mary, was awarded the Alumni Medallion for contributions to her alma mater matched by outstanding professional achievements. As the executive director of the Planning Council, a Norfolk, VA, based human services agency, Jean was the first recipient of the state's Department for Children's Child Advocate Award and has been honored as one of the Top Ten Professional Women in Tidewater, VA.

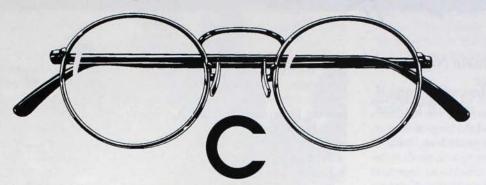
Jean says hers has been an "unplanned life" with a series of happy coincidences along the way. She unequivocally places family at the top of her priorities, but her list of achievements points to a woman who has successfully blended and balanced family, career, volunteer and civic activities.

#### International Poetry Review **Founder Retires**

"Poetry is to prose as dancing is to walking." From 1975 to her recent retirement, Evelyn Gill, Colorado, tangoed with language in the twice-yearly International Poetry Review which she founded. The periodical features contemporary poetry from around the world, printed in its original language and in English translation. Its publication will be continued by the University of North Carolina at Greensboro, where Evelyn once taught and now resides.

#### Heads Vancouver's New Women's Hospital

The first medical director of the new Women's Health Centre at University Hospital, Vancouver, British Columbia, is Dr. Penny Drury Ballem, McGill. The hospital, which serves the entire province, will treat all aspects of women's health, from infertility and menopause to sexual assault and HIV-positive mothers.



# HAN GETH EWAYY **OULOOKAT** ROSEMCGILL

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Penny is a distinguished academic and medical practitioner known for her outspoken demand for sensitivity to women's issues coupled with a sense of balance when tight-roping across tender territory. Brisk, energetic, shunning make-up, and preferring to travel by bicycle, Penny graced a recent cover of Woman to Woman magazine.

A McGill honors graduate in microbiology and immunology, she has done extensive research in hematology, published more than 70 professional papers, and given six years' service as deputy medical director of the Canadian Red Cross Society's blood transfusion section.

#### **Oklahoma Honors** Helen Walton

Alumnae Achievement Award recipient for 1990, Helen Robson Walton, Oklahoma, is a new inductee in the Oklahoma Hall of Fame. Helen was recognized for her charitable and philanthropic work in religion, education, and the arts. She was the first

woman moderator of the Arkansas Presbytery and is the first woman officer of the Presbyterian Church (U.S.A.) Foundation in its 200-year

With her husband, the late Sam Walton, Helen founded the Walton Scholarship Program for Wal-Mart employees' children and the Walton Central American Scholars program. For her leadership and contributions in the arts, the new Arts Center in Fayetteville, AR, was named in honor of Helen and her late husband.

#### Safe Fun Graduate Night **Party Organizer**

Half of California's 1,700 high schools and about a quarter of the nation's 25,000 high schools hold large-scale, parent-planned shindigs with the help of GRADS, a fast-growing non-profit informational network which was organized by Lori Prince Warmington, Southern California, in 1986. Safe, sober, fun parties are the goal, "...sort of a positive, self-esteem experience for everyone parents, students, the school, the community," says Lori.

The network provides how-to help, a hot line, training seminars and guidance for parents and has received requests for information from every state as well as Canada, Mexico, Japan, Hong Kong, the Philippines, Italy, Taiwan, and Germany.

Known as the "grad night guru," Lori, who lives in Lido Isle, CA, has moved into a consulting position with GRADS.

#### **Tops in Real Estate Sales**

"Kill 'em with Service" is the motto of real estate saleswoman Melinda McMahan Thompson, Arizona, who is the number one producer for RE/MAX agents in Colorado and number three of the 30,000 RE/MAX agents in the country. Melinda works almost exclusively in the Evergreen, CO, area. She is also an avid bass fisherman and community theater actress.

#### **Presiding Over National** Organization of Women in Cable

Ruth Warren, Kansas, is president of cable television's National Organization of Women in Cable. She is employed as executive vice president of operations for Jones Intercable which is headquartered in Denver.

#### Film Raises Sensitivity for Disabled

"Good Intentions, Mistaken Assumptions" is a half-hour video aimed at making classroom teachers more sensitive to students with disabilities who have been mainstreamed into their classes. The film was the project of Linda Wright Longstreth, Ohio State, a language and speech pathologist and member of the

Palo Alto, CA, Task Force on Disability Awareness. The film is receiving national attention because it deals with issues related to implementing the Americans with Disabilities Act.

Those who star in Linda's film prove that people with disabilities are articulate, successful, and lead full, productive lives. They also prove the road has often been painful, especially during childhood years.

#### **Portland Building Named** for a Kappa

The Sally McCracken Building stands in downtown Portland, OR, as a tribute to the dedication and leadership in numerous social service organizations of Priscilla Moore McCracken, Oregon. The building will provide housing for low income persons recovering from alcohol and drug addictions. It is owned by Central City Concern, of which Sally is a founding member and former chairman.

Over the past 30 years, she has also chaired or served as a board member of the Emergency Helping Agencies Committee, the State Scholarship Commission, the Oregon Community Foundation, the Portland Kappa Alumnae Association, her Presbyterian church, and many others.

#### **Three Kappas Head Fraternity** Advisor Association

Three Kappas hold top offices with the Association of Fraternity Advisors, Inc. (AFA), a national organization for campus fraternity and sorority professionals with 600 members. The presidentelect is a Kappa, as are the executive vice president and secretary.

Kim Braun Padulo, California, Riverside, is president-elect and will assume the office of president in December. She previously served as executive vice president. Kim is employed at the University of San Diego as associate director of student affairs. As the Panhellenic adviser at San Diego State University from 1980-92, she received the National Panhellenic Conference's Outstanding Panhellenic Adviser Award.

Kim's Fraternity career includes Kappa Province Director of Chapters, Panhellenic Affairs Committee, and chapter President.

Dr. Kathleen Powers Randall. Alabama, is the executive vice president of AFA and director of student life at the University of Alabama where she has been employed since 1975. She has recently been named a distinguished graduate of her alma mater, and the campus Panhellenic has contributed \$10,000 toward endowing a scholarship for a sorority senior in her honor. The mother of three, Kathleen was Nu Province Director of Chapters from 1981-83 and Assistant to the Director of Membership.

Keeping the minutes for her second two-year term as secretary of AFA is Carolyn McFarland, Utah. Caro has been the director of Greek Affairs, Campus Events and Activities at the University of Denver since 1986. Prior to that she was Greek adviser at the University of Nebraska. The University of Denver presented her with awards for administration in 1989 and student and community service in 1992. Active with the Denver Kappa alumnae, Caro has advised the Beta Mu Chapter at the University of Colorado.

#### Kappa Songwriter Hits the Big Time

Judith Hart Angelo, St. Lawrence, has made her mark as a songwriter in New York City. Her name appears at the end of the television show, Cheers, crediting her as co-writer of the sitcom's theme song. More recently she co-wrote the Anita Baker song, "How Fast, How Far" which was used as a musical video at the summer Olympics and appears on the Warner Bros. album, "Barcelona Gold."

#### **U-Conn Bestows** Top Award

Elizabeth Alechny Bradlau, Connecticut, was "stunned" when she received the University of Connecticut's prized University Medal. Betty is an eight-year member of the U-Conn Board of Trustees and a 20-year veteran of alumni service. In 1978 she became the first woman to be elected president of U-Conn's National Alumni Association Board.

Coming from an education-minded family, Betty is an elementary school teacher who, despite her advanced degrees and qualifications, prefers the classroom to administrative positions.



Adventure is her middle name! Pamela Ware, Washington State, joins a group of soccer players at a daycare center in Soweto, South Africa. Right: After recovery following an emergency appendectomy in Kenya, Pam tries a slow ride on a giant tortoise in Mombasa. Her next journey will take her to the summit of Mount Kilimanjaro.

"I don't know of any other job where life begins anew every September," she says. Nevertheless, this former chapter President is an influential contributor to her town-wide school development council, curriculum committees, and advisory councils.

