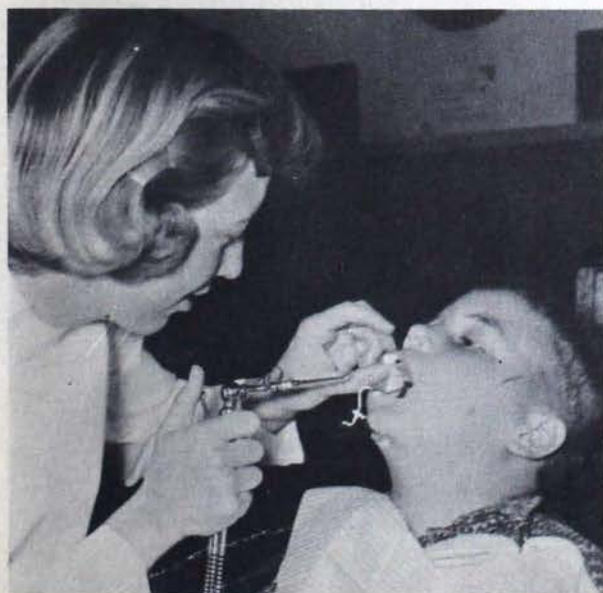


# the KEY

OF  
KAPPA KAPPA GAMMA  
SPRING 1960

CAREER ISSUE



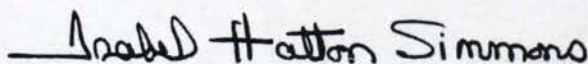
## ***We present . . .***

this special career issue of *The Key* with the hope that it may be a guide, a help and an inspiration to the girl about ready to enter her first job, to the mother busy raising her family, to the older Kappa ready to embark on a second career and to the career girl wondering about the future of her work.

Modern woman must learn to run on a two-way track. Efficient homemaker and conscientious mother, she must also face to the necessity of doing her share of the world's work—outside her home. Population statistics—the challenge to the democratic way of life—and the need to maintain the economy of the free world—these are the large reasons from which she cannot escape. The more personal reasons of joy in using one's best brains, of becoming more knowledgeable in a chosen field, of serving and leading others—these must emerge from her own thinking.

To examine the role the young Kappa now in college will play in life and roles being played by the older Kappas who have established or are re-establishing themselves in the career-world, and to state the facts as Kappas and Kappa-connected men view them—we present this issue. Articles from topflight leaders, both men and women, are thought-provoking. The stories of several hundred of our own career Kappas provide an intimate look at the problem. The material does not pretend to be exhaustive. This would be impossible. However, it is, we feel, an important sampling.

The thanks of the Editor go to these people who have made this issue possible. The many hours they took from their busy lives have made this study a reality. We offer it as a service to Kappas and their friends.

Isabel Hutton Simmons

*Editor*



# the KEY

OF KAPPA KAPPA GAMMA

VOLUME 77  
NUMBER 2

*The first college women's  
fraternity magazine*

*Published continuously  
since 1882*

SPRING

1960

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COVER: Typical of the many successful Kappas in ever-widening career fields of the United States and Canada are the four pictured on the cover. Nancy Holden,  $\Gamma$   $\Sigma$ -Manitoba, editor of the creative writing department of Montreal's new radio station, CKGM (top); Sydney J. Norman,  $\Gamma$  B-New Mexico, associate organic chemist with Eli Lilly and Company in Indianapolis (center); Lieutenant Commander Lucille R. Clark,  $\Gamma$  T-North Dakota, first dietitian in the United States Navy Medical Corps now stationed at San Diego (bottom right) (*Official Photograph, U.S. Navy*); Doctor Gloria James Kerry, B  $\Delta$ -Michigan, who combines the private practice of dentistry with that of homemaker and mother in Detroit (bottom left).

*Inside front cover . . . We present . . .*

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as to

# CAREERS,

*I have had mine in  
several fields  
but have found in each  
the same needs:*

**Vision** *to see beyond the boundary of the immediate assignment and to understand the aim or goal of those leaders for whom I work.*

**An open mind** *so that my efforts will not be limited by what I know or think I know but can be aided by all thoughts, ideas and accomplishments of others in the same field even when these are foreign to my own beliefs or experiences.*

**Imagination** *that broadens the horizon of any job or plan or effort so that it is not encircled by the limitations of my own experience or knowledge.*

**Effort** *that is not counted by time clocks but calls for all the mental and physical energies I can command to do any job better than I thought I could.*

**Faith** *that whatever I accomplish will be judged by spiritual as well as materialistic gains.*

*These five helpers I try to bring to every assignment or job or effort and I believe they all have helped me make whatever progress I have achieved.*

MARY ELLEN PENTLAND  
F H-Washington State  
Owner, Mary Pentland (Marketer of  
gift merchandise), New York City



# Careers in the Sixties

by ARYNESS JOY WICKENS

B II-Washington  
economic adviser to the  
Secretary of Labor

**W**e are on the threshold of a new and exciting decade. It is being hailed by all the superlatives in the lexicon: The "Spectacular Sixties," The "Soaring Sixties." This is our traditional approach to each new year and each new decade, for we Americans are optimists at heart. But, as this decade begins, the visions of the future, while bright in the material sense, are tempered by warnings that our position of leadership as a nation and our effectiveness as a people may be threatened by complacency, by an apparent lack of that "sense of mission" which characterized our frontier-living forefathers. It would be wise to take these cautions to heart and to see whether they apply to us, as individuals. The peculiar genius of our American system is that we depend upon individual initiative to take the actions which, collectively, make for the effective functioning of our economy and

*Aryness Wickens confers with James P. Mitchell, Secretary of Labor.*





our political and social life. We do not wait for some distant, all-wise authority to tell us what to do. The success of our American system—or lack of it—assumes, of course, an informed public with some knowledge of what the future holds and how to look for the guideposts.

All the forecasts for the Sixties emphasize both the potential achievements and the great problems that lie ahead. Our ingenuity will be taxed as never before, in international relations, in government, in the economic world, and in our social organization. High-level national attainment in such a decade will require that all Americans use their abilities to the utmost; that they be not content with easy material security. It will require excellence in performance, and the fullest application of the foundations of learning and philosophy that we have acquired—at home and at work; in our community and social relationships; in our approach to governmental problems.

Our population will grow by 28 million to 208 million. We will require a vast increase in all kinds of economic activity merely to meet the material needs of the nation for defense and for civilian living, with an added allowance for growth. Some 13 million more people will be required to carry on the work of the national economy by 1970. And in this economic expansion, women must play a key role, as they have in the decade of the 1950's.

In the 1960's as in the 1950's, nearly one-half of the expected net addition to the nation's labor force will be women. Young women workers will make up a little less than half the increase; most of the others will be over 45. Thus, into the occupations of the Sixties will be recruited not only the school girls of today, but the alumnae of yesterday, for the better their education, the more likely they are to work. And if one is going to work for a good part of life, it is important to prepare for a career, not just a job; to choose it intelligently and prepare for it carefully.

We will all agree that the role of wife and mother must come first for all women who have family responsibilities; but the fact is that the vast majority of the young women of today will work for pay or profit at sometime in their lives. Today's best guess is that they will work an average of 18 to 25 years. The pattern of the mid-Twentieth Century

is that girls first go to work just after they leave school, whether they marry or not. Typically women then go back to work again in their thirties or forties, when their children are at school or are old enough to be left in someone's care. This is not a matter of income; it happens at all income levels, nor is marriage a guarantee of not working; quite the contrary. In 1959, the typical working woman in the United States was married and about 40 years old. Of the women college graduates in the class of 1957, for example, nearly 80 percent were at work or looking for work, and nearly three-fourths of the married graduates were working.

One great difficulty is that, with the current custom of early marriage, too many young women are not even considering training for a career. They go through school with a general course of study and take any job they can find. They fail to realize that special education and some practical experience on the job are essential foundations for a career; that general book-learning is not enough. The letters from career Kappas stress this point. If more college girls would postpone marriage until they and their future husbands had largely completed their education and had had some chance for experience, unfettered by heavy family responsibilities, they would be more effective and the nation would profit.

Selecting a career is most important—and it isn't easy. In my generation, most of us blundered into our careers after a period of trial and error, or by fortunate chance. Today there are excellent books on careers, such as those cited in the Bibliography on page 138; and most city schools and most colleges as well as the United States Employment Service have excellent libraries and occupational counsellors to assist young people.

First, it is wise to know what the occupations of the future are likely to be, for an investment in a career is costly in time and money. In the Sixties, most of the occupations of today will go on in some form, but the content of the jobs will change, and some occupations will offer greater opportunities, while others will, in effect, lead down blind alleys. For this reason an appraisal of the broad outlook is helpful.

The greatest increase in demand will be



in the professional and technical occupations, where needs will expand by at least 40% by 1970. In this group are not only the traditional professions, including teaching and nursing which are so popular for women, but a whole host of new occupations. There will be an especially large demand for aides and technicians to support all of the physical sciences and the medical professions, all requiring a sound grounding in mathematics and in specialized science. The needs in the social sciences will also expand.

One of the largest needs of the Sixties will be for teachers. It is expected that the demand for new elementary and kindergarten teachers alone will average over 100,000 a year in the next decade; for high school teachers, some 20,000; and for college teachers, about 10,000. The teachers of the Sixties will be judged increasingly by their mastery of subject matter, their ability to keep up on content, to learn to use new teaching methods and new media.

In the field of clerical work, long popular for women, the nation's requirements will increase by 25 percent, with a growing emphasis on the technical phases of clerical occupations which are rapidly being mechanized, and upon programming and supervising machine operations. The day of the unskilled clerk is fast disappearing. Secretaries, stenographers, and office administrators will continue to be in big demand.

As in the Fifties, so in the Sixties, the commercialized services and trade, especially retail trade, will continue to employ more women, including many part-time workers. Here, too, an increase of something like 25 percent is anticipated. For finance, real estate, etc., the opportunities should widen only gradually.

It is clear that in the Sixties an even higher level of education will be required than today. It is now virtually impossible to get quite ordinary clerical or sales positions without a high school education; or to get many technical jobs without the equivalent of junior college. Professional posts require an A.B. degree, and in some cases an M.A. For many of the research and scientific occupations, a Ph.D. is preferred. The road to a profession or to a business career, as opposed to a job, is a long one, but the rewards are worth it.

After making sure that the career of one's fancy isn't a blind alley, it is most important to be sure that it suits your particular aptitudes and abilities. These are not always easy to recognize. But today there are aptitude tests which help in distinguishing the general areas for which one is—and is not—particularly well suited—high verbal skills, mechanical aptitudes, mathematical skills, etc. The earlier these tests can be taken—early in high school or at the latest in the first years of college—the better. Then it is possible to direct education, job experience and training toward a career without so much waste of time.

One of the best ways to find out whether one really likes a certain line of work and is adapted temperamentally to it is to take summer jobs or practice work in college. The letters from our *alumnæ* testify to the value of a try-out. I, for example, was trained to be a social worker, but in my practice work in my senior year I realized that this was not the career for me. So I shifted to economics and did two years of graduate work in that field. I had sworn I would never teach—but my first job was as a college teacher, and I loved it. I had avoided mathematics like the plague, but I had to teach statistics, so I learned mathematics the slow, hard way. And I have made my living specializing in statistics ever since!

However carefully one plans, one's ultimate career may be something quite unexpected. So long as this career evolves, not from disappointment or dead-end jobs, but from experimenting with something new, it is usually all to the good. Letters from our own members illustrate the way in which volunteer jobs—often the "dirty" jobs—have led to new careers of a most satisfying kind. It can scarcely be over-emphasized that the exciting careers of the Sixties are likely to be those new ones which women will carve out for themselves as the years go by. This can be a challenge both for the girls who are in college today, and for the *alumnæ* who are about to go back to work.

For the active Kappas of today, and the pledges of tomorrow, there is a word of warning. Beginning with the high school class of 1961—the college class of 1965—a tremen-

*(Continued on page 142)*



# *The precious years*

by ANN SCOTT MORNINGSTAR  
*public relations chairman*

*"I am only working so that we can have a home in which to rear our children."*

**I**n these words, a young college graduate Kappa, newly married, slams the door on a budding career in a highly important field for which she shows unusual talent. A sad paradox, that in settling for the expedient of the moment, she jeopardizes the future security of the home and family she hopes to acquire. For aside from the hazards of life—which could leave her the sole family breadwinner and mortgage payer, she is depriving herself, her husband and her future children of the treasures of her own expanding mind.

Where are parents to advise her? Are they so fond—so foolish—so financially comfortable—or all three—that they cannot visualize her situation? Or perhaps relief at getting daughter "safely married" outweighs other considerations. Grim statistics on modern young "safely marrieds" who unmarried as blithely as they once married should be something of a deterrent. Even more fundamental, however, is failure to convince our young Kappa to make the most of the brief precious early years she now has for acquiring career knowledge—and possibly some experience—in her field. Young husbands are frequently more practical. More than one realistic young husband does extra stints of household chores and baby-minding in order that his wife may take graduate work, or on-the-job training.

Where are college and university career counselors? Doubtless right at work, on campus, but perhaps unable to fire the young graduate's imagination, or to point out effectively all the reasons why she should continue in the field for which she already has costly training and considerable talent.

All the barbecue pits, sectional sofas and

ranch houses in the world can never restore the early learning years—these years on which the foundation of a rewarding lifelong career must be built.

Our young Kappa is further booby-trapped by the economy which is producing the house and furnishings she hopes to acquire. It is a matter of record that every girl now in high school can expect to spend at least 25 years of her life at work outside her home. This will be necessary to support the rising standard of living and the rapidly expanding economy of our times. But must this be such a gloomy prospect? Rather it should be viewed as a challenge to the abilities of college and university-educated young women.

And who points out to our Kappa that labor-saving home aids let the efficient home planner put her house in order in less time than it formerly took to prepare a single meal? Has she observed also the many women of the age of her own mother who today, after years entirely in their homes, are returning to work? Granted that the money she earns is of paramount importance to the older woman worker returning to the job, we must still concede that her desire to use brains and abilities is a powerful stimulant.

The years when children are completely dependent on mother pass very quickly. One day, our Kappa will find them gone—to lead their own lives. As for her husband, he will be in the prime of his life and his career—so that even applying the brakes at retirement age will gall him. He may even start another career, if he is able-bodied. Net result is that our Kappa may be pretty much alone for a good many hours in every day. Skills and abilities of course find some outlet in community good works. But how much more she might have done for the community—for the family she loves—and for the world—if only she had made wise use of the early years!



# ***Preparation for a career***

*Six articles in which three businessmen and  
three university presidents, Kappa husbands or fathers, dis-  
cuss the preparation needed for a career, for life,  
and the means of achieving one's goal.*

Lloyd M. Powell, father of Jean Powell,  $\Gamma$   $\Omega$ -Denison active, and a member of Sigma Alpha Epsilon from Purdue University, advanced from a starting job as salesman with the Dictaphone Corporation to become president and a director of the firm. (article page 14)



# A woman's choice

by DR. WILLIS M. TATE

President, Southern Methodist University

**I**t has often been said within recent years that the worst of all twentieth century irresponsibilities is the dissipation and wastage of intellectual potential and talent.

If this is true, it is tragic. The gravity of our times requires that we acknowledge it with honesty and candor.

Even a casual review of events on the world scene within the last decade gives ample evidence that the last half of the 20th century will belong to the intellectually strong. This is not an irresponsible generality. It is an onrushing reality.

There is no more searching or difficult problem for a free people than to identify, nurture and widely use its own talent. This is difficult because a free society cannot commandeer talent. It has to be true to its own vision of

individual liberty. And yet, at a time when we as a nation face grave and desperate problems, we must see that an undiscovered talent, an undeveloped intellect, a wasted skill, a misapplied ability is a threat to the capacity of a free people to survive.

Those responsible for our colleges and universities today are particularly concerned about the nation's intellectual potential and higher education's role in developing and releasing it. Colleges have responded to this in a number of ways. Standards are rising and it is now harder to get into most colleges and universities. It is even more difficult to stay in. This will increase, not decrease.

For those who do receive the green light of admission, the college or university wants only one thing: that each person fulfill his own highest potential. While it may be truthfully said that the greatest dividend on a university's investment in the educational enterprise is a graduate who is capable of responsible, independent thought and action, this is not enough. Such responsible, independent thought and action must reflect a student's highest capacity. Otherwise, society's loss is irretrievable.

It is in this context that I introduce the question of women in higher education, women in the arts, the professions, the services which command superior intellectual capacities.

In recent years, the experts have trained their sights on women. After woman's political and social emancipation in this country, she has become fair game for the examining eye of the educators, the psychiatrists, the sociologists, the economists and even the politicians. Her strengths and weaknesses, her intellectual capacities and interest, her influence in the home and community, her political, economic and legal status have all been examined in detail.

Dr. Willis M. Tate, husband of Joel Lichte Tate, T II-  
Alabama, and a member of Lambda Chi Alpha Fraternity  
at Southern Methodist University, is co-author of *Human  
Behavior in Industry*.





Few facts are clearer today than that: (1) though women have given few great geniuses, they have given consistently to the mainstream of arts, letters and science, and have the unquestioned equal capacity with men for high intellectual endeavor; (2) women have *not* responded to either the educational opportunities which our society offers to them, nor to the professions, the arts, the sciences which are open to those of superior ability.

It is true that more girls go to college than ever before, and that our colleges and universities are equipped to develop their minds toward whatever intellectual goals they might aspire to. But of the students in the highest ten percent of United States high schools who do *not* go to college, two-thirds are women;<sup>1</sup> 60 percent of the college girls who manage to get into today's colleges drop out before graduation.<sup>2</sup>

This, in itself, is a great waste. But from the standpoint of our total culture, an equally great loss is to be found in the first-class women mathematicians, the women physicists, the women writers, in our college classes, women equal in their capacities to the best men students, who have given no serious thought to the full development of their capacities. These women students, on the whole plan a life of early marriage with large families.

There are those who say that this is fine—and that the greatest possible contribution the educated, intellectually superior woman can make is to enrich the lives of her children; that a mother with unusual abilities and interests in the sciences, in mathematics or in literature can open doors of immeasurable interest and excitement for her children.

With all of this, I must fully agree.

On the other hand, I would like to feel that our young women of superior intellect and ability have a choice in the fullest sense of that word; that they are free from the unusual pressures of society, to choose what use to make of their lives.

That there are social pressures for early marriage on the American scene today, beginning with the dating mores of earliest adolescence, no knowledgeable person can deny.

<sup>1</sup> The Education Committee of the AAUW, *Journal of AAUW*, February, 1958.

<sup>2</sup> Mannes, "Female Intelligence: Who Wants It?" *New York Times Magazine*, January 3, 1960.

This kind of subtle pressure is inconsistent with woman's social and political and intellectual emancipation. If there is unusual capacity, it should be socially acceptable, beginning in the home and continuing on the college campus, to have intellectual interests.

For if there is one thing we need more of it is true intellectuals—whether in the home or in the professions. A true intellectual has an educated mind; she knows that answers to the complex problems of our world must come from rational discussion and thinking. Such a woman does not fall into the traps set for her by persons or groups whose chief stock in trade is manipulation. A truly intellectual woman is receptive to the important values in our American society, and while she is spending her early years at her vocation of home-making, she can be the bulwark of the intellectual ideal, in her club, in the PTA, and in her church.

For the unusually talented young woman who wishes to follow where her talents lead, free from social pressure, into greater specialization, our schools and universities must be less discriminating in giving opportunities for graduate and specialized study. *The Wall Street Journal*, in commenting on Radcliffe's one year course in business administration for women, said: "In view of the uncertainties ahead for most young women, a one-year program should be a wise investment. Two years and \$5,000 make sense for the promising young man who knows he is going to spend a life-time in business. . . ."<sup>3</sup> This is a popular approach to the question of women in business, in industry, in the arts and the professions. However, I feel that we need to face some facts of life. A woman faces the possibility of living an average of 72 years. Should she follow the current trend of early marriage, she comes to the early age of 33 or 34 with her last child in school, and with more years ahead of her than she has already lived. What is a woman of unusual intellectual ability going to do with her life from 34 to 72 years of age? During the years of her college and university life, she must be helped, through the various counseling and teaching influences, to take the *long look* at her life. The use she is making of her life 15

(Continued on page 131)

<sup>3</sup> Wilder (*Journal of the AAUW*, October, 1958, p. 15).



# Women in aviation

by **TERRELL C. DRINKWATER**

*President, Western Airlines*

**A**eronautical scientists have declared that a woman, perhaps better equipped emotionally and physically than men to withstand the expected stresses of space travel, might well be considered for one of the first rocketship rides.

To aviation veterans this announcement came as no great surprise, for they have witnessed the rise of women in their industry to stature rivaled by few other endeavors.

When Mrs. C. J. S. Miller became the first United States woman to fly in a plane on August 11, 1906, she opened a new era in the annals of feminine success. While ensuing

years saw such famed fliers as Katherine Stinson, Ruth Law, Blanche Scott, Amelia Earhart Putnam and Jacqueline Cochran capture the headlines, thousands of women quietly won business and professional standing in the field of aviation.

Today, there are an estimated 165,000 United States women engaged in the field, the greatest number, of course, being employed by the airframe manufacturers. As a matter of statistics, women account for 16 percent of the industry's payroll.

The Federal Aviation Agency reports there are more than 11,500 active licensed women pilots, and the Civil Air Patrol, volunteer auxiliary of the United States Air Force, boasts more than 12,000 feminine members. The armed forces point with pride to nearly 10,000 women serving in military aviation.

It is with the country's scheduled airlines, however, that women really have made places for themselves and have won recognition as skilled, accomplished professionals.

Twenty thousand women, representing nearly 10 percent of all airline employees, are engaged in the nation's scheduled aerial network. They are supported in their efforts by several thousand women employed by the federal aviation agencies.

While the industry average is one woman in every 10 employees, the figure is even more impressive in some of the long-established companies. At Western Air Lines, for example, one-third of the staff is feminine.

Western, oldest commercial airline in the United States, employs women in no less than 38 job classifications, including sales, service, treasury, administrative and operations posts. Top positions held by women on WAL's staff

*(Continued on page 52)*

*From a corporate and air transport lawyer to the presidency of Western Airlines is the story of Terrell C. Drinkwater, father of Dorsey Drinkwater, B M-Colorado active, and a member of Chi Psi Fraternity from the University of Colorado.*





# ***Purpose, precedent and potential***

by DR. EDWARD H. LITCHFIELD  
*Chancellor, University of Pittsburgh*

**E**very quest for serious careers in today's America must take account of the harsh challenge of Soviet Russia. When Nikita Khrushchev visited the campus of the University of Pittsburgh last September, he bluntly said:

"The slogan 'overtake and surpass the United States' has become very popular in our country. We are going to gallop ahead on our new socialist course. . . . We say to you:

"Take care and step up your drive, otherwise you will really find yourselves falling behind us. If you continue in the old way we will surpass you.'"

Khrushchev's remark cannot be dismissed as idle boasting. Behind his words looms an industrial achievement which has no parallel in history. Gross national product, one of the most revealing of all economic statistics, has *doubled* in Russia since 1950. (Nine days of this year's industrial output will equal the total 1913 industrial production of pre-revolutionary Russia.) Agricultural production this year is expected to reach 180 million tons of basic produce, an increase of 80 percent over 1950. At the same time, there has been an increase in population of only some 27 percent, which indicates both the increase in the standard of living which has taken place in Russia and the extraordinary increase in man-hour productivity.

Yet the Soviet Union is not satisfied with these achievements. It recognizes one additional necessity in its race for world supremacy, and that necessity is education. The Soviet Union is channeling 300 percent more

of its national income into education than we are. It is making national and personal sacrifices to step up its investment in education, all designed with the single-minded, consuming purpose to make that nation more productive than any other on the face of the earth.

From even these few facts we see that the Russians are in deadly earnest about their challenge to us and already are swiftly closing the gap between their national strength and ours.

*Husband of Mary Morrill Litchfield,  $\Omega$ -Kansas, and a graduate of the University of Michigan, Dr. Litchfield is a government consultant and sits on the Boards of Directors of several companies.*





It is clear that we cannot continue in the old way, as Khrushchev put it. If we are going to meet the challenge of the Soviets, if we are going to compete successfully—for survival, perhaps—it is imperative that we more fully and effectively use both our own personal resources and all the national resources which we can marshal.

One of our greatest untapped resources is womanpower. It is true that there are some 22 million women in our labor force of 65 million, but far too few are in the creative professional groups, which are largely responsible for the success of any modern nation. Scarcely one professional in ten in this country is a woman. How does this figure compare with the number of women at important work in the Soviet Union? Very badly, I am sorry to say.

At least 35 percent of all faculty members in Russian universities and technical institutes today are women. There are already about 700,000 practicing women engineers in Russia, equalling America's *total* engineering population, and each year some 40,000 new women engineers will be graduated. More than 68 percent of the medical students in Russia are women, as against fewer than five percent in this country. Thirty-five percent of all Soviet physics and mathematics students are women.

Such purposeful, massive movements of women into what is traditionally and erroneously called "men's work" obviously is a critical contribution to the Soviet competitive complex.

In America today there are also exceptional opportunities for women to enter significant professions and create careers for themselves while contributing in the largest sense to the national welfare.

Even in the so-called women's professions there are great opportunities for expanding careers. In teaching on the grade school and secondary levels, we will need at least 25,000 new teachers each year until 1970. But in the period just ahead there will also be a tremendous increase in the need for teachers in colleges and universities. By 1965, our student population will be at least double the size it was a few years ago. We cannot possibly staff up with men alone to meet this demand for higher education.

In the paramedical professions, too, there is a continuing demand for women careerists. In nursing, for example, hospitals have money budgeted for 70,000 more nurses but cannot fill the jobs. In addition, the hospitals need another 40,000 supervisors, administrators, researchers and technicians.

Librarians also are needed—ten thousand of them, particularly those who have qualifications in medicine, science or technology.

Outside of these traditional areas, there is a great range of options open to women who wish to progress in serious careers. Women are found today in virtually every employment classification listed by the Bureau of the Census. They are active in every profession. They hold top and near-to-the-top positions in business, industry and government. Professional jobs "For Men Only" are a thing of the past.

Let us consider engineering for a moment, since we can make a specific comparison with—dramatic Russian advance, and because this country needs engineers as badly as our determined Soviet competitors do. Approximately 10,000 to 20,000 more engineers are needed in this country each year than our schools can supply, but there are only about 100 female entrants into this profession each year. Few of these women ever have any trouble finding a job, and employers are on record everywhere that they are eager to accept qualified engineers of either sex.

Other professions suffer a similar lack of intelligent career women. There are only about 35 women among every thousand lawyers, 61 women among every thousand physicians, 28 per thousand dentists and 232 per thousand college instructors. The figures are sharply lower for such essential occupations as chemistry, physics, mathematics, biology, astronomy, economics, geography, regional planning and public and international affairs.

Any one of these professions is honorable, exciting, highly useful, and well-paying. Yet women largely avoid them. The assertion is often made that the American college woman seeks her personal fulfillment in the circle of husband, children and family, and needs all her time to accomplish this one job well. There is, however, considerable evidence that this traditional view needs careful reappraisal. On the one hand, the scope of the wife-



mother role has narrowed considerably in recent years because families are sharing so many of their former functions with other social institutions, such as schools, Girl Scouts and community centers. On the other hand, housekeeping innovations have freed women of many time-consuming chores. Also, most children today reach advanced school age when the mother is still only 35 or 40 years old, thus giving a superior woman from 20 to 30 years of freedom to contribute more broadly to society.

Let me pose a few questions to point up the contrast I have in mind.

Is it more "womanly" to spend days as a volunteer for the Red Cross, or as a research specialist in a Department of Health?

Is it more fruitful to be a faithful member of the PTA, or to be a practicing college instructor in mathematics?

Is there more satisfaction in being a president of the League of Women Voters or a paid reporter on civic affairs?

Is it the greater glory to submit to the idea that woman's place is in the home, or to act upon the fact that woman, too, is *homo sapiens* and as such is innately a thinking, searching, socially productive creature?

Finally, how can we effectively compete with a culture in which women by the millions proudly use their brain power and skill to achieve useful goals?

It is true that in America of the past there has not been the motivation, the acceptance, or the methods to give large numbers of intelligent women the instruments which they could use to achieve *both* a happy family life *and* a socially useful career. Today, however, these instruments are at hand. For a few examples among many: such programs as the Trimester plan at the University of Pittsburgh enable the young woman entering college to obtain in only four or five years both the liberal education she needs to become a capable contributor to family and community life and the graduate education she needs to become a competent professional. Also, there are in many colleges special continuing education programs designed to keep the busy mother of young children reasonably up to date on the fast-changing developments certain to take place in her chosen profession. To

name one more example, there are now at least 100 colleges in 28 states which are conducting special "Re-entry Courses" on the graduate level which enable the mature woman to reach her former field of attainment or to prepare herself for a completely new one.

Alfred North Whitehead rightly says: "In the conditions of modern life, the rule is absolute: The race which does not value trained intelligence is doomed." Fortunately for the United States, we have a wealth of intelligence available to us. It comes from all ethnic groups, all socio-economic strata, all geographic areas, from farm and country. It exists in both men and women. Sociologists, anthropologists and psychologists agree that the only real difference between man and woman is that woman gets pregnant. Thus she has a unique function, but she also has all the capabilities of men in the field of intellectual endeavor.

Educators are agreed about women, too. We urge each able young woman to acquire a liberal education so as to discover and integrate new knowledge, create new values and obtain the intellectual and emotional maturity to prepare her for her world of children, community and career. We also urge her onward to graduate study, even at some temporary sacrifice. There she will find particular knowledge and specialized disciplines which will prepare her for making her maximum contribution to society. In the long run she will be well repaid for her efforts.

The Soviet threat and competitive onslaught could be reason enough for all able American women to enter a profession. But that challenge really is only hastening what has been a long-operating human process—that of creating a better society for ourselves and greater satisfactions of personal accomplishment.

Whether you are a young girl in college, or a mother plagued with dishes, diapers and disorder, or a woman nearing 40 with all that behind you, we are sure you will find great satisfaction in dedicating yourself to a serious career during a substantial part of your life. There is precedent, there is certainly potential, and there is high purpose in the undertaking.



# ***Opportunity is limitless***

**by LLOYD M. POWELL**  
*President, Dictaphone Corporation*

**S**tatistics alone ought to be encouraging to women seeking a business career.

In 1900, 3.9 percent of the employed population worked in offices and 30 percent of these were women. In 1960, 13.3 percent of the working population are office workers and 63 percent of these (5.7 million) are women. It is estimated that in 1970, 7.5 million women will work in offices.

This enormous increase in office workers represents a shift of our economy from the farm to business and industry. The ever-increasing percentage of women workers can, we think, be attributed largely to the increasing acceptance of office machinery which can very capably be handled by women workers.

Within our own corporate structure, technically trained women play important roles in the designing and manufacturing of Dictaphone products, including some of the most precise and highly technical recording equipment in use today.

Women have responsible positions in our general accounting department and have administrative duties in our 200 district and branch offices throughout the United States and Canada.

Qualified young ladies conduct detailed survey studies which are the basis for planned installations of our various models of dictation equipment.

The office equipment industry, of which Dictaphone is part, provides opportunities on a very large scale. The industry has, in fact, substituted automatic methods for manual ones in offices. For example, relieving intel-

ligent, highly qualified secretaries of the purely mechanical burden of shorthand provides time and opportunity to grow in usefulness.

Secretarial positions continue to gain in stature. Indeed many firms now use the title "executive assistant" and call upon women to help shoulder executive burdens and, of course, to enjoy substantial rewards from successful accomplishment.

There is no doubt this trend will continue. The prospects are bright for well-educated women with secretarial-type training, and simple arithmetic shows this demand to be growing each year. The role such qualified women will play in business offices of the future is limitless.

Beyond directly adding to the capacities of the secretarial profession, new and future products and systems of the office equipment industry will add even more to the leisure time for many Americans. Accordingly, the industry will contribute indirectly to many new opportunities in the myriad enterprises even now beginning to serve this important and popular need. Travel, recreation, participant sports, hobbies and cultural services are destined for immense growth. In all these directions women have exciting and rewarding contributions to make in helping citizens derive the greatest benefits from their extra hours of leisure time.