#### "Top Gun" Wins Ohio State Award

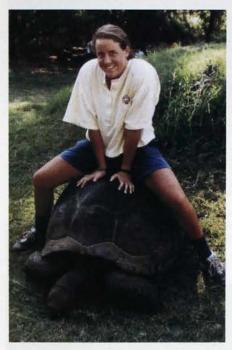
Although her favorite class was television, she chose real estate as her profession, and this decision has led to a prestigious award from her alma mater, Ohio State.

Leslie Rouda Smith, Ohio State, received the award for distinctive achievements in career and civic involvement prior to the age of 36. As director of marketing with Commonwealth Land and Title Company of Dallas since 1988, she has received numerous honors from real estate peers, including being named an elite "Top Gun."

Leslie is a founding member of the 100 of Dallas, a charity benefitting abused children. She founded and presided over her neighborhood association for two years, directing its crimewatch program. An active supporter of the Dallas Zoo, this mother of two and former Ohio resident danced with Columbus' Vaud-Villities for five years.

#### Dayton's First Lady in Fund Raising

For 40 years Marilyn McDonald Erickson, Indiana, has sought to meet community needs in Dayton, OH, by rolling up her sleeves and getting down



to business. To Marilyn that means listening carefully and then skillfully planning the fund-raising process.

In 1971 she became the first director of development for Dayton's Children's Medical Center. She "retired" ten years and \$20 million later, having become the first woman president of the Ohio Association of Hospital Development and later the first woman president of the National Association of Hospital Development. In 1982 she was awarded NAHD's most prestigious

Next she chaired Goodwill's capital fund campaign for \$2.2 million which expanded the agency's capacity to serve an additional 5,000 program participants by 1992, a full five years ahead of schedule. United Way and Public Television both have tapped her talents for organizing, motivating, recruiting, and training volunteers, and she continues to produce six-figure tallies and double digit donation increases.

Her many successes have led most recently to the title of Outstanding Volunteer Fund Raiser by the Miami Valley Chapter of the National Society of Fund Raising Executives.

#### Kappas Elected to **School Boards**

Incumbent Nancy Trent Stage, William and Mary, received 60 percent of the vote in a three-way race to hold her seat on the Fayette County, KY, school board. This was her first election as she was previously appointed to an unexpired term. Nancy is a certified public accountant who has been Finance and Ritual Adviser and a House Board member for Beta Chi, Kentucky,

Newly elected to the Scottsdale, AZ, Unified School District Board is Pamela Lee Hudson Krewson, Denison, a longtime arts and music advocate. A realtor by profession, Pam is a former President of the Scottsdale Alumnae Association.

#### **Girl Scouts Honor Anne Ellis**

The Girl Scouts of Nassau County in New York presented an Award for Distinction to Anne Wolf Ellis, Louisiana, for dedication to children's needs and community activism. Anne is a member of the executive board of television station WLIW and advises on fund raising.

#### **Debbie Miller Broadens Territory**

She must keep her suitcases packed. Businesswoman and Kappa volunteer Debbie Wamser Miller, UCLA, has been promoted to District Manager for DuPont Flooring Systems with a territory stretching from Southern California into Texas. In her "spare time" Debbie chairs the Finance Committee of the Fraternity and makes recommendations to the Council. Her committee is presently reviewing the Fraternity's insurance; other professional services are scrutinized regularly.

Debbie continues to advise the Delta Tau House Board at Southern California, having previously served as Fraternity Housing Chairman and Kappa Province Director of Chapters.

#### Caroline Owens Named to Who's Who Editions

Caroline Mulford Owens, Cornell, president of Newsletters Plus in Westport, CT, has been named to the 1993 edition of Who's Who of American Women and Who's Who in the East.

# KAPPA FOR A Lifetime

Inclusion is based on professional and civic achievement.

As part of her commitment to the self-empowerment of women, Caroline helped establish a network for selfemployed women in Connecticut which



As part of her commitment to helping entrepreneurial women, Caroline Owens, Cornell, presents workshops on selfpromotion and networking.

has grown to a membership of 300 and provides professional networking development opportunities.

In recognition of this work, she has received a number of awards, including the prestigious 1991 Entrepreneur of the Year award for Southern New England presented by Inc. magazine, Ernst and Young, and Merrill Lynch. She is a lifetime member of the institution of American Entrepreneurs, an elite group of 1,500 business people who have all been Entrepreneur of the Year recipients.

Now in its tenth year, her company is well-established, with a roster of corporate clients for whom she creates and produces newsletters. Her publications have won major awards from the National Federation of Press Women, International Association of Business Communicators, and Women in Communications.

Caroline recently completed two consecutive terms as president of the Connecticut Press Club and has been a board member of other professional organizations.

Continuing her commitment to the self-employed woman, she presents

workshops and seminars on self-marketing topics and is writing a book on networking. Formerly a speaker for the DuPont Company and editor/publisher of a subscription newsletter with international distribution, she is a tennis-playing mother of three grown children.

#### **Utah Kappa Recognized for Domestic Violence Work**

Jane Edwards, Utah, received one of three Women of Courageous Action Awards for 1992 given by the Utah National Organization of Women. Jane is director of the Salt Lake City YWCA and Utah's 1990 Social Worker of the Year. She believes in starting early to prevent domestic violence and is especially proud of the YWCA's PACT, Peer Approach to Counseling for Teens, program. Jane says, "Teaching young men and women about healthy relationships may eventually keep a whole generation of women from needing the services of YWCA's battered women's shelter."



#### Diamonds, Diamonds, **Diamonds**

The internationally recognized "Oscars" of the jewelry industry for 1992 and 1993 have been claimed by Lauren Jean Pipkorn, Florida State, just three years after she completed design school.

Lauren designed two winning pieces to take the 1993 DeBeers Diamonds Today Award and was the 1992 DeBeers Diamond International Award recipient. Her men's, women's, and 25th anniversary necklaces were finalists in all categories for the 1993 JA Jewel Award. These are only the most recent of a list of coveted awards, some competitions having as many as 2,000 entrants from 43 countries.

Her jewelry has appeared on the covers of National Jeweler and Cosmopolitan and has been featured in Town and Country, New York Diamonds, Nouveau, Kila, Jewelers Circular Keystone, Jewelers Quarterly, and other domestic and international trade magazines.

The 1992 winning design is a flexible necklace composed of 255 square-cut diamonds set in a crisscross pattern of yellow gold. The design is based on Oriental scripts and is valued at \$150,000.

"I design fine jewelry because I hope to create something of beauty which will last forever," says Lauren. Her goal is to create artistic, museum-quality pieces that are not necessarily commercial, but which have the potential to become industry trends. Lauren gets her inspiration from jewelry collections she has seen in museums in her extensive travels throughout Europe.

It was while studying printmaking in Italy that Lauren began to make costume jewelry for her friends. With their encouragement, she went on to study jewelry design in New York, not a career she anticipated while earning a B.A. in biology and chemistry at Florida State in 1983. Now she is the head jewelry designer with Hammerman Bros. in New York City.



Renowned jewelry designer, Lauren Pipkorn, Florida State, models one of her prize-winning necklaces.

# Museum of Fine Arts, St. Petersburg, FL

## Kappa's Fantastic Fan Lady

"Collectors more and more realize what an exquisite, compact art form fans contain. They are highly intricate pieces of craftsmanship. The paintings on the leaves are frequently masterpieces in miniature, and many of the sticks (hand pieces) are works of art to the highest degree. The stick carvings of ivory, tortoise shell, and mother-of-pearl are absolutely magnificent and often inlaid with silver and gold. The guard sticks can be encrusted with jewel stones...It is the 18th and 19th century fans that excite my interest the most."

Elsa James Zelley, Pennsylvania, has amassed an important collection of fans of both historical and artistic interest. She has donated a portion of the collection to the Ringling Museum in Sarasota, FL, which has opened a new permanent installation. Other museums are now vying for her beneficence.

"Fans serve as wonderful historical records," explains Elsa. "They document events and reflect changes in fashion and tastes. There are royal fans, commemorative fans, wedding fans, theater fans, dance fans, novelty and trick fans...the list goes on."