Opportunities for women in business *are* limitless and probably growing faster than those for any other single segment of our working population.



# ***Total intellectual capabilities are needed***

by **DR. FREDERICK L. HOVDE**  
*President, Purdue University*

**D**uring the years to come in the world community of nations the place of leadership must be earned, and earned the hard way, by superior intellectual achievement in every area of human endeavor. The attainment of intellectual excellence will not come simply by increasing the number of students we send through our colleges. It will come when our colleges strain and challenge the full capacities of our students!

In the past no society has expected much nor made maximum demands upon the intellectual capacities of women in spheres other than those of home and family life. Generally speaking, most nations have always had sufficient "man" power to meet the demands of the moment. But times have changed. The world has changed. Our place in the community of nations now requires us to make more and greater demands upon our total intellectual capabilities. Our present need for genuine intellectual effort is such that Chancellor Franklin D. Murphy, of the University of Kansas, in his address last summer to the national convention of the American Association of University Women asserted, "The insatiable demands for intellectual activity of the next half century cannot be satisfied by the male segment of the population alone." It is apparent that we are beginning to need our intellectual reserves to provide sufficient depth for our team.

Practically, this means that we must persuade our young women of high intellectual ability that they, as well as intellectually able young men, have a deep moral obligation to

develop their talents to the maximum. They must prepare themselves educationally for the highest level of intellectual work of which they are capable and then use their talents in the direct service of both their families and society.

Gifted young women will follow this course of action more readily if they are convinced that their intellectual contributions are needed and wanted. The fact is that, because of our

*Dr. Frederick L. Hovde, husband of Priscilla Boyd Hovde, Γ Ξ-California at Los Angeles, and a member of Phi Delta Theta at the University of Minnesota, numbers the Atomic Industrial Forum among his many Board memberships.*





biological and cultural patterns of life, most women must make their contributions in a time sequence different from men. With a better understanding of just how and when they can best offer their talents, many women in colleges today might prepare themselves differently for their professional lives. They might end the frequent, though by no means universal, practices of electing "snap courses" in school and accepting glamorous but intellectually unrewarding employment in the interim between graduation and childbearing.

What are these changing patterns in the work lives of women? The United States Labor Department points out some significant trends: (1) In the aggregate, *more women, more married women, and more older women* are working than ever before; and (2) in the average individual woman's life the work pattern consists of two unequal periods—a relatively short one between school and the birth of her first child and a far longer one following the entrance of her last child into school. It is predicted that the average school girl of today will work a total of 25 years outside her home. While no one can predict with certainty what her future will hold, any woman needs to be aware of what is happening around her so that she won't be caught napping if she, too, becomes a part of this important trend.

Beyond the fact that the chances are now in favor of a woman's working outside her home for a long time, even though she marries (as some 93 percent do), the significant point is the distribution of time in the two work periods. The first consists of three or four years and the second of 20 or more years, beginning after a 12 or 15 year period of absence from the labor market during which she is rearing her children. Many of our most talented young women do not think it matters too much what they do during the first brief period of employment. They seem to believe that they are simply marking time and waiting for something better to happen. In the short view, of course, they are right, for if they busy themselves simply as file clerks or receptionists for a few years instead of pursuing advanced degrees or buckling down to the rigors of beginning professional work, there are no immediate untoward conse-

quences. Moreover, they are unaware of any particularly unhappy consequences of this failure to nurture their intellectual talents during the 12 to 15 year period of absorption in their homes and families.

In the long view, however, they will pay dearly for their laxity. They begin to understand this when family responsibilities are no longer so pressing, usually when they are about 35 years old. This is the time when a woman stands on the "second threshold" of adult life, with strong chances of a work period of 20, 25, or even 30 years stretching ahead of her. She probably has excellent health, she is mature, and she is at the height of her potential for intellectual activity. What better time could there be for significant intellectual work?

It seems to me that this may well be the critical vocational point in a woman's life and that both educators and women students might be made more aware of it. This is the point at which the quality of her education and the quality of her work experience will begin to dictate a woman's professional or vocational future—at which they will determine whether or not the second half of her life will be a rich, rewarding and intellectually satisfying experience and whether or not society at large will become the beneficiary of her intellectual gifts.

Several specific things will have to be done if this new pattern of work life for women is to provide benefits both to society and to women themselves. First, women will have to reappraise what the poet Rilke refers to as their "contract with life." They will have to ask what, if anything, they "owe" in return for their intellect and talent. If a debt is acknowledged they will have to make the effort to get the best education they can in order to make payment as full as possible. They will then have to learn to consider their first brief period of employment not as time-marking, but as serious preparatory exercise for future long-term intellectual endeavor. Further, they must have the will-power and determination to nurture their intellectual lives even while giving full measure of devotion and attention to their children and homes. This is a tall order, but if they do these things, they can reasonably expect to

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# ***Job hunting— how to go about it***

*by* **ROBERT H. SIMMONS**  
*personnel and employment consultant*

**S**ome times what is most obvious to one is most mysterious to another. To a personnel man, the means of locating a job are quite evident. To the job-seeker, however, the steps he should use are often completely unknown.

The woman—young or older, inexperienced or well experienced—who has a specific field of training and who wishes to pursue that field is, without question, in a favored situation as compared to her sisters with a general background whose talents could be employed by any one of a number of organizations.

## **When it can be easy**

This specifically-oriented woman will have obvious directions of attack and points of contact. If she is just graduating from college, she will usually have a placement office in connection with her particular college or department which will be able to furnish leads or even set up definite interviews with interested employers. If no such service exists in her school, she will first of all need to determine where she will be willing to locate to carry on her career and then seek out those employers in those communities which would be most likely to have openings in her specialty.

This then leads her to the same path as any other woman in her same specialization. How do these women, who have selected the community in which they would like to work, locate the employers who would have an opening for her? This information may be obtained from the Chamber of Commerce, the yellow pages of the telephone book, trade association headquarters\* or the classified ads

of the newspapers. Any one or all of these can be used. When spotted, these employers should be called upon personally if at all possible, unless requested to the contrary through their advertising or if barred by distance.

## **When it can be hard**

The woman—experienced or inexperienced—whose background fits into any one of a number of niches may find utter confusion when she tries to locate herself to her best advantage. Bear in mind that this best advantage may be the job with the highest pay, the job with the greatest satisfaction or one which is best suited to her by location, work-

*A former personnel and training director in private industry, Robert H. Simmons, husband of Isabel Halton Simmons, B N-Ohio State, and a graduate of Princeton University, is now a consultant on employment to industry.*



\* See Bibliography for names and addresses of trade associations.



ing associates, hours, promotional opportunities or benefit programs. Each individual must determine for herself exactly what comprises the "best" job for her.

In most instances these women need help—and lots of it—to seek out, analyze and settle upon the most advantageous position for them. So let's explore into the many avenues open to them.

### **Who can help?**

If there be an organized placement office in her alma mater, it can be of immeasurable service. The girl graduate or the alumna of about a year or two standing will find it most helpful. The older alumnae will not as a rule find it of too great assistance. When using this source, one should bear in mind that its employer coverage will not be as extensive as some other media, for frequently only the larger firms contact college placement offices. Even in these instances they will include primarily those which are either located close by geographically or have national recruiting staffs. Smaller employers, who often offer the most interesting and unusual opportunities, seldom work through college placement offices. It is important to point out that all girls should establish close liaison with their placement officers in the few months prior to graduation.

Direct contact with prospective employers can be tremendously beneficial, although picking those with whom to establish contact is the crux of this technique. That is where this approach is most likely to break down. With the hundreds of thousands of firms hiring women, it is nearly impossible to pick the one most likely to employ the applicant. If one has a specific choice in size of company, type of industry and location, she can then probe the Chamber of Commerce, the yellow page sections of the telephone directory and the newspapers for firms which meet her requirements. The approach can then be made in one of two ways—personally or by mail.

### **The personal approach**

A personal call and application is the more effective, for it must come at some point during the interviewing procedure. In making

this appearance, the applicant should present herself appropriately groomed and dressed in a business-like manner with hat, gloves, heels and complementing accessories. She must be well prepared to give concise, accurate and alert answers on details pertinent to her personal data, education and experience.

If she is a recent graduate she should have available a transcript of her courses and grades. She should know without hesitation her point hour average and the place within her class where she stood at graduation. If extra-curricular activities on campus, or as a volunteer in the case of the older worker, are particularly appropriate experience-wise, the applicant should be prepared to present them. Writers and artists must of necessity present portfolios of their work. Employers cannot employ creative talent on faith alone. They must have evidence before them to judge the merit and appropriateness of their abilities.

### **A selling résumé**

If contact with an employer must be handled through the mails, it should consist of a *résumé* and a covering letter. Remember that a *résumé* is a direct mail sales piece when used in this fashion. It can also accompany an interview and be left with a prospective employer to remind him of background details. Whether used in the former or latter manner, it should sell the applicant sufficiently to spark interest but not so fully that it leaves little to be added upon personal meeting. Do nothing to discourage an opportunity for original or further interview. Never can as much be said on paper as can be relayed in person; nor can misinterpretations be corrected unless given the opportunity to meet and learn what they are.

What should be included in a well-written résumé? First of all, your name, address and telephone number. Secondly, if you have a clearly-conceived idea of exactly what you want in a job, spell it out as your job objective. However, do not get into descriptions if you cannot do better than, "A position offering the full expression of my potential with an outstanding firm offering growth opportunities commensurate with my abilities

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# ***Background of a career***

In any field  
it is the individual  
who branches out beyond  
the organizational man into  
imaginative and creative tangents  
who is the really valuable member  
of his firm—  
and of society.

MARY HAMILTON EWING  
*Δ Ξ-Carnegie Institute of Technology  
Buyer, Rich's Incorporated  
Knoxville, Tennessee*

- **A personnel view**
- **Can a woman combine two careers—  
marriage and a job?**
- **A full-time career on a part-time basis**
- **An interrupted or new career for the  
older worker**



# *A personnel view*

*A synopsis of what the trained personnel worker looks for  
and expects of an applicant and what she foresees  
for the future career-wise*

**H**ow better to get a true evaluation of women in business than through those whose lives are devoted to hiring, supervising and training women in the workaday world? Feeling that our alumnae employed in various aspects of the personnel field could advise us authoritatively on important questions, we turned to them and found a wealth of helpful suggestions.

## **What are the basics?**

Kathryn Keep,\* an employment counselor for the past 19 years with the Pennsylvania State Employment Service, quotes an old personnel adage, "To be successful on the job, a woman must look like a girl, think like a man, act like a lady and work like a horse." However true this may be, it has its refinements and in them we find our guides as to what an employer looks for in the young graduate just entering the job market. The opinions of most our people in this field are

well stated by Virginia Burks, who is Personnel Manager of Ohrbach's Inc., in their New York store:

- (a) Good health and an abundance of basic energy; ability to work under pressure; (b) Ability to think independently and to be stimulated by problems and their solution; (c) Leadership—an eagerness to assume responsibility; (d) Ability to work with and through people; (e) Capability to make fast decisions; (f) Integrity and loyalty.

Embroidering upon these standards is Peggy Gillespie, another Kappa personnel woman in

\* All chapters and titles are listed at end of article, page 27.

Florence Highberger, partner-manager, Montgomery Employment and Service Bureau, a private employment service in Pittsburgh, counsels a client; by interview and testing, determines her capabilities; then helps locate a suitable job for her.





retail but with Sears Roebuck & Co. in Yakima, Washington: "One of the most valuable qualities that anyone can bring to today's world of business (and one which seems to be increasingly hard to find) is enthusiasm—enthusiasm for working, for the particular job, enthusiasm for life itself. A willing worker with a zest for living and an eagerness to succeed is so often more desirable than the highly trained automaton who really doesn't care much about anything and whose attitude makes this fact only too apparent."

**Florence Montgomery Highberger**, partner and manager of the Montgomery Employment and Service Bureau in Pittsburgh, adds that the girl entering the job market must have "a realization that, in order to secure a position, she must have something to offer. She must sell her services and must be prepared to give clear, concise answers to questions of interest and aptitude."

"Another factor which is of equal importance," reports **Mary Alice Johnson** of the Personnel Department of the Terre Haute Plant of The Visking Company, a division of Union Carbide Corp., "is attitude. The employer with foresight wants the employee who will work cooperatively with others. He avoids the coffee-break Cassandra."

While the qualities which are first referred to by all personnel reporters are those of attitude, motivation and intelligence, none passes over specific skills or training required by specific positions. **Lorna Troup Stenger**, who devotes much of her teaching time in the Tulsa public schools to vocational guidance, sums it up "A young woman planning to enter the job market today must be sure she has three assets: a wide general, cultural knowledge; some special skill; and a willingness to work. There is little place for those who have been satisfied to acquire a smattering of knowledge. Businessmen soon sense the depth of learning in a girl and mark her for preferment." Carrying her thoughts further, she adds, "In this era, when all young girls are personally attractive, well-groomed and chic, the real competition is won with the efficient and intellectual performance." While this thinking may be old-fashioned, we find it must be true, for all employers seem to be establishing means of detecting these qualities during hiring interviews.

## Younger versus older

One might think other standards of selection apply to older women either entering or re-entering the business world. However, our reporters do not bear this out. **Mary Milner**, Director of Placement at Moore Institute of Art in Philadelphia puts it, "In the older woman re-entering the field, I would look for the same qualities as in the younger worker but in a more mature frame-work. The older women returning to employment may be expected to be more stable and dependable than her younger colleague, to show better judgment and to offer the benefits of a wider experience of life. The older woman entering the job market for the first time may have a difficult adjustment to make. Therefore, I would hope that she would be prepared to face the situation realistically to 'repair gaps' in her background and to offer the general compensations of a mature personality."

**Helen Hardie Wortman**, who is in charge of hiring and counseling all salaried women in the Akron plant of The Goodyear Tire and Rubber Company, reports, "It is quite difficult to place the older woman trying to enter the business field without any special training". Miss Keep finds that the older worker needs help through a frank discussion of her willingness to follow instructions. **Joyce Kenworthy**, Executive Director of Camp Fire Girls in Spokane, bears out this thinking when she says she looks particularly for a "willingness to accept change and to accept supervision if the job requires it". Miss Kenworthy further observes, "For the older woman entering the field for the first time I feel a lot depends upon the job involved and the person applying. An office environment is a large change for the older person who has never worked outside the home. It is particularly important that she know exactly what the job involves, her responsibilities and her limits. This is especially true if she enters an office or joins a staff with younger employees, and even more especially if some of the younger employees are in positions of greater authority". A note of cheer follows these thoughts, "In many ways there are advantages in hiring the older woman providing she is able to meet the job requirements".

When she was hiring older workers, **Prudence Merriman**, just retired after nearly 17





Margaret Johnston, busy on details of a Tuberculosis report at the headquarters of the Volunteer Bureau in Battle Creek, Michigan.

years as Personnel Officer of government hospitals, states, "I wanted to know what she had been doing to keep herself current—whether she had been active in church or club work, what reading she had done, evening classes or extension courses she had taken".

Another hospital personnel woman, **Constance Kerlin**, Personnel Director for the Baltimore City Hospitals with their 1300 employees, advises she makes an "evaluation of past skills which may be brought to acceptable level by retraining; and new skills that might be developed with training on the job". Of particular importance to Miss Kerlin in employing older persons is "their attitude toward themselves." She wants to know "whether they regard themselves as 'old' and perhaps entitled to preferential treatment; whether they feel people are prejudiced against the older woman; what they feel they have to offer." She further adds that she does not believe chronological years should be used as an arbitrary guide. "The older woman should accept her maturity as an asset", she finalizes, "for often it is possible to see opportunities for placement that she herself may never have dreamed of".

### **Where is opportunity?**

To undergo the screening and evaluation

batteries our personnel people have been obliged to establish to provide employees who will meet the challenges of today's business requirements, one would almost have to feel that opportunity was unlimited. So we queried our sources as to where they felt the greatest opportunities for women were. We found a frank and straightforward analysis.

From **Marjorie Thoms Maser**, Personnel Officer of the Fort Wayne, Indiana, State School, we learned that "opportunities for persons entering the job market are limited only by the people themselves". She feels that, "if the applicant has inventoried her own assets and limitations and asks questions, she should be able to find an entry job which will lead to her success".

"Since there are millions of women employed", observes **Jean Ayres Jenkins**, head of the placement service at Texas Technological College, "women, themselves, must look realistically at their role in society. There are unlimited opportunities for women, but they must develop a responsible attitude toward employment. The fact that women's careers in professions or in business are subject to interruptions should not be regarded as license for irresponsibility".

From her vantage point, Mrs. Stenger sees "almost limitless opportunities for our college graduates these days" but "finds many of these opportunities going begging". She carries her thesis further, "Women are not barred anywhere now. Women have proved time and again that they are proficient in the most learned and intricate endeavors. Yet our girls, in great part, have not started soon enough in their college careers to aim high. The great majority of them hopes only for a comfortable home in the suburbs with plenty of magic appliances and money enough for a baby sitter for their four children".

Speaking from the background of a large corporation, Mrs. Wortman advises that "any woman who enters the job market must accept the fact that she is going to have to prove that she is career-minded before she will be given a job entailing any great responsibility. If she has a good background of education, ambition, initiative, good health and the will to work, she can go far if she stays with the company and shows the same singleness of purpose that an ambitious young man



will give to his job”.

Turning to opportunities for the older workers, Mrs. Highberger points to the education and promotional work that is being done in their behalf as developing a brighter future for them in our steadily expanding economy.

Jean McCarthy, who is Personnel Supervisor for the Office of Admissions and Records at the University of Minnesota, reports, “We have reduced our labor turnover greatly by employing some older people in the past ten years or so, and hold them to the same standards we set for our younger people. As a safe estimate, 90% of them have worked out exceedingly well and have gained promotions—some two or three!”

### Fields of demand

One would hope to learn if there were particular fields in which opportunity could most effectively be exploited. With the great emphasis on scientifically and technically trained men and women as an integral requirement of our age of space and automation, research and development, we expected to find these two areas finding universal acceptance as those of greatest demand. That is not the case, however, for our informants find many, many fields in which their experiences dictate a pent-up demand that they do not foresee lessening.

Virginia Burks looks at her own field of retailing as one of great demand with teaching, publishing and secretarial getting nearly equal billing.

Looking through her vast source material, Kathryn Keep points to teaching, social work, technical work such as engineering aides or lab technicians, nursing, as being fields of great demand and adds librarians and secretaries as being on the critical list.

Miss Kenworthy reports that agencies such as Camp Fire Girls find a terrific shortage of professional people. Margaret Murray Brownley, Assistant Regional Director of The Girl Scouts of America, confirms this shortage.

With her background in the hospital and medical field, it is only natural that Constance Kerlin's report would state, “There is a critical need throughout the country for women with proper professional training in these fields—dietitians, occupational therapists,



Constance Kerlin (right), Personnel Director at Baltimore City Hospitals, discusses laboratory technician training with the chief bacteriologist.

physical therapists, medical record librarians, medical and psychiatric social workers and laboratory personnel; chemists, bacteriologists, biologists and medical technologists”. She continues, “There is also a real demand for well educated secretaries who could advance to administrative levels. Most of the occupations listed are used in industry as well as in the medical fields and the competition for their services is keen”. Miss Kerlin further warns that “many college girls are not familiar with these specialties in which they might find a satisfying career, or do not learn of them until it is too late to get the proper requisites”.

From Canada, Hazel Brown Scrivener, Assistant Personnel Manager, the Kendall Company (Canada) Limited, gives as her viewpoint, “There has been a considerable relaxation of the barriers against women in many of the professional fields. We have many highly successful women lawyers, many outstanding women in the practice of medicine and in the scientific research field. The field of social work has developed by leaps and bounds in the past decade and this has brought many women into the field of psychiatry”. In choosing her fields of greatest demand, she says, “I would select merchandising and advertising as the business fields with



the greatest advancement potential for women today”.

“A field which is demanding college graduates”, reports Mrs. Stenger, “is that of food distribution. Girls who like their courses in home economics should explore the truly stupendous rewards possible in restaurant management, in dietary kitchens, in demonstration of home appliances”. Continuing, she indicates, “A happy combination in training is a knowledge of and a facility in modern languages. The export-import houses in this country have thrilling openings.”

Putting all together, while there may be some fields of perhaps greater demand than others, there are scarcely any fields of endeavor in which there is not a demand for properly trained and well-motivated women. For the girl who is prepared and who is willing to work to be successful, there is a great demand no matter what her field may be.

### **Advancement potentials**

Obviously no one wishes to enter a field of activity in which she will find herself facing a barricade against advancement. The *cul-de-sac* has no place in the business life of a career-minded woman.

We have just seen that the demand for women is great no matter what her field may be. One might also generalize that the advancement potential is equally great for women in all fields if the woman has “what it takes” to get ahead. Ability, sincerity, loyalty will be recognized and rewarded in any field—such is the consensus of our personnel advisers.

Probably those who would have the broadest knowledge of what the growth possibilities of individual areas of business might be are women whose business itself is helping other women to find the right career *niche* for themselves. Jane Pettijohn, the owner and manager of Key Placement Service, a licensed private employment service in Indianapolis, is just such a woman. She, of course, carved her own career; but she sounds a note of warning that a girl should not enter a field just because she feels she will be assured of a position upon graduation—in other words, just because the demand at that time might be great for that type of training. Jane goes

on to advise, “She should be fairly certain that the profession she enters offers her an opportunity to use her skills and abilities and is what she wants to do to earn her living”. The opportunist seldom wins in the long run; the soundly-based girl will be successful if she is doing what she personally enjoys doing. To illustrate, Jane points to a 31-year-old girl who is serving as advertising manager of a prominent firm; to a business administration major who is serving as officer manager at 29; to a math major in her late twenties who is an actuary for an insurance company. All of them are earning far above average salaries for their years, primarily because they are doing well what they enjoy doing most.

Teaching and nursing are fields which are without exception, mentioned as holding great advancement potential for women. After them, the field of general business seems to hold the greatest allure for the future. Typists, bookkeepers, stenographers and secretaries find their positions stepping stones to careers. Jane Pettijohn elaborates on this when she states, “if the girl wants to work up in any company, she can always get a position, show her ability, and start to advance if she is a reasonably good typist”. Again the finger points to the individual, requiring her to demonstrate that she is worthy of advancement.

Our personnel women in retailing, both in the United States and Canada, feel their segment of our business life offers the greatest potential for women. From the New York angle, Miss Burks sees merchandising and fashions as holding tremendous advantages for women. From Canada, Mary Deeves of the vast Robert Simpson Co., emphatically states, “merchandising is the field of greatest advancement potential”.

We, of course, hear constantly of opportunities in science. Jean Jenkins adds a sidelight to this. “A woman gifted in the sciences should realize that a successful career in one of these fields need not exclude marriage nor the rearing of a family. The demands in these fields create unlimited opportunities. Here, women may advance in a manner commensurate with their abilities and their interest in continuing a professional life, even though married and with family responsibilities.”

Turning again from the specifics of indi-



vidual fields to the basics of what creates advancement for an individual in a field, we quote Hazel Scrivener: "Beyond a doubt there are opportunities without limits for individuals who have that desire to work hard and grow with a company. Quite frequently I interview prospective employees who left other organizations because they said there were no opportunities for advancement. On digging a little deeper, one usually finds that these people are lacking initiative and literally sit back and wait for the breaks which naturally never come".

Mrs. Scrivener's thoughts are borne out by **Bobbie Jean Douglas Sherwood** who has served as Employment Consultant with the Employment Security Agency in Twin Falls, Idaho, for many years. She reports, "One of the toughest problems personnel people face today is the lackadaisical attitude of today's workers. People no longer seem to have respect for their jobs or pride in their work. Being possessed of these two intangibles, a person is usually happier with his job and the employed is likewise more satisfied and willing to give the employee more responsibilities and promotions".

### **A broad or specific background**

One of the great debates today is whether one should be prepared to offer an educational and experience background that is broad or one that is oriented to an individual specialization. We posed this question to the Personnel Assistant in the head office of Manufacturers Life Insurance Co. in Toronto, **Margaret Hogarth Bates**. She reports that "recently, due to the high salaries college graduates command, we are only hiring them on specialized jobs where university training in such fields as mathematics and economics is essential". But she does go on to add, "It all depends on the openings, and, as there are many things which must be learned on the job, the well-rounded person will often be preferred because she is teachable and has learned no bad habits".

Drawing upon her experience as owner of her prominent Pittsburgh private placement service, Florence Highberger summarizes her opinions, "Well-rounded people are needed by smaller companies, but I feel the large



*Janet Nevins, goes over applications at her desk in the employment department of Equitable Life Assurance Society's home office.*

companies more and more need specifically trained personnel".

A most interesting observation to this perplexing problem comes from Jean Jenkins, "Flexibility is an important asset to the woman who is fortunate enough to have a career and marriage. Though, in addition, she may have a field of specialization, we find that the woman with a broad background has an advantage in the business world. The demands made upon women make flexibility a highly desirable characteristic. Initially, an employer requires specific training, but we find that it is those women with broad background and a specific competence who have the greatest potential for advancement in business".

Confirmation of this thinking comes from Marjorie Maser. "Employers are looking for the specifically trained person. This is particularly true of a person entering the job market for the first time". She counters with, "However, in considering an experienced applicant, the employer looks for a person who has taken advantage of broadening his experience and who has become well-rounded in liberal arts and is at least conversant with related fields of interest".

The story seems to be little different in the teaching field according to **Isolde Doernenburg Klarmann**. From her vantage point as Assistant Supervisor of the School Appoint-



ments section of the Teacher Placement Service of the University of Pennsylvania, she reports that a young girl entering the teaching profession requires a strong personality and maturity together with a thorough knowledge of her subject. In older women re-entering or entering the teaching field, she indicates a need for the same qualities along with evidence of mental flexibility. Additionally, they look for a woman who has had a family of her own or been in contact with teenagers since the time she graduated from school.

A further differentiation appears in teaching requirements. Superintendents, reports Mrs. Klarmann, look for a well-rounded liberal arts person for positions at secondary school level whereas in the elementary teaching field, the professional educational training is of utmost importance.

Most of the orders which come across her desk, Jane Pettijohn reports, are for specifically trained women—home economists, copywriters, math majors, secretaries, bookkeepers, nurses, typists.

While contradictory to a degree, this in no way seems to refute the general opinion that a specific training may be required to get a job but that breadth of background is essential to advancement within it.

## What the future holds

"Women are just beginning to realize their potential value to the job market". Thus reports **Helen Snyder Andres** who is charged with analyzing these trends in her position as Director of Personnel, Public Relations and Parent Education for the Campbell Union High School District in California. She feels girls should be better counseled, perhaps at secondary school levels, to use their talents and intelligence to tackle intellectual pursuits—to go into science, math, engineering, technical fields where many have ability and could succeed if encouraged.

With the pattern being established of young women entering upon a business career, having it interrupted to raise a family, and later re-entering to fulfill her economic or psychological drives, Margaret Bates viewed this overall picture and analyzed it, "In view of the decided trend for older women to re-enter the business world, young



*Helen Wortman (right), in charge of salaried personnel at Goodyear Tire and Rubber Company in Akron confers with a secretary in the personnel department.*

women will be well advised to regard any job as preparation for a working career of about 25 years duration rather than as a stop-gap prior to marriage and starting a family".

Sage thoughts again come from Jane Pettijohn on the subject of glamour jobs. She reports them few and far between, but she adds, "If a girl can put some of herself into a job and get enough out of it for her to grow in experience and maturity, this usually is glamour enough". She cheerily comforts that "job seeking can be a delightful pleasure. Company personnel people are interesting, understanding and very easy to talk to. A girl should look forward to this important part of her working career". Knowing how nearly impossible it is to "find all in one", as an old saying put it, she admonishes, "If you can find everything . . . excellent!"

To quote another adage, "Never underestimate the power of a woman", is to summarize what the future holds for the working woman. **Margaret Galloway Johnston**, who views women in the employment picture from her post as Director of the Volunteer Bureau of Battle Creek, Michigan, reminds us, "They have great ability to organize and ferret out jobs. Since so many more women are working these days, they are bound to become an ever-greater force in our economy".

And in so doing, they will bear out the consensus of our Panel of Kappa personnel experts.



### Editor's note:

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# *Can a woman combine two careers— marriage and a job?*

**T**he perennial question in this era of the working wife and mother is one which has to be solved individually. It is significant however, that according to Department of Labor statistics that, of the 28 million women now working, only 10 million are working full-time. Some of this is due to home conditions which dictate that the mother is needed during off school hours, some by jobs that don't need full time workers. Some women work to the certain point that their tax bracket won't be increased; others work for small supplemental income to give certain luxuries often thought of as necessities.

For the most part answers to our questionnaire concerning this question indicate that most mothers feel they should be at home as much of the time as possible when children are small and that when the youngsters first go to school they should be at home after school hours. Unless the mother is the sole support of a home broken by death or divorce, most of these Kappas advocate the presence of the mother in the home.

What is true for one woman, however, may not be true for another. Some mothers and wives feel they need to escape the routine of keeping house. By supplementing income, they can afford help and thus relieve themselves of unliked jobs and be stimulated by outside activities, either paid or volunteer. All mothers stress the need for competent help, whether a member of the family or a paid worker, when the mother is not in the home. Some of these working wives believe they make better wives and mothers by being in the business world. The stimulation of an interesting job, the rapport of business associates, add up to a happier wife ready to meet husband and children at the end of a working day.

It is a personal affair. As Dr. Katharine

Graves Greene, BN-Ohio State, Wayne County (Michigan) marriage counsellor and clinical psychologist says: "Married women have as many reasons for working as any other group. If you bunch the results you'll get a beautiful mishmash." She goes on to say she has never found anything more significant in describing the circumstances of the successful working wife than four points from an earlier study: "1. Superb physical health; 2. Short or flexible hours of work; 3. Satisfaction with the level already attained, not going all out in competition; 4. Husband's thorough conviction of the rightness of her working."

Here are thoughts of some Kappas as to whether marriage has helped their careers and whether they have worked out a formula for being a working wife and mother.

## **YES says a practicing architect**

"As I married an architect, my marriage has not only helped my career but also our common interest in this profession has helped our marriage. As I have usually been able to work at home (where I could at least supervise) and being blessed with a most cooperative family who were always ready and willing to help out, this has never been a problem. In fact our sons have made better husbands because of the teamwork that was required at home. Now that our family is reduced to two again I can never be too thankful for such a satisfying profession with which to keep busy."

## **YES says an interior decorator**

"To have an interested outsider to talk to about one's problems, ideas, and undertakings is of great assistance. I do not know about a formula but I do feel that having an outside occupation is very good for a wife and mother. Household chores and family problems tend to assume a more reasonable stature when one forgets about them for hours of the day. Another thing, I have



found that being out in business keeps my mind more alert and interested, making me a much pleasanter and happier person, which must be of benefit to my family. Besides this, my two sons are much more self reliant and capable of looking after themselves because they have had to share in the family chores more than they probably would have done if I had been home all day."

#### **NO says an attorney**

"Marriage hindered to the extent that I was no longer willing to direct all my efforts toward my career. My husband, also an attorney, encouraged me to work if I wanted to, but I was much more interested in my home. Motherhood definitely hindered as my baby is too fascinating to be left alone. I haven't worked out any formula because I don't think it can be done. Perhaps I could work part-time and still be an 'adequate' mother but I couldn't possibly work full-time and still devote myself to my children the way I want to. If I worked full-time, I'd have to be a part-time mother, and if I worked even part-time, I'd have to give up some of the duties and delights of parenthood. I don't wish to give up any of them. No career is worth it to me."

#### **YES and NO says an interior decorator**

"It has helped in that I am more practical and understanding as to the problems of small children in homes and how a household is run. It has hindered in that my time and interests are more divided. I am not as free to work late when I need to. Naturally, problems arise at home that necessitate my changing appointments or time schedules, such as illnesses, dentists, taking children to parties or programs. Naturally I have to have help at home all day. My children adore our maid who has been with us since my older child was born. She is wonderful to them and for that reason, such things as 'dust kitties' under the beds do not disturb me any longer."

#### **YES says a "Girl Friday"**

"It depends on the family and what your husband thinks is important. I am not a terribly good housekeeper, nor would I be were I at home all the time. I get up early to iron shirts and dungarees. I feel that people, especially children, are more important than dust and pails. Good relationships are far better than good housekeeping. I am not a superwoman, but I think my family likes me."

#### **NO says an account executive**

"Like many people I had always thought I could combine the two. I was an account execu-

tive with a large brokerage firm before I married and was at that time completely wrapped up in my work. It was the fulfillment of something I had always wanted to do, and a personal satisfaction to do a man's work in the business world. After the birth of my son, however, I discovered that either my child or my work or both would suffer as the result of my divided interests. To be a successful salesman of securities, you must devote more time than nine to five. Being a successful mother is, in my opinion, a 24 hour job. I feel fortunate in having had such an interesting occupation, and, after my children are grown, I hope to take up my career where I left off."

#### **YES says a security analyst**

"A mother with an interest outside her home is not forever prying into teen-age secrets which are usually rather silly but precious to them. It does help one keep her perspective. I feel very strongly that one of the reasons more mothers do not work is the feeling of guilt they have about neglecting their families. There is always someone to criticize, usually a relative, but this attitude is changing in the post war world. I have seen numerous mothers who were not working who see less of their families than I do and are often impatient with them for tying them (the mothers) down."

#### **YES says a business woman**

"Marriage helped my career, because I am dealing with parents and children. I believe a mother's point-of-view has been valuable. I do not think the career has helped my marriage but I have been fortunate in that my husband is very interested and contributes to my career. Since the time element in my job is quite flexible in comparison to some jobs, it has worked out quite satisfactorily."

#### **NO says a home economist**

"Evenings absorbed with laundry, ironing, meal preparation for the following day, cleaning, and mending are scarcely compatible and I feel people draw apart. A husband may cooperate and help in chores, but I feel this wears thin and becomes demanding on him. He harbors a resentment in due time. As the bread winner he has a full duty and home should allow him the pleasure and relaxation he needs, not additional chores. I would not advocate the dual working team for anyone. If the man's income is insufficient for the material goods desired, learn self-control, doing without and careful economic budgeting. Above all, be a homemaker and a wife in the true sense."



**YES says a clinic laboratory technician**

"I don't think that marriage has hindered my career, but I did change jobs after getting married as my present job is not as time consuming as either the hospital or industrial laboratory work which I did before marriage. These required considerable overtime. Now, rather than working late after the regular hours I always go to work an hour earlier than required in the morning."

**YES say a social worker**

"A husband and children have greatly aided my understanding of family life, its problems and the development of normal children. Until four years ago I engaged a full-time housekeeper for my two children. In this way they had a stable environment and my time at home could be devoted to them and my husband. I have felt that my career has helped me to be a better mother and wife. One must organize one's time and decide which things are most important and give up the others."

**YES and NO says a teacher**

"If a career demands so much of a person that the scale tips away from the home, I feel it should not be pursued. The first responsibility is to yourself and your family. If the two can be handled in balance, I'm all for it. It seems to me that some wonderful talent is lost in the home. I would recommend to any woman who feels time on her hands or a uselessness about herself to get up and go to work. Lack of training is no excuse; people are needed in many fields and you can 'learn by doing'."

**NO says a speech therapist**

"There are perhaps a very few women with extraordinary energy and ambition and an equally extraordinary knack for organization and efficiency who can be career women and good wives and mothers. I have never known one. . . . Most families, except in unusual circumstances, can learn to live on one income and, once they have learned to do so, will be happier for it."

**YES says a television personality**

"Being married and a mother gives me a great deal more insight to the needs of the receiving audience toward whom my program is directed—the housewife and mother. My main interest is always family and I spend as much time as possible with them. The job I have makes it possible because my home is also my office. I am sure a woman can do a good job with both home and career if she places her values correctly."

**YES says a script writer**

"My husband has been a tremendous help in my career with advice, not to mention helping me when I get stuck on a story point. But I do think marriage has dimmed my tremendous and hell-bent ambition."

**YES says a writer**

"If the fire of creative desire burns so bright that you have to paint or write—then do so with joy, and pray that you will be blessed with an understanding husband and children. No fame or success can be as wonderful as a happy marriage."

**YES say a public relations expert**

"A happy marriage, a sharing of love, helps everyone whether or not a career is involved. The factor here is not whether a marriage can help or hinder a career. The right marriage helps, the wrong marriage can't help in human relationships or career. A woman can be a mother and a wife and a careerist successfully if she finds a way to become an integrated self while playing these separate roles. This is something everyone must find for herself. Some women do not have the physical and intellectual capacities to successfully perform these roles simultaneously. My opinion is that money has nothing to do with the relative success of a marriage insofar as careerism is concerned. I think the basis for a happy marriage is found in understanding and agreement between the husband and wife . . . this is in relationship to the very business of being married, the kind of living pattern achieved together, the way children are reared, whether or not a woman works . . . and perhaps, whether or not the man works. Couples must work out their own answers and they should do this honestly together—basings their decisions on their own value systems."

**NO says a business woman**

"I feel strongly about the present trend of young women with small children taking on a job in the working world. Only desperate circumstances financially should enter into such an arrangement. Children need a mother's love, guidance, and sympathy with their problems. The additional money that is gained by a woman being employed at this time does not make up for the loss. However, I feel strongly that a woman should be prepared with a profession or a vocation to fall back on in the event such an occasion arises in her married life. She could go on with it after her children are grown. Most men resent having a wife work. It sometimes interferes with his work and creates an inferiority complex."



# *A full-time career on a part-time basis*

Until recently it was nearly impossible for a woman to have a career in any field, except perhaps nursing or teaching, unless she could devote her entire time and effort to it. But within the past ten years changes have come about in our economy that now permit women whose interests or responsibilities will not allow full-time employment to find expression in one of the career activities. This has come about as an answer to many problems both economic and social that face our world today.

Shortages of personnel confront every type of activity, be it business itself, teaching, social administration, library science, engineering or nearly any field one can mention. At the same time, the need for a second income in many families became obvious although it was apparent this second income had to come on a part-time basis. As has been customary in our nation of free-enterprisers, minds went to work on the part of both business and the individual. The answer was found for both

in probing the utilization of such available women on a time basis that will permit their earning the required additional income and maintaining other responsibilities that keep them from full-time employment. It is very possible, also, that women proved through their volunteer activities—which in most instances involved part-time participation—how successfully they can answer the needs of industry and at the same time perform the home, social or other activities that prevent them from being available on a full-time basis.

Secretary of Labor James P. Mitchell in an address before a Conference on Womanpower in 1957 urged the employers to think "about a staffing pattern which would permit some jobs to be filled by full-time office personnel and other to be filled by two or more workers, each working part of the year, or each working part-time." He gives this point more impetus when he states, "If we are going to utilize women to the fullest in our

Carolyn Fischer Mussina, B A. Pennsylvania (standing), co-owner with her husband of Mussina Employment Service, Erie, Pennsylvania, is checking activities in their Kelly Girl Service department. Kelly Girl Service, Inc., a national temporary office help firm which operates in 118 cities in conjunction with leading private employment services in those communities, is the largest employer of "white collar" women in the world.





work force, we must recognize their inability to work full-time consistently throughout the years. This means that we must provide partial-year employment or part-time employment for women." This viewpoint of the Secretary in 1957 has been echoed and re-echoed many times in the few intervening years with the result that there are now, not only innumerable outlets for women whose availability is restricted, but an actual demand for them.

Substitute teaching has been a need since our public school originated. This was perhaps the earliest utilization of women in part-time employment. Nursing has been another field where women have been employed according to their availability—registered and practical, private or general duty. Although these fields have traditionally been open to part-time applicants, their current demands for personnel are not being filled.

Social administration is another field in which the professionally trained woman may find acceptance on a restricted work basis. Libraries throughout the nation can be staffed to some extent on a part-time basis by properly trained personnel. Retailing is yet another industry. The list of outlets is un-ending and embraces every type of business and utilizes every training background—general or professional. However, one must bear in mind that in the part-time worker, an employer must find above average abilities and motivation. A woman must be capable of performing at a rate and on a standard superior to the full-time worker, for an employer can afford only part-time workers who require a minimum of instruction, orientation or supervision.

During the past ten years, to answer this need of both employers and workers, many firms have been formed specifically to hire women on a part-time basis and furnish them to industry according to an individual employer's specific needs. These firms, offering temporary office personnel, require women primarily with previous office experience and skills. The women in their employ work at their own convenience for a day, a week, a month or longer. Labor shortages in office skills being what they are, the firms well established in the field of temporary office service will ordinarily be able to afford an employee as much work as she may desire.

The value of such organizations has reached **Margaret Hogarth Bates**, BΨ-Toronto, who serves as personnel assistant in the offices of Manufacturers Life Insurance Company. She remarks, "One of the most interesting booms of the past ten years has been the growth of agencies specializing in part-time employment in offices and these have given a great number of women who wished to get back into business their opportunity." Firms such as this have a wide age range, upward from 19, and offer employment opportunities for undergraduates during vacation periods as well as to experienced women who are available for work on a restricted time or period basis. For women re-entering the business world, temporary office services such as this, offer an opportunity to brush up on rusty skills and to adjust gradually to a return to routine.

One of the most interesting part-time careers enjoyed by a Kappa is that of City Hostess for the New Neighbors League. While it consumes a large portion of each working day from Monday through Friday, it has its headquarters in the home of the hostess and allows budgeting the working schedule so that outside calls may be made during school hours and the detail work done during those periods when children need a mother at home. **Mary Edna Travis Branch**, B Δ-Michigan, estimates that she has greeted 12,000 new families in Atlanta in the past 10 years. Though Mary Edna had two rather young children when she became the Atlanta hostess she found this type of work permitted her to earn the money she required in a field she thoroughly enjoys while devoting the proper attention to her children. The basic requirements for such an opening she describes are a genuine liking of people, sincerity, smart appearance, a knowledge of her city and a happy personality. "A liberal education that teaches you to think," is to her a very important ingredient of any candidate for this position. Her good deeds of friendliness range from rendering emergency help to newcomers to teaching a transplanted Yankee to cook turnip greens and side meat.

A very busy woman, active in AAUW, Kappa and as Director of Section XVI of Mortar Board, is **Mary Gaye Lenske McAlister**, Δ H-Utah, who has found a substantial



part-time career embracing teaching and administration in secondary schools which started the day following her college graduation. Mrs. McAlister discovered that family responsibilities and outside interests dictated that she investigate pursuing her career on a part-time basis. She substitutes 50 school days a year, having placed this arbitrary limit on her availability to permit her participation in personal and civic activities.

**Martha Louise Easum Curry**, H-Wisconsin, served as a nurses aide during her four years in college. Upon graduation she placed her home economics to work as a home planner and interior designer until a year after marriage. When her three children were still under five years of age, the need arose for greater income. Sparked by her undergraduate hospital experience, she sought and found employment at the Temple City Medical Group and Emergency Hospital in Arcadia, California. Working as receptionist nights and week-ends, she has solved her problem of the working mother.

Handling a series of four to six shows three times a year on Station CBWT of the Canadian Broadcasting Corporation in Winnipeg, **Gerdine Lawrence Crawford**, Γ Σ-Manitoba, finds her means of expression through part-time employment. Her shows are built around her knowledge and background in home economics. They are devoted to teaching the listening audience how to sew and on them she tries to make small items which can be completed on one show, or two at the most. "This type of work is ideal for a wife and mother who does not want a full-time job but still does not want to completely leave a profession," advises Mrs. Crawford.

"Singing as a full-time profession is a greatly over-crowded field. To succeed one

must have phenomenal equipment and training plus sales ability; or singing must be combined with teaching, directing or allied activities," reports **Sarah Bradley Staebler**, B Δ-Michigan, who then explains, "for a part-time profession in singing, one needs a good voice, training, poise and musical ability." She has chosen the latter route in recent years participating with the "Hymns of Faith" quartette over Stations WVOM-FM and WJR in Detroit and concurrently directing the Faculty Women's Club Chorus at the University of Michigan. This has permitted her to comply with her belief that marriage and work can combine if a woman has an understanding husband, can spend considerable time with her children while they are small and is so temperamentally attuned "that she can keep family and job in perspective without a lot of stress and strain."

Another musical talent put to work on a part-time basis is that of **Gladys Eldrett Bush**, B T-Syracuse, who is a piano teacher, lecturer and teacher of music appreciation as well as a piano soloist and accompanist.

Two Kappas who have turned years of successful experience in their fields to part-time retirement careers are **Lulu Holmes**, Γ Γ-Whitman, and **Maude Herndon**, Δ-Akron. Miss Holmes, former Associate Dean of Students at Washington State is now teaching history half-time at Anna Head College Preparatory School in Berkeley, California. Miss Herndon was head librarian at the Akron, Ohio library at the time of her retirement. She turned this professional training to the assistance of others becoming librarian at the Student Nurses' Library at St. Thomas Hospital in Akron. Both these women who had brilliant careers in their respective professions found pleasure and compensation in continuing their activities in retirement.

Standing beside the car which has helped her contact 12,000 new families who have moved to Atlanta in the past 10 years, is **Mary Edna Branch**, B Δ-Michigan, City Hostess for the New Neighbors League.







Artist Gay Drachnik prepares a canvas for her current show.

**Gay Weston Drachnik**, Γ Ψ-Maryland, former fashion illustrator at Bullock's Downtown, has taken advantage of her Navy husband's many duty stations in this country and abroad to continue the study of art and its execution. Her work is currently showing in a one woman show at the Stanford Research Institute in Palo Alto.

After 15 years as a relief, or part-time, teller at the National Bank of Detroit, **Christina Stringer Sims**, B Δ-Michigan, retired just recently. When she started work during World War II, she did so to assist her bank out of a difficult personnel shortage. Working just three days a week, going to different branches as needed, fitted into her plans and needs beautifully.

"For middle-aged women who crave to express themselves," **Lois Jacquin Rea**, Θ-Missouri, thinks the field of writing in general offers many opportunities. She has taken advantage of this philosophy since 1947 when she commenced free-lance writing for 28 different publications. In 1950 she became an editorial scout for shelter magazines such as *Better Homes and Gardens*, *The American Home* and *Popular Home*. There are times when she works full days several days running and others when she is free to set her own schedules, with spring and fall being her busiest times.

"It is absolutely lovely to do something you can do more or less on your own time and do

some of it at home to be free to take vacations with your husband." This thought comes from **Virginia Cluff Forsythe**, B Δ-Michigan. What was her answer? Again, free lance writing. A journalism graduate with additional training in interior decoration, she had one determination—writing about her interests. This she has done for *House and Garden* and *American Home*. Presently she is doing architectural and decorative copy for *Woman's Day*, still subscribing to her basic philosophy of living.

Taking pictures at Kappa conventions encouraged **Betty Fletcher Howell**, Y-Northwestern, to such an extent that she opened a photographic studio in the sunroom of her home specializing in baby pictures. At the end of her first year and a half she had 15,000 negatives in her files and within a short time was averaging 20,000 per year. Now she is associated with a local photographic studio in Wilmette, Illinois, doing what she likes best as it fits into her schedule of home and children.

Putting her artistic talents to work as a free lance advertising artist is **Margaret Boerth Rains**, Γ T-North Dakota. Numbering advertising agencies, Bullock's, J. W. Robinson Company, W. J. Sloane, furniture manufacturers among her accounts serviced from her home studio, Margaret says, "The free lance artist must never miss a deadline when the assignment is turned over to her, even though it means burning the midnight oil. Each new job is a challenge."

**Hester Thompson Barnes**, B Δ-Michigan, put her library training back to work on a part-time basis when her children reached teenage, as children's librarian at the Toronto Public Library. "By working only part-time I have a couple of days a week free for other interests and to catch up on house work. It is very satisfying to go back to work at a profession one loves after many years away from it. The stimulus of meeting and discussing work with fellow librarians is stimulating and I feel I am being of some use as librarians are scarce, especially in Canada, and the need is very great to provide facilities for all the schools and branches in our system."

**Jeanne Dougherty Saunders**, Θ-Missouri, with a M.A. from Columbia and Union Theological Seminary, was a missionary following



college. Now that her children are in school she has resumed a career in Christian Education. She carries two part-time jobs instructing in religious education at Texas Christian University and directing Christian Education at the Magnolia Avenue Christian Church. She says, "As my teaching is only an hour and a quarter for two days a week, my church job takes three other mornings plus Sunday and one night a week. The two jobs complement each other and in a sense each makes the other a little easier. This is the kind of career which can be picked up from time to time, released if health becomes a problem and one which is readily available regardless of the place of residence."

**Elinor Kiess Rose**, K-Hillsdale, composes quatrains as she goes about her regular duties at home. These delightful pieces of poetry are now syndicated throughout the country, others have been published in book form.

#### A LUCRATIVE HOBBY

Many women have turned a hobby into a part-time career, affording them income for doing what they enjoy doing at the times when they wish to do it.

Two Kappas who have turned their love for flowers and gardening into interesting income producers on part-time bases are **Rosalie Furry Doolittle**, Γ B-New Mexico, and **Florence Dale Walker**, X-Minnesota. Both of them are lecturers and writers on gardening and horticulture. Rosalie has received an award from the National Garden Clubs for her book, *Southwest Gardening*. Florence instructs in garden schools of the National Council of State Garden Clubs, traveling in some 15 states each season. She explains that her college training in botany and zoology led to horticulture and gardening. It in turn led to an intense hobby and expanding participation in garden club activities on an ever-widening geographic basis. "Finally this became so time, money and gas consuming that in self defense" she went professional.

A third Kappa combined her knowledge and interest in horticulture with her training and ability in art to become an expert in flower arranging which she describes as a medium to use both. **Margah Toogood Flood**, B A-Pennsylvania, although several times a grandmother, has turned her interest, study



Poet and columnist Elinor Rose

and participation in flower shows to this fascinating work-hobby. Evidence of her success came when she won the Jackson Perkins Rose Trophy in 1959.

**Dorothy Sebree Cassill**, B II-Washington, has become known to thousands of Kappas throughout the country for her highly imaginative decorations—largely those for the Christmas period. She first turned her talents to the benefit of Kappas in Seattle and nearby cities. As her efforts received more and more acclaim (and her decorations at Kappa conventions became better known), she started her travels to distant points conducting workshops and seminars on the do-it-yourself principle. As a result, homes are gayer than ever before and Dorothy has found full expression of her great creative talent on a part-time basis.

With two daughters in college and another at home, **Mary Louise Sheldon Chaney**, X-Minnesota, turned her hobby to a very lucrative business which she can conduct in her home. Her different twist is picture framing. This permits her to find a profitable expression of her talents and to continue the civic and volunteer work she enjoys.

One Kappa who, perhaps, may be the only one who could do what she is doing is **Carol Irwin Grant**, Γ Y-British Columbia. Being an

(Continued on page 134)



# *An interrupted or new career for the older worker*

**M**uch has happened in the last 60 years to change the lives of women. Much in fact has happened since the start of World War II when many older women entered the job market for the first time, or reentered it because it was the patriotic thing to do and not because of any economic necessity. Many of these women having gained their taste of independence and a feeling of doing something worthwhile, have remained in the labor force. Many others during the past 25 years, having seen new horizons develop for the more mature worker, once their children were grown, have started new careers or reentered old ones. Some have kept their interest in specialized fields alive by reading or by community service. Others have had to take re-

fresher courses to bring them up to date.

Department of Labor statistics show that the low birth rate of the 1930's has caused the middle-aged and older segments of the population to increase more rapidly than the younger groups. It will take a few years before the large birth rates of the late forties and fifties catch up. In 1958, the population was 171.4 million with 50.2 million aged 45 and over compared with only 13.6 million in 1900. During that time, the number of persons under 45 years of age almost doubled but those aged 45 to 64 tripled and those 65 and over quadrupled. By 1970 the population is expected to total almost 220 million. Sixteen million new workers will be needed in that 12 year span so although the 45 age and over group will continue to expand, the number of those 25 to 44 will grow the least because of the birth rate decline of the thirties.

Of these figures, about 22 million women are in the labor force, or 36% of all women of working age, one-third of the labor force. Of the 11 million women workers 3.6 million are college graduates. Over half of the women workers are married. Of all married women about 30% are working; while 75% of the single women between 20 and 64 are employed. Less than one-eighth of all women workers have children under six.

In the back to work movement are many Kappas. Stories typical of these many Kappas highlight the many fields which hold opportunities for the older worker.

"When people ask me what I do I say, I guess I'm in business for myself," blithely reports **Loretta White (Jaeger)**, Y-Northwestern. "Yet it's hard to put your finger on what business it is, except that it is an accumula-



Looking like the "typical Westchester homemaker" is Loretta White who has found a place "on camera."



tion of the doings of many years' activities which taken one by one, were only something interesting to do while my child was growing up." Now that her son is well launched in his college work she has stepped into a full time job. At one time or another during the past 22 years, Loretta has done photographic modelling, radio work, summer stock, and some writing. But now she's doing them all—all at once—enjoying the fruition of the years' experiences. She didn't plan it that way. It just happened. While her son was in high school she did a daily stint on a half hour TV show over NBC in Chicago. "For several years I spent my mornings at the studio and came home early in the afternoon to perform my duties as homemaker and mother," Loretta relates. After the show went off, she vacationed in Europe and moved to New York upon her return.

Once settled in their new house in Bronxville, she began to make the rounds of agents. "Instead of finding that after 40 I was too old for the kind of work I'd been doing, I was much in demand because of the long *résumé* of accumulated credits I'd gathered over the years. Added to this, I still looked like a typical Westchester homemaker and very little like the average New York actress. The grey beginning to show at my temples made me look like a woman of authority in TV commercials as well as in magazine ads and I discovered that good fashion matrons over 40 were hard to come by." This encouraged her to cover every field of the arts. She soon found herself busy doing motion picture work, narration for films as well as commercials and many live and filmed TV commercials "on camera." When not in town, Loretta kept up her writing which had been one of her "other interests" during the years.

Recently she starred as the only performer in a technicolor motion picture released by *Good Housekeeping*, in which the viewer is her guest in a new push-button house furnished to perfection by *Good Housekeeping*. Her first work in a major movie was for Elia Kazan, in *Face in a Crowd*, Andy Griffith's first picture, in which she did "voices, five of them in fact." A year ago Loretta was sent to South America by Young and Rubicam Advertising Agency on the SS *Brazil* to be photographed by famous *Vogue* photographer, John

Rawlings, to advertise the cruise. Last spring she went on a public relations tour with three other girls through the Carolinas and Virginia showing Gloria Swanson's fashions in 13 cities. Her latest project and the one of which she is most proud is her new book called *The Good Egg Cook Book* which was reviewed in the Mid-Winter KEY. Loretta's story is a beautiful recitation that a mature woman with a keen, alert mind and the will to make something of it and herself need not sit idly by. Age is not a deterrent. It may be a state of mind.

**Winifred Stamm Reiter**, 17 B-New Mexico, on her third career is now managing director of the University of New Mexico Alumni Association, one of three women holding such a job in the country. An archaeology major, Winifred worked in the State Museum until her marriage to the chief archaeologist. The next 10 years she helped him, edited publications and received her Master's in archaeology. During World War II she reported for the *Albuquerque Journal*. Then came a period of volunteer jobs as her children grew up, followed by the death of her husband. "I wasn't busy enough," she said, "so when the University asked me to become a secretarial assistant to the alumni director I jumped at the chance. He took leave shortly thereafter and I became acting director and editor of the magazine. When he resigned I was appointed director." Her job entails "supervision of a staff of five, organization of records of 30,000 graduates and former students, organization of alumni clubs and events, including the annual Homecoming; raising funds for a memorial chapel, and editing a monthly magazine." She says, "Everything I had ever done before added up to good experience for this job. The most obvious asset is the fact that I was an undergraduate here. That my husband was a professor during the years I was newspapering kept my connection with the campus unbroken. I learned to edit a magazine the hard way—by doing it, and I would suggest that any girl contemplating a magazine career take layout and advertising courses with her journalism. Friendships are important too; all my jobs were handed to me by people who thought I could do them."

After bringing up her family, **Jeanette Ross**



**Howard**, B T-Syracuse, embarked on her present career, Director of Volunteers, for Syracuse Memorial Hospital. She had worked on a newspaper one year after college and as assistant manager of a service department in a women's specialty shop a few years during the depression. She says, "Volunteer work in community service is entirely responsible for my qualifications and interest in my present work. I was offered the job because of many years' experience organizing and dealing with large numbers of volunteers, particularly in the health and hospital fields." Of qualifications for such a job, "I do believe that a good director has to have a genuine liking for and an interest in people. She has to have organizational ability and must be at least an arm chair psychologist."

When her daughter married and son was in junior college, **Georgia Seago Fischer**, B O-Newcomb, became executive secretary of the Newcomb Alumnae Association of Tulane University. Factors needed in the job—"Ability to work with women, enjoyment of every project, and most of all enthusiasm, plus being a native of New Orleans."

Having been widowed in the same year that her son was born, **Sammie Bratton Picken**, Γ B-New Mexico, got a M.A. and entered the professional world when that child entered school. She is now Principal of Eubank Elementary School, Albuquerque Public School system. Factors needed in the job—"Dedication to the service one is performing; willingness to help others; democratic leadership abilities; a selflessness beyond the limits of prescribed work."

Having been a wife and mother for 20 years, **Julia McKinsey Miller**, Δ-Indiana, accepted a vacancy as homemaking teacher in the Ruskin, Florida junior high school when her son was away at Culver. "Volunteer social service while at Johns Hopkins aroused my interest in all classes of people, and has been a great help to me in understanding the various types of homes my girls come from." To get ahead in the field: "An active interest in one's field and being willing to put extra time and effort into one's work above the required eight hours."

**Sally Howell Swiss**, Δ Γ-Michigan State, taught school five years, retired, was married and has now returned as art consultant

for elementary schools in Lansing, Michigan. She is working on her M.A. in Fine Arts and "having a wonderful time." She says, "Teachers have a challenging job today. It is not easy. It is hard work, very tiring emotionally and physically. There are always interruptions in class, demands for the teachers' time, at after school meetings, requirements for teachers taking extra workshops. Teachers have to be jugglers, in a way—they have to be able to think in many directions at once—to figure out how to adjust to new situations continually. (I am speaking of elementary teachers mainly because I visit and help elementary teachers with their art program.) But I think good teachers accept the challenge. They know there is pressure. They know their hours are not done when school is out and they gain much from the workshops and classes. It's hard work, but it is interesting, and rewarding, and well worth the effort. I think any field would demand the same dedication. I would like to add that some of our new teachers in the Lansing system are tremendous. 'New' doesn't always mean young, of course, many older women are returning to teaching, too."

"I began my professional career immediately upon graduation," says **Mary Frear Keeler**, Δ A-Penn State. "My marriage interrupted the salaried part of my academic work, but I continued to do research and writing. I resumed my career later, following the death of my husband. I began, first with YWCA staff work in my home community, and after a year and a half was able to come back into college teaching and eventually into my present post," Dean of Faculty and Professor of History at Hood College. Her college work prepared her for the academic side of her job with "teaching experience moving me to the higher ranks. My first taste of administrative work came in volunteer organizations, and also in a YWCA job which I entered after having done volunteer work."

Twice **Nell Hamilton Trotter**, Γ N-Arkansas has "retired." First when married. And again to devote more time to her family. Seven years ago her successor resigned and Nell Trotter found herself again as Dean of Women, Georgia State College and assistant professor of Business Education. Factors in



Marie Macdonald, director of the Biltmore Hotel College Department presents the cup for the Inter-School Singing Contest to the leader of the 1959 winner, Yale's "Baker's Dozen."



getting ahead: "Careful analysis of your abilities and relating these to professional needs that you can supply. College preparation is essential."

Other teachers returning include **Jessie Brewer McGaw**, Δ B-Duke, teacher of Latin and English at the University of Houston; **Ruth Cresswell Kettunen**, Γ H-Washington State, consultant in home makers' rehabilitation on the staff of the College of Home Economics at Michigan State, and **Jane Thomas Gengler**, Γ Δ-Purdue, teacher in the Lafayette, Indiana school system. Jessie has taught off and on since graduation taking time off only while her children were little. Ruth was an assistant 4H Club leader for home economics before her marriage. With her family grown she got a M.A. and returned to her present work. Her contributions to community life and campus life "made it known what I could do; so that the administration was willing to employ me." Having taught before her marriage, Jane reentered the field because of a shortage in 1952.

**Marie Sunseri Macdonald**, Δ Ξ-Carnegie Tech, entered the business world seven years ago after her divorce, and is director of the college department and sales representative in the sales department of the Hotel Biltmore, New York City. She has taken hotel training including summer courses in hotel management at Cornell. "This is a fascinating business. To pursue it, one must have a genuine interest in people, their happiness and welfare. Not only is each day different, but each hour presents a new challenge and experience." She notes that the sales department of a hotel is geared to the specialized job of selling hotel facilities with the emphasis on group business. "In the college department we handle reservations and special requests of more than 35,000 students and faculty who make the Biltmore their home in New York City. This is the third generation of students 'meeting under the clock.' Personal visits to

over 55 campuses have also been part of my efforts during the past four years. More than 900 students spent the Thanksgiving weekend at the Biltmore. The first inter-school singing contest was held at the hotel this past November. As a member of the 'selling team,' we sell the services of the Hotel, be it a reservation for a table in our dining room or for a party to be held in any of our 35 function rooms accommodating groups from 10 to 1000 persons."

**Bernice Williams Foley**, B P<sup>A</sup>-Cincinnati, fashion coordinator of Rollman's two department stores in Cincinnati started this career after a considerable period of marriage and raising a family and a part-time career which she still continues, as book reviewer for the *Cincinnati Enquirer*. Her current work involves trips to Europe several times a year for the fashion showings plus frequent New York trips. Factors important in getting ahead according to Bernice are: "A magnified sense of responsibility comes first with me, whether I'm working with top executives, models or display people. Next I place the faculty and eagerness of a person doing a bit more on each assignment than the instructions call for." Her present job derived from being fashion commentator on radio and TV.

**Barbara Bower Ames**, B T-Syracuse, edited a trade journal, became production manager for an advertising agency and then retired to marriage and family. Fourteen years later she joined the Syracuse University Press as



advertising and publicity director and is now University Editor at Syracuse University.

**Helene Carpenter Cook**, Δ K-U. of Miami, publications editor for East Bay Municipal Utility District (employee magazine) worked for three years and then raised her family to school age. She says, "Without the academic training I received in journalism plus the experience gained as editor of the newspaper and, after graduation, as assistant to the University's director of public information, I couldn't have qualified for my present position, nor could I have passed the examination which was the basis for selection, or done the job without the background the University of Miami gave me." She says, "Keeping my hand in by doing publicity for the local Kappa alumnae group and other organizations made me known to the local women's page editor who asked me to work when she had to take emergency leave. After she returned I went to work as the publisher's secretary, there being no editorial vacancies. I had taken several months' instruction in shorthand with the idea that I might reenter the business world more easily with that added skill."

**Edwina McGahen Bennett**, Δ H-Utah, periodically does a stint as manager of the Idaho Falls Country Club, a job which originally started before her marriage. With her children now older she finds, "working fills a gap as they leave for college." Her one suggestion regardless of position held is to "do a little more than is expected of you. Try to learn from the other members of the staff. Personal appearance, proper grammar and above all an interest in the other person" are important.

**Edith Hardick Palmer**, X-Minnesota, started work following marriage and a family. She is now executive secretary of the Broadmoor Figure Skating Club and Broadmoor Ice Palace, Broadmoor Hotel, Inc., and Director of the Broadmoor Ice Reviews. She was the first woman in St. Paul to be "paid for promotion of organization work and concerts, lectures and theatre in connection with the St. Paul Auditorium. This led to my interest and subsequent job as first executive secretary of the St. Paul Figure Skating Club."