Fifty-seven fans were on display at the Museum of Fine Arts in St. Petersburg, FL, last fall when a fire broke out in Elsa's home. Had these fans been where they usually are kept, they would have been damaged. Elsa sighed with relief that others in her collection were spared and there was little damage to the house.

Elsa is president of the Fan Association of North America, which she helped found ten years ago. She is also an active member of the Sarasota Alumnae Association, which donated one of the custom-built, climate-controlled mahogany display cases which house the fans at the Ringling Museum.

"People think of Florida as Disney World with Floridians just sitting around swatting mosquitoes," says Elsa. However, the state is a true cultural center, supporting opera, ballet and symphony, museums and cultural centers. This is why Elsa has chosen Florida to house her renowned collection.



Fan with Silk Leaf, painted in gouache with a large medallion centering a scene of a milliner's shop, leaf insert with mica windows; mother-of-pearl sticks, gilded and pierced, signed to the rear, Duvelleroy, French, Paris, mid-nineteenth century.

Courtesy of Elsa James Zelley



Fan with Paper Leaf, painted in gouache with a mythological scene of Jupiter, and Vulcan in his forge; tortoise shell sticks, carved, gilded and pieced, French, ca. 1770.

Courtesy of Elsa James Zelley

# Creating a "Color-full" Career... Allison Allen Holland

Fresh, vivid, bright colors and richly mixed jewel tones laced with natural wood, wicker, and bamboo distinguish the interior designs of Allison Allen Holland, Southern Methodist, owner of Creative Decorating, Inc. As a transplanted Texan in Hawaii she has woven her Mainland style — discipline, formality, and symmetry — with Hawaiian simplicity and restraint. Known for her "casual, unstudied sophistication," Allison notes that Hawaii is the ideal place to play with color.

Avoiding trends in favor of an individual and "undecorated" look, Allison's touch reflects both daring and timelessness. Blending antiques and unusual accessories, each decorative piece is functional and not placed solely for visual appeal. "The home should ensure good feelings of well-being, creating a springboard for warm parenting, childhood fantasies, motivated career devel-

opment, and ultimate contentedness. Let the room reflect who lives in it!"

As a young mother of three small children, a desire to express herself first led Allison into creative design. She and an early partner had seven children and a playpen in the back room! Despite some years operating her own store, today she prefers working at home where she can enjoy quiet time. Advertising has never been needed; she always has work in excess.

Nature, from sunlight to humidity, is of prime importance in her creations; even the impact of insects on fabrics must be considered. Textiles contain artificial ingredients that may affect clients adversely, and the needs of differently abled persons are another important concern of interior design. Allison participates in the American Society of Interior Designers (ASID) to remain upto-date and was one of four recipients of



Interior designer Allison Holland shows her partiality to rich and colorful floral prints.

the 1992 ASID Award of Excellence, as well as receiving an Award of Honor.

Home to Allison and Chico Holland is "Wahiolu olu" — "a secret, peaceful place" — mountaintop high overlooking Honolulu. Inspired by the brilliant sunsets, the vibrant blues of the Pacific, and the world's most exotic tropical flowers, she has lured the rain forest indoors through rich, bold designs accented with lush floral arrangements.

Allison has worked on site in Florida, Texas, Colorado, and Europe. A major project is an 18th century, 22-bedroom chateau in Normandy, France, untouched for 43 years. Another European commission finds Allison at a Wiltshire, England, countryside horse farm redesigning indoor riding areas for dressage and restoring the living quarters. Her most exciting task involved the redecoration of a home in Hawaii to receive Prince Philip. Recovering from recent surgery, she left her sick bed to complete this job in two months.

Allison's gifts to her community remain generous as she shares her talents at local benefits in appreciation for all that she has attained. Serving the Fraternity as a Field Secretary (now Traveling Consultant) in 1957-58, she proudly claims two daughters and a daughter-inlaw as Kappas. One can truly color Allison Holland successful and sincere, accepting of the challenges of her career, a credit to the best qualities of life, and a "true-blue" Kappa.

- Mitch Hiett Pflugh, Colorado



Designing rooms that reflect the occupants, Allison Holland creates interiors which invite feelings of warmth and well-being.

### Kappa Pens Best Seller...

Right around deadline, a strange ritual would occur at the Daily Mississippian, the campus newspaper at "Ole Miss." During their efforts to beat the clock, frustrated student scribes would pound their computers and swear that one day they would rise above the paltry journalism ranks to pen the "Great American Novel." Upon hearing this for the "umpteenth" time in four years, I rolled my eyes in disbelief and reminded these future Faulkners that deadlines wait for no one - even literary geniusesin-waiting.

Knowing this, you can imagine my surprise on hearing that one product of the Daily Mississippian newsroom, Donna Tartt, Mississippi, made good on her promise. Her first novel, The Secret History, has garnered rave reviews from prestigious publications including The New York Times, Vanity Fair, and Time. What is even more amazing is the bid-



Novelist Donna Tartt, Mississippi, autographs her best seller, The Secret History.

ding war that ensued for Donna's maiden effort. In one of the most hotly contested book auctions in 1991, The Secret History was landed by Alfred A. Knopf Publishers, New York. Director Alan Pakula, whose credits include Klute and All the President's Men. bought the film rights, according to a Time magazine report.

Though now the toast of the literary world, Donna was very approachable and sincere when I saw her. Dressed in a trim yellow suit and straw boater, she asked about the Kappa house and was quick to trace much of her success to her Mississippi roots and her "Ole Miss" experience. Her sense of humor was still obvious too. As we recalled the fact that senior Kappa collegians always seemed ancient to first-year members, she wrote in my copy of The Secret History:

"To Karen, with love, Affectionately to an Old Sister,

Donna."

Karen Kahler Holliday, Mississippi

#### **Accent on Alumnae Activities**



West Chester, PA, alumna "brushes up" the wall of the local domestic violence center.

#### **Program Potpourri**

"Thirtysomething," a Sacramento Valley group which gathers monthly for informal fun at a local establishment with husbands, dates, and sometimes children...Scottsdale, AZ's Book Exchange where everyone contributes her paperback books to sell for \$1 to boost the treasury...Detroit Northwest Suburban's stress workshop called "The Magic of Humor"...North Jersey Shore Alumnae sponsorship of a blood drive for members and friends at the Central Jersey Blood Bank...Whether it's a new baby, illness, or death in the family, the Tulsa (OK) Alumnae Association's S.O.S. (Sisters on Standby) Committee is ready to help a Kappa sister or her family in time of need...Grand Island, NE, held a Panhellenic Friendship Luncheon where each Kappa brought a friend from another sorority as her guest.

#### West Chester Kappas Paint **Domestic Violence Center**

Armed with paintbrushes and donated paint, Kappas spent a Saturday facelifting the West Chester, PA, Domestic Violence Center. Newly sewn matching paisley curtains now brighten the temporary living accommodations. The Domestic Violence Center has been an annual recipient of Kappa fundraising efforts for the past eight years.

#### **Indianapolis Alumnae** Co-host Annual Spring Style Show

Indianapolis Kappas and Pi Phis hosted their fourth annual Spring Style Show, a sell-out brunch for more than 600 women. The show raised more than \$10,000 through door prize and ticket sales for the Greater Indianapolis Literacy League and Sojourner, a home for abused women and children.

## KAPPA FOR A Lifetime







Above, left: Dallas Alumnae Association groups meet jointly at a luncheon meeting to host nationally known speaker and author, Kitty Peel, who addressed "Disciplines of a Desperate Woman."

Above, right: Fairfield, CT, alumnae enjoy an all-day tour of the new exhibits at Ellis Island in New York City.

Left: Officers of the newly organized Coastal Carolina Alumnae Association repeat their vows after Lambda Province PDA Julie Martin Mangis, George Washington. The group met at the Wilmington, NC, home of Lambda PDC Annie McNally Anthony, South Carolina.