**Kathryn Gustafson Alt**, Γ Θ-Drake, says, "The fact that I have raised my two sons alone is responsible for my having a business

of my own. My desire was to be home as much as possible and to be free to attend PTA meetings and personally take my youngsters to the dentist, plus being able to take vacations together when we wanted them. Had I known what was before me, I would have taken a course in designing, art and typing. Designing is natural for me but courses would have been very helpful." After college Kathryn modeled professionally, then married, later became a buyer at a local department store during the war before having her own business, Kay Shannon Original Creations.

**Ruth Baldwin Cole**, B Ψ-Toronto, worked immediately after college and a business course, then returned after 14 years of marriage. Last December she started a job as secretary of the Book Publishers Association which had just divorced itself from the Toronto Board of Trade. She had previously worked for the Stratford Chamber of Commerce and Stratford Industrial Commission and United Nations Association in Canada, national office, since her return to the business scene. She says "that the challenge of competition in a world of middle-aged women (many of whom had remained in a career all along) has helped me to strive even harder to keep myself up-to-date in looks, thinking, etc. This position is a terrific challenge. Furthermore, when I was invited in for a question period by the members of the Board, I know that some wished to have a man for the job; so it is a case of proving myself."

Addressing social invitations and being in entire charge of invitations for one of the best known Carnival Balls in New Orleans is a job which grew out of helping a friend with a debutante daughter, according to **Edith Henderson Parkerson**, B O-Newcomb. Having been widowed, she capitalized on her lifelong residence in New Orleans and a good memory. Of the work she says, "Addressing social invitations is a splendid career if only a supplemental income is needed. I do not think that there is enough money to be made in this field to provide a living, as this is seasonal. In a city such as New Orleans, which has a very gay social season lasting from October until Mardi Gras, I am kept rushed during that time, but at least half of the year only weddings provide work. The



wonderful part of this job is that it is done at home on my own time. So long as I meet my deadline, I can work when I please. I now have a partner as everything happens at one time, especially the Christmas parties."

**Grace Thomas Schulmeyer**, M-Butler, started her work as hostess with the Indianapolis Convention and Visitors Bureau after raising her children. She feels that the acquaintanceships of college greatly widened her background for working with the public. One of her responsibilities is to furnish a staff of women who register conventions. She says that "joining a service group has brought me in contact with other women who have similar interests."

**Jane Fowler Marx**, B P<sup>A</sup>-Cincinnati, director of services to the aged, a division of the Family Service of Cincinnati and Hamilton County, started as a case work aide following graduation and continued until her husband's business took them to the Philippines in 1934. Although her husband died as a prisoner of war in 1945, Jane returned to this country and once more used her social work experience by joining the Home Service staff of the American Red Cross. During these years she acted as prisoner of war consultant and supervised the civilian message and inquiry service of the International Red Cross. Field placement at Family Service followed graduate work. Now remarried, Jane continues work on a part-time basis. "I have invested so much time and energy developing the special agency program for older people. Probably more important, I enjoy my work with and for people so much, I would find it difficult to become a 'lady of leisure' again." Jane's undergraduate work was in arts and science with a major in history and the social sciences. This gave her a "broad basic education further stimulating her interest in people."

Also an example of an older woman entering the social work field at a later date is **Frances Richey Ashby**, B K-Idaho. Frances embarked on her career 15 years after college and had her graduate study 12 years later. She is now supervisor of social services in the Clark County office of the Washington State Department of Public Assistance.

**Marie Amundson Searles**, I<sup>H</sup>-Washington State, manager and senior counsellor of the

Women's Residence Halls at the University of Washington, says she first became acquainted with this work after her husband's death when she acted as a housemother in a University sorority house. "Working with the college age girl is a definite challenge and one that I find most enjoyable and stimulating," she adds.

Head resident of the Women's Residence Halls at Purdue is **Florence Moffett Milford**, M-Butler. After her husband's death, her business career started in government service in editorial work, moving from there to editorial and personnel work in the Army Service Force Headquarters and on to the United States Health Service. Her present work was suggested by the late **Inez Richardson Canan**, I<sup>Δ</sup>-Purdue. "The job of head resident is something you learn through doing with the guidance of those who have come before you. Purdue has a splendid Housemother's Training School of which I have been the head resident for eight years. It is the best answer I know to the problem of the youthful widow whose family is grown but who wants to do something interesting and worthwhile."

**Dorothy Brown Blue**, X-Minnesota, has found a position as hostess of a men's residence hall at the University of Washington to her liking. She feels her experience with young people (two married children and seven grandchildren) has helped her with the job.

House Director of the Σ A E's at Southern Methodist is the later-in-life career of **Ruth**

*A Cincinnati is given a helping hand by welfare worker Jane Marx.*





**Hoopes Jones**, Γ Z-Arizona, "Having run my own home for 30 years and reared three daughters I find my present job just a larger house to run and a bigger group to mother."

Similarly **Mary Louise Hire Barrett**, Γ Δ-Purdue, has found her home economics and psychology background an asset for her position as house director of the Delta chapter house in Bloomington, Indiana. She took the Purdue House Director's course after her husband's death, went to Indiana on a one month assignment in 1950 and is still there. "My work has helped me to adjust and has given me a sense of independence as well as the feeling that I'm doing some good and am being helpful to others. I'd like to feel the girls will look back on their college days as happy, pleasant days and will think of me as a friend, instead of a disagreeable house director."

**Marjorie Yeomans Abbey**, PΔ-Ohio Wesleyan, worked for a year and a half after marriage in social work, then retired to raise a family. Fifteen years later her husband started his own business in which she became an active partner. Still later, when her older son was ready for college, she returned to full-time work as senior psychiatric social worker at the Buffalo State Hospital. Membership in the Buffalo Alumnae Association introduced Marje to her present job. "The Kappas decided to have a Christmas party for patients. I mentioned that I was a social worker, was drafted as a volunteer—for the first time finding a challenging job as a volunteer." When she accepted a full-time job as a result of this work, another Kappa took her place as a volunteer.

During the depression when she was married **Marjorie Palfrey Davis**, Δ-Indiana, did volunteer work determining eligibility for public assistance. After she became widowed, professional training in social work prepared her for family case work. She is now executive director, Planned Parenthood Association in St. Louis.

With no thought of a career when in college **Florence Dye Bensinger**, Δ-Indiana, took no special training. Desiring a real purpose in life, ten years ago she "moved to Bloomington, bought a home, obtained a job in charge of the medical library at Indiana University, one of five science libraries on the campus. . . .

My need for stimulating contacts has been richly rewarded. A busy university town is a delightful place to live. My days are full, my work interesting. A rigid business schedule is essential for a middle-aged woman embarking upon a career. I am now more years of age than I put on paper, but more efficient, both mentally and physically, than I was nine years ago, when I first hesitantly envisioned a business career. It keeps one alert, young, and above all, happy. What other goals can a person have in life?"

A championship golfer about to turn "pro" found the right man and became a housewife. Such is the story of **Lucile Robinson Mann**, Γ Θ-Drake, now owner of Mann Distributing Company, distributor for Nebraska and Iowa of plastic and artificial foliage and flowers. The business was started by accident when it fell into her lap as part of a "bad bargain." In the intervening years Lucile had been a precision instrument repair technician at an Air Base during the War, learned to fly, and at the end of the War had a brief experience in the real flower business. She says, "Although my formal education was not instrumental in helping me in my career directly, I am a firm believer that college training and sorority membership have been very definitely deciding factors in any career. I was a golfer and, although I wanted to go to college and belong to a sorority, I did not see the necessity of getting a degree. My father told me 'You can go to Florida from January to May, but from September until January you go to college, and you continue to go until you finish a degree if you are 50 years old when you get it.' Well, it didn't take me quite that long (only six years going a semester a year and taking a few extension courses), but I am grateful to my father for making me do it. It gave me a very broad background. I still have fine, close friends whom I made in those six years, and although my golf helped me make friends and acquaintances (it still does), I feel that my college training has helped in not only this business, but in the 'business of life.' It helps anyone to live a fuller and richer life. I have always had the philosophy of 'live for today.' I believe in taking advantage of every opportunity when it presents itself. Don't make excuses that tomorrow might be a better time, because the opportunity might not be



there tomorrow. I also believe a problem is an unsolved opportunity and I have tried to live my life that way. My plastic business is certainly an example of a problem being an unsolved opportunity because the solution to that problem turned into my career."

**Eleanor Lorenz Marmaduke**, B M-Colo-rado, says, "College helped prepare me for my work. In fact everything I have studied since college has helped, although this actual assignment was more or less luck. I have been with the same company (office manager now of Bechtel International Ltd., London, Eng-land) or one of its subsidiaries about 17 years, most of the time since 1945 on foreign assign-ment." She goes on to say, "I do not feel that my particular position can be classified in that I know of no other like it—jobs for women with the construction industry are few and far between and mostly on the basis of a single contract on a specific job. I have been extremely fortunate in being kept on foreign work almost continuously since 1945 and my assignments have been in South America, the Middle East and Europe. I began as a secre-tary with the company and give most of the credit for my success to one of my first bosses, John A. McCone, now Chairman of the U. S. Atomic Energy Commission. He was apt to say that he didn't want to know HOW I did a thing or how much trouble it was, he just wanted it done. And, that idea runs through the company. One measures up or else—to-day, Saturday, the head of our company is in town and leaving for the States about 2:00 P.M. There are two VPs heading for Paris. So here I am, spending yet another Saturday at work. When traveling with our executives, es-pecially when we are negotiating new work, my hours run from breakfast time to mid-night more often than I like to recall." Most important in getting ahead: "in my particular work is the willingness and ability to adjust to any kind of living conditions. For example, I have had to live in a trailer in an oil camp, in barracks, sharing a room; but I have also lived in some of the finest hotels in Europe. My point is, I have enjoyed all of it."

Following a home economics course **Miriam Morrow Porter**, T T-North Dakota, sold and became a home decorator before her mar-riage. Five children kept her busy for the next 17 years when she and her husband



*Preparing a mannequin for Frederick's of Hollywood's win-dow is Miriam Porter.*

entered a cosmetic promotion. This caused her to realize she could enter the business world if ever necessary. She, as sales manager and publicity head, traveled through the country. Her husband died four years later, leaving her with the five children to raise. Within a month she was manager and buyer. An executive training course followed. Dur-ing the next seven years three of her children left home. She went west in 1959 where, after a series of great personal misfortunes, she again entered the business world as man-ager of the Las Vegas branch of Frederick's of Hollywood. Mrs. Porter's sage advice to women left with heavy responsibilities at a young age is, "Don't feel sorry for yourself, keep going, not in desperation but trying to retain a calmness inside. Learn you can do anything you make up your mind to do."

With a pharmacy degree to her credit **Thelma Muesing Dahlen**, X-Minnesota, went back to work after her first husband was killed in Korea. She says, "I thoroughly en-joyed my 'enforced' return to professional life. I seemed to have something I hadn't had previous to my marriage—self-confidence. I went to work at Minneapolis General Hos-



pital in the pharmacy. After a year and a half, I accepted the position as chief pharmacist at Fairview Hospital. The department was run down, so there was much to be done in inter-departmental, pharmacy-doctor and pharmacy-patient relations." Thelma observes that, "Many people don't answer when opportunity knocks. They are afraid to take a job because they're not ready for it yet or they can't see the possibilities of it. One can't be afraid to tackle a job. If you work hard, it's never too big." She has now retired once more because of her second husband's move to Tucson, Arizona.

With two years of pre-medical training and two years in medical school before marriage, **Elizabeth Morrison Cranston**, X-Minnesota, entered graduate school when her children were in school. She is now assistant professor in the department of pharmacology at the University of Minnesota Medical School. Her work consists of medical research and teaching in medicine, dentistry, pharmacy and nursing.

**Rai Graner Murray**, B O-Newcomb, has her own sculpture studio in New Orleans. She has won prizes throughout the South, and has had three one-man shows in New Orleans. Her sculpture is in many private collections throughout the country. Rai's college art work gave her a foundation. Prior to marriage she was interested in ceramics and pottery. Later she became interested in sculpture and took additional work at the New Orleans Art School before becoming a professional in 1938. Factors for getting ahead in this field: "One has to have the 'drive,' ego—a good amount of physical strength—and last, but not least, a little talent."

**Harriet Woodman Johnson**, Φ-Boston, instructor in decorative art at Sargent College of Boston University and assistant director of dormitories, says, "I believe that every married woman should consider the day when she may NEED a career, after her children are self-sufficient or she has lost her husband. She should nurse continuously an avocation or interest which eventually may become a vocation." Mrs. Johnson entered the business world after her doctor husband's death six years ago. Presidencies of medical groups, work in various professional organizations, lectures to church and club groups, life in

Japan, all, in addition to decorative art studies through the years, served as excellent background for her career.

Associate, women's division, Public relations department of the Harris Trust and Savings Bank, is the title of **Gladys Frazer Brewer**, B A-Illinois. She was married upon graduation but did not begin to work until a family was raised. She then associated with Marshall Field and Company in departmental training and personnel. During the War she did home service work, as well as such volunteer work as Community Fund drives, where ringing door bells and meeting people was necessary. This background helped decidedly with her present work as did special night courses in investments. Graduate work in personnel was also completed prior to her re-entry into the business world. She says entering upon a business career later in life "is exhilarating, exciting and keeps one from growing old."

**Jane Schulz Dobervich**, Γ T-North Dakota, with a B.S. in home economics, taught school prior to her marriage. Her present career, an industrial designer with Corning Glass works, began later in life following further schooling in ceramics and design. "As in most creative fields it is impossible to set down any hard and fast rules for achieving a goal in industrial design. Often people come to it by quite diverse and circuitous routes having been engaged in seemingly quite unrelated fields. This very fact, however, may indicate a certain nature, a person of flexibility and receptiveness to new ideas, one who is truly desirous of experimenting." Of the possibilities of such work Jane says, "As never before in history a wide variety of goods, machine produced, is available to masses of people. The industrial designer is one dedicated to making these goods as beautiful and useful as possible. The number of industrial designers in this country is constantly growing. Though at present there are comparatively few women in the field, there seems no logical reason why this number should not grow also. As a matter of fact in industries producing goods for the home, a woman's point of view in design can be a highly desirable asset. The art of design for industry has many facets and calls for varied abilities. One must be not only a designer but some-



thing of an engineer, businessman, and salesman as well. To elaborate: the most obvious talent needed is the ability to create a new product, something both beautiful and useful. Secondly, one must have an understanding of machines and materials and know how they work and act, for a design, no matter how beautiful, which cannot be produced with the equipment and materials at hand is useless. A business sense, too, is necessary, for one must constantly bear in mind the cost of the end product in relation to production costs. A thing to constantly guard against is pricing oneself out of the market with a too costly item. A business sense is also necessary in judging the marketability of one's ideas. Lastly, one must be able to verbalize one's ideas and sell others on their merit. This is necessary when dealing with plant personnel as well as management. If one were to try to point a direct path toward becoming an industrial designer, it would be difficult. The most obvious approach is through good training at a recognized school of industrial design. Each designer has very personal and specific things to offer. Each industry has specific needs. To find the particular job which exactly matches one's qualifications often seems a matter of luck. When one does find one's *niche*, industrial design can be extremely rewarding work indeed."

For one year following her marriage **Helen Ross Staley**, B A-Pennsylvania, followed her profession of architecture. Five years later, after having two children, she began to get the three years of experience necessary to take registration examinations in the State of Maryland. These examinations were hurdled, but for nearly 10 years Helen did not practice. Five years ago she started her own architectural business. She says that "volunteer work for the Harundale Presbyterian Church started my career again in architecture. I donated design services for the first building, an auditorium of the church."

Following seven years' newspaper reporting and three years in Europe after college, **Avis Pumphrey**, I Y-British Columbia, took social work training. Seven years later she obtained her master's degree. Today she is Director of Social Service in Vancouver General Hospital, having formerly held the same position in Montreal General Hospital for



At her desk at Vancouver General Hospital is Avis Pumphrey.

eight years. She says, "The field of social service offers many more career openings than there are people equipped to fill them. It is particularly suited to mature people, both men and women. Almost any previous experience can be helpful as a background to this fascinating profession. People entering social work have come via school teaching, nursing, divinity, medicine, secretarial work, business and so on. Two years of post-graduate work is a requirement. Social work practitioners are guaranteed an interesting and at times exciting life. It is not a depressing life, as many believe who have not tried it. Salaries are increasing almost every year. Married women can easily return to the field when once their children are in school."

**Helen Conger Held**, A-Akron, had always been active in all types of civic work which helped a great deal when she entered the business world, as her older son was about ready to go to college. She is now Executive Director of the Summit County Tuberculosis and Health Association, the Akron area chapter of the Arthritis and Rheumatism Foundation, the Akron area National Multiple Sclerosis Society and the American Social Hygiene Summit County Chapter. She says, "My business career has been a most enjoyable one and every day is an educational experience. I believe I am truthful in saying it has been on-the-job training experience, because, as each program has progressed, another has



been added. Keen interest in the welfare of people, and sympathy and understanding are probably the most essential prerequisites for this type of work."

**Peggy Swanson Hollenbeck**, T P-Allegheny, teaches in a school for handicapped children at the Cerebral Palsy Clinic. She says, "The field of work with handicapped children is growing very rapidly. Each day greater emphasis is being put on their rehabilitation; therefore, there is a great demand for educators for this work. The demand will be greater in the future, a growth which makes it possible to look for greater salaries. In addition to this, work with these children offers a greater challenge and therefore greater rewards. This field needs teachers with imagination, initiative, and abilities to cope with the many different problems of each individual child. Every brain injured child presents a vastly different educational need. Because this field is new and is growing, the choice of a school for further education is very important. There are but few schools which offer courses that will equip the teacher in special education." Peggy is married with two little girls. She has a degree in education and taught before retiring to have her family. The present job is a part-time one only although one child is in school and the other in nursery school.

**Louise Powers Ainsworth**, T I-Washington U., pediatrician and physician, completed her medical school and hospital training, got mar-

ried and did not practice while her children were small. Then she began a part-time practice for five years which has at this time developed into a full-time partnership with her pediatrician husband.

**Marjorie Spurrier Sirridge**, T A-Kansas State, another M.D. married to a doctor, mother of four, practiced for about eight years after graduation from medical school and marriage. Then eight years away from practice followed, during the early years of the children. Now she is back in the private practice of hematology, chief of hematology at Providence Hospital, associate in medicine at the University of Kansas School of Medicine and consultant in hematology at Wadsworth V.A. Center.

**Margaret Reece Leftwich**, B PA-Cincinnati, was married during her internship, completed her training in pediatrics and worked one year while her husband completed a more extensive training in internal medicine. She "retired" to begin her family and did volunteer work with retarded children. This led to an opportunity to work with the retarded in the public school system. She now works approximately three days a week with the San Jose City and County Well Baby Clinics, and as a pediatric consultant in several schools. She says, "I feel the most important result of this issue of *THE KEY* is a rather detailed explanation of the various careers open to women, not only that a fulfillment of these careers can be made by women, but

*Peggy Hollenbeck teaches cerebral palsied children in Jamestown, New York.*





also that in their anticipation of this career they are aware of the various responsibilities entailed, not only during training but upon completion of training. I think this is particularly true of medicine as a career. Since the applicants to medical schools still exceed available places, it behooves a woman to consider what her contribution to society will be if she is allowed this opportunity for training."

A biology major with medical laboratory preparation, **Jane Colegrove Hillier**,  $\Gamma$  B-New Mexico, entered the medical laboratory technician and X-ray field after graduation. Following a divorce, Jane trained and worked as a dental assistant. It was not until 1954 that she reentered her medical laboratory work which has continued to the present although she has remarried. As a thought Jane says, "Any woman wishing to embark on a career, remember you always do best what you are happy doing."

**Jean Burfening Kaiserman**, B  $\Phi$ -Montana, taught for three years before her marriage. Then came retirement and an interest in antiques. Entering her first show six years ago she exhibits in the larger shows of the Northwest and California. Additionally she owns and manages an extensive cattle ranch. She writes, "I have had a lot of fun making a success of the antique business although I do not maintain a shop."

Another rancher and orchardist is **Ruth Copeland Carlson**,  $\Delta$  Z-Colorado College. After her husband's death, Ruth decided to run their orchard in Santa Clara County for her two sons to assure them an education instead of pursuing the teaching career for which she had been trained. Later to aid her to successfully handle her business she took advanced work in management at Stanford's School of Business.

**Ruth Lynott Plakias**, H-Wisconsin, went to New York after college and spent five years in activities related to her present job as scriptwriter for the Wisconsin School of the Air, University of Wisconsin radio and TV station WHA for which she has written a radio series on Wisconsin history, a weekly radio and TV current events program and prepares a music appreciation series for elementary grades. Publicity at the World's Fair, reader research for *Time*, editing a

group of advertising magazines, writing radio script for a woman's program, Red Cross work in North Africa, Italy and France, preceded marriage and life as the wife of an American diplomat. Following reentry into the business world after the arrival of a son she says, "I find that in the last four years I've been able to 'do something about education.' For a young girl starting out, or an old one starting over, it's an extremely rewarding field of activity. And so important at this stage in our nation's history." The Association Director of the School of the Air says, "Mrs. Plakias has made an outstanding contribution to the School. Along with her fine scholarship and her gift for writing, which are both so essential to the work she does, she brings integrity, resourcefulness, creativity, and enthusiasm, a combination which lifts her above the many. Preparing radio programs for 50,000 to 60,000 boys and girls whether the subject is news, Wisconsin history, or music appreciation is a challenge and a responsibility of sobering proportion."

Probably the greatest benefit to be gained from these personal histories is the knowledge that no disaster need be so great one can't surmount it and carry on. They prove there are opportunities for the older woman worker, if she has what it takes, mentally, emotionally, spiritually and educationally. The door of opportunity does not close at any given chronological age. It is always available to those prepared to open it.

**Mary Ellen Pentland**,  $\Gamma$  H-Washington State, amusingly relates, "I started business shortly after women won the right to vote and when Lucy Stone was fighting for a woman's right to retain and use her maiden name in business, when Fanny Hurst would not go to Europe because she could not secure a passport in her own name (only in her married name), when women were asked to leave public dining rooms of hotels and trains if they smoked, when rights of women in all the social and business fields were greatly curtailed and most limited."

These are no longer problems. And these problems were allied to rights of privilege—not rights of age. The rights of privilege have all been granted now. The rights of age will be granted, too, to those whose abilities and attitudes make their granting suitable.



# ***Hometown heroines— careers in volunteer service***

**I**f you want it done, let Jane do it.”

This is the new twist to the familiar “let Joe do it,” and, at the same time, it is a simple statement of the vital importance in every home town—and in the nation and the world—of the American woman volunteer worker.

Without Jane—and the millions of her sisters—who would ring the doorbells for the vast health agencies and services of the nation? Who would initiate and put over all sorts of educational campaigns, legislative programs, symphonies, art museums, libraries—and countless variations of all these main good causes?

The American woman volunteer is unique in the history of the world. She is baffling to people from other countries—many of which have various volunteer services, but never in such diversity and quantity as those in the United States—largely maintained by the willing hands and clever brains of Miss and Mrs. America.

The American woman volunteer developed for a number of reasons. Perhaps the most significant reason, however, is basic idealism—the same idealism that constructed the Constitution of the United States. Leisure time,

education, and available personal funds are all lesser reasons. Every American woman who gives her trained volunteer skill and time to the good works of her choice should receive added satisfaction in knowing that her effort—multiplied by millions—has tremendous impact on peoples of the earth striving to understand the meaning of America.

The American college woman, educated, alert to her community needs, anxious to make her city a better city for her children is usually found in a position of leadership among the vast army of volunteers. This American volunteer, often trained in a specific field, and often having earned a living in this profession prior to marriage and making a home for a husband and family, finds an outlet in helping others and at the same time keeping up with her profession. She thus achieves the feeling of accomplishment and recognition which is so often needed by a woman who has spent many years in the business world.

As several Kappas have noted elsewhere, jobs which they now hold professionally were first a volunteer effort on their part. Sometimes an entirely new volunteer field has

*The Nation's number one homemaker-volunteer, former Camp Fire Girl and leader, Margaret Priebe, buys candy from a Des Moines Blue Bird.*





opened up an unknown interest. Other times the latest developments in a tried and known field keep an individual up to date and ready to resume a full time position after a temporary retirement.

Jobs are learned this way by women who suddenly find themselves having to earn a living, either through the loss of the principal wage earner in the family or through economic necessity when one income won't cover the increased cost of raising and educating a large family. Contacts, too, are made this way. Women often find they can do things on a volunteer basis which they never would attempt on a career basis and learn they enjoy them and can do them in a creditable manner. As one Kappa put it, "Actually, every community has enough service work to keep a woman busy if she feels the need to widen her horizon and do something useful. For example, a person who wants to work into a writing job can use volunteer work as a stepping stone. Organizations are always looking for someone to help turn out pamphlets, brochures, even just publicity paragraphs."

Another Kappa says "Community service offers opportunities to demonstrate ability to work with others as well as responsibility and ability. It gives varied experiences that can be as helpful as being employed."

Thousands of Kappas give untold hours to civic effort through varied organizations as well as to special Kappa projects which include advisory, house board and alumnae association endeavors. Sometimes these labors may go unrecognized, but a certain amount of self-satisfaction for a job well done is something that every volunteer can attain. Probably two of the best known Kappa homemakers and volunteers are the current Mrs. America and the 1957 Mrs. America. Listen to **Margaret King Priebe**,  $\Gamma$  @-Drake, Mrs. America 1959, officer of the Des Moines Alumnae Association.

"'Just a housewife'—or American Homemaker, creator of our future generations, molder of the moral and spiritual fiber of our country, controller of our American economy.—Which shall we say?"

"To me, homemaking is, and always will be, one of the most important and exciting careers a woman could follow. Of course, whether it

is an interesting career or drudgery depends much on our individual attitudes toward home-making. I have always wanted to be a homemaker from the time I first played house with my dolls. Now I have real live dolls to play house with. But I also have a tremendous responsibility in shaping the characters and personalities of our four children. What could be more challenging and stimulating?"

"Since receiving the title of Mrs. America, many people have asked what my training had been to enable me to gain the title. They seem surprised when I say I was not a Home Ec major. I point out to them that Love can help one in learning quickly. I also feel that the child psychology and child development courses, in fact all the courses I had in preparation for the B.S. in Education degree I received, gave me a good foundation for parenthood as well as for teaching others. I also credit the speech course which is required for a B.S. Education and the experience of meeting parents when teaching, as well as conducting a P.T.A. meeting a few years later, as being most beneficial to me this year, as most of my work involves talking to many varied groups around the country.

"To many people, being named Mrs. America has suddenly made me an expert on any subject. This is rather frightening. People are not nearly as interested in how I cook, what I cook, or even if I cook, as they are in my viewpoints on every situation that perplexes many today. For instance, I'm asked very frequently how I discipline my children or what age teens should begin dating, etc. May I hasten to say I am not an expert in anything. I do have opinions gained from experience, as we all do, but much of our work as homemakers is done by the trial and error method. What might work well for one woman is not necessarily what would be best for another. The same applies to raising children.

"In Japan it is the custom for a bride-to-be to attend school to learn the arts of being a good wife and homemaker. For six months these girls learn such things as music, flower arranging, history of Japanese culture, and all the little tricks of making a man happy. There are many ideas from other cultures of the world which seem good ideas for us to adapt.

"But lest you get the wrong interpretation, I want to state that I feel the American homemaker must have interests outside her home and family to give her a well-rounded personality and to make her a more interesting wife and mother. No woman should be so wrapped up in her home and family that she has no other interests. We should be vitally concerned in the welfare of others and our community and world affairs.



"I'm most proud and happy to be representing all of America's 'Mrs.' this year. For to me the home, the wife, the mother are the basis of our American way of living. American homemakers are alert, aware, and articulate. I shall do my best to represent them with dignity.

"It is with just as much pride I claim to be a Kappa. All over America this year I have met Kappas. Each has made me proud to say, 'I'm her sister'."

**"Lynn" Linwood Gisclard Findley, Δ I-** Louisiana State, Mrs. America 1957, Army wife living in Arlington, Virginia, gives her views of the place of the American Mother, giving emphasis to her role of homemaker.

"I have always had a strong conviction that you can accomplish anything you want to do if you have a great amount of patience and confidence. This is acquired in any task you tackle no matter how great or small if you have faith—faith in God and trust in others. Now as a homemaker, which to me is one of the most important occupations we women have in serving our country and families, I find my training in home economics has been of definite help to me. I purposely included the word country, because I firmly believe that the basic foundation for the strength of our country, both present and future, depends upon the stability and strength of family life. Family life still revolves around the home, although there are many diversions, some of which are good and some of which are not. The mother still exerts the greatest influence on family and home life as she creates the general atmosphere that prevails in the home. The confidence, stability, culture and other vital characteristics developed within children as they grow are acquired mostly through their home and family life. The quality of those characteristics are largely influenced by the mother.

"Because of the vital responsibility placed upon the mother for the creation of a proper family and home atmosphere, a greater portion of her formal school training should be devoted to equipping her for this responsibility. I mentioned training in home economics. I believe home economics is important because it does help teach a girl to be a better homemaker. However, I think the subject should be broadened to include more child psychology and related subjects in order to equip the mother for the big task of raising a family.

"I selected home economics because of my strong tie with home life, stimulated and encouraged by my parents and grandparents, and because through this course I could best achieve my desire to create, explore and learn the many



*Top homemaker of 1957 Lynn Findley.*

facets of homemaking—from everyday routine tasks and family life, to the artistic and creative challenge. I find enjoyment and a true sense of accomplishment in training our children, and in trying to create a home that they will want to copy in their role as parents."

Still other homemakers tell of their satisfying life as mother, volunteer and wife. "How close we are, those who give of their time and those who get paid for the time they give," says **Catharine Ralston White, Γ H-** Washington State, volunteer national recruiter for the YWCA. Her job deals with the responsibility of seeing that a recruiting program for professional positions in the YWCA is accomplished on all campuses in Washington, Idaho, Montana and parts of Oregon. Catharine did her first YW work while teaching school. Although always active in volunteer work, such as religious education director for her community church and the Women's University Club, she says she prefers the ways of work and outlook of the YW. She has always had an "interest in helping young woman to see the great potentials they have within themselves, if they will but keep their standards high and let themselves grow on a job and be creative in that job. Just to let themselves develop is a hard point to get across to many young professional people. Being a volunteer is for the married girls or for those independent financially. There are such a variety of needs among different groups that any woman could easily find HER interesting spot



where she can make a real contribution, if she will but try. Either as a volunteer or an employed worker, one does not progress unless willing and eager to study and learn what is going on in this world to the best of their ability and the time they can give."

**Mary Schatzman Wright**, P<sup>A</sup>-Ohio Wesleyan, mother of a high school and four college daughters, has turned her former job as a social worker into a hobby in Canton, Ohio. Mary worked for a while after she was married but says that her own experience "leads me to believe that the most important thing for a woman is to have a home and children. Outside interests must be secondary. I worked only part-time after I had children. Eight years ago I stopped that, and devoted my free time to community service, particularly the Board of Education which I find most interesting." She is now serving her third term on the Board and was President in 1955 and 1959. In 1955 she received an award from the National Council of Church Women for Christian Citizenship and in 1959 an award from the National Recreation Association for service to recreation. Other civic endeavors include the Canton City Recreation Board, the Canton Welfare Federation Board, YWCA Board, Stark County Mental Health Association Board and the Canton Council of Parents and Teachers.

With a B.S. in Architecture and a year in the New York School of Fine and Applied Arts, **Mary Helen Holden Dunham**, B  $\Xi$ -Texas, worked as a department store fashion artist after college. After marriage she designed and planned houses for her husband to build, enjoying and using her architectural and painting training. She has had commissions from time to time to make posters, illustrate a book, design Christmas cards, book marks, garden club year book covers. She has performed volunteer services along those lines. She has also served on the Dallas council of World Affairs, PTA Board, Realtors Wives Club, Garden Club, Quest Club (literary). She is a past president of most of them. Continuing her interest in the younger generation, in addition to raising four sons, Mrs. Dunham has served as a chapter adviser to Gamma Phi for a number of years.