#### HISTORICALLY SPEAKING

#### **Meet The Presidents:** Tade Hartsuff Kuhns, Butler, 1881-84

When the Convention set for 1880 failed to materialize because someone forgot to send the invitations, Tade Hartsuff's focus on the need to "make somebody responsible for something" got her elected Kappa's first Grand President in 1881. She was a senior in college and the President of her chapter. An early task found her raising money and locating a printer for the first issue of The Golden Key. "Vivacious, intelligent, and independent," Tade was born in 1859, the last of six children and named for a sister who had died. Her childhood love of geography carried into later life, prompting May Whiting Westermann, Nebraska, author of the 1932 History of Kappa Kappa Gamma and herself Grand President 1902-04, to remark that talking to Tade "was like having National Geographic come to life."

Graduating from Butler in 1882, during the next two years she studied law - the first woman law student in western Pennsylvania. Marriage to John Kuhns in 1886 was followed only four years later by the beginning of a severe hearing loss. She began travels abroad in 1900, and following John's death in 1905, the world continued to meet Tade as she covered the globe for 15 years wearing her badge in order to be recognized by Kappa sisters.

From the funeral of Italian King Victor Emmanuel II to the coronation of Edward VII; shopping in Paris; cherry blossom time in Japan; Christmas in Calcutta, Berlin, Russia; she approached the happiest time of her life six months in Kashmir on her own houseboat which included making currant jam on an alcohol stove. During one of her rare visits home, her Alpha friend, Elizabeth Gowdy Baker, painted Tade's full-length portrait which was presented to the Fraternity at the



1920 Convention and is currently being restored.

Remembered as friendly, tactful, and intensely loyal, Tade died in 1937. Friends commented that "her decisions were never hasty, but were final. Her close friends were lasting ones. To see her able to discuss any subject under the sun with any man or woman, equal to any situation in spite of her total deafness, is to marvel at her...To many of us, Mrs. Kuhns IS the Fraternity.'

- Susannah Erck Howard, Florida State Fraternity Historian



75-Year Kappas 1991-92



This list was compiled from January 1, 1991, through December 31, 1992, and includes 75-year Kappas with mailable addresses according to the records at Fraternity Headquarters. Please contact Headquarters with any corrections.

Elizabeth Merrill Adams, California, Berkeley Tucson, AZ

Florence Dye Bensinger, Indiana Dayton, OH

Florence Holberton Bierer, Stanford San Francisco, CA

Vyla Hudson Billow, Akron Akron, OH

Mabel Jackson Blessley, DePauw Santa Barbara, CA

Elizabeth McGowan Brooks, Colorado Southfield, MI

Dorothy Graner Carroll, Tulane New Orleans, LA

Marion Lewis Christoffersen, Washington Seattle, WA

Helen Smith Claparols, Ohio State Wooster, OH

Helen Coatsworth, Toronto Toronto, Ontario

Frances Ewalt Dalton, Kansas State Emporia, KS

Helen Dick Davis, Wisconsin Auburn, AL

Grace Dimelow, Cornell New York, NY

Ruth Liggett Eastman, Illinois Duarte, CA

Elma Darling Elliott, Stanford Palm Desert, CA

Frances Longeway Flaherty, Montana Great Falls, MT

Dorothy Flegel, Oregon Portland, OR

Mignon Henrici Gifford. California, Berkeley

Oakland, CA Elizabeth Reigart Gilchrist,

Cornell Bradenton, FL Helen Doles Gray, Butler

Indianapolis, IN

Sara Woods Hamilton, Indiana Des Moines, IA

Ruth Odell Hanna, Washington Santa Barbara, CA

Lillian Harris, Indiana Spencer, IN

Adelaide Nash Hartong, Iowa Hinsdale, IL

F. Marguerite Diefenderfer Hays, Allegheny College Corona Del Mar, CA

Kathryn Glass Heath, Michigan Alexandria, VA

Margaret McLeod Hendren, Tulane Kansas City, MO

Ruth Coult Herron, Syracuse Rochester, NY

Mary Hipple, Pennsylvania Philadelphia, PA

Ellen Green Hirst, Allegheny Venice, FL

Elizabeth Hovey, Pennsylvania Philadelphia, PA

Lucile Smith Jones, Kansas Chanute, KS

Elizabeth Stacy Keith, Cincinnati Maysville, KY

Lar Borell Keys, Idaho Anacortes, WA

Margaret Kennedy King, Iowa Chatsworth, CA

Elizabeth Chandler Kirkham, Texas

Santa Fe, NM

Mary Bonnet Koebel, Ohio State Columbus, OH

Marjorie Kistler Larkin, Swarthmore Wallingford, PA

Florence Dixon Leach, Montana, Farmington, CT

Marion Butts Lewis, Pennsylvania

Bryn Mawr, PA Hazel Burdick Loveland, Syracuse Fayetteville, NY

Freda McCoy MacArthur, Colorado

Blaine, WA Lucile Lvon Mason, California, Berkeley

Orinda, CA Charlotte Goette McCurdy, Swarthmore Newtown Square, PA

Mae Grant McDonnel, Montana Great Falls, MT

Laura Robinson McLeod, Washington Greenbank, WA

Mary Martin Metcalf, Kansas Kansas City, MO

Sara Speer Miller, Cornell Gladwyne, PA

Valborg Kjosness Mohn, Idaho Northfield, MN

Mary Vanderveer Mount, Kansas State New York, NY

Jessie Barclay Murphy, St. Lawrence Lebanon, NJ

Sadie Scovell Nelson, Texas Dallas, TX

Marion Eustis Nicolls, Minnesota Tijeras, NM

Ruth Heidt O'Connor, California, Berkeley Piedmont, CA

Margaret Croose O'Meara, Hillsdale Holt, MI

Jessie Whitney Ott, Hillsdale College Tucson, AZ

Elise Pando, Adelphi College E. Chatham, NY

Norma Dow Patten, Idaho Glendale, CA

Esther Moore Payne, Kansas Eugene, OR

Josephine Allen Poehler, Minnesota

Minneapolis, MN Hazel Beeson Preston, Kansas

State Wichita, KS

Alma Hoffman Rader, Kansas Escondido, CA

Mildred Collins Rainey, Texas Boulder, CO

Margaret Thilly Raynolds, Cornell Ithaca, NY

Margaret Miller Richey, Montana Palo Alto, CA

Winifred Robey, Oklahoma Davidson, OK

Clara Beeman Robinson, Kansas State Topeka, KS

Geneve Wilde Russell, Boston Concord, MA

Murlen Holton Sayles, Minnesota Litchfield, CT

Violet Brundidge Scheifele, Cornell

Seal Beach, CA

Helen Eagleson Scruggs, Washington Port Angeles, WA

Dorothy Seago, Tulane Mandeville, LA

Kathleen White Shera, Oklahoma Naples, FL

Winifred Bussey Sister, Iowa Oak Lawn, IL

Edith Walton Stannard, Colorado Sarasota, FL

Doris Holmes Stebbins, Boston Manchester, NH

Haidee Carll Steward, Cornell Woodland Hills, CA

Cleone Odell Stewart, Oklahoma Nashville, TN

Rose Sturmer Swanson, Michigan Pasadena, CA Naoma Carter Talbot, Syracuse

Haddonfield, NJ Alice Hinkley Taylor, Iowa

Weston, MA Verna Terwillegar, Illinois

Wesleyan Dwight, IL

Dorothy Thompson, Toronto Toronto, Ontario

Eileen Vail, Cornell Houston, TX

Helen Friend Wagner, Adrian College Charlottesville, VA

Ethel Vinje Walker, Wisconsin Plymouth, WI

Isabelle Knapp Whitney, Syracuse Elmira, NY

Catherine Beck Williams, DePauw Pasadena, CA

Abbie Rogers Wilmer, Ohio State Middletown, OH

Eloise Wilson, Northwestern Wabash, IN

Georgie Kistler Wood, Colorado Jacksonville, FL

Lulu Hazard Woodruff, Missouri Kansas City, MO

Mary Wadlington Wynne, Oklahoma, El Paso, TX



drawing by Lucretia Leonard Romey, A

## Kappas on Campus

by Carol Lash Armstrong, Miami (OH)

Collegians continue to reach out to others in need through philanthropies, sharing the gifts of talented and generous chapter members to make our world a better place today and in the future.

#### Go "Vols"! Beat Andrew!

Epsilon Lambda, Tennessee, and the men's fraternity, Pi Kappa Alpha, reached out to football fans at a Tennessee Volunteers game and collected \$27,500 for the American Red Cross relief fund for Hurricane Andrew victims. "This experience left us with the feeling of what it means to be a true 'Volunteer,'" said Public Relations Chairman Alice Pearson. "We know that we have done something to help those less fortunate and realize how lucky we are. We hope others will follow our lead. There is still much to be done."

### Who Said, "A Lady Can't Swing a Hammer"?

Need a ceiling removed...a porch repainted? Call the pros at Iota, *DePauw*, who joined with other Greek groups and community volunteers to remodel three area homes for Opportunity Housing of Putnam County, IN. Kappas installed insulation, painted walls and porches, and promoted good neighborhood relations between residents and students, united to make their "world" a better place.

#### Golfers Swing for "Kappa Kidney Kamp"

The third annual Kappa Golf Klassic, sponsored by Delta Lambda, Miami (OH), brought more than 150 competitors in support of children with kidney disorders hoping to attend "Kappa Kidney Kamp," a special summer camp operated by the Ohio Kidney Foundation. Delta Lambda Philanthropy Chairman Tracie Farrell says, "We work really hard each year to get more golf teams out so more of our special kids can enjoy this great camping experience the following summer."

### Gamma Kappa Throws a Rain Forest Romp

William and Mary Kappas brought campus and community together for their first annual Rain Forest Romp, a 5K run/walk, to help preserve rain forests in Paraguay. Proceeds from this successful "romp" help the Nature Conservancy purchase acres of tropical forests in developing countries.



Above: Tennessee Kappas and Pikes "pass the hat" to football fans and pick up \$27,500 for the American Red Cross to aid Hurricane Andrew victims. Below: Kappa Golf Klassic participants wait with "kaddies" to tee off for "Kappa Kidney Kamp."





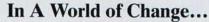
Sponsors of the Rain Forest Romp, William and Mary Kappas gather at the finish line.

Below, left: Simpson Kappas get ready for a Teeter-Totter Marathon to aid Cystic Fibrosis. Below, right: Kappa Yanina Chernenko introduces Mikhail Gorbachev at Westminster ceremonies.



#### Simpson Teeter-Totters for **Cystic Fibrosis**

Helping break the record in a teetertotter marathon, Simpson Kappas joined Greeks of Pi Beta Phi and Lambda Chi Alpha for a Cystic Fibrosis fund raiser, "92 Hours in '92." Both research and people affected with this disease will benefit from the dollars raised.



Collegian Presents Fellow Countryman Mikhail Gorbachev for Westminster **Honorary Doctor of Law** 

Yanina Chernenko, Westminster, a Kappa from St. Petersburg, Russia, had the distinguished honor of introducing her countryman Mikhail Sergeyevich Gorbachev for an honorary degree of Doctor of Law at Westminster College. Noting similarities between Mr. Gorbachev and Winston Churchill, a speaker on the campus 46 years ago, Yanina said, "Mr. Gorbachev dared to defy tradition and popular opinion to achieve his objectives. Because of the courageous changes wrought by Mr. Gorbachev, our world today faces unlimited opportunities for a future of international cooperation and peace."

Yanina, a sophomore pre-med and economics student, says, "Westminster stands for freedom," and chose the Fulton, MO, college because of this early impression. She plans to ultimately return to Russia to share her education in the basic principles of a free market economy.



"Reach out and touch somebody's hand. Make this world a better place if you can."

Diana Ross

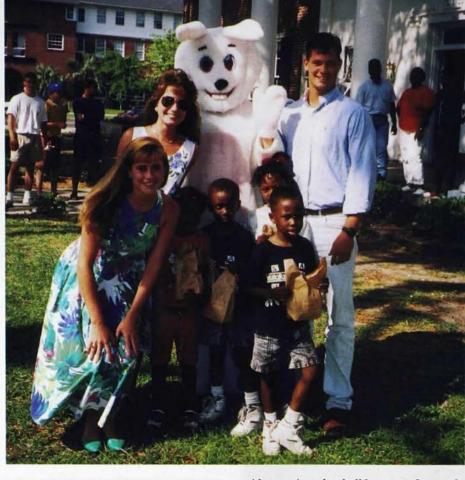
## Kappas on Campus

#### Kappas and Kids Guarantee Fun

Games! Coloring! Prizes! Snacks! Kappas of Epsilon Phi, Florida, will join another host fraternity and the Easter Bunny to entertain needy children at their annual spring holiday party. "The children always have a memorable experience, and the party brings us a true heart-warming feeling," says Michele Kohn, Public Relations Chairman.

#### Viva Kappanello!

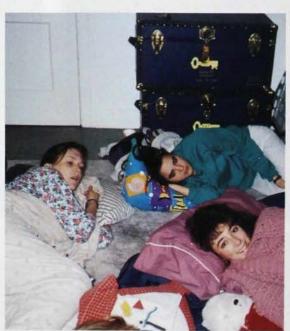
Vanderbilt Kappas passed the pasta to more than 1,100 to benefit Buddies of Nashville with a \$5,000 check. Converting the front lawn into an Italian *ristorante* with vine wrapped fences and arches, red and white checked tablecloths added a colorful touch. Epsilon Nu members are making *la cucina Italiana*, Kappa-style, a popular and festive campus tradition. *Mama mia*!

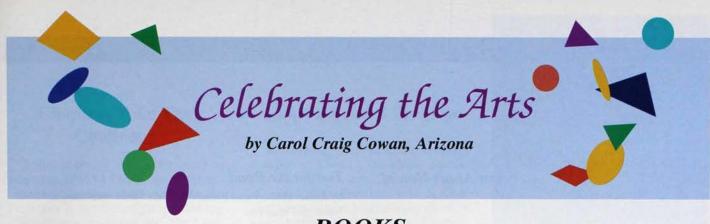


Above: A spring holiday party for needy children brings the Easter Bunny to Epsilon Phi at Florida. Below: Albertson College Kappas "pile in" for a chapter sleep-over.

A "scrunchie" sale brings Bucknell Kappas \$1,200 for a scholarship in memory of a deceased member.







#### ...BOOKS...

"The key which admits us to the whole world of thought and fancy and imagination."

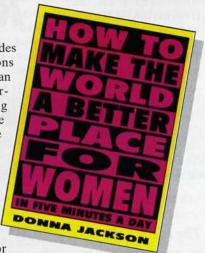
- James Russell Lowell

#### How to Make the World a Better Place for Women in Five Minutes a Day

by Donna Jackson, Duke Hyperion \$7.95

This handbook provides the resources and actions that will give every woman a sense of empowerment...without feeling that she has to sacrifice the rest of her life to be effective. Donna Jackson, editor-at-large for New Woman magazine, draws together facts, information, and contacts needed to help anybody who wants to

start acting on any - or all - of the issues that affect women today.



#### Trials and Triumphs — The Women of the American Civil War

by Marilyn Mayer Culpepper, Michigan Michigan State University Press \$24.95

From the diaries and correspondence of more than 500 women, Marilyn Culpepper provides a view into the turmoil, anxiety, hardship, and tragedy of women during the Civil War. This era shaped the attitudes of a new breed of pioneering women who proved to themselves and to a nearly shattered nation that the appellation "weaker sex" was a misnomer. Marilyn Culpepper is an emeritus professor of American Thought and Language at Michigan State University.



#### A Patchwork Family

by Mark and Mary Frances Elwell Henry, Oklahoma State **Broadman Press** \$10.00

Born from personal experience, mostly joyous, occasionally painful, A Patchwork Family explores ideas and methods to help us grow and enjoy ourselves, building a sense of family through the "intergenerational" small group. Mary Frances Henry's work through Growthlines, Inc. is featured in The Key in the article entitled "Paradigms Make No Small Change." Proceeds from book orders will be donated to the Kappa Kappa Gamma Foundation.