Off and on through the years since graduation from the Northwestern University School

of Music, **Susan Seale Freshwater**, Y-Northwestern, has alternated career and volunteer work, as she and her daughter have followed her neurosurgeon husband through Navy years and specialization work from one coast to the other. In Los Angeles since 1952, she has done volunteer work with the Huntington Memorial Clinic Auxiliary, the Tumor Clinic and Cancer Drive, Orange County Philharmonic Society and WAIF, as well as the Kappa alumnae group. "My volunteer work with WAIF for three and a half years led to becoming director of the WAIF division of International Social Service, the parent corporation. WAIF is a non-sectarian fund-raising division of I.S.S. for the purpose of processing adoptive children and placing them in homes any place in the world." This job she resigned last spring to enter her own business, vice-president and secretary of Kimberly Cooper Foods Inc., a new company producing Gourmet quality preserve items. She says "I suppose the desire to get ahead in life is the most important factor in getting ahead. Categorized under that heading can be business, art, entertainment, or homemaking. The latter is just as much a business as the former."

Mrs. Freshwater says "Being in my own business permits me to do most of my work while my daughter is in school. I have no set hours (I believe I work more hours than if I were employed on the outside). When it is necessary to taxi her, or participate in a school, camp, or ballet function, I am free to do so. Most of my business stems from public relations. Though I am not directly connected in the PR business, it is the basis upon which I work. Outside interests and activities require that one be among people. The resulting contacts in all walks of life and all fields enables one to have something of interest to offer almost anyone. It is the preparation for coping with any type of problem and situation. Outside interests and activities help to find the specific field to which one is best suited. The diversification of outside activities and interest often brings new ideas and refreshment into one's own line of work."

The first girl to graduate from Southern Methodist with an insurance degree in business was **Barbara Russell Miller**, I  $\Phi$ -Southern Methodist. Three pre-school children



have caused her to move from active participation in her husband's insurance and investment companies to a home participation as secretary. As an avocation she is superintendent of the second grade at the Highland Park Methodist Church which means "I am responsible for planning and carrying out the curriculum for approximately 200 children. I love this job as a hobby and challenge. It gives me a feeling that is hard to explain. Nothing in my life could be more worthwhile. The little children's faces are a true inspiration to me to see the true meaning of life. The people I meet and come in contact with are the warmest sense of security outside a family circle that one could ever have. I have a deep feeling toward this hobby and the challenge which I have taken."

The list of Kappas volunteering their qualities of leadership and knowledge to make their communities a finer home go on and on.

There are those heading local organizations such as **Theodosia Foot VanFossen**, X-Minnesota, president of the Minneapolis Women's Club, **Martha Louise Clark Sledge**, Γ P-Allegheny, **Mary Louise Johnson Quest**, X-Minnesota, both local Junior League presidents, and **Jean Webb Vaughan**, B H-Stanford, national president of the Association of Junior Leagues. Then there are workers who have contributed locally and moved on to state and national participation such as **Edna Troth**, Γ Δ-Purdue, 4H specialist on the state level, **Laura Amos Bull**, Γ Ψ-Maryland, president of the Maryland State PTA.

Other wives have made a name for themselves in various communities where their husbands' professions take them. Among them are service and governmental wives such as **Mary Jim Lane Chickering**, Γ N-Arkansas, wife of Brigadier General Chickering, who heads many of the base activities which revolve about a commanding officer's wife, both within the post and the local scene where they live.

**Margaret Mooney**, B O-Newcomb, owes her satisfying career today as Director of Children's work of the First Presbyterian Church of San Antonio, Texas, to the inspiration and hard work she put into ten years of volunteer training.

"I took a good many training courses aimed at making me a more effective volun-

teer church worker," Margaret says.

She feels that "Christian dedication and love of children and people in general" are the most important qualities to have in her field.

She doesn't feel that her education prepared her specifically for her work, but she is sure that her college experience helped. "I'm so sold on the work and the field is desperately short of people," she comments.

Margaret worked with the federal relief agencies during the depression, and then went overseas with the American Red Cross during the war. Before she went to San Antonio, she was the director of Christian Education at the St. Charles Avenue Presbyterian Church, in New Orleans.

There could be literally thousands more examples of volunteer participation in the civic, cultural, religious, youth and charitable activities in communities where Kappas live. Suffice it to say, however, that it is but a natural outgrowth of the sense of responsibility to their communities and to their fellow-men instilled in them during their formative Fraternity years.

## Women in aviation

*(Continued from page 10)*

are those of women's sales manager and manager of group sales.

The traveling public usually thinks of women in the airline industry in only one category—stewardesses. While the charming sky hostesses perform a vital service for the carriers, they hold only one-quarter of the jobs open to women.

Other key positions held at WAL by women include buyer, chief sales agent, training supervisor and administrative secretary.

In summary, it can be stated fairly that women are achieving rewarding status in the soaring aviation industry. In addition to working on the design and construction of planes, they are serving as officials of airlines and aircraft firms, they are flying their own planes in record numbers—and they are even holding air races in which men are not allowed to compete.

It may not be "a woman's world," but women are winning recognition in the nation's skies.



# **Choose your career**

The college senior and graduate  
must be told  
that he is a *freshman* in his career;  
that he can't stand in as vice-president  
and wind up as president—his second year;  
that he must learn by doing  
and doing it over and over again.  
The great value of a cultural, liberal arts background  
is that it gives the inner spiritual resources  
to enliven the tedium that invests so many "careers."  
Why not stop labeling it a career  
and call it, honestly,  
the work you are choosing to do?  
And why not impress on the beginner  
that a long hard day's work,  
and not less work for more money,  
is the possible beginning of what might, in time,  
be labeled a career?

MARGARET ASHBROOK ARNOLD  
B A-Pennsylvania  
The Arnold School  
East Pembroke, Massachusetts

- **Business and Industry**
- **Scientific and Technical**
- **Public Affairs**
- **Health**
- **The Professions**
- **Education**
- **Creative Arts and Communications**



# ***Careers in business and industry— eyes on the executive suite***

**T**hat the sewing machine, the telephone and the typewriter were the three inventions forming the launching-pad which catapulted women into the business world, is a commonly accepted fact. Once into orbit, women have remained there—deftly re-tooling and up-grading their abilities and skills as new opportunities beckon. Two world wars obliterated many barriers to women in fields of endeavor formerly marked “for men only.” The last remaining iron-curtain—every moment growing more malleable—shuts off the executive suite. Here and there, however, successful penetration by individual women has helped to make the administrative and executive jobs more accessible to other women. Since so many highly successful women in business and industry have also proved their worth as homemakers and mothers, a goodly amount of male opposition to topflight posts for women has melted away.

The young woman seeking a career in business or industry today really has just one major problem. So many careers are open to her, and so many opportunities are enticing, that she may bog down and settle for the most easily discernible goal. The very fact that there is no longer need to fight her way into a chosen profession may result in her choosing to stay in the little leagues instead of trying to make the big one. The nation—and the world—needs highly trained minds and people capable of the most responsible positions in various fields. The combined efforts—and good teamwork—between colleges and universities and American business and industry can focus on America’s young women and give them both the power and the incentive to grow to their full stature in their chosen fields.

A number of business Kappas have been queried as to the future opportunities for women in their chosen work. Here is what they say:

## **FINANCIAL**

A registered representative of the New York Stock Exchange in the employ of Merrill Lynch, Pierce, Fenner and Smith in Kansas City is **Ruth Carswell**,  $\Gamma$  A-Kansas State (left). She says “In the field of finance—the only limitation for a woman is herself. She is privileged to earn her living at a stimulating and interesting job; and she is working in a profession where age and experience are a distinct advantage—a condition which is not true in most business offices when a woman is no longer young. She works to build and hold a regular clientele, and she has an opportunity for financial rewards that are as good or better than any field she might choose. I feel that any girl who wants to succeed should concentrate on doing a good job,





without too much thought concerning what is involved. The rewards always follow." She continues, "I am one of the girls who got a job because I needed it, and kept on working to support myself. Somehow the right man didn't happen along. When I was in my middle 30's, I realized that I probably was going to be a career girl whether I liked it or not, and the thing for me to do was find a job that was interesting." Following secretarial jobs in trust and bond departments of a bank, she started as a cashier with Merrill Lynch and from there went into sales work. "I still work very hard. I have to read a great deal, because sales people in the brokerage business are expected to keep an awful lot of information at their fingertips. Every day is different—and every day is interesting. Right now, the thing I like best about my job is the fact that it is a nice job to grow old in. Age is an asset to any woman engaged in the business of investment counselling, so I am not faced with the age bugaboo that many business women are."

Security analysis and editing take up the time of **Reina Faed Armstrong**, B Ψ-Toronto, as Secretary and Treasurer of her husband's firm, Canadian Business Service Ltd., investment counsellors. She says, "It helps to marry the boss! I think a real interest in investments, a desire for accuracy, and a willingness for hard work are essentials."

**Meredith Damschroder**, Γ Ω-Denison, loan interviewer with the Lucas County Bank in Toledo, Ohio, reports "The ultimate opportunities for women in the banking field are tremendous. Statistics show that about 70% of bank employees are women and of that number 40% are married. In the past few years women have succeeded in advancing to some of the top positions. Management has come to recognize women's abilities in dealing with the public and handling personal affairs." She believes that women "have to work harder to prove themselves in order to overcome the natural prejudice of men. Further education is almost a 'must' and the American Institute of Banking, one of the largest adult educational groups in the world, is open to both men and women bank employees." Meredith feels that the "general background she acquired in college has had a great deal to do with the promotions she has had" and "that

the opportunities in the banking field are really almost unlimited for a woman who has the ability to get ahead in the business world." The 3287 members of the National Association of Bank Women represent about half of the women bank officers in the country. In Meredith's particular bank they have a woman in charge of the audit department and one who is head of the bookkeeping department, both jobs formerly held by men.

## BONDS

**Ruth Cranston**, X-Minnesota, a partner in the bond house of Piper, Jaffray and Hopwood, is one of 35 women in this field. She says "plain thinking, a lot of it, interest in all things, one's own business, but also what's developing all around" have helped her.

**Margaret Helser verMehr**, B Ω-Oregon, is vice-president and treasurer of J. Henry Helser & Co., investment managers in Los Altos, California. "Inasmuch as my particular position is unique, my own experience would not particularly benefit anyone else" she analyzes. "However, we have encouraged women to enter this field, and some of the most successful assistants we have are women. Most of them have had careers in other fields, but become interested in the company and the work generally through managed accounts of their own or joint accounts."

## ACTUARIAL

"The need for qualified actuaries is steadily increasing and the supply is short," says **Helen L. Clark**, B Δ-Michigan, actuary with the American United Life Insurance Co. in Indianapolis. "To a student who excels in mathematics and is interested in combining that ability with a business career, the actuarial profession offers excellent opportunity, both monetary and otherwise. Most actuaries are employed by life insurance companies, but many are with government agencies, pension consultant firms, and private industries.

"Professional standing is acquired by membership in the Society of Actuaries. This is attained only through passing a series of examinations offered by the Society. The first few of these, dealing with basic mathematics, may be taken while the student is in college;





Twenty-two year old Diane King, B M-Colorado, with a finance major, has been with the Chase Manhattan Bank in New York since 1958 invading a masculine stronghold as a Trust and Estate Administrator, a job she finds exciting. She foresees a "growing opportunity for women's success" in this field. She has completed an eight month training course with 12 men, which included the specifics of trust and estate work, attendance at seminars, work in subsidiary departments, and a final assignment to officers to "work on our own trusts and estates." There is a great deal of customer contact in this field, as we work in the capacity of co-executive and co-trustee with attorneys, accountants, tax people, and beneficiaries.

but the advanced ones, dealing with the application of mathematical techniques to life insurance, pensions and other phases of the insurance business, are taken while the student is employed. They require a good deal of study time outside of office hours for a period of several years. Currently only about 2½% of the nearly 2000 members of the Society of Actuaries are women." Helen took her actuarial work at the University of Michigan which she believes offers one of the most comprehensive courses in this work.

## INSURANCE

*Insurance jobs can turn in many directions for a woman interested in this profession—insurance clerks, office machine operators, agents, actuaries, underwriters, agency owners are among the opportunities.*

Three Kappas who find this field a stimulating profession include **Bertha H. Coyle**, E-Illinois Wesleyan, life underwriter in Peoria, Illinois for the Reuling and Williamson Agency of the Massachusetts Mutual Life Insurance Company; **Hortense Dieudonne Stanton**, X-Minnesota, secretary and manager of the Gateway Insurance Agency, Inc., in Fort Lauderdale; and **Helen M. Huff**, B Ψ-Toronto, supervisor of IBM for the Manufacturers Life Insurance Co., in Toronto.

Miss Coyle says "I am not as active as for-

merly but my work goes on, mostly helping my policy holders set up retirement plans through annuities and social security. It is richly rewarding to have them write or come to see me for advice. Working on my own time is one of the advantages of this profession and could be important to the homemaker trying her wings again."

Helen Huff believes one of the "wonderful things about working with IBM machines is that new machines are always being developed, old procedures become obsolete and new routines have to be planned. To teach people and watch them grow into good employees is fascinating."

**Jean Coval**, M-Butler, serving as Title Insurance Examiner for Union Title Company, Indianapolis, suggests that a "legal degree would have been advantageous" for her work but she says she "learned the necessary law through practical experience and reading."

## OFFICE

*More than 95% of the 225 million office workers employed in 1958 were women. Almost every type of business, large or small, has need for such workers. Work may range from file clerks, switchboard operators, receptionists, mail clerks, machine operators, typists to stenographers who take dictation in shorthand or by stenotype or similar ma-*



Gertrude Thilly,  $\Psi$ -Cornell, having taught and worked in the offices of two well-known industrial designers is now Executive Secretary of the Friends of the Whitney Museum of American Art in New York. This is a group of art collectors and patrons of the arts who assist the Museum in purchasing paintings and sculpture. She "attends and assists at all meetings and the social functions which precede all openings of the Whitney exhibitions." She prepares notes for the minutes of the various meetings, works constantly on membership drives, and additionally supervises the production of correspondence. Miss Thilly highly recommends museum work for those who are interested in art and do not expect to get rich at it.



*chine to the secretary, whose duties include detail work for employers, the executive secretary or the specialized secretary in the legal, medical or engineering field.*

Some of the Kappas who found rewarding office careers include: **Barbara L. Heines**, X-Minnesota, secretary to the treasurer of General Mills Inc., feels that "The ultimate opportunities for secretaries today are certainly broader in scope than they were 15 to 20 years ago. During the war years women had to do more than just type and take shorthand. They had to take over some jobs held by men—and they proved themselves capable of doing so. Large companies at first were reluctant to delegate such responsibilities to women, but soon the results dispelled their doubts and today there are numerous opportunities. Besides the usual jobs as 'Girl Friday' women have attained such positions as Executive or Administrative Secretaries where the duties and responsibilities cover a wide range of the business field. With a good secretarial background, experience, additional specialized college or business courses, secretaries today have also gone into such fields as public relations, advertising, banking and finance. It requires time, hard work, perseverance and, most of all, patience, but the doors have opened and are opening wider every day." She counsels, "Learn your job so that you can do it backwards and forwards.

Learn a little (or a lot if you can) about the jobs in your department, especially the ones about you, so that in an emergency you can step in and help out. This also helps when vacancies arise, for you may be able to be promoted."

**Marion Roney**,  $\Gamma$   $\Theta$ -Drake, assistant secretary-treasurer of Leonard Oil Company in Roswell, New Mexico, concurs, saying "Develop an interest in whatever your work may be. Adopt the attitude that you are a part of the organization. Be conscientious, loyal, willing to help, good-natured and well-groomed."

**Miriam Beard Tennant**, B T-Syracuse, executive secretary of the Syracuse Kiwanis Club, advises one to keep "an even outlook especially when dealing with an organization such as a men's service club. Be ready to accept the unexpected and like it, and be alert at all times."

Public relations secretary for the Roosevelt Hotel in New Orleans claims the time of **Elizabeth Kell**, B O-Newcomb. After 19 years as a newspaper woman she took up her public relations work four years ago and feels that women are "peculiarly fitted for hotel public relations work."

Although **Cecilia Hendricks Wahl**,  $\Delta$ -Indiana, planned to do radio work when in college, she is now assistant to the secretary of the board of trustees of Indiana University. She believes that "no job, no matter how short or



how varied, is lost time, for a background of skills and information about business in general is invaluable to any career person." She says that "an interest in people, accuracy, consistency, the willingness to always do more than is required and enjoy it, a sense of humor, a happy disposition, and a sense of objectivity" make for success in secretarial work.

**Margaret Connelly O'Brien**, B II-Washington, graduated from the School of Secretarial Studies at Simmons College. Employment in the trust department of a bank supplied the additional experience that simplified adapting to the legal aspects of her work as Probate Clerk in an attorney's office in Santa Barbara. She reports her duties afford considerable variety despite the similarity of procedure in each instance.

**Mary Ruth Vilas**, B B<sup>A</sup>-St. Lawrence, administrative assistant in the Alpha Delta Phi central office, joins the group advising "Give your all, don't be afraid to work, be willing to stay after hours if necessary."

**Sarah E. Morris**, Γ Ψ-Maryland, reports that her home economics degree is helpful in her job as secretary to an attorney whose work centers around a trade association dealing with textiles.

"It is my personal opinion that secretarial training is invaluable to anyone," says **Jane Kudlich Ward**, Γ Ψ-Maryland, secretary to Congressman Harold R. Collier. "Not only would it be helpful in college, but from what I have read, most women who have suc-

ceeded in business and industry started out as secretaries. Secretarial skills are never really lost, should it be necessary to return to work later in life. Too, with secretarial training, one may enter any field." She also considers English background very valuable from the standpoint of grammar and knowledge of the English language.

**Helen Bodine**, Θ-Missouri, secretary to a TV creative director in an advertising agency in St. Louis, says, "Hobbies of art and writing haven't turned into a job, but certainly influenced my interest in the area of advertising. In addition to the usual secretarial responsibilities much of my time is spent typing scripts and television storyboards for our accounts."

**Elizabeth Williams**, B Ψ-Toronto, private secretary to a partner in an investment firm in Toronto, says that her "courses gave her a basis and developed my 'thirst for knowledge,' which I have never lost." She feels that "so many people seem disinterested in what they are doing and don't take the whole picture into account," that they "wrap themselves into small details and miss the adventure of living so to speak." Her advice to college students is "to get out of college as much as possible—both in lecture and learning aspects and the extra-curricular activities. This college education should be a basis to train the mind—and this mind should always be kept alert, alive and absorbent. While a general arts education is of definite benefit to the individual, as far as entering the business field, it is of no tangible value, mind you. In the long run, it will bring material gain—but so many arts graduates feel that the world is waiting for them and all they need is to present themselves and positions will be offered. Education should be a basis and the individual should actively continue to work hard, study, give much of herself and adapt. Promotion and success is dependent upon the individual." Joan hopes to sell securities eventually but so far she says "Unlike the USA, women in Canada have not gained acceptance in this field."



*Barbara Heines tries to think up another suggestion-winning award for her firm, General Mills, Inc.*



A temporary job, taken after a sudden decision to go to New York, has developed into a permanent position as secretary to the general merchandise manager of George Jensen, Inc. for **Audrey Hinkly**, Δ O-Iowa State. Audrey says, "Working for a person whose program is so diverse means having one of the most varied working schedules imaginable. Some of the merchandise manager's functions include supervising store operations and management of branch store activities, buying, display, advertising and publicity, promotion and new product designs. Seldom am I sure at the beginning of a day what new project may come my way, for a substantial part of my time is spent handling many of the details which my basic activities entail or acting as liaison between my superior and others assigned to a specific task. There is little about merchandising which is static; so these details and even routine secretarial services always remain interesting. Tensions can be great and long hours can be crammed with demands, but I have yet to end a day that has not, in some way, been stimulating. Most days are filled with challenges."

**Lois Twombly**, Γ Θ-Drake, a clerk-typist, stenographer, with the U. S. Department of Agriculture, suggests that "you find out as quickly as possible the type of job you like and do best and then stick to it. Don't change too often or you find yourself in the higher paying brackets and then later you may go into the lower brackets. A steady climb makes you feel more contented and as if you are accomplishing your purpose in the business world."

## HOME ECONOMICS

*There are four major types of specialists to be found among professional dieticians, the administrative, the therapeutic, the teaching and the research dietician. The home economist may teach, become a dietician, do extension service work or serve in business or research. She may specialize in foods, clothing and textiles, home equipment or household management; she may teach, or become a demonstrator or counselor.*

Registered practising dietician **Barbara J. Thompson**, B Ψ-Toronto, supervisor of food



Winnipeg's Barbara Thompson, explains the value of her products at a medical convention.

The Bank of Nova Scotia's food service supervisor, Barbara J. Thompson, Toronto's member.





services for the Bank of Nova Scotia, feels the outlook for women entering this field is "as wide and high as we ourselves want to make it. However, it is up to us. Nobody will do it for us. In Canada," she continues, "at least in the business section of dietetics, the academically trained professional dietitian is just now beginning to be recognized as having an important contribution to make to the business world. Many organizations, both profit and non-profit groups, still have to be sold. I believe that, if they understood the contribution she could make, most of them would welcome a food administrator, provided she has not only the 'know-how' but also the personality, loyalty and sincerity of purpose to adhere to the highest standards and ideals, even under pressure, in doing her job."

Miss Thompson points out that "every day more men who are without training are establishing themselves in the food field because they are aware of the opportunities to be found there, and take advantages of them. She feels women must be prepared to do the same and admonishes them to look around—our horizons are unlimited."

**Clair Macdonell**, Γ Σ-Manitoba, formerly a traveling home economist with Heinz Baby Foods, is now a home economist in the Betty Crocker Kitchen of General Mills, Inc. She believes that extension courses and a desire to meet and enjoy people are aids in getting ahead in this field.

From Γ Σ-Manitoba, comes another **Barbara Thompson**, who has put her BS in Home Economics to work as a professional service representative for H. J. Heinz Co., Ltd. She started as a research food chemist after graduation but didn't find it suitable for an extrovert. The possibilities in sales promotion she feels offer "intriguing opportunities for the extrovert. A girl should have a pleasant personality, a friendly but fighting spirit, dogged determination to make return calls even when the picture is discouraging and an interest and understanding of people at all socio-economic levels." She characterizes these positions as "live advertising" since in many cases actual selling is not mandatory. It is a verbal media of imparting product knowledge and educating the public or professional groups in their use. In some fields her personal contacts



*Consumer testing specialist for Playtex, "Bunny" Pote.*

are accompanied or followed by an extensive sampling program.

"There is a wide variety of positions in this sales promotion field. In the majority of cases one actually represents a manufacturer of a specific food, drug or consumer commodity," she elaborates, "the work may involve actual home contacts, in-store demonstrations, or lectures and film showings. The position may also require the preparation of consumer or professional educational bulletins." Other types of sales promotion positions may involve acquainting and educating the public with services offered by various community organizations such as Public Health Associations, Cancer Clinic Foundations, Red Cross services or specific government services.

"Most positions," Miss Thompson states, "are essentially of a travelling nature within the confines of a specific area and employ women at the university level. There are no limitations to work possibilities in these fields and for the keen, imaginative, woman who enjoys human relations and a non-stereotyped field of business it is a rewarding, satisfying field of occupation, personally and remuneratively." She feels that she has been aided greatly by a course in public speaking as well as by her habit of keeping up to date on current nutrition literature particularly in pediatric and geriatric fields.

**Janet Reinhard**, B N-Ohio State, district home service director with Ohio Fuel Gas



Company, says, "If I hadn't been so lucky and had the business breaks that I did along with my outside interests, I'm sure my so-called success could be measured in a lesser degree. It's actually a two-way street because business contacts are equally as conducive to social life as outside interests are to business."

**Joan Pote**, 1 T-North Dakota, has turned her training to the benefit of International Latex Corporation (Playtex products) as a Specialist in consumer testing, research and development division. This she says means conducting "qualitative and quantitative evaluations of product ideas, new products and product improvements, working closely with the advertising department and agencies at both the retail and consumer levels." She feels that her college work in home economics has been a major contributing factor in all the things she has done. The technical background has been very helpful and the teaching methods have been particularly beneficial as she has had to either supervise or teach in every position she has had—from actual teaching—to operating a \$200,000 a month retail business for the Women's Army Corps. It helped her to hold merchandising and management positions in department stores—that of a fashion stylist in sales promotions—and presently in the manufacturing of girdles, bras, baby pants and gloves. Of such a career she writes "Each of us has many goals in everyday business toward which we strive. They are for me continually moving, as each accomplishment brings forth another challenge. These challenges, whether they be people, ideas or things, lead to stimulation, interest and enthusiasm. When they are met there can be either self-satisfaction or education and learning so necessary in the world today. Although I am definitely limited in creativity from an artistic viewpoint, I find in my work excellent opportunity to be original and creative through my association with designing, marketing and advertising personnel. I thoroughly enjoy being able to exercise self-expression, including all the possible pitfalls. As I have been told, the people with whom I work can have their feet 'firmly planted in a cloud' and I offer the counterbalance of the practical viewpoint with my eye always on our ultimate goal—our consumer."

## AVIATION

While women are flying, the actual piloting of commercial planes is still a man's field. However, there are many jobs connected with this air age for the college graduate, chiefly in office, sales and professional spots.

**Sally Edler**, B N-Ohio State, is a passenger service representative with American Airlines Inc. in San Francisco. To get ahead in this field she finds one must have the courage to accept change or chance although it may mean personal sacrifice of time and pursuit. "Opportunities for women are constantly increasing," she states. "We're all familiar with the courteous, smiling stewardesses that greet us as we board our flights. However, in this ever expanding industry more and more doors are being opened to the career-minded woman. Most major airline companies, foreign and domestic, now have saleswomen contacting their many accounts. Travel advisers, planning and arranging vacations and trips all over the world, serve passengers throughout the country. Within the fabric of the transportation industry are women supervisors in reservation and ticket offices and directing stewardess activities. At airports passenger service representatives and managers meet and assist with complications

Passenger service representative, Sally Edler, assists incoming passenger at San Francisco's air terminal.





that might arise. Private airline clubs for business executives are staffed with women. Until she chose a homemaking career, American Airlines had a woman vice-president."

Sally believes airline careers afford excitement, challenge and vast opportunities to travel. The salaries are substantial and the work offers constant variety and public contact.

## BUSINESS MACHINES

*Automation in the sixties will bring into prominence positions with such firms as International Business Machines. Their job opportunities for college-trained women abound in excitement, diversity, personal contact, travel possibilities and stimulation.*

Jane Cahill, Γ Ψ-Maryland, manager of administration and operations for IBM Space Computing Center in Washington, believes that a "capacity of prudent self-direction and a desire to accept responsibility" have helped her get where she is with IBM. Of the ultimate opportunities in the field she writes: "Today, women with liberal arts or scientific majors have almost unlimited opportunities for advancement in the business world.

"Here at the IBM Space Computing Center one-third of the programmers, systems analysts and mathematicians are women. However, excellent opportunities are also provided in IBM for women with other backgrounds, particularly in education and training centers, customer systems work and administration. A woman holds a key position at the IBM Space Center as the Administrative manager. In this capacity, she administers and directs a major portion of the work being done by the center in tracking and predicting the orbits of man-made artificial satellites and other calculations of celestial objects made with the IBM 709 high-speed electronic computer. Another woman is one of the key mathematicians at the Center. Others are engaged in important work connected with satellite and space programs, including Project Mercury—the United States' effort to place a man in orbit around the earth.

"IBM is but one of the many firms which afford excellent opportunities for women. Favorable conditions for women prevail throughout industry today. Almost boundless oppor-

tunities exist for women with the right capabilities and educational backgrounds."

Helen Cortelyou, Γ A-Kansas State, a systems service representative for IBM in Boston says, "I don't feel that the job I, as an individual, do is outstanding for there are about 500 other girls doing the same kind of work in IBM. What I do consider outstanding and worthy of publication is that jobs like mine do exist for women. I am pretty much my own boss. Working with IBM systems brings me into contact with many types of people and businesses. Most of my work is done in the office of a customer which means that I use many desks in many different places and do not feel tied to one desk in one office from 9-5. Some of the things I do are similar, but never similar enough to be boring."

Lynn Ulrici, Γ I-Washington U, in a similar position in St. Louis says, "The education backgrounds of systems service girls are varied, ranging from English majors and drama students to the most scientific. One thing the girls have in common is an ability to solve problems and an interest in problem solving. The company gives aptitude tests, so a lack of business background won't keep them from being hired. After working for awhile, most of them find that some accounting would have been helpful."



Jane Cahill helps keep track of the satellites at IBM's Space Computing Center.





*Ellen Janney Brown combines business and pleasure as she strolls the lobby of the Hana Maui in the Hawaiian Islands.*

**Susanne Babbidge**, Γ Δ-Middlebury, another systems service representative, in New York, says, "Graduating from a small liberal arts college in New England with truly no technical background, I was told by many that it would be impossible for a girl to get an interesting and well-paid job directly out of college. Everyone claimed I'd end up going to secretarial school, so I'd have a 'foot in the door' on job offers. Contrary to their feelings I had four offers in the New York, Boston and Washington area. The choice of IBM has proved itself a good one and I still get fantastic job offers from customers and related industries. There is a challenge to the job that seems to be lacking in most other professions; a great sense of accomplishment is felt when a system has been completely installed and you know you had a principal part in it."

## **HOTEL AND TRAVEL**

**Ellen Janney Brown**, X-Minnesota, says a woman can go "to the Top" as a hotel representative. Miss Brown is manager of the San

Francisco office of Glen W. Fawcett Inc. Continuing, Miss Brown says "I can see no reason why, given equal abilities, a woman could not do equally as well as a man in the field of hotel representation. In fact there are women in this field today who are presidents of their own companies. The primary ingredients of a successful hotel representative are 'service' and 'selling'. First you must sell the value of your service to a hotel; and thereafter you must deliver in terms of the service which you render and the selling you do on behalf of that hotel to the traveling public. There is nothing here which a woman could not do as well as a man. However, I must admit that I am not a militant feminist, and I still feel that the men, God bless 'em, will probably continue to run this show as well as most others." She feels that her college work prepared her for her job in a general way "in that it helped me to learn to use my abilities to the best advantage, to work with and to know people." She says social contacts are most important in this type of work and believes that "basic gray matter and the ability to think clearly; a liking for people and for working with people, plus organizing ability and stamina" are musts in any business field.

With the help of a permanent staff of five travel consultants **Mary Outland McDougall**, Ω-Kansas, owns and manages McDougall's Travel Service in New Orleans. "In the shrinking world of the jet age a travel agent's work gets more rigorous and exciting every day."

**Joan Breckenridge Robinson**, B M-Colo-rado, vacation sales agent in the International and Tour department for United Air Lines, says, "As I look back on my college career I realize my choice of majors didn't train for a



specific job. But if I did it over I wouldn't change one thing. The greatest thing which I learned in college, and consider invaluable, was the ability to get along with people. My job is dealing with the public so this knowledge is extremely important. However, in any job it is important. A sorority, the one of your choice; the one that offers you interests and ideals; will teach you to work with people. My college four years taught me this, taught me to be interested in what I was doing and to set a goal, then to work toward its achievement. These three things have made my working days fun and gratifying."

Describing her approach to this business she says, "Knowledge of languages paved the way for war work in postal censorship and later in studying financial transactions with the view to spotting flight of funds." These developed an urge to see all the places she had read about. She fortunately then secured an offer from Pan American Airlines to teach her airline procedures. This snowballed her into the travel business.

In New York City, Eleanor Aldrich Sponsel, B A-Illinois, is sales manager of Elberth Travel Service. She writes: "Today with ever-changing modes of travel, even with prospects of trips to the moon, the profession of travel opens unlimited opportunities to the alert, ambitious young person who is bent on a career of accomplishment. International relations and exchange of cultures may be greatly improved with this fascinating service.

"This is a highly specialized profession where experience, background and education as well as an aptitude for hard work is essential. One must be willing to start at the bottom of the ladder, not at the top, in order to learn all the facets of the business from filing, to promotion and selling. Also included is a knowledge of transportation, hotels, resorts and sightseeing throughout the world."