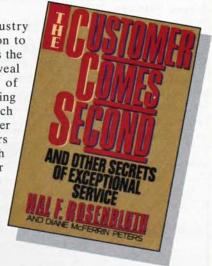


#### The Customer Comes Second And Other Secrets of Exceptional Service

by Hal F. Rosenbluth and Diane McFerrin Peters, Missouri William Morrow & Co., Inc.

\$20.00

In a service industry where slavish devotion to customer satisfaction is the norm, the authors reveal the sweet success of Rosenbluth, Inc., putting "people" first to reach the ultimate in consumer service. Diane Peters shares the Rosenbluth story in an article for The Key entitled "Sowing the Seeds of Change."



### ... Books ... continued

#### But What, My Dear, Do You Know About Hotels?

by Florence Gellatly Means, Washington

Greenridge Press \$8.95

A natural storyteller, the reminiscences of Florence Means paint a 1930s Colorado landscape in feminine perspective. From these witty tales written in the last months of her life emerges a portrait of a woman fighting both hardship and prejudice to do as she dreamed as the manager of the Saguache Hotel.



#### Two for the Road

by James Robert and Elizabeth Main Speer, Monmouth Vantage Press, Inc. \$8.95

The literary road of The Reverend James Robert Speer and his wife, the late Elizabeth Speer, relates a delightful 40-year journey in the Presbyterian ministry. The Speers cover Americana from the Depression, F.D.R., and the atomic bomb to the hippie era, when The Reverend performed a wedding service for a bride in a see-through blouse. Through the subtle problems related to life in the ministry, the

reader learns that both saints and clergy are not exempt from human foibles.

#### Pick Me Up

by Mary Jane Chalkley Schott, Missouri **Book Crafters** \$10.00

Mary Jane Schott captures blithe spirits in whimsical poetry spiced with smiling crocodiles, crazy birds laying square eggs, squeaky new shoes, and bubble gum. Her St. George's dragon bemoans his ill health - a throat sore from breathing smoke and fire. He says that the maiden he guards is not George's kind. "When she sings, egad, it does strange things to the spine." Mary Jane's granddaughter, Polly Schott, Kansas, provides fetching illustrations.



#### The Birds Talk to God

by June Simpson Lauzon, Duke

Crowell House \$9.95

Humorous, informative, and timely, this collection of writings will delight nature lovers, bird watchers, conservationists, and everyone concerned with Planet Earth. Birds share their thoughts and concerns, rejoice in happy events, puzzle over human actions, and even give advice to God. A book for all ages.

The Birds Talk to God contains 65 sketches by artist Connie French.



as freshed by the short

JAMES ROBERT SPEER

AND ELIZABETH MAIN SPEER

#### **Chapters Take The** Challenge

Many chapters are on the quest to meet the 1992-93 Challenge to Excellence, meeting standards outlined by the Fraternity to put them right over the top in every area of chapter life. The Challenge to Excellence, a voluntary program which runs through the school year, defines measurable expectations by which a chapter can evaluate its own day-to-day performance in order to reach and maintain the highest standards of collegiate living in social, moral, and intellectual excellence. All members are endowed with individual responsibility toward reaching this goal. Chapters fulfilling each criteria of the Challenge are acknowledged as the Fraternity's best and receive special recognition annually.

#### Adopt-a-School Program

A national Adopt-a-School program is being launched by the National Interfraternity Conference in cooperation with the College Fraternity Editors Association, National Panhellenic Conference, National Pan-Hellenic Council, Association of Fraternity Advisors, and Fraternity Executives Association. The NIC is negotiating a significant grant from the W.K. Kellogg Foundation for the Adopt-a-School program which will pair Greek communities with local elementary schools. Fifty campuses will be selected in the coming months to serve as pilot institutions.



The Association of Fraternity Advisors, Inc. has named SEEK: Self-Esteem for Every Kappa as one of five of the most outstanding educational programs in the nation among men and women's fraternities. Fraternity President, Juliana Fraser Wales, Ohio State, displays the award.

#### **Alumnae Achievement Award Nominations**

Diplomat! Scientist! Volunteer! Entertainer! Doctor! Elected Official! Artist!...to name a few categories! **National and International Figures!** 

The Fraternity continues to honor its outstanding alumnae by recognizing individual excellence in volunteer and professional pursuits, a tradition established in 1946.

Your nominee must be currently active in her field with involvement of a national scope. Many alumnae earn welldeserved local recognition, but this award requires more than local acclaim.

All nominations must be received by May 15, 1993.

Telephone Number:

Nominee's Participation in KKF Activities: \_

The deadline for acceptance of nominations is May 15, 1993. 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 to: Janice H. Stockhoff, 6917 Rosewood NE, Albuquerque, NM 87111.

Date\_ Name: \_\_ (First) (Maiden) (Husband's name) Complete Address: Telephone Number: Degree Earned: University or College:\_ Chapter: Initiation Year: Field of Achievement: Outstanding Honors or Recognition of a National/International Scope: \_ Nominated by: \_\_ (Chapter, Alumnae Association or Individual) Your Address:

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.

### **Fraternity Council Holds First Meeting of 1993**

The Fraternity Council held its first meeting in 1993, considering an agenda filled with evaluation of current programs and long-range planning.

Director of Chapters Cathy Thompson Carswell, *Illinois Wesleyan*, presented information on a new chapter management plan. Currently being piloted in six chapters, the Management Action Plan, or MAP, provides a method for chapters to evaluate their activities, set goals, and plan their master calendars. The plan is due to be presented at the 1994 General Convention.

The membership reference process was also reviewed with the Council by Director of Membership Marilyn Nichols Bullock, *Kansas State*. The process will be critiqued in more detail this biennium as part of a long-range plan for the Fraternity.

Two ad hoc committees have been formed to study two important issues

brought forward by resolutions passed at the 1992 General Convention. One committee will study a wide variety of housing issues and will be chaired by Kerrie Quinn Murray, *Idaho*, Fraternity Treasurer. Marian Klingbeil Williams, *Missouri*, National Panhellenic Conference Delegate, will guide a second group which will study the communication procedures to be used with a chapter needing special attention.

A new manual on leadership will be provided to Kappa chapters and alumnae associations in the 1992-1994 biennium. Following a long-range study recommendation, the *Leadership Guide* will contain information concerning leadership skills and the organization of alumnae associations and chapters.

Planning for the 1994 General Convention began with committee appointments and the review of the hotel

facilities. Sites for future Conventions were also considered.

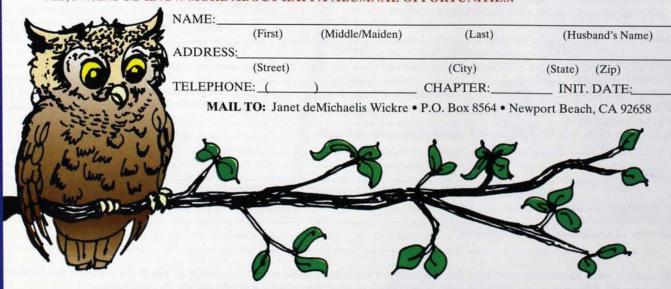
The Kappa Kappa Gamma Foundation Board of Trustees examined the external factors which will have an impact on the Fraternity and Foundation in the years to come. Goal statements and action plans will be developed in April 1993 as part of ongoing long-range planning.

The Fraternity Council and Foundation Board of Trustees also received training in two important areas. Mary Frances Elwell Henry, Oklahoma State, provided the Fraternity Council with insight as to how the Council might work as a team. Bob Fogal, Director of The Fund-Raising School, spoke with the Board of Trustees about fund-raising principles.

## DON'T BE AN OWL OUT ON A LIMB... COME JOIN THE GROUP!

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 Janet Wickre. She will put you in touch with your Province Director of Alumnae and the alumnae association nearest you.

☐ YES, I WANT TO KNOW MORE ABOUT KAPPA ALUMNAE OPPORTUNITIES!



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October 20-28, 1993

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### In Memoriam

#### Honoring those we have loved and lost.

Names which appear in this listing are from information received by Headquarters from October 7, 1992 to January 12, 1993.