"Selling travel is a continuation of education, for one must be familiar with world conditions, the dreams of prospective travelers, human peculiarities and emergencies. The young woman stepping out into a man's world must be endowed with imagination, patience, enthusiasm, ability to accept disappointment as well as success, a pleasing personality, perception and judgment; above all she must get along with MEN.

"Entering the travel field the young career girl is embarking on a lifetime profession where the advantages enjoyed are: opportunities for travel, business and social contacts, use of talents in creative planning, public relations and fashion knowledge. To the senior who has had varied travel experience, perhaps given her time to civic affairs and family; who has a flair for business, there would be an opening for her particular talents in the field of travel. However, one trip abroad does not qualify her as a travel expert. The actual remuneration for the work involved may not be commensurate with success in other fields; however, there is a tremendous sense of accomplishment and satisfaction. It is not given to many to make their living in a way that can contribute so much to the happiness of others."

## MERCHANDISING

*Half of the 800,000 department store workers in 1958 were employed in sales capacities. Advancement opportunities for them and for the other 400,000 merchandising women are excellent. The five major functions of the occupation are merchandising, store operations, financial control, sales promotion and personnel management.*

Mary Hamilton Ewing, Δ Ξ-Carnegie Tech, started her full time merchandising career later in life after doing all sorts of other part-time jobs such as Welcome Wagon hostess, president of a school for the creative arts for children, and a great deal of volunteer work which brought much organizational ability and speaking prowess to the fore. She says, "As far as my own career is concerned—well I am a phenomenon in retailing—the colossal example that refutes all the rules, for I was dropped into retailing at age 43 by accident—or perhaps I should say by initiation. I had no previous experience and no specific training—yet now I feel that every activity of my life—all the little theatre activities, the church, civic and school, yes and Kappa and Panhellenic activities too, have obviously been training me for the job I really fit to a 'T'. My story is quite off-beat for the very conformist business world of today and may be of comfort to some who don't quite believe wholeheartedly in the 'organization man.'



"Four years ago Rich's Inc., Atlanta's great department store and largest in the South, opened a second store in Knoxville. As a special feature of this new store, Rich's management wanted an unique gift shop devoted to Handicrafts of the Southern Highlands—*objects d'art* American so to speak. They felt that putting the shop together required a certain kind of person not ordinarily found in a commercial set-up and eventually they contacted me. I was dumbfounded at the offer. Such a job had literally never entered my mind. However, the opportunity to set up such a retail outlet for artist-craftsmen was a challenging and intriguing idea, for no other department store in the United States had such a department. With some trepidation I started to discuss the possibility with my husband who is a Professor at the University of Tennessee. He listened to the broad outline of the job and promptly and enthusiastically pushed me out of the nest.

"That was four years ago. For two years I was the *entrepreneur* of the Craft Shop, then suddenly I found myself 'buying' for china, glass, lamps, pictures, wall accessories and gifts including the Craft Shop. I am the only woman buyer in the Home Furnishings division of our store. It is quite a mouthful of responsibility—and I love every bit! But I have never worked so hard in my life. Believe me I have had a college education and graduate school, yet I am equally sure that this new world to which I have been introduced is all the more fascinating and rewarding because it came to me late instead of early. Retailing is supposed to be a career for the young because it is high pressure and aggressive. But again, because I am more mature and generally speaking a rounded personality, I find myself part of many 'fringe' facets of our organization—all of which are interesting and in which a younger person could not participate with equal confidence and understanding.

"There are certain personality traits and physical attributes which emerge as essential to the woman interested in retailing—whatever her age. Indeed I suspect these traits are common to any successful career woman. They include—drive, energy, enthusiasm, initiative and interest, intelligence and creativity and by no means least 'physical en-

durance'; I add, as an extra trait that is generally overlooked but is certainly most essential—flexibility! Leaders in any field certainly have these qualities in varying degrees. In retailing they are absolute 'musts' for a woman who wants a real career—who won't be satisfied with an assistant's job. This is a world of high pressure deadlines, of out-guessing the competition, or scientific gambling, if you will, and men lead in these spheres. It takes superior capabilities and strength for women to rise to top level positions in retailing.

"To the persons considering retailing as a career I offer some words of caution. Few executives are born—most emerge from the vast field of underlings—the salespeople, the clericals, the store help. A college degree may get your foot in the door, but it will not guarantee you for long a desk or a clean white collar. This is a highly competitive field where it is easy to weed out the wheat from the chaff especially in young people. Theoretically your first job may specify a 40 hour week—but remember that your value to the organization is your *production* within that 40 hours. To produce to capacity will require many hours of outside study and work on your own. Unless your job means more to you than a 40 hour week, don't get involved. Job security in retailing is non-existent. Your best insurance therefore is your own progress and productivity. Perhaps this all encompassing passion for work is the reason why the vast majority of successful women executives in retailing are not married. The demands of the job do not allow much time for social amenities. But retailing does offer financial rewards and tremendous thrills and excitement. Stores are continuous theatres of activity with the component parts in constant change. Daily challenges force retailers to keep up to date and well informed—and to maintain a youthful, restful mental outlook. Oddly this all-embracing mental attitude seems to be more apparent within the 30 and upward age group than among recent college graduates. Is the will to succeed—the desire to do the best possible job—the mark of the mature person? Possibly! Certainly these people are so rare in this day of the static individual that they are in tremendous demand."

In her letter she adds, "Quite frankly our





Muriel Bell Potter at her desk in her cosmetic firm office.

concern about getting the right kind of young people into retailing is a common discussion among buyers and executives. I do some interviewing for our personnel director, and have three college graduates as assistants. The dismaying fact is that we rarely get a vital, intelligent and creative person to enter our field. Somewhere in this issue I hope you can give particular emphasis to the need for developing personal qualities that go beyond those required by a particular job."

President of her own firm, **Muriel Bell Potter**, Γ Γ-Whitman, started her company to answer a definite skin problem of her own. Her husband's research firm compounds her products which are marketed on a national mail order scale under her maiden name, Muriel Bell, Inc. Of her business she writes: "It is apparent that because cosmetics are keyed to women, there are far more opportunities for women in this field than in most lines of business. Note the majority of prominent personalities in this industry are women. In fact there are a sufficient number of women executives, at all levels, to have an active organization known as 'Cosmetic Career Women.'

"Over the past 20 years this industry has grown to big business proportions . . . last year over one and a quarter billion was spent

on cosmetics in this country, exclusive of beauty shops. And the future is assured for as long as women want to keep their good looks, improve on nature and stave off the ravages of time, there will always be a market.

"The college girl who anticipates entering the business world looks forward to attaining an executive position, as well she should, and unquestionably the opportunities are here; but realistically she must face the truth that just because this is a woman's field one does not necessarily attain her goal easily. Competition runs high . . . and as in everything else, those factors which are not learned in text books; personality, attitude, and industry are the keynote to success."

Mrs. Potter stresses that outside contacts are very important, not to lean on, but to build with. She says she recently made the statement that "the difference between a clerk and an executive is that the latter meets a crisis, thinks through on the problem and makes a decision, right or wrong."

**Jane Littrick Bridgins**, P<sup>A</sup>-Ohio Wesleyan, a display artist at L. S. Ayres Co., Indianapolis, for eight years feels there is a great freedom in such a department but not much chance for advancement for women. She comments, "I think it is most important to realize when one is at a dead-end in a job—when she has the most she can get out of it. If for one reason or another she is not advanced within reasonable time, she should move on. However, if she will get new slants on her work from other places, new outlooks, probably better pay will follow too. Eventually she is bound to become such an authority in the field that she will definitely get ahead, assuming the other attributes are with her."

"I am employed as a sales representative for Georgia Bullock, Inc., in Los Angeles, designer and manufacturer," says **Dolores McManus Byers**, Γ Ξ-California at Los Angeles. She works with retail buyers in the showroom, travels to the Dallas fashion market, and does promotional work for their accounts. Advice she gives to one thinking of entering this wholesaling field is "strict attention to minute detail in the daily routine and response to the most minute request. One of the most important things we learn, in my field or any other," advises Mrs. Byers, "is



that there is no one detail, no one request, no one person so insignificant that it or he may be brushed aside without full consideration." She also says that she "sincerely believes that her fraternal association in college laid the best possible foundation for these encounters for we lived in a group of 50-60 girls with the most varied interests imaginable."

Following two years in New York and two years as a Kappa Field Secretary, **Jeanne Siegfried**, Δ Δ-Miami U., returned to the big city "with a broader perspective" and a desire to use her education and experience in the marketing field but with a wish to deal with people in greater numbers. She says "combine these with an interest in home furnishings and accessories and a preference for a smaller organization affording some opportunity for writing, and you have the formula for the job I sought," and found with Steuben Glass.

Here Jeanne is supervisor of customer relations, a department more and more companies in the field of consumer goods and services are developing. She says, "Steuben feels strongly that the assistance we give each customer must reflect the quality of the crystal itself, and customer relations makes every effort to assist the mail and telephone customer as effectively as if he were to visit the shop personally. Our tools are threefold—the telephone, the typewriter and the sincere wish to convey an attitude of responsive, gracious assistance. There are few short-cuts; nearly every letter is individually written in response to a specific request. Much of our work is informational, requiring the gathering together of materials related to the customer's business inquiry, and interpreting his order. Afterwards, there may be follow-up work, and here customer relations personnel may deal not only with customers whom they served initially but also with those who visited our shop personally.

"Organizationally, customer service departments may differ somewhat, and perhaps only in the smaller firm will you find a department that incorporates a wide range of activities. But because of its scope and particular emphasis, the area of customer service is an expanding field in an ever widening and competitive market."



"It is a pleasure to work with beautiful things," says Jeanne Siegfried of Steuben Glass. (left)

**Anne R. Harter**, B T-Syracuse, buys all the school supplies, gifts, sportswear and directs the 35 part-time students of the Syracuse University bookstore in her capacity as assistant manager. She cautions, "Be willing to accept new responsibilities, learn many jobs, work hard, stick at it." In her work an interest in college-age people and the ability to get along with them and yet command their respect are important.

## BUSINESS OWNERS

### CAMPS

**Helma Nitzsche Bush** and **Elsa Nitzsche James**, both B A-Pennsylvania, never planned to start a camp but a love of sports and children, a 250 acre family property, the guiding spirit of their father, a fluency in French and German, all joined to influence them to open *Les Chalets Français*, a girls' summer camp in Maine where conversational French is learned as it would be if living in France. These Beta Alpha sisters say "their belief in Kappa ideals made establishing a camp easy. Based on life-long friendships and loyalty they have incorporated the 'fun' experiences of their college days in the relaxed atmosphere of their summer camp for children and teenagers so badly needed after a busy and regimented school year.



"Although not as remunerative as some people think because of money constantly poured into equipment, upkeep, improvement, high salaries for well qualified French speaking counselors, including a registered nurse, it is rewarding and a source of great satisfaction to watch the campers develop over the years." Established before they married, these sisters have found it even more ideal since their marriages as a place to bring up their own children and afford a vacation spot for their husbands. "Last but not least," they feel, "is the wonderful opportunity to all at Les Chalets Français to learn to speak French in such an easy, natural way."

Another camp owner who now conducts an annual counselor training session and hires a director for her business is **Agnes Doran Neff**, B Ξ-Texas, of Austin. A physical education teaching background, plus an interest in developing young girls motivated her to organize Camp Mystic for girls at Hunt, Texas. Founded in 1933 with 50 girls, today it has two terms of 40 days each with 225 full term campers each session.

**Adele Statten Ebbs**, B Ψ-Toronto, director of Camp Wapomeo for girls, says her career started at age 18 after she had been a camper. First it was a summer job as a second generation in the field. It is now passing on to a third generation. She feels that an apprenticeship and experience in earlier years are essential for a camp director.

"I was brought up on swimming," says

**RoseMary Mann Dawson**, B Δ-Michigan, mother of four and daughter of Matt Mann, former Olympic swimming coach. She is now owner-director of a girls' swimming camp in Canada and an instructor in the women's physical education department at the University of Michigan. "It is what I know how to do best. On my university salary teaching swimming, I am able to afford part-time help which frees me to do what I like and do well instead of the housework that I hate and do poorly. There is great satisfaction in working with children all year round, my own and other people's children. It is work that is appreciated and it is important for everybody to learn to swim for safety as well as physical well-being and pleasure. Sometimes I get tired, of course, but I like my work and I'm lucky to get so much time for it. Not many people can have their hobby and their work one and the same. My husband is a free lance writer. Come summer and he packs up his typewriter and helps me run our camp. He likes the girls and they like him bald head and all. I think we are very lucky. We have the gratitude of the parents and the community and a tremendous satisfaction in what we are doing. What else is there?"

## REAL ESTATE

Advice on getting ahead in business from **Mary Jane Willen**, B X-Kentucky, real estate agent in Louisville, is: "Have confidence in one's own ability. Have a knowledge of your particular field to back up self confidence. Show enthusiasm and optimism. Faith and trust in God who can give you the added incentive."

**Martha Deniger Carlson**, Γ Φ-Southern Methodist, attributes her success in the real estate business as Martha Carlson in Dallas to "frank honesty to both buyer and seller, personal service and thoughtful, dignified, never misleading, advertising." She started her work after her children entered school. "Realizing that a home is probably the largest



*Les Chalets Français owners, Helma Bush and Elsa James, with their father, Dr. George E. Nitzsche.*



single investment the average American couple will ever make," she believes, "professional real estate advice is essential when a couple gets ready to buy. And in the matter of a home, as distinguished from commercial property, American couples turn preferably and logically to women realtors. With population increasing at a phenomenal rate, more family units will be formed and an increasing number of homes will be purchased. Qualified, professionally educated women realtors, therefore, have a golden opportunity in the years ahead to enjoy excellent income through rendering dedicated, conscientious service—with the best interests of the client always foremost in the negotiations." For women who enjoy working with people, who have creative imagination, and who are willing to pay the price in study and discipline to equip themselves professionally to advise on values and financing of real property, their opportunities as realtors are, indeed unlimited.

### ACCOUNTING

Mary Schramm Steers, B N-Ohio State, for the past ten years a CPA auditor and office manager in Washington with an accounting firm has just opened her own business in Marietta, Ohio. She says, "Accounting is a profession and like other professions, there is some prejudice against women in the field (Ed. note: according to statistics less than 2% of the 60,000 CPA's in this country are women), so I would suggest a woman aim for her certificate as soon as possible—from there, there are many opportunities. I did not find any problem in public accounting that the prejudice against women made insurmountable. Fortunately, the claims with whom I worked were evidently not too prejudiced. There are wonderful opportunities in managerial accounting and, of course, teaching is always a very satisfying field often more compatible with 'home life' than a 9 to 5 job. Tax planning and estate planning is a



Checking the fine points of a real estate sales contract is realtor Martha Carlson. (Top)

A good girl to know, especially at tax time is CPA, Mary Steers. (Center)

Journalist and entrepreneur Mary Ellen Pentland. (Bottom)



real must in our present economy. Even if a woman doesn't pursue an accounting career indefinitely she can surely be a help to her husband and herself in their own tax problems, investment policies, etc. As you can see I find accounting a very satisfying choice of careers (perhaps even more so since I've had multiple sclerosis)." She feels if a well qualified woman can get a foot in the door through bookkeeping, typing, etc., it is then up to her to prove her worth. She has been surprised "at the lack of ability accountants in general seem to have when report writing is involved" and recommends a good command of the English language and the use of office skills such as typing. She believes that flexibility is one of the greatest qualities needed in her business. She feels that her organizational experience, including Kappa, has aided her immeasurably. As one final thought she says "I would like to stress the importance of a woman being able to pursue a career if necessary. No one knows when she may be forced to support herself and children—HOW much better to be qualified!

## WHOLESALE

After a varied career in feature column writing, creating and selling radio shows, advertising, both in the department store and agency field (which culminated in the ownership of agencies in Portland and Seattle), fund raising during the war years and writing, **Mary Ellen Pentland**,  $\Gamma$  H-Washington State, now is the owner of a wholesale gift business. She says "It is a far cry from advertising and public relations, but uses all that I learned in those fields! A year ago I opened a new showroom in New York's gift and art center at 225 Fifth Avenue. I work with 14 factories, mostly small, headed by artists and designers."

## IMPORTER

Upon her graduation, **Virginia Smith vonTresckow**,  $\Gamma$  I-Washington U., began her business career in the advertising department of a newspaper. From there she moved to a radio station in St. Louis and on to Chicago. From there she moved to New York and opened her own business, a management organization handling radio, television and theatrical writers and actors. On to an advertis-



Importer of Danish silver, Virginia Smith vonTresckow.

ing agency as business manager of the radio department, traffic control, production supervision and casting and program buying prior to another venture into the business world, the only woman importer of Danish silver. For a time Virginia ceased her own career to aid her husband (in his financial and consulting business) but now following his death she is once more active in her own business.

## APPAREL SHOP

**Doris Dickinson**,  $\Gamma$   $\Theta$ -Drake, runs a summer shop in Milford, Iowa and a winter shop in Des Moines. She says, "Many people say

A whiz with figures, statistician Marcia Weisser.





to me, 'Oh, this must be fun. I'd like to do it!' Well, it is fun, and I love it, but is a hard job, and to succeed, one must realize that one is never done with it. You go to markets to buy, you spend much time at paper work. It is a never ending job but it is fascinating. I love the apparel and accessories. I enjoy the trips. I like the gifts and imports. One must maintain a good credit and endeavor not to overbuy. I am still learning. One should have a wide variety of taste then you can buy what appeals to you and still satisfy the tastes of many. One must have a good deal of patience, start in a small way, listen well to advice and the experience of others." Chief factors in getting ahead in selling—"Try to satisfy many tastes, never push a sale, let customers talk, keep informal shops, be honest in all ways, study the markets with great concentration."

### SHOP OWNERS

A former teacher of biology with a hobby in sports cars has opened with her husband "The Tulsa Tonneau," a sports car accessory shop catering to foreign car owners. She is **Beverley Remmert Woods**, K-Hillsdale. Her belief is that certain factors are most important in getting ahead in any job: a willingness to work hard, perseverance, an enjoyment of people, a broad and extensive education and participation in community affairs.

After spending many years on Indian reservations with her anthropologist husband, **Florence Dunn Lockett**, T Z-Arizona, is now a partner in "Clay Lockett's Indian Arts and Crafts Shop." She feels that anthropology classes in college and her husband's great interest in good Indian art and crafts have been the basis of their business which has thrived on their reputation of authentic objects.

## ADMINISTRATIVE

### STATISTICIAN

**Marcia Silfen Weisser**, T K-William and Mary, is on maternity leave as a statistician with the executive department of New York State, having graduated with a mathematic, statistic, economic background. Marcia describes an interesting means of job hunting: "At the time I was originally employed there

was a specific examination given for statisticians. Today there is one entitled 'Professional and Technical Assistant' which is a test given to college juniors, seniors and graduates. The examination is used to solicit persons of all majors and to fill jobs of myriad types in public service. Placement as a result of passing one examination can be made to various types of jobs with many different units of government." Her work included not only statistical work, but interviewing, attendance at meetings, research problems in libraries, charting and graphing various material for amplification on display. The very variety of the work was stimulating. She says, "In both my present position and my 'future position,' statistician and teacher, I will work with mathematics and also with people. The latter is as important as the former to me. I would only enjoy a vocation in which the two were combined. Doing mathematical or statistical work without the human element would be dull and uninteresting; I dislike the routine."

### COST ANALYST

**Gertrude Yarnall**, B I-Swarthmore, augmented her liberal arts degree and experience as a teacher and social worker with an M.A.

*(Continued on page 108)*

*When it comes to working a slide rule, Gertrude Yarnall is right there with the answers.*





## ***Careers in science— opportunity unlimited***

**W**ho can say whether it was Stone Age Man—or Stone Age Woman—who first used a stick to pry loose a stubborn boulder, and, in thus discovering the principle of the lever, started the long chain of scientific development culminating in our modern push-button life?

Whether man or woman was the discoverer, today opportunity knocks with equal vehemence on the doors of young women and young men. For science and research are the hard core of the world in which we live—and of its expanding universe. From hairdryer to helicopter, daily life in the Soaring Sixties begins in test tube or on planning board. Training courses for salesmen today include construction and components of even the simplest merchandise, because every potential buyer “wants to know.” Behind the deceptively easy words of modern advertising lie countless hours of expensive skilled research. Science is indeed both King and Queen of our world and our universe.

Kappas already well along the road of success in science and related professions, and those Kappas who are just beginning, enthuse about the rewards and the potentials of their fields. However, without exception, all of them advise: “Get all the education you can.”

“There’s no such thing as ‘a man’s field,’” says **Virginia Mitchell Haywood**,  $\Phi$ -Boston, aircraft engineer at General Electric Company. In order to earn her degree in engineering, Virginia went to school at night for four and a half years. Her advice is to have no hesitation in entering engineering simply because men engineers greatly outnumber women. She has found no difficulty because of this fact. The factors Virginia lists as helps in getting ahead apply equally to men and women: ability to work under pressure (on a tight schedule); getting along with people; and ability to express ideas orally and on paper. Virginia’s husband encouraged her to work for her graduate degree. Testimony of the potential of her own abilities is that she

*Chemist Gretchen Hutzel of the Ford Motor Company Scientific Laboratory.*





Petroleum technologist for Phillips Petroleum is Elizabeth Bridgeman.

finds relaxation in taking courses at the Y.W.C.A. in sculpture, interior decorating, and elementary Russian language.

"Work, work, work, and try to do a little bit more than is expected of you," advises **Jeanette Knowles Patterson**,  $\Psi$ -Cornell, mechanical engineer; member of the Board of Trustees, National Tool and Die Association, and president of Knowles Tool Corporation, of Richmond, Indiana.

"Be honest and sincere," is her second piece of advice for women who want to become engineers. She adds that "this might sound harsh, but remember I am a woman in a man's field of work." Yet Jeanette Knowles, determining from childhood to enter the family business, prepared herself by taking her degree in mechanical engineering, followed by management training courses. A married woman (her husband is an active partner in the business)—she has found community activities important and helpful. She is a past president of Altrusa in her town, and a member of the Indiana Manufacturers' Association.

The forests of Houston, Texas, are thousands of oil derricks, and those derricks represent careers in science for thousands of Americans. Geology and kindred fields are attracting more and more young women. One such is **Martha Cody**,  $\Delta\Delta$ -Miami U, paleontologist with Shell Oil in Houston.

"The most important attribute for any job is a genuine enthusiasm and interest in what you're doing," says Martha. "If one has that interest, then working hard will not be a chore but a pleasure."

Martha has her B.A. and M.S. degrees. She is a member of the American Association of Petroleum Geologists, and of the Houston Geological Society. Her hobby is not usual, either. An interest in interior decorating led to a second job, on which she works in spare time, as a welcome change from her daily routine. Martha began her career of paleontologist seven years ago, after graduation from college. Single, she can be confident that even if she does marry and rear a family, she can return to a career for which education and



experience have fitted her. The confidence and maturity she gains through her professional career are added enrichment of her life today, and in the future.

Oil Woman of the Year is the justly earned title of **Elizabeth Aldrich Bridgeman**, B O-Newcomb, petroleum technologist with Phillips Petroleum Company, in Bartlesville, Oklahoma. Mrs. Bridgeman attributes her career to her professional education and experience gained working for 18 years at the National Bureau of Standards, in the lubrication and liquid fuels section of the automotive power plants division, in Washington, D.C.

To what factors does she attribute her success in her career?

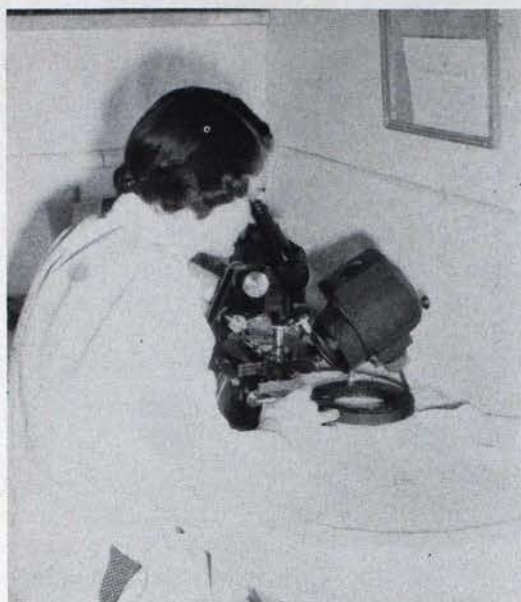
"Just the obvious ones of doing a serious job and continually studying for future development," is her answer. On the personal side, she points out that a woman with a family and a career "must have more than the usual amount of energy and interest if she is to be successful."

**Mareta West**, B  $\Theta$ -Oklahoma, is a petroleum geologist in Oklahoma City.

"Without my college work, I would not now be in geology," says Mareta, who began her career during World War II, when there was a shortage of manpower. Advising that physics and chemistry are today less crowded fields of science than geology, Mareta says that no matter what field you choose, hard work and the ability to get along with people are essential for success.

The factor which **Marcia Weigelt Tulloss**,





*Marcia Tulloss, bacteriologist for Sacred Heart Hospital.*

Γ H-Washington State, bacteriologist, calls most important is "willingness to do more than the minimum."

A fulltime staff member of Sacred Heart Hospital, in Spokane, Washington, Marcia is proof of her own words. After regular working hours, she helps high school students with special projects designed to develop their interest in science, and she also teaches student medical technologists, after hours. She confesses that these activities, in addition to running her home for herself and her husband, leaves little time for other outside responsibilities. Yet she mentions her church work and gardening as part of her plan of living.

Does a woman with a career in science sacrifice children and home life? **Mary Tupper Cable**, B I-Swarthmore, instructor in bacteriology at Purdue University—mother of two children in college and two in high school, believes just the opposite. "Over-concerned" is the term she has for some mothers.

"I believe it is better for all if she (the mother of a family) does not become over-concerned about the children after a certain age," she says.

Mary Cable began work on her graduate degree after marriage, and started her career

after her youngest child was eight years old. When she finished her A.B. degree, she was able to borrow funds from her own Kappa Alumnae Association to take a course at Post-graduate Medical School in laboratory diagnosis. Of this part of her busy life, she says tersely: "Got job. Paid back money."

A cogent reason for the combination of career-and-home-life, Mary Cable feels, is that the career woman's problems are like those of her husband, and so she keeps in touch. This keeping in touch helps to make her a better mother, too.

"Often you find out more about what your children are doing by being out in the world where they are," she concludes.

Still another side of the coin is the story of the wife, suddenly bereft of her husband, faced with the necessity of earning a living. **Virginia Lyon Hardwick**, Δ-Akron, went into the business side of the scientific field 11 years ago. Her husband, founder and owner of a business selling chemicals to the rubber and plastic industries (Hardwick Standard Chemical Company), died very suddenly.

"I am not a chemist," says Virginia Hardwick, "so I have had to leave that end of the business in the hands of well-informed technical men. Those who were with the company at that time all stayed on and many additions have been made since."

"The ability to get along with people has been most important to me because as I analyze my particular position, my chief responsibility is one of good public relations both inside and outside the organization," she says.

Virginia Hardwick attributes her ability to carry on and expand the business to her community training on hospital boards, in the Junior League, in PTA, and in many welfare agencies.

"I presume that as a result, my varied activities have made me a better person and certainly a better-rounded one," she concludes.

Kappas just beginning their careers are equally adamant about getting every possible scrap of scientific education. **Gretchen Hutzel**, K-Hillsdale, young research engineer at Ford Motor Company, in Dearborn, Michigan, feels that a Ph.D. is valuable, or, as she puts it, "almost a must." A college chemistry major,



Gretchen began to work a few months after graduation, and since 1956 has been in her present position.

"No early job is perfect," warns **Beverly Kern**,  $\Gamma$   $\Delta$ -Purdue, 26-year-old statistical analyst in the Aeronautic Division of the Ford Motor Company at Newport Beach, California.

"It may be a rude awakening to discover that a top-notch secretary with no college background takes home more money than you do, but the long-range picture is the important one, and I am sure the dollar value of college in the paycheck will increase substantially with experience."

"Sticktoitiveness" is the key to getting ahead, in Beverly's opinion, and she adds that "even executives have trying details and routine in their jobs." Advising specialization—especially in science fields—while in college, Beverly feels that her own college major (in home economics) was of no value, but that in the broad sense, college has helped her immeasurably. Helps she lists include ability to organize work, getting along with people, and being able to recognize major points and delete minor ones. Beverly is all for cheerfulness and cooperation with co-workers, but she advises that inter-office socializing should be left for after-business hours.

**Mary Schuster Jaffe**,  $\Psi$ -Cornell, who serves as a research chemist in the Cleveland laboratories of the lamp division of the General Electric Company looks at her field as offering "very little opportunity for a woman chemist to rise up the managerial ladder, but affording good openings on the research and technical service side. For those who don't like to dirty their hands, there are many openings for technical librarians (a master in Library Science is helpful here)." She looks upon "manual hobbies (sculpture, pottery, carpentry, electronics, jewelry, you-name-it) as being very helpful, since in the laboratory one is always improvising." A final word of advice: "A woman should always be willing to do any job, however dirty, that is within her strength." She believes that "the older woman returning to the field will have a hard time catching up on what's new, but it can be done."

In the Fall of 1959 the house organ of **Eli Lilly and Company** announced that **Sydney**



*Petroleum geologist, Mareta West.*

**J. Norman**,  $\Gamma$  B-New Mexico, had joined their research staff. Her assignment as an associate organic chemist in the general organic chemical department is to synthesize compounds which are under study for possible employment as herbicides and other agricultural uses.

Suddenly in 1946, **Jeane McWorkman Lotze**, M-Butler, found herself "needing to support a two-year-old daughter who was such fun that she hated to turn her care over to someone else." Armed with a chemistry degree and a formidable language facility she was able to translate some captured German documents for the University of Michigan Engineering Research Institute. This encouraged her to solicit more translating work. By writing letters to various companies and advertising in the journal of the Special Libraries Association, she built up a business known as Technical Library Research Service. "Before my daughter was in school, I did as much of the work as possible myself at home, but after she started to school I have had part-time outside jobs in various scientific libraries and 'farm out' a good bit of the translating."

Mrs. Lotze has found the best technical translators are those with a native foreign background who have lived in this country for many years and worked in the fields of



chemistry and engineering. The languages she requires are varied: mainly German and French, but also Russian, Ukrainian, Japanese, Italian, Spanish, Portuguese, Swedish, Dutch, Czechoslovakian and other less common languages. Since 1946 she herself has studied Russian, Italian, Portuguese and Danish.

What does one need to enter this field? "The educational background recommended for this type of work is a degree in some science (chemistry, physics, biology, pharmacology), additional introductory courses in as many other scientific fields as possible, and a good solid language background in as many languages as possible. Both languages and science are essential. If these are combined with at least the two most important courses in Library Science, i.e., cataloging and reference, the door is unlocked to fascinating and stimulating work in medical or scientific libraries, which combines beautifully with outside translating. The gross income per year from my translating service is comparable to the salary in various research fields."

"Plant pathology will provide a stimulating field for any woman who is interested in biology and is willing to spend several years in graduate school." This is an appraisal **Virginia Rogers Ferris**,  $\Omega$ -Kansas, gives of her



*Plant pathologist Virginia Ferris.*

profession for which she prepared herself with a Ph.D. from Cornell. "There are at present few women who elect it as a career; therefore most of her professional contacts are likely to be with men. Originally women were discouraged from entering the field but I do not think this is generally true today. The profession is developing in all directions and there are dozens of specialties within it ranging from pure science to the applied." Virginia reports, "A satisfying short term career as a technician can be had following a master's degree. When she 'retires' to marriage a girl so trained in general plant pathology can continue to 'practice' in her own garden or window box. A knowledge of plant diseases and their control measures is sure to make her a popular neighbor among home gardeners."

For today's college student, inviting vistas in science beckon. Almost every hour, as new discovery follows on new discovery, equally new fields are open to careerists. Where formerly careers in science were generally founded on genius in mathematics, today normal competence and plenty of hard work are the foundation stones for advancing careers in the scientific fields. Seekers of information are cautioned not to be intimidated by titles, technical terminology, or various other ramifications. An honest eagerness to learn more, plus more than average willing-

*(Continued on page 134)*

*Translator Jean Lotze (right) with an assistant.*





## ***Public affairs— room at the top and all the way up the ladder***

**T**here are two general approaches to a career in public affairs. One is to become a trained and experienced volunteer. As you grow in experience, you may find yourself running for public office, or you may be appointed to interesting and rewarding positions. Even if you prefer to keep your volunteer status, you will see more and more opportunities for your growing abilities. You will seek larger responsibilities and you—your home town, your home state, the nation—and the world—will benefit.