**Allegheny College** McCormick, Martha Bordwell, '24, d.3/92

Stanford, Jeannette Rose, '36, d.11/92

Arizona State U.

Kardos, Lisa, '84, d.2/92 McClellan, Patricia Krewson, '76, d.11/92

Arizona, U. of

Earley, Lillian Wood, '20, d.3/91 Steward, Gloria Krelle, '54, d.11/92

Baylor U.

Albano, Carolyn Foreman, '77, d.12/91

Boston II.

Gotberg, Laura Carolyn, '20, d.5/92 Jackson, Winifred, '28, d.9/92 MacGinitie, Marguerite Wynd, '18,

Butler U.

Bring, Gerelda Landreth, '32, d.8/92 Drayer, Gertrude Schmidt, '23, d.4/92 Fairbanks, Mary Guthier, '36, d.11/92 Hoberman, Fairetta De Vault, '36, d.10/92

Krieg, Virginia Ballweg, '28, d.12/92 Markley, Eunice McGraw, '25, d.11/92 Martin, Rosemary Hughes, '33, d.2/92 Snoddy, Jean Hamlet, '30, d.9/92

Cal State U at Fresno

Berdeen, Dorothy Colyear, '54, d.12/88

California, U. of, Berkeley

Dougery, Suzanne LaBourdette, '36, d.6/92

Hereford, Marda Leppo, '27, d.11/91

California, U of, Los Angeles Porter, Patricia Leimert, '43, d.9/92

Carnegie-Mellon U. Mikus, Jo Clark, '44, d.2/89

Cincinnati, U. of

Beeson, Elinor Small, '31, d.8/92

Colorado College

Thompson, Carolyn Martha, '39, d.12/92

Colorado, U. of

Lokey, Kathleen Shaw, '30, d.12/92 Malone, Dorothy Entrekin, '27, d.12/92

Connecticut, U. of

Bonadies, Anne Vizdos, '57, d.11/92 Welch, Rosemarie Parsons, '45, d.11/92

Cornell U.

Webster, Doris Heath, '37, d.11/92

Denison U.

Clark, Lauramae Barrick, '33, d.11/92 Dothard, Mary Wilson, '34, d.7/92 Seils, Robin Schmidt, '64, d.10/92 Teefey, Jane Roessler, '62, d.9/92

DePauw U.

Cannon, Wilma Burner, '20, d.12/92 Hamor, Lucile Hunt, '28, d.10/92 Hite, Julia Nees, '27, d.11/92 Jackson, Amy Clarke, '17, d.12/92

Drake U.

Hoover, Catherine Louise, '33, d.11/92 Purdy, Helen Fay, '32, d.1/92 Rogers, Frances Ritchey, '41, d.11/92 Taylor, Alberta Loucks, '27, d.10/92

Hillsdale C.

Bach, Mary Hayes, '12, d.9/92 Oehlberg, Doris Hogan, '37, d.9/92

Illinois Wesleyan U.

Bodman, Martha Douglas, '27, d.11/92 Gordon, Frances Garrison, '27, d.11/92

Illinois, U. of

MacDonald, Eileen Casanas, '21, d.8/92

Smith, Sarah Prettyman, '30, d.7/92

Indiana U.

Bell, Mary Railsback, '33, d.3/92 Speed, Helen Scripture, '31, d.10/92 Turner, Patricia Distelhorst, '52, d.5/92

Iowa, U. of

Schammel, Charlene Monson, '32, d.12/92

Kansas, U. of

Glazier, Karen Joy, '86, d.11/92 Stanford, Rachel Lantz, '29, d.11/92

Kansas State U.

Dunmire, Margaret Null, '22, d.12/92 Ransom, Bonnie Clapp, '39, d.10/92 Riley, Bette Brown, '55, d.12/92 Scott, Agnes Slatten, '25, d.11/91

Kentucky, U. of

Armstrong, Katherine Wilson, '27, d.10/92

Breckinridge, Martha Prewitt, '18, d.12/92

Hall, Elizabeth Smith, '18, d.10/92 McNeal, Freda Wade, '44, d.3/91 Stofer, Cornelia McClintock, '21, d.11/92

Willson, Wylie, '31, d.10/92

Louisiana State U.

Godfrey, Ruth Shepard, '35, d.2/92

Miami U.

Tracy, Judith Graber, '61, d.11/92

Michigan State U.

Wakefield, Florence Pangborn, '30, d.5/92

Michigan, U. of

McHenry, Nelson Persons, '35, d.8/92 Robinson, Beulah Smith, '16, d.12/92

Mississippi, U. of

Huddleston, Janice Vaden, '59, d.6/92

Missouri, U. of

Collins, Mildred Bartlett, '17, d.9/92 Heitzeberg, Virginia Weldon, '34, d.11/92

Monmouth C.

Keep, Mary Tiffany, '44, d.10/92

Nebraska, U. of

Carpender, Mary Long, '29, d.9/92 Kellam, Jean Litel, '33, d.12/92 Shearer, Norma Williams, '30, d.10/92

New Mexico, U. of

Dyer, Patricia MacPherson, '36, d.11/92

MacArthur, Margaret Lee, '19, d.10/92 Pepper, Liska Ann, '68, d.10/92

North Dakota State U.

Keith, Dorothy McPhail, '35, d.12/92 Sheppard, Marjorie Danielson, '34, d.5/90

Northwestern U.

Howard, Marjorie Ashby, '30, d.5/92 Hungerford, Dorothy Davis, '21, d.10/90

Miller, Marjorie Ames, '19, d.10/92 Tuttle, Lucille Tatham, '26, d.12/92

Ohio State U.

Carr, Catharine Drinkle, '13, d.1/92

Oklahoma, U. of

Sellards, Dorothy Arnold, '20, d.11/92

Oregon State U.

Manning, Maime Martens, '36, d.8/91 Snyder, Ruth Price, '24, d.12/92

Oregon, U. of

Franks, Jean Jacobberger, '45, d.11/92 Miller, Mildred Johnson, '22, d.9/92

Pennsylvania St. U.

Cochrane, Susan Johnson, '63, d.7/92 Mathewson, Ann Jones, '51, d.4/92 Morgan, Marilyn Kindl, '41, d.9/92

Pennsylvania, U. of

Appleton, Fredericka Plummer, '41, d.6/91

Pittsburgh, U. of

Werry, Dorothea Butler, '50, d.9/92

Purdue U.

Doolin, Marilyn Demaree, '42, d.10/92 Sanders, Harriet Steele, '21, d.12/92

St. Lawrence U.

Short, Hazel Allen, '15, d.10/92

Swarthmore C.

Hummer, Florence Hoskinson, '23, d.10/92

Syracuse U.

Barton, Mary Elizabeth, '36, d.10/92 Evans, Kathryn Kingston, '22, d.11/92 Morgan, Jessica Morris, '25, d.12/92 Van de Vate, Joyce Hartfelder, '57, d.11/92

Texas, U. of

Blanton, Anne, '25, d.5/92

Utah, U. of

Bracken, Kathleen Crowder, '45, d.10/92

Gerrard, Fayette Shepherd, '32, d.11/92

McGinley, Margaret O'Rourke, '32, d.11/92

Washington State U.

Owens, Helen Hansell, '30, d.10/92 Stevens, Evelyn Edmonds, '22, d.10/92

Washington U.

Chapman, Marian Megginson, '31,

Gaiennie, Beatrice Clark, '35, d.12/91 Gordon, Elsie Staley, '41, d.11/92 Hale, Lou Barr, '41, d.10/92 Haley, Sarah Wyandt, '47, d.10/92 Niemoeller, Elizabeth Stoffel, '30, d.9/91

Washington, U. of

Dedomenico, Heather Spence, '56, d.10/92



West Virginia U.

Blair, Dorothy Newman, '30, d.7/92 Miller, Norma Mc Cullough, '52, d.1/92 Norton, Sara Beneke, '38, d.7/92

William & Mary, C. of

Anderson, Marian Handy, '28, d.3/92

Wisconsin, U. of

Parker, Margaret Chamberlin, '23, d.8/92

Wyoming, U. of

Chandler, Frances Hays, '27, d.10/92 Ward, Doris Abrahamson, '31, d.8/92

**INACTIVE CHAPTERS** 

Adelphi C.