The other approach is to choose public affairs as your “bread and butter” career. The field is wide open. It is important to make up your mind early so that you can gear your education toward your job objective. Or, if you have already started your professional education, you will find that your professional

field is a good base for a public affairs career. In the federal government, the armed services and foreign service offer attractive choices for qualified young women. At present there are only 298 women Foreign Service Officers—and plenty of room for more. There are a great many more “beginning” jobs in this foreign service—in clerical and technical fields. Today the government Civil Service lists 573,941 women out of the total of 2,368,886 employees. Of the women, 32,600 are in professional classifications—physicists, chemists, economists, astronomers, scientists, mathematicians. Each state government has career opportunities for women, and of course thousands of women work in city and county governments. Let some of the Kappa careers in public affairs help you make up your mind about this fascinating field.

“When the road gets too long, and the night too dark, you are out of politics!” says **Frances McGovern**, Δ-Akron, 32 year-old former member of the Ohio House of Representatives, for Summit County, and Chairman of the House Judiciary Committee. Currently she is the first woman member of the Public Utilities Commission of the State of Ohio. Frances feels that her education in the law helped to fit her for public life as well as practice of law.

She considers Logic her most valuable course, but wishes she had taken more history. For a career in public life, she recommends “learning the big lessons from little things,” and “liking everyone you meet.” Active in the Akron Alumnae Association, the Akron Business and Professional Women’s Club, the Junior League and numerous other civic organizations, Frances was honored all of her three terms in the Legislature when newspaper reporters named her on the outstanding legislative teams of each year. Even

*First woman member of the Public Utilities Commission of the State of Ohio, Frances McGovern.*





though she keeps house for herself and her father, she finds time to lecture on politics for The Murray Seasongood Fund and to serve on the state board of the Citizenship Clearing House.

As for homemaking, "I depend too much on quick dinners," she confesses, "and when it comes to big projects such as re-decorating, I bog down." Frances says that her interest in politics was definitely shaped by her civic work, which included such organizations as the United Community Council, Mental Health Association, and the state Democratic platform committee.

The mother of a 12-year old daughter and a 9-year old son, **Margaret Taylor Lane**, Δ I-Louisiana State, says that: "A career woman can do a better job of taking care of home and family because professional interests and contacts make for a more complete personality and this in turn has a good effect on the family."

Mrs. Taylor is the Recorder of Documents in the Office of the Secretary of State of Louisiana. As a Louisiana Recorder, Mrs. Taylor's job is unique among the 50 states in that she administers the depository library program for all state documents as a service for libraries.

After securing her A.B. at Louisiana State, Mrs. Taylor went to Columbia University for her degree in library science, and returned to take her degree in law at Louisiana State. During her senior year in law school, she took her first position as part-time librarian in the law library.

Active participation in the professional library organizations in which she has been and is now holding offices are given credit for helping her in her career. A highly specialized field, she feels that her getting farther in her career is related to her individual performance, along with broadening professional abilities and contacts.

**Lee Breckinridge Thomas**, Π<sup>A</sup>-California, who is now serving her third term as a member of the City Council of Berkeley, California, says:

"The potential power of women has never been recognized. I am in no sense a feminist. I believe that men and women complement each other, and either should hold public office only by virtue of qualification. However,

those qualifications must be attained. I do feel very strongly that more women should qualify themselves and become interested in politics."

Mrs. Thomas' own son (now an attorney in Fresno, and father of two children) was a sophomore in college when she first entered public life. A granddaughter of General John C. Breckinridge, Vice-President of the United States under President Buchanan, Mrs. Thomas has turned down opportunities to run for the state assembly and for the United States Congress, making her decision to work in local public affairs, and remain close to her family.

The record of Mrs. Thomas' civic activities and leadership is impressive. Through it runs the thread of difficult jobs she has undertaken to help make her city a better place for all. She has had eight years on the City Council; three years on the City Planning Commission; three years on the City Adjustment Board and two terms on the City Board of Equalization. The East Bay Business and Professional Women's Club gave her their Distinguished Citizen Award, as did the National Council of Negro Women. She is a former Vice-President of the California Prison Association, and serves on the Committee for Adult Handicapped. She represented the City Council on many important committees working with the Board of Education in site planning and recreation. A Republican, she has served in a number of national and local campaigns, including representing the Republican women of Berkeley on the County Central Committee.

A woman who feels a woman's first duty is to home and children, if one has them, Mrs. Thomas says: "I do not advocate any definite plan for all women. The course each woman pursues must be dictated by her talents and desires and the circumstances along her road of life. *But I do* believe that every woman must give an account of her life. I feel a college education in the competitive world of today is more essential even than many years ago. . . . I believe that young people should be taught and inspired to plan careers where they are best fitted to serve—and truly the field of politics, which is my field, is a wonderful vehicle for serving a great Nation. We must never take the freedom the Constitution





*U. S. Army Photograph*

Lieutenant Colonel Emily C. Gorman, Woman's Army Corps.

gave us for granted. Today it is the bulwark of the world, but it stands in peril from traitors from within and enemies from without."

**Calvert Keoun Collins**, Γ Φ-Southern Methodist, was asked to run for the City Council of Dallas, Texas, by the Citizen's Charter Association. She is the only woman member of the Dallas City Council.

"I was asked to run for this job—and elected to it—because of my community service work," she says.

A life member of the Texas Congress of Parents and Teachers, Mrs. Collins has obviously related some of her volunteer leadership to her concern for the public schools. She is also an honorary member of Delta Kappa Gamma, teachers' honorary sorority. She is President of a local PTA.

As a volunteer, Mrs. Collins says she has tried to limit her work to the hours her children—aged 16, 12 and 9—are in school. "However," she adds, "they help me with my work, and are extremely proud of it."

Mrs. Collins has done volunteer work for the Community Chest and Red Cross and most of the health agencies. She is a member of the choir of St. Luke's Episcopal Church.

What qualities does she think are most important in public affairs?

Honesty, intelligence and integrity.

**Gerre Strehlman Langton**, Γ I-Washington U., graduated from Washington University Law School only two years ago and immediately was appointed to the post of Assistant Prosecuting Attorney for St. Louis County, Missouri, the first woman ever to hold the job. A Republican, she was a casualty when the Democrats won the County. "However," as she says cheerfully, "the Democrat who was elected prosecuting attorney appointed another woman to fill my position, so at least the headway made in that direction was not lost."

Gerre, who is now assistant legal counsel on the staff of the Liberty Loan Corporation in St. Louis, Missouri, says candidly that since she was only married in August she can't say whether marriage will help or hinder her career, "But I have every reason to believe that it will help it," she concludes.

Lieutenant Colonel **Emily C. Gorman**, Ψ-Cornell, has achieved one of the highest ranks that a woman in the Army can attain. Of life and work in the Woman's Army Corps she writes, "As a senior member of the young 17-year-old United States Women's Army Corps, I find it hard to remember the early days when we pioneered at Fort Des Moines, where the first WAC officers were trained. Yet I remember vividly putting forth great effort to accomplish that necessary training. There I learned the distinction between a job and an Army career. There I learned the strength that comes from being a member of a dedicated group, each member of which expects that he and his fellow workers will do, not 'well enough', but their best. These are the standards of the men and women dedicated to the service of our nation.

"Many of the predominant threads of the fabric of my living today are solid and sober in the sense of purposeful endeavor and the acceptance and discharge of responsibilities that have national significance. I am not implying I deal with the highest level policy matters. Rather I state the feeling each member of the military has that what he does as a team member contributes to the total mission.

"My present assignment is in the Schools



Division of Operations, Plans and Training, Headquarters, United States Continental Army Command, Fort Monroe, Virginia. This division is responsible for the largest educational system in the world. The division supervises and controls the education and training for our Army: the trained commanders, the missile experts and mechanics, the supply, administrative, medical, signal, chemical, ordnance personnel. The division's responsibility is to insure that men and women are trained to do the thousands of jobs required to keep the Army ready for defense. To young women I'd say that an Army career is stimulating, challenging, demanding, and satisfying. Of course, it is not all of these things all the time. At all times, however, it does provide women the fullest opportunities to discharge their citizenship responsibilities and to perform at top efficiency."

"Politics have always been an important part of my life," says **Ellen Crowley Suyematsu**,  $\Sigma$ -Nebraska, who was appointed Assistant Attorney-General for the State of Wyoming about four years ago. Last year she became the first woman Deputy Attorney-General to serve in the State. She has now retired to the private practice of law in Cheyenne with her husband and two other men.

"Always since childhood it was my ambition to become a law librarian in a law firm on Wall Street," confesses Ellen. Her first job following graduation, assistant state librarian, delayed her library science degree for four years. But finally she went to New York for special law library training and realized the "height of her ambitions." "The wealth of experience and good training at that law firm can never be equalled," says Ellen, but "it soon became apparent, however, that if I were to work among lawyers I should know how lawyers think." So an LL.B. degree followed night law school at Fordham University.

Returning to Wyoming after the death of her father, Ellen was appointed Wyoming State Librarian, a position that historically had been held by gubernatorial appointment.

"The legislature of 1951, however, succeeded in taking the State Library out of politics. This milestone was accomplished primarily because of the efforts of the State Federation of Women's Clubs. Since I had been

instrumental in supporting their project, it seemed timely that I resign my position. Thereupon I became law librarian at the University of Nebraska.

"While at the University of Nebraska, I was introduced to the fine work of the Women's Auxiliary of the American Legion in its 'Girls State.' The amazing work done by both the sponsors of Girls State and by the high school participants themselves, inspired me to return to Wyoming and take the Wyoming State Bars. Just prior to the Bar examinations it was my privilege again to work with Girls State, this time in Wyoming."

Following this came marriage and private practice prior to her political appointment. Ellen feels that "it is regrettable that, due to the press of business now, I am no longer able to participate to a great extent in outside activities" as they had "played a very important role" in her life for many years. According to the Kappa alumnae group in Cheyenne, Ellen does find time for Kappa work, having served as chairman of their By-Laws Committee during a complete revision last spring.

Luckily **Carol Gregory**, former president of  $\Gamma$  Y-British Columbia, had learned to speak French passably and to understand it well enough to get an opening as a bi-lingual secretary on the staff of the Canadian National Military Representative at SHAPE in Paris. Carol, who had just completed a year of study in Paris writes, "I can safely say that the girls fare much better than the young men who desire a career in Europe. Secretarial abilities are the most in demand. An additional language is helpful to both job-hunting and enjoying the extended visit!"

"SHAPE (Supreme Headquarters the Allied Powers Europe)," continues Carol, "is a completely military organization, comprised of 14 NATO-member nations (Iceland is not represented) whose delegates make up the large international staff. Each of these countries has a national office (Ed. note: two officers, three non-commissioned men and Carol in the Canadian office) for liaison with the different Ministers of Defense of the various countries, and while attached to the Headquarters physically, we are considered 'nationals' as opposed to 'internationals.'" She feels that it is an "excellent opportunity to





*NATO Photo*

A good view of the many important personages who make official calls on the national offices of the members of SHAPE is available through the windows behind Carol Gregory's desk.

meet and work with many nationalities, and to learn at first hand their ideas and customs."

Carol volunteers that "while it is possible to be hired locally by the many Embassies abounding in the capitals of Europe, the better positions there are naturally given to members of the respective Civil Services or State Department as in the case of United States citizens and this sort of thing is decided in the home country, not here. But for girls such as myself who come to Europe with the idea that they might like to stay a year or two extra, the best opportunities lie in 'international' work, i.e. UNESCO, NATO, OEEC, and the various subordinates of these. Generally, a waiting period of one or two months is necessary for this sort of employment, as the particular organization must check references of the applicant. Information can be found for each nationality in their Embassy as to what organizations exist in Europe requiring the assistance of English-speaking young ladies."

"I joined the Foreign Service through a State Department recruiting team in Seattle, Washington," reports **Beverly Kent Wood**, B K-Idaho. Such teams are sent to major cities periodically, according to Beverly. Having a business administration and secretarial background, Beverly was recruited as a secretary. Actual requirements for such a position are a "thorough knowledge of typing, shorthand and office practices." With fare paid, Beverly set off for a two month training period (which now varies, she believes, from six months to a year) in "the ways of the Foreign Service in Washington, D.C." Her first assignment was to Cairo, Egypt. "One can expect very little say in the area or city to which one is assigned," says Beverly. Assignments "are for two to three years depending on whether the area is considered a hardship post (bad climatic conditions, health conditions, housing, etc.) or one such as Paris or London or some major city where conditions are ideal."

*(Continued on page 108)*



## Careers in the health fields

**M**ore than 100 years have passed since Elizabeth Blackwell graduated from medical college—and became the first woman doctor. Today medicine, dentistry and hundreds of related professions requiring exact education and standards are open to young women as well as to young men. Indeed, there are more opportunities than ever because the needs of the exploding population of the world are greater than ever. Nursing is constantly recruiting young women for the same reason. Research is yet another area which appeals to young women with talent and inclination in the direction of research careers. In the democratic way of life, still other health careers are with the countless health agencies. Young women with abilities as administrators, fund raisers, program planners and publicists find rewarding and interesting careers with these health agencies, too. Government—federal—state—and local—also has career opportunities for trained young women in health fields.

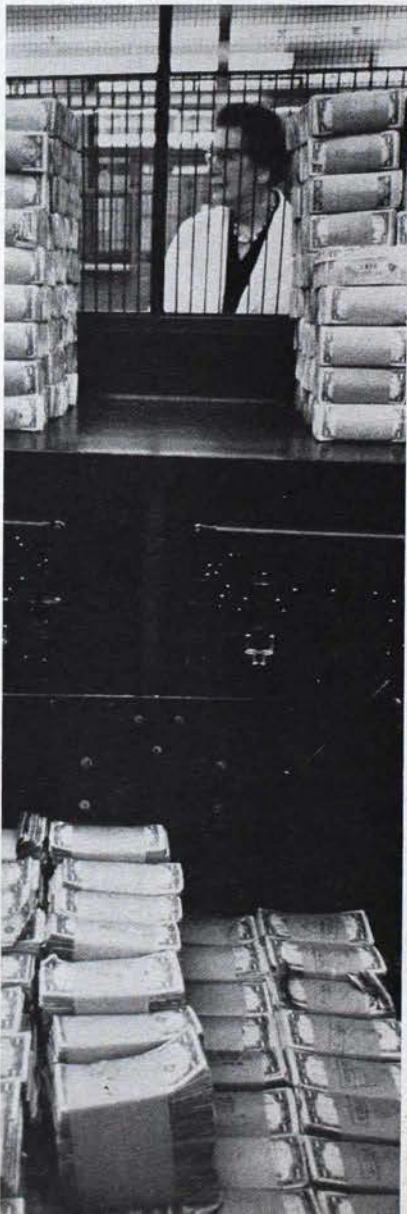
There are hundreds of Kappas in medicine and related health professional fields. Thousands more work in agencies and causes devoted to solving health problems. As more and more is learned from research, and human life is prolonged, there will be even greater need for trained professional people in the health field.

To give background and motivation to those Kappas considering a medical career, we quote a most thoughtful commentary from **Dr. Adelaide Romaine** (Kinkele), Ψ-Cornell, whose stature as an M.D. is that of Medical Director of the Federal Reserve Bank of New York.

“Certain women physicians have been worthy of historical mention over the centuries: for example, Aspasia, who lived during the Greco-Roman period, and Trotula, who was connected with the famous medical school in Salerno in the 10th century. We know also that midwifery was considered an exclusively female occupation until the 1700s. Not until the 19th century, however, did women become accepted in medical schools throughout the world. The first woman M.D. graduated in the United States received her degree in 1849. In just 110 years we have seen a truly amazing development in the role of the woman doctor. One barrier after another has been let down, and she is now able to take her place with the man on every level of professional achievement.

*The Bank that guards nine billion dollars in gold—a quarter of the world's supply—and needs steamer trunks to accommodate currency received or disbursed at tellers' windows is the unusual medical province of Dr. Adelaide Romaine, director of the medical division at the Federal Reserve Bank of New York.*

*“Reprinted from ROCHE MEDICAL IMAGE, courtesy of Roche Laboratories”—*





"What does this mean to the young woman who plans to study medicine today or even thinks of it as a career? It means she will have, as her male colleagues do, long hours of arduous study, a denial of many social and recreational activities, probably economic privations for many years, and inevitably many periods of discouragement. These are the hazards the young woman of today must overcome. On the positive side she will find the satisfaction of belonging to this great profession, the constant challenge of new discoveries and new techniques that make her more valuable as a physician, and the knowledge that she is now accepted for her own true worth and does not have the handicap of sex to plague her, as did her predecessors. Let her not forget that to them, as well as herself, she has the obligation to make the most of herself. The percentage of women accepted for medical training today is no higher than it was 20 or 30 years ago. The reasons given are: 'They drop out to get married, to have babies, or decide the course will take too long,' all of which are true, from actual records. I do not mean to imply that women doctors should not marry and have babies, but only that the decision to do so in the midst of medical training gives the colleges reason to refuse admission to more than a very limited number.

"Medicine and marriage are successfully combined by many women physicians—even to the rearing of large families. Many of them find that practice limited principally to office work, or an industrial position, are most compatible with the dual role of homemaker, but I know one busy obstetrician who has seven children of her own.

"A young woman who decides to make medicine her career, either in research or in practice, will find life a wonderful experience. We need more physicians, both male and female, to take care of our expanding population. Let us hope that in due time the woman physician will take her rightful place not only as to professional qualifications but as to the number in practice."

Turning to the multitude means of self-expression within the health field, we cite the careers of some of the many Kappas who express most clearly the requirements and satisfactions of their particular areas. They say they "like their career because—"

## **THERAPEUTIC DIETITIAN**

First dietitian in the Navy's Medical Service Corps is **Lucille R. Clark**, T T-North Dakota, stationed currently in San Diego. Lt. Commander Clark writes, "The preparation for a career in dietetics isn't the easiest, nor is the life of a hospital dietitian a hundred percent her own, for hospital patients must eat three meals a day, seven days a week, including holidays! But being a dietitian is very rewarding. As a member of the medical team, she sees the day-by-day beneficial results of her work. A simple but dramatic example is that of a fireman, first class, who was a patient in our Navy hospital here a year or so ago. He had had major surgery for removal of liver abscesses. The medical officer told me that he would not live unless we could get him to eat. When I went to see the patient, he pointed to a photograph of a newborn baby and said, 'I now have five children. I can't die. I have to live, to look after them.' We worked out a diet he could handle, and today he is well. Do you think giving a father back to his family is enough of a challenge to be a dietitian? I do, and I hope some of THE KEY readers will think so too."

Miss Clark tells us many American Dietetic Association members are married. Speaking of the future she adds, "I don't think I need emphasize the potentialities in the field of dietetics. One can scarcely pick up a newspaper without reading of a new hospital being built. Dietetics is a field that prepares for a profession in demand but also provides a fine background for homemaking.

"So far as the military is concerned, I don't think it necessary to mention that there is a certain glamour in the service. The sense of belonging is an important aspect. World travel and the future exploration of the universe are interesting and exciting features. An excellent retirement program cannot be overlooked."

## **SURGEON**

Assistant professor of surgery at Louisiana State University School of Medicine is the title of **Dr. Rowena Spencer**, Δ I-Louisiana State, who says, "it is not surprising that I chose medicine as a career since there were 11



doctors among close relatives. I have the honor of being the only woman to interne in surgery at the Johns Hopkins Hospital and the only woman to complete a residency in surgery on the Louisiana State University Service of the Charity Hospital of Louisiana in New Orleans." Throughout her training she was the only woman in the group. Now she is the only pediatric surgeon in Louisiana. In addition to her teaching work she has a private practice. She says, "Most of my teaching and all of my practice (charity and private) is confined to pediatric surgery, a very new sub-specialty of surgery. I know of nothing more rewarding than working with babies and children. At times I wonder just why I do like my career. When I am called to see a newborn baby, desperately ill and yet in need of a major surgical operation, I wonder, because I know the baby might die, and then I will share the grief of the parents.

"When the operation is just over and the baby is pale and quiet, I wonder, because the worst wound to a surgeon's conscience is losing a patient on the table. When I lie awake at night and worry whether the infant is strong enough to live until food can be given, I wonder, because both the family and I have now begun to hope, and this is a terrible time to lose the battle.

"But a few weeks later, when a fat, happy baby is brought to my office, I know. I like my career because of the joy of saving the life of a baby—a whole life, not just a few years of one."

## PSYCHIATRIST

A physician and psychiatrist in private practice is Dr. Z. Rita Parker, B T-Syracuse. Of her work she says, "I should like to say that there is a tremendous need for psychiatrists—and psychiatry is a specialty of medicine where there is little prejudice against women. It is also a specialty where one can choose to work as many or as few hours as one wishes. Therefore one can practice and not disturb one's family life. I know numbers of women who do this successfully.

"The training period is long. One should be first a well-trained physician which means four years of medical college (after an A.B.



*Most of the teaching and all of the practice of Dr. Rowena Spencer is confined to pediatric surgery.*

or B.S. degree). At least a year of regular internship and two years of training in a mental hospital is a minimum requirement. If one wishes to specialize further in child guidance, child analysis or psychoanalysis for adults another three years of training is necessary. These last three years of training can be carried on while one is doing a full or part-time practice in general psychiatry. Even so there is time to have a lot of fun and unfortunately not enough time to do anything else very intensively."

## MEDICAL RESEARCH

Following ten years in cancer research, Adele Croninger, I I-Washington U., is now a research instructor in psychiatry at the Washington University School of Medicine in St. Louis, concentrating on the mental disease of schizophrenia. Adele did social work then economic geography prior to getting a M.A. involving pre-medicine which led to medical research. She says that volunteer work in hospitals led to her interest in medicine and clinical problems needing research people. Those factors particularly needed in this field she believes are, "Knowledge of



basic skills and keeping up with new developments, plus an inquisitive mind, patience, ability to get along with others, and a willingness to work hard and often long hours."

## PUBLIC HEALTH

"I enjoy my work as a public health physician," says Dr. **Martha Vogel Fay**, B P<sup>A</sup>-Cincinnati, public health physician with the Health Department of the City of Cincinnati, "because it has made possible such a satisfactory blending of career and marriage. Working with infants in the clinics and children in the schools has enhanced my ability to deal with my progeny, while my experience as a mother has been valuable in increasing my effectiveness in fostering and practicing preventive medicine. Then, too, the freedom, more or less, to choose my own hours of duty has obviated all fears that my family is neglected." Volunteer work in a health department clinic led to her present position which was started in 1951 after her marriage and two children.

## PRACTICING PHYSICIAN

Dr. **Gwendolyn Lutz Morris**, A-Akron, specializes in internal medicine and cardiology with a group practice in the Wyoming Medical Center of Cincinnati. "Determination and perseverance" are two prime requisites needed according to Dr. Morris. "Genius is no substitute, for geniuses without perseverance are left by the wayside," she says. "The very first step towards success in any occupation is to be interested in it, and for as many years as I can remember, I have been interested in things scientific. I like people. What better way to combine these two than in the practice of medicine? The great physician, Sir William Osler, expressed it well when he said: 'Hard though the conditions may be, approached in the right spirit, the practice of medicine affords scope for exercise of the best faculties of the mind and heart'."

## DENTIST

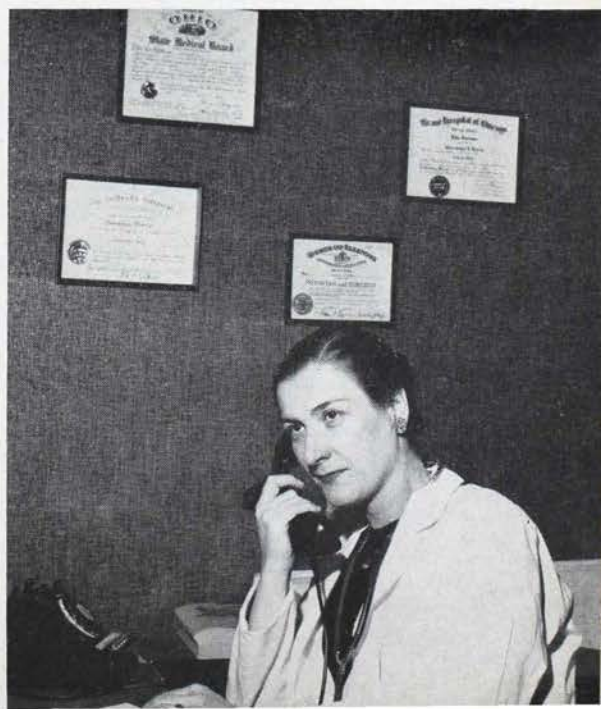
**Gloria James Kerry**, B Δ-Michigan, mother of two, says "Dentistry is a most challenging

and satisfying profession to me. It gives me a feeling of gratification to be doing something for which I am well trained and which, at the same time, is beneficial to mankind. A dentist is qualified to give to people the highest standards of dental care, thus making sound dental health a part of the high standards of living which the people of this country want.

"My career has become a form of self-expression and achievement along with my homemaking. Dentistry furnishes a combination of activities. It is creative. It is intellectually stimulating. It is a field where one can help people of all age groups. It is a profession which requires background in economics, personnel, group therapy, medicine, psychology and mechanics. Furthermore, dentistry is a profession that combines well with homemaking. For the girl who is thinking of a profession and wants to combine it with marriage and motherhood, it is ideal, because it is one of the few fields at the present time where one can shape one's professional destiny in various ways. This can be done by specializing in one of the various branches of dentistry or regulating one's own hours of practice.

"The combination of the two careers demands greater efficiency of each. The management of both requires patience, kindness

*Cardiologist Dr. Gwendolyn Morris, has contributed articles on her medical research to medical journals.*







*Specialization followed general college work to bring Dorothy Wilson to her position as Executive Director of the Visiting Nurse Association of New Haven.*

and understanding of each individual with whom one has to deal. It has been said that the more one has to do the more one seems able to do, and I find that this is true in planning the management of my home. Knowing that I must also manage my practice makes me more efficient in the handling of my home. On the other hand, my days away from home caring for that practice sharpen my appreciation of my days at home with my family."

## **DENTAL HYGIENIST**

"I enjoy the profession I have chosen for various reasons," says **Dixie Sugg Collums**, F N-Arkansas, registered dental hygienist in Little Rock, Arkansas. "As a registered dental hygienist I feel that dental health education is one of the neglected areas. For this reason, I am interested in the promotion of dental health for my patients. Striving toward patient education through regular prophylaxis, x-ray study, and topical application of sodium fluoride to children is the goal of my profession."

## **TECHNICIAN (registered)**

**Shirley Abbott Douglass**, F Y-British Columbia, prior to her present clinic laboratory



*Research in agricultural products and feeds in relation to disease in animals preceded the present clinical laboratory technician work of Shirley Douglass.*

work (all lab work including x-rays and electrocardiograms) for a group of doctors, spent two years in an industrial laboratory doing research on agricultural products. Of her career, she says, "There are several reasons why I like my career but I believe that in any career there is at feeling of independence and individuality which for many such as myself would be otherwise difficult to attain. In the field of laboratory technology, one realizes the necessity of such a career and how it fits into the overall picture of medicine or industry. Namely, working with others as part of a team to achieve one ultimate goal and then the satisfaction derived from making conclusive decisions as a result on one's work.

"I have always enjoyed this work for it brings you into everyday contact and understanding with other people. It provides considerable opportunity and is not necessarily routine. There are various fields to branch out to such as research, teaching, and administration, and there is always specialization for those who prefer." She feels that her courses in sociology, psychology and economics as an undergraduate gave her a "broader outlook." She says that one should realize "that study does not end with obtaining a degree such as an RT. There is no end to gaining further knowledge and keeping up with changes and developments in a field such as medicine."



## BIOCHEMIST

"My career makes me part of the medical team concerned with the health of the nation, the prevention of disease, the care and treatment of the sick," says **Frances Fletcher Moore**, X-Minnesota, biochemist with the Veterans Administration Hospital, in Palo Alto. "My present work as a biochemist is merely an extension of the principles and practical aspects of the biochemistry and medical laboratory courses I took in school. Medical laboratory workers are the watch dogs, policemen or private I's for the medical profession. Our reports to the physician aid him in the diagnosis and/or treatment of a disease. I find by work very demanding, very fascinating, and very satisfying. I'm proud to be part of a team."

## ADMINISTRATORS

### NURSING

"I like nursing and I like patient care, though that is not my function now," says **Dorothy Wilson**, B A-Illinois, executive director of the Visiting Nurse Association of New Haven. Torn between the early influences of a physician father and a nurse mother, Dorothy felt "nursing seemed more a woman's field." She says, "Training was hard work but interesting and very often fun." She didn't like the impersonal side of a large hospital so chose the field of nursing closest to general practice in medicine, public health nursing. The war interrupted work toward her doctorate at Teachers College at Columbia, so she went to Henry Street Settlement, now the Visiting Nurse Service of New York, where she served as educational director and did some part-time teaching. She returned to Teachers College before assuming her present job in New Haven ten years ago.

"The work of a nurse is with people, those who use her service—in a most intimate way, with her fellow nurses—as a peer, and as a mentor when one reaches my position. These young women, today's nurses, as I meet them on my staff, love their work, work hard to improve their practice, and are far more adequate than I was at their age. Now, though many marry and resign from full-time work to have their families, more and more they are

keeping a hand in by per diem work, by part-time work or by volunteering. As their families grow older and are less demanding of time, they begin to come back. I feel the satisfactions of providing nursing service, of seeing families change, patients improve or be comforted, of helping younger nurses develop these skills and understanding."

## DIETITIAN

**Margaret Pugh**, Γ Σ-Manitoba, assistant director of dietary service, Deer Lodge Hospital, Department of Veterans Affairs in Winnipeg says, "There is one thing I would like to emphasize to university students in home economics taking the dietetic option and that is the importance of taking the extra year of dietetic internship so that they may become qualified dietitians. There are many interesting, and worthwhile positions available for dietitians. At present the demand far exceeds the supply in both Canada and the United States. It is a young profession with a great future. Even if a girl plans to be married and not work after graduation, she may return later as have several girls I know. There are more married dietitians working now than ever before and we are certainly happy that they find it possible to do so."

## REHABILITATION

**Virgil Crook Barritt**, Ω-Kansas, preceptor, assistant to the director of the Institute for Logopedics in Wichita, says, "If there is an opportunity anytime to 'plug' the field of logopedics, I would certainly like to have the opportunity. The field needs 25,000 trained persons and only 2,000 are properly qualified, thus opportunities are unlimited. This field of study helps anyone be a better parent due to the accumulation of knowledge and experience in handling children and learning what is to be expected in their development. It is an excellent field for both men and women and can be utilized, if one is properly qualified, anywhere for any amount of time. In working in this field one meets interesting people from all walks of life who are, or whose children are handicapped by some type of communication disability. One learns of other problems and how to help them, thus the daily problems of



the 'normal' seem inconsequential The Institute of Logopedics offers the B.A., M.A., and Ph.D. in Logopedics. It maintains the largest residential program in the world for the speech handicapped. It maintains highest professional standards in the field." She further says that in communication teaching "one has to know a little about everything as communication is the result of internal and external functioning and its lack of development affects the individual in all ways."

**Starla Coffee Warburton**, Δ T-Southern California, works at the John Tracy Clinic as a tutor. She says, "Teaching little deaf children is a fascinating way to spend the day. The tutors at the Clinic also counsel and guide the parents in their work with their deaf child at home. The work is creative and constantly stimulating." Starla spent her senior year at the Clinic studying and absorbing their teacher-training program offered in conjunction with the University of Southern California.

**Priscilla Hosted Smith**, Γ T-North Dakota, chose the field of public school speech therapy for a career after special training received on a Kappa Rehabilitation Scholarship. She urges as essential for this field, "A strong belief in your work, strong enough to back the opposition of school personnel and parents (which unfortunately is often necessary), warmth, understanding and acceptance of all people as they are, plus patience in large doses."