Block, Miriam Hodgkinson, '53, d.10/92

Goucher C.

Buckwalter, Jane Summy, '33, d.12/92

In order for names to appear in the "In Memoriam" section, verification and date of death must be sent to Fraternity Headquarters, P.O. Box 177, Columbus, OH 43216.

## THROUGH THE Keyhole

## othe ey Mail

My name is Steffi Prochaska, and I was fortunate enough to receive a Root Fellowship for Undergraduate Study overseas. I am using the money to study at the University of Vienna for the 1992-93 school year. I enjoy Vienna. The many cafés, museums and the opera provide a constant source of entertainment!



I come from Colorado College, with 1,800 students, so the size of the University of Vienna is a little overwhelming! As the picture shows, one feels a little overpowered by the massive stone walls! I am enjoying myself, and my German is improving. I wanted to let all of the Kappas know how grateful I am to have received such a generous scholarship. Thank you very much. My regards to the States.

Steffi Prochaska, Colorado College, '94

I am thrilled to see the emphasis of The Key shift to tackle significant problems affecting all young women today. I was particularly heartened to read the article on SEEK: Self-Esteem for Every Kappa. Self-esteem remains a paramount issue in all forms of addiction but is particularly powerful as it concerns women and the addictive process.

- Jacklyn Matthews Werner, Missouri, Certified Substance Abuse Counselor Winston-Salem, NC

On page 35 of The Key (Fall 1992) is a photograph of me. The information in the caption will be of news to all my friends. I have been married to Arnold Dumey for 53 years. Please change my name from "Downey" to "Dumey." Thanks!

- Dorothy Kammerer Dumey, Butler, Cranbury, NJ

I have particularly liked the articles in The Key which have focused on subjects such as self-esteem and support for cancer patients. Keep up the good work.

- Jacqueline Newcomb, Ph.D., Kansas State, San Diego, CA

My greatest thanks for your always enlightening, fascinating, inspiring Kappa Key.

> Nancy Lee Fowlkes, Wisconsin, Madison, WI

I want to compliment you on the articles on breast cancer. It is good news that women are becoming increasingly aware of this disease, and what they need to do to prevent it, fight it, and deal with it.

> - Martina Wilson Scanlan, Illinois Wesleyan, Chicago, IL

Thank you for the nice article on women and cancer in the summer issue of The Key. My mother recovered from cancer, but when she was sick, I always worried about the wig she wore just like in the article. My darling Kappa mother looks great

> -Suzanne M. Smith, Kappa Alpha Theta, Arcadia, CA

I would like to thank The Key, Sherry Tilley, Zeta Tau Alpha President 1988-92, and their staff members for their creative idea which we adapted to report the state of the Fraternity to all Kappa Kappa Gamma members. While this report has been given at our General Conventions in the past, the 1990-92 Fraternity Council was glad to be able to send the biennial report to all our members.

> - Kay Smith Larson, Washington, Fraternity President 1988-92 Seattle, WA

Letters to The Editor should include the writer's full name, chapter, address, and home telephone, and may be edited for purposes of clarity and space.



## THROUGH THE Keyhole

(Required by 39 U.S.C. 3685)					
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- 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 2079 Columbus, OH 43216

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INSIGHT on Domestic Violence	\$5.00
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RINGS				
Please specify ring size	157.20	121.00		FF 00
21. Wide Band Crest Ring	157.30	121.00		55.00
22. Round Signet Crest Ring	139.15	108.90		49.50
23. Imperial Onyx/Crest Ring without Pearls	181.50	133.10		55.00
24. Imperial Onyx/Crest Ring with Pearls	192.50	144.10		66.00
25. Blue Enamel Marquis Ring with Crest	133.10	102.85		44.00
26. Mini Monogram Ring	96.80	72.60		33.00
27. Vertical Incised Letter Ring without Enamel	145.20	102.85		38.50
28. Scottsdale Incised Key Ring	133.10	96.80		33.00
29. Philly Swirl Ring	100.65	151.25		
a. All Sapphire	199.65	151.25		-

<b>∂</b> - <sup>KHC</sup> <b>∓</b> 1.	20. 21	22. 23.	24.
10. <b>T</b>	25.	26. 27.	28.
11.	4.	29. 30. RRF 32. 33.	34.
12. 13. 14. 14. 14. 14. 14. 14. 14. 14. 14. 14	4.	35.	5. 38.
15. 16. 17.	×	7. 2 37.	6. ( 38.
19.	(House age)	BOKKEU 9.	Ţ,

		37		
b. All Pearl (not shown)	181.50	133.10		40
c. Alternating Sapphire/Pearl (not shown)	193.60	145.20		-
d. Alternating Pearl/Diamond (not shown)	254.00	205.70		140
e. Alternating Sapphire/Diamond (not shown)	260.15	211.75		
f. All Diamond (not shown)	290.40	242.00		-
30. Oval Incised Letter Ring without Enamel	145.20	102.85		38.5
31. Oval Raised Letter Ring	145.20	102.85		38.5
PINS				
32. Fleur de Lis Pin		39.90	18.70	19.8
a. Fleur de Lis Pin with 3 Pearls	- 4	42.35	20.90	22.0
33. 65 Year Pin	-		12.00	-
34. 50 Year Pin	-	+	6.00	-
35. Pledge Pin	-	-	3.00	-
36. Recognition Key Pin	-	20.00	5.00	-
37. Monogram Recognition Pin	-	-	3.60	-
EYCHAINS				
38. Horseshoe Fob Keychain		-	17.60	=
2.03/0.22000.000.0000.0000.000.000.000				

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



MAIL PREPAID ORDERS TO: BURR, PATTERSON & AULD COMPANY, INC. Post Office Box 800 Elwood, IN 46036 (317) 552-7366 1-800-422-4348

UNDERGRADUATE MEMBERS: Issues of The Key are mailed to your home address and we hope your parents will read and enjoy them also. After leaving college, please notify Headquarters of your address changes.

Please provide Headqua	irters with current into	rmation. Career information will be ento	red in the data bank for CHOICES.	
Name:	Last	First	Middle/Maiden	Chapter
Spouse's Name:				
	Last	First		
Street Address		City	State	Zip
Home Phone: (	)	Occupati	on:	



14 Kt GOLD KEYS (p.) Large key pendant \$62 (s.) 14 KT 18 in. chain \$37 (r.) medium 14 KT key: as pendant :\$32 as pierced earrings: \$59 HAND PAINTED IRIS EARRINGS, pierced or clip (t.) small with gold \$10 (u.) Large, no gold \$10.75

#### INFORMAL NOTEPADS for notes, memos. You'll get four 50-

sheet pads (4 1/4 x 6 1/4 in.) plus 8 small 50-sh. pads (3 by 4 1/4 in.) Choose design "a" or "b" and specify: with KKG no KKG

(a.) MINIBLUE & BLUE LEGAL PADS with key trim set of 12: \$26 (\$19 for unpersonalized.)

(b.) KEY & IRIS on white paper \$24 with your name, \$17 without **50 MATCHING ENVELOPES** 

white: \$6 blue: \$9 POST-IT brand NOTES

(c.) 50 sheet pads, 3 x 4 in. Set of 4

lined pads in blue for \$3.50



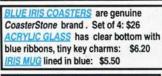


Potholder \$3.40 Placemat \$4.50 22 in. sq napkin \$4.50 Kitchen towel \$5



COVERED IN KEYS design shown at right and above features golden keys sewn on a back drop of ropes and chains. Hand wash. Styles not pictured include: - Short sl. tee\* \$25 - Long sl. tee\* \$28 - Sweatshirt\* \$39.50 \*S-XL Navy or Black Short dress/coverup \$25 (one size) Black with KKG no KKG





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Minimum phone order: \$14. Smaller orders are welcome by mail. SHIPPING/HANDLING: \$3.75 for first item, \$.50 for each additional item



Short dress/nightshirt \$16 (one size) (black, white) Special orders available.

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