She continues, "The results are slow but so rewarding. The ability to think on your feet, the freedom of personality which allows you to change and modify your ideas and plans (so important in working with children) are necessary in this therapy to create a situation which must be pleasant for them and yet accomplish your set goals." As preparation she suggests obtaining "as much practical experience as possible in your field. It helps so on the first job and gives you the confidence you need at that time. You can't perform well when you feel scared and inadequate in your position. Don't hesitate to get advanced schooling or additional courses to combat these feelings. If you can get experience while in school, you can discover gaps in your knowledge early."

## ADMINISTRATIVE REHABILITATION

**Nila Kirkpatrick Covalt**, P<sup>A</sup>-Ohio Wesleyan, medical director and administrator of the Kirkpatrick Memorial Institute of Physical Medicine and Rehabilitation in Winter Park, Florida, coupled a physical education major in college with physical therapy training before entering medical school. She spent 12 years in general practice and part-time physical medicine. Then followed years of specialization in physical medicine and rehabilitation prior to opening in 1957, the non-profit community rehabilitation center, offering a comprehensive program of all services for physical rehabilitation. Dr Covalt encourages "a real interest in the field rather than choosing it for its monetary gains."

## PHARMACY

**Dorothy Miller**, Γ Σ-Manitoba, writes that, "In Canada, pharmacy is a field which doesn't occur to many girls. I believe this situation is somewhat similar to the USA. I would like to point out that I think it is a very interesting and rewarding work for a girl. This applies particularly to hospital pharmacy. It is a field which a girl with any leaning toward medicine would do well to consider." Dorothy is chief pharmacist at Brandon General Hospital in Brandon, Manitoba. The factors she considers important in getting ahead in this work are: "Ability to concentrate on the job at hand, willingness to accept responsibility, willingness to spend time keeping up to date with new developments, willingness to admit mistakes."

## PATHOLOGIST

**Elizabeth Christian**, B A-Pennsylvania, resident pathologist, New Jersey State Hospital, holds both a B.S. in biology and an M.D. from the University of Pennsylvania. She says, "I consider pathology to be an interesting field and know several successful women pathologists, but I am not sure that I would advise a girl to go into it. There is still marked prejudice in the East against women in medicine and I know of no large general



hospital with a woman pathologist. A woman can have a certain success in spite of the prejudice, but could probably have greater success in another field with less effort. There are more chances in research in this field for women than in hospital laboratories."

## OBSTETRICIAN

**Katharine Bennett**, Γ Φ-Southern Methodist, in the private practice of obstetrics, says, "At the present time from six to eight years after completion of college are required to undergo medical training. During that time marriage for a woman would be a big mistake and anyone starting out who isn't willing to devote that much time would be wasting the medical schools' time. After finishing training there are probably certain fields which can be combined with marriage. I would think probably anesthesia, psychiatry, pathology, public health and physiotherapy would be the best bets for those who must take years off while raising a family. In other fields you could get too far behind in the new discoveries being made in all fields of medicine. For people who aren't sure they are willing to devote this much time, there are several paramedical fields which are very interesting—psychiatric social work, psychology, medical art and physiotherapy."

Another gynecologist and obstetrician is **Elizabeth Holl Gordon**, Γ E-Pittsburgh, at Mercy Hospital in Pittsburgh, who reiterates that to go ahead takes "hard work, denial of many hours of pleasure, a devotion to work and diligence."

**Dr. Margaret Telfer Owen**, Δ-Indiana, gynecologist and internist in Bloomington, Indiana, reports, "In this field of medicine, particularly, it is necessary to be available to patients at the expense of all other activities. Their welfare should be your chief concern. This precludes the active participation in many other activities, unless there is a very limited specialty that allows for short hours with little necessity to care for emergencies."

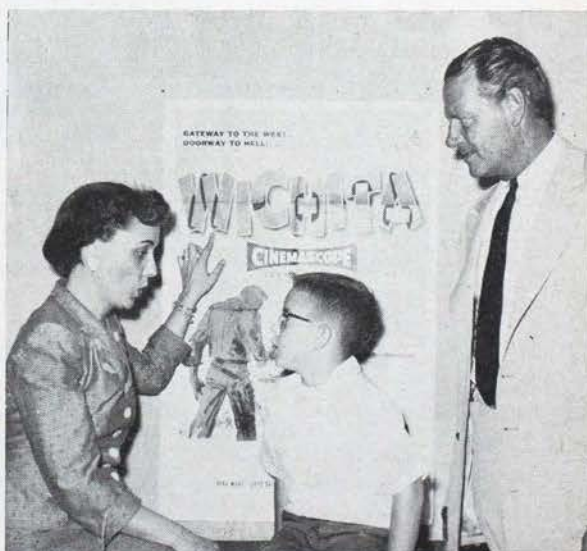
*Virgil Barritt teaches the "W" in Wichita to a pupil at the Wichita Institute of Logopedics while actor Joel McCrea, in town for the premiere of his film, watches the technique.*

## MORE SPECIALISTS

Other Kappas with specializations of the medical field include **Margaret Henry**, Γ H-Washington State, in the private practice of ophthalmology in San Francisco; **Lenore Sheridan**, Β Φ-Montana, a fellow at Mayo Clinic in internal medicine. She gives sage advice to anyone planning a career in medicine, "Make an effort to get a good liberal education and have outside interests, but do not go overboard either. Knowing a little about many things and, even more important, an interest in many things helps you talk to your patients and understand some of their more subtle, not purely medical, problems." Also at Mayo's is **Dr. Gertrude L. Pease**, Β Φ-Montana, a physician in clinical pathology, and **Gladys Pattee**, X-Minnesota, who recently retired after 30 years as director of the section of Occupational Therapy. **Ruth A. Baker**, Φ-Boston, a practicing physician in Wellfleet, Massachusetts, says, "College work gave me a good background and social experience working with people."

**Dr. Maude Hester Tillotson**, Δ H-Utah, has shared offices with her husband, an ear, nose and throat specialist, while conducting her own practice in ophthalmology for about 20 years. When she entered college she knew "she wanted to be a doctor" but specialization followed after a year of general practice.

*(Continued on page 108)*





# ***The professions— women unlimited***

**I**t is difficult to realize that only a little over a hundred years ago, a scattered few women battered courageously—and only rarely with success—on the doors of the hallowed professions plainly labeled “For Men Only.”

A far cry from the situation today. Now every profession is wide open for women. The college woman needs only to choose and to plan and work toward the training and degrees she will require to qualify in her profession.

The Big Three professions—Law, Medicine and the Ministry—have been joined by dozens of new professional fields—and by an ever increasing number of specialized areas within their own ranks. First, the Industrial Revolution and now, the Age of Automation creates new professional challenges almost every hour. From the very beginning, Americans

have placed major emphasis on purposeful education. This has meant priorities in the professional fields. Fathers and mothers whose own education stopped with high school, or less, save money to send their children to college. Usually, the goal is to give Johnny, or Joan, a chance to be a doctor, or lawyer, or teacher, or engineer—or any one of dozens more professions. This continual advance in education and standards of success is the American Dream. Nowhere does the Dream show up more vividly than in the professions as more and more young Americans acquire the education, training and degrees to qualify them in professional fields. For young women, the challenges of the professions are greater—and so are the rewards. The profession, since it depends heavily on education and degrees acquired *and* required in the chosen field, is



Mary E. German learns the day's best buys in meat from a retail store meat department manager.



a girl's best friend. A professional standing once attained, if bringing up the family intervenes, there is always the future opportunity to return to the field with refresher courses.

After her children are out of the home, the woman with a profession can look forward to a rich and rewarding life using the skills for which she wisely laid the foundation in college years. No matter where she is when she arrives at middle age—no matter what her economic position—she can always find a place for her professional education to benefit herself and others.

Read what these Kappas feel their chosen work can offer others searching for their *niche* in the professional field. Other professions such as education, government, personnel are found in other sections.

## LIBRARIAN

*The number of degrees granted in library science has remained relatively constant over a period of years although the need is increasing for trained workers in the field. The expanding school and college populations and the increasing emphasis on industrial research augur well for the trained librarian, either full-time or part-time.*

Head Librarian or Director of the Harrison, New York Public Library is **Ellenor Luce**, Γ Ω-Denison, who traded a business career after college for a library profession, going to night school and summer school to obtain the necessary courses. In speaking of this work as a life profession, Ellenor reports, "Today's librarian and library work in general is very different from the caricatures which have carried over from the past when the library was a musty storehouse for books and the librarian the guardian thereof. Library service now covers many diversified fields and librarianship has become a profession. Besides public and school libraries there are special libraries in industry, business, hospitals, the armed services, governmental departments, and many other fields. All need trained librarians.

"To be a librarian one must have a master's degree in library science from an accredited college. Salaries in public libraries are for the most part good and improving. The Pacific

states, New York and Hawaii offer the best salaries. Working conditions are excellent and the opportunities for advancement are limited only by the individual.

"Library work is fun, varied and rewarding. In even the small public library the administrator prepares budgets, is responsible for the expenditure of funds, directs personnel, and also maintains and initiates public relations programs. Book selection is one of the most interesting and responsible duties. One never knows what a new day will bring—it may be an intriguing reference question, requests for research assistance, or there are eager children to be guided and stories to be told, or, perhaps, exhibits and displays to be arranged. If, perchance, a building program is a possibility, the librarian must become an architect, learn to read blueprints, plan layouts and end up as interior decorator. These are only a part of the many duties of the librarian—all of which mean an interesting, challenging and dynamic career.

"The library field also offers the mature college graduate who is a widow or whose children are in preparatory school or college an opportunity in a sub-professional position. In most communities she is greatly needed. If she desires, she can go to library school and obtain her professional education while earning."

For a fascinating twist for a librarian with a B.S. in Chemistry, read of **Jeane McWorkman Lotze's** career in the Scientific section. Others who speak of the joys of such a profession include **Elizabeth Runge**, Β Ξ-Texas, librarian for the Medical Branch of the University of Texas in Galveston, **Dorothy Thompson**, Β Ψ-Toronto, Ontario College of Education, University of Toronto, **Esther Schlundt**, Θ-Missouri, head of readers services, Purdue University Libraries, and **Elizabeth Showacre Gilbert**, Γ Γ-Whitman, reference librarian at Spokane, Washington Public Library. Elizabeth Gilbert turned to this work after doing USO work, YWCA, radio chatter for the library, occasional TV stints and book reviews. Every experience helps in reference work, she believes, background information, alertness and study. Elizabeth Runge has found that assuming a keen interest in civic affairs and taking refresher courses given by the Medical Library Association have been most helpful in advancing her profession.



*Agricultural extension work can be a fascinating and challenging profession. Four Kappas who have chosen it as their profession tell of different aspects of the work.*

**Mary Elizabeth German**, Γ H-Washington State, County Extension Agent in Marketing, for the Agricultural Extension Service of Washington State University, describes her functions as being in charge of consumer information programs for Western Washington. In this capacity she "collects and disseminates food marketing information to help the consumer make better use of her food dollar and to aid in the early marketing of agricultural products." She writes a weekly bulletin "Know Why, When You Buy," two weekly news articles and has a weekly radio program. Additionally she works closely with all facets of the food industry from the producer through the wholesaler, distributor, retailer, on to the consumer. As such Mary Elizabeth has served in a number of industry committees for special promotions and, at one time, had a regular television program. Several of her articles have been published in trade and professional publications. Her background includes a B.S. in Home Economics and hospital dietetic internship. She worked as a therapeutic dietitian in a San Francisco hospital, and as a dietitian-infant nutritionist for Consolidated Dairy Products before accepting her present position.

**Jane Graff**, Δ O-Iowa State, with a B.S. in Applied Art and an M.A. in Art-Interior Design has found her way into the Cooperative Extension Service of the University of Wisconsin as a home furnishings specialist. She arrived at this point via a career of advertising, college teaching, interior decorating and adult education. She advocates some business experience as an aid for a teacher. It helps "when working with students planning to go into business as well as when you are talking to adults about purchasing furnishings. Being able to respect every type of taste and preference has been a necessity. When working with the public you cannot be prejudiced in favor of one style of decorating, at least not until you have your own flourishing business and are known for one particular style; but this is rare. I am also convinced that a teacher must keep her hand in some type of art work in order to keep learning herself. The teaching approach must be fresh. Some instructors have a small interior decorating business on the side, others may be craftsmen or painters. The teaching job I now have is unique in that there is no set schedule of classes. Once a year each county in the state sends in a list of requests for classes for the following year. We arrange our schedule according to what is needed and where it is needed. One week I may be traveling; the next week is spent in the office. There is no eight to five routine; every day is different. This means that the job gives me a great deal of freedom to arrange my time as I see fit. However, it places more responsibility upon the individual to see that things are done. I must see the things that should be done, as there is no one to tell me. I must also like to travel and can't mind being alone three nights in a row in a motel. There is not a lot of traveling involved, however. Much of our office time is spent writing bulletins, preparing illustrative material, seeking new sources of information, and thinking of new ways of presenting material."



Home furnishings specialist Jane Graff.

Extension work for **Mary Woodward**, K-Hillsdale, means acting as assistant State 4-H Club leader for the Extension Service of Michigan State University. This demands more training in child development, in the needs of boys and girls, human relations and development than just home economics training. Mary has taken a great interest in the International Farm Youth Exchange program where "youths between 20 and 30 live with families in other countries and youths come to the United States to live with families here." While this is a privately sponsored





Young people from Israel, England, Venezuela and Australia living with Michigan families last year visit with Mary Woodward (second from left).

program, it is administered in the state by the Cooperative Extension Service. Since 1954, Mary has been in charge of the Michigan program as a small but intensely interesting part of her job. She feels that, "World understanding and friendships between people are essential if our world is to continue. Learning how to get along with others, and accepting and understanding our cultural differences must be considered just as important as development in science. The IFYE program is one of the small exchange programs. "My work and satisfactions come," she asserts, "as I help young people prepare for this experience, then work with them on return and watch their accomplishments."

Jo Marie Walsh, Δ O-Iowa State, Consumer Education Agent for Purdue University, says she would be the "first to recommend my job. The variety is unbelievable—for example last week was very typical: Monday, visit markets in afternoon and talk to a group in food buying in the evening; Tuesday, write a two page bulletin and three newspaper articles; Wednesday, demonstrate foods on TV and run over to the radio station to record a market news bulletin; Thursday, appear on Homemakers radio program, run over county with Farm Director from another radio station to interview turkey growers; Friday, record a radio broadcast over the telephone, appear on a disc jockey show, and discuss the nutritive value of tur-

key meat on TV with farm director. My job actually is to inform homemakers of the selection, care and use of their foods, and to help them stretch their food dollar. It's a very new idea and I work for the United States Department of Agriculture. Love every minute of it, too!"

## GROUP WORK

*Such national youth groups as the Camp Fire Girls, Girl Scouts and the American Youth Foundation are possibilities for those interested in working with the younger generation. YWCA serves both the youth and the older women. The Red Cross in its many facets is another possibility for those interested in group work. There are many fields open for volunteer service in such organizations, but there are also interesting and pleasant paid jobs. Sometimes volunteer jobs lead to a paid position at a time of one's life when one can no longer volunteer one's services but must have some tangible reward for work.*

Louisa Wilson Haun, B @-Oklahoma, Executive Director for Camp Fire Girls in Fort Worth, Texas, did a similar job for the Girl Scouts and Volunteer Center in another city. She was one of those older women whose interest in Girl Scouts came from work as a volunteer leader of a group for her daughter. Important in this work, she reports, "are read-



ing, studying new trends, developing any skills you have and listening as often as possible to the best people in your field. A love for girls and adults makes for more understanding. I would like to encourage girls interested in group work to attend camp as counselors, to teach groups whenever possible, to learn their skills well. They should read and retain as much information as possible in working with people. The present university offers much in lectures. Take every advantage in singing, dancing, sports, games, dramatics, story telling, camping and teaching technique. All of these help with group work and every experience helps to do a better job."

**Nancy Embshoff**, Δ X-San Jose, serves as district director for the Santa Monica Bay Girl Scout Council. She became interested in professional scouting during her senior year in college. At that time planning a teaching career, Nancy had returned to college after working a little over a year as a secretary. She says, "Community service led me to my career. I volunteered as a Senior Girl Scout troop leader during my junior year in college. I also served as adviser to the Senior Girl Planning Board. It was while doing volunteer work that I first learned about professional Scouting." She feels that community contacts are most important in this work and that "outside interests broaden ability."

"For the physical educationalist, the case worker, the group worker, the home economist, the business administrator, and many others, there is opportunity for a career with the Young Women's Christian Association because of the variety of services, classes and clubs in its program," says **Nancy Cannon**, B Ψ-Toronto, program director for Montreal's YW. "The YWCA is in many cities and towns in the United States and Canada and 67 other countries. This gives the opportunity to "advance in your profession in the local association or to be an adviser to student groups on a university campus. One may also move from one city to another, become a national or world staff member or even be placed as a secretary in an overseas country.

"As part of a world wide plan of mutual service, National Associations are often asked to send an experienced staff member for a period of two to three years to another National Association. This job may involve help-

ing to start an Association in a country such as Africa, strengthening the national work of another country, perhaps somewhere in Asia, by helping with youth work or some other special project. In order to move to another country, one of the essential qualifications is to be able to live in and willing to learn from another culture and in turn share with its people their own heritage."

**Catherine Louise Hoover**, Γ Θ-Drake, is assistant field director in Service Military Installations for the American National Red Cross, headquartered at the Naval Air Station, North Island, San Diego. She says that her association with a fraternity "has been beneficial training to work with groups and assists in contacts with the military." She feels you must be "interested in people and their problems and know the available resources, both military and community, to assist servicemen and their families."

**Gloria Bingesser Beckwith**, Γ A-Kansas State, is recreation director with the Red Cross at Brooke Army Medical Center in Fort Sam Houston. Gloria went to work immediately after college training volunteers from the Junior League, Civilian Defense and education majors at Syracuse University. She then became a housewife until she was divorced and had three children to take care of. She feels there is a "great demand for recreation workers and the training is valuable whether forming a play group for their own youngsters, starting new clubs if a need exists in their own communities, when called upon to be board members of service organizations or if teaching or seriously working with children or old people. They can travel and be a part of a military society without joining the armed forces."

**Mary Carolyn Barnard Newton**, Γ Δ-Purdue, has found home service director duties with the Red Cross in the Indianapolis area chapter rewarding. She was a volunteer in this work for four years during the war. This "definitely affected my ability and desire to join the Red Cross on a full-time basis when I returned to work after my daughter was a teenager," she relates. Anyone in this work has to have a "real desire to help people with their problems" and a social work graduate degree.

**Dorothy Jean Kerr**, Γ Ω-Denison, is the





The traveler's helper, Aileen Pinkerton.

Associate Director of the American Youth Foundation in St. Louis and director of the younger girls' camp at the Foundation's Camp Miniwanca in Michigan. She entered the professional field after college and obtained an M.A. in guidance and student personnel administration at a later date. Her interests in this direction developed from serving as a camp counselor during the summers of her college years.

A former Kappa Field Secretary, **Georjean Groom Fogle**, Δ Π-Tulsa, is social and recreational director for students at the Hillcrest School of Nursing, Hillcrest Medical Center, in Tulsa. "My work is really a joy, more like play than work," is her description of her duties. "I work with the students planning all their social events, and with the faculty in arranging for graduation activities, orientation week, and all the school activities. I have also done a lot of recruiting for the school. I'm not a nurse but I have learned a bit about it. I sponsor the Student Vespers committee which plans a weekly Vesper Service for the students with outside speakers, movies, musical groups, missionaries and whatever ideas are presented for programs. They are non-denominational—our aim being to encourage a closer relationship to Christ among all our students." The important thing in this job, according to Georjean is "making progress in student relationships, as in finding ways to help and encourage the shy girl, the awkward one, the overbearing one, and

the one who has had little opportunity. I sincerely believe it is a privilege to work with these students and have a part in their social, cultural, and spiritual growth. My actual preparation for this job came more from extra-curricular activities in college and my Kappa work, active chapter, Graduate Counselor and Field Secretary."

## SOCIAL WORK

*Social workers help people who have individual or family difficulties which interfere with helpful and useful living. This may take many forms of service. Of the nearly 100,000 social workers about two-thirds are employed in some form by the government. The others work for private agencies. Of the number about two-thirds of the workers are women.*

**Aileen Pinkerton**, Δ Θ-Goucher, is a consultant on information and personnel with the National Traveler's Aid Association in New York City. "College work gave me a good general background and volunteer work in college gave me an invaluable opportunity to crystalize my philosophy which led into social work." Two years of graduate work followed. Aileen describes social work "as an emerging, lustily growing profession. It embraces counseling—in a psychiatric clinic, in the schools, in a hospital, in public welfare services, in a settlement house, in a recreation center, in the church, in the courts—even on the streets of a city slum as we work toward relieving the confusion and hate often precipitating youth gang wars.

"There is some excellent literature about social work as a profession, which may be obtained by writing to the Council on Social Work Education, 345 East 45th Street, New York 17, New York. From it one can learn that "Opportunities in social work are virtually unlimited—opportunities for interesting jobs, opportunities for gratifications which come from meeting the challenges of life and society." A social worker should be "some one who believes that every person is important, someone who has not only this sensitivity toward others but also the scientific knowledge which enables her to understand basic inner needs of people, why they respond as they do and the techniques which are used in the process of helping others. A little boy slowly



holds out his hand to you, the first time in all of his deprived years he has ever trusted an adult that much. A man calls to tell you he has been selected for special training in his company, the first time he has ever held a job more than two weeks. Each incident is important to you, a social worker, for each points the way to one of social work's purposes—helping people develop the strength to handle life's problems instead of being devastated by them."

Some others who have found social work stimulating include **Helen Easterwood**, Γ P-Allegheny, who started her social work in a college settlement house but, not caring for it, changed to working with children. She is now supervisor of County Child Welfare Services with Meadville, Pennsylvania's Children's Aid Society. **Martha Belle Pierce Morgan**, M-Butler, is a case worker with the Indiana Methodist Children's Home in Lebanon, Indiana, while **Virginia Coleman Smalley**, B Θ-Oklahoma, is assistant social worker at Central State Hospital in Norman, Oklahoma. Her work has been interrupted during the years with a family but the interest was continued as a volunteer. Now she is working toward her master's and "urges all college graduates and undergraduates to consider the profession of social work as their possible vocation. Education in social work is beneficial whether you follow it as a profession or become a homemaker. The work is stimulating and satisfying. The field is a growing one and presents many facets. There is a need for social workers in community organization, group work, work with schools, with the physically or mentally ill. There are many more openings available in this field than there are workers to fill them. Anyone who successfully completes her education in this line can be assured of a position and a choice of positions in practically any state in the Union."

**Edith Wehmann**, B P<sup>A</sup>-Cincinnati, is chief social case worker for the Bureau of Social Service in the City of Detroit, Department of Public Welfare. Assignments as an unemployment relief worker with Associated Charities, executive secretary Family Welfare Society, case worker in private agencies, home service worker for the Red Cross during the war, were forerunners of her present work in the public health field.

**Jeanne Wolf Yeider**, Γ N-Arkansas, medical social worker at the Veterans Hospital in Little Rock took time off to raise a family. **Elizabeth Bartee Adkins**, Γ Δ-Purdue, acting director of Tippecanoe County Department of Public Welfare, Lafayette, Indiana, a former bacteriologist and secretary, returned to work a year ago after serving on the Welfare Board. **Virginia Cole**, Γ Δ-Middlebury, employs her experience as director of the Vermont State Department of Social Welfare, division of services for the blind. A diploma in occupational therapy prepared her for this type of work. She feels that "getting ahead in the field of serving handicapped people involves responsiveness to every aspect of the development of rehabilitation."

**Elizabeth Lupton Fairchild**, I-DePauw, director of the Day Nursery Association of Indianapolis, a United Fund activity caring for children, writes: "The director of a day nursery or day care center usually has a professional background in either social work or education. Therefore the opportunities for advancement are many, not only in this particular field but in related areas. There is a dearth of social workers and teachers. As society deals more specifically with the child's problems, the more demand there is for qualified personnel."

*Children enjoy the day nursery schedule planned by Elizabeth Fairchild.*





"Work with children is channeled in many areas—dealing with the retarded child, the unmarried mother, adoptions, foster home placement, and the like. Many of these problems are interrelated requiring the same skills and knowledge on the part of the social worker. As more mothers are working either from necessity or by choice, day care for children is a constantly expanding program. In my own community, we now have two centers and are in the process of building a third. This scattering of centers into various sections of a metropolitan area is the pattern being followed over the country. Each facility requires staffing. In smaller communities one agency may handle several different kinds of children's cases, so a worker must be flexible as well as skilled. This also means that professionally there may be horizontal as well as vertical advancement.

"Work with children has always had a gratification beyond a monetary one. This personal aspect of being in a day care facility makes it a constantly rewarding, fascinating job." Betty includes on her staff "licensed teachers, a social worker, part-time registered nurse and a pediatrician, education director and dietician; so this is not, as many people think, an easy little operation to open in one's home as a money-making project!"

Two members in Louisiana have found different types of social work to their liking. **Mary Byrd Zutter**, B Φ-Montana, has been a social analyst with the Louisiana Department of Public Welfare since 1942. A two year period she spent as an analyst with the Bureau of Public Assistance of the Department of Health, Education and Welfare in Washington. She says, "Social work, an important aspect of our civilization, is concerned with helping people help themselves. Its basic concept is the belief in the dignity and worth of the individual. Many opportunities exist for those with professional training in social welfare."

**Frances K. Holcombe**, Δ I-Louisiana State, taught school for four years before she began working as a welfare visitor in 1949. Later she was promoted to case supervisor before a year of graduate work. Today she is director of the parish office. She says there are "many opportunities both in public and private agencies, i.e. cerebral palsy centers, family

counseling agencies, hospitals, guidance centers and many others. The work has a personal satisfaction but is not suited to everyone. You must like people and understand their behavior. The programs of the Louisiana State Department of Public Welfare are: Bureau of Public Assistance including old age assistance, aid to needy blind, aid to dependent children, general assistance, disability assistance; Bureau of Child Welfare including foster children and adoptions; Bureau of Blind; Bureau of Probation and Parole."

## SOCIAL SCIENCES

*The field of social science covers the whole range of human history and activity. However, social scientists generally specialize in one of several branches of social science such as anthropology, economics, history, political science or sociology. Fewer than ten percent of the 40,000 people engaged in the social sciences in 1956 were women.*

**M. Elaine Burgess**, Γ H-Washington State, assistant instructor and research assistant in the Institute for Research in Social Science at the University of North Carolina, says her college work "planted many seeds which began to grow only after I had done a little maturing." After obtaining a master's degree in sociology, Elaine was drawn into student personnel work because of her interest in student activities in her undergraduate days. After five years in this field she states, "I was forced to the conclusion, based on my own experience, that too often there was not enough concern with 'learning by thinking, studying, contemplating,' not enough stress on intellectual integrity and curiosity on the part of many college students and professional college activity administrators, as well. Thus the decision was made to return to graduate school for further training for college teaching and research. . . . I have just completed three exciting years of study, teaching and research in the social sciences, and plan to continue my career in my chosen profession of higher education, as a teacher and researcher in sociology and anthropology.

"It seems imperative that all alumnae owe it to those who follow to urge them to make the most of their academic experience while in college. Let's not be guilty of being satis-



fied with the 'gentlemen's C,' or the 'snap courses.' More important, let us not be guilty of stressing high grades simply to enhance the sorority's campus rating, to win the 'campus cup.' True intellectual curiosity and intellectual honesty will make life richer and far more rewarding, regardless of a young girl's plans for the future. Marriage and family life can be made more meaningful, a business or professional career more challenging, if one has afforded herself all the opportunities and 'open doors' that a real college education can give. From the experience of the older members, perhaps the younger can be reminded of the grave importance of discovering a meaningful and valid set of values early in their college careers. Social growth is very important, but, in modern American society, intellectual growth must not be slighted in favor of the former. Rather they must go hand in hand. Perhaps some of the current undergraduates may profit by that which I have learned, often the 'hard way'."

## RELIGION

**Cornelia Smith Haines**, Γ Ω-Denison, director of religious education at All Saints Episcopal Church in Chevy Chase, Maryland says: "My daily (and nightly also!) paid work is not a job—nor even a profession or a vocation; it is a way of life. A master's degree in religious education with theology and *Bible* courses, education and methods, psychology and philosophy gives one the academic background. No graduate courses give the answer to a mother whose well brought-up teenage boy is in trouble with the police; nor the young adult whose engagement has been broken; nor to the remaining partner of 25 years of happily married life, now so suddenly bereft and alone.

"Sunday school teachers have for years told '*Bible* stories,' but when a volunteer teacher, in a conference with the director, discovers one of his students is without a father and needs the loving discipline and companionship of a man, then theology is being lived.

"God works in wondrous ways, using ordinary men or women through whom to bring new life. When a structure has been so set up that a young man or woman will say, 'my church school teaching has taught me that I



*A lawyer and psychoanalyst, Elizabeth Thorne.*

will give up my present job to teach so that I can help young people'; or when a man decides the ministry is his vocation, one knows God has been at work. When the Church is really the Church, it is a loving, supportive fellowship accepting each one and helping him to be more of the person God wants him to be. Living and working in this kind of a relationship whether as a volunteer or a paid worker permeates all contacts in life.

"Values are measured by religious standards. Some secular pressures thought to be so important to well-being have no value measured by these standards. It takes courage for a family to live by these values when community pressure is pushing the opposite way.

"The Religious Education program of a church helps each person to have the belief and knowledge of lasting values. It helps people to know how God has worked in history in the past and is working history in the present and will continue to work in the future. This program is ready to give to those who will accept it, the courage to 'stand for the hard right against the easy wrong'.

"As a director of religious education, I am more concerned with adults than children. A home where God is not at the center of its life can counteract all the child has learned on a Sunday morning. A community of adults who break laws tell a child there is no value in the Ten Commandments. So the religious program for adults includes not only



religious history and facts but the meaning of religion in each person's life today.

"The church is not a refuge from the world, nor a solace of peace and quiet. It is a storehouse of courage and belief (which we often gain through the quietness of prayer), that sends us forth into a world which needs its witness of love.

"Is church work an important career for women? If you are interested in coffee breaks and fringe benefits, in a short work week and routine hours, in a comfortable desk in a prominent place, church work is not for you. If you really love people for themselves, knowing that most people are lonely and in need of friendship; if you have a joy in God's world; if you are willing to give yourself so God can use you (in losing one's life you will find it), then try it. There is no greater inner satisfaction."

Having had a career before marriage, with the necessary educational background for it, helped Mrs. Haines greatly to return to the same field after marriage, when it became necessary. She urges young women to be prepared for some real field, to continue to keep up in this field and above all to be willing to work with zest and enthusiasm. "Even just 'jobs' can be fascinating if you make them that way," is the manner in which she looks at it. Mrs. Haines feels that having a career doesn't shut out marriage but that it may make the marriage much richer for the maturity that working may give. She points to career "positions in church agencies for social workers trained at a School of Social Work; for teachers in church sponsored schools; for college workers assisting the clergyman in a college community; for editors of curriculum material for church schools; for adult leadership training positions; for parish and diocesan (area divisions) directors; for administrative positions in church organizations."

## LAW

After graduating from Vassar, **Elizabeth Thorne** attended Michigan Law School and became a member of Beta Delta Chapter. With her LL.B. degree she joined a big Wall Street law firm where there were 80 to 100 lawyers. She says, "My own work was mainly in the field of corporate litigation. The cases

were principally stockholder suits and anti-trust suits in which we were defending the policies of the corporation. The work involved investigating and organizing the facts, investigating the law, and preparing memoranda and briefs for the trials of the cases. On some of the large cases a year to three or four might be spent in preparation. During that time a team of four or five lawyers might devote the major part of their working time to that one case. I don't know of any better way to learn the workings of our economy and government.

"I took a six month's leave of absence from the law firm several years later to work as assistant to the president of the Carnegie Corporation of New York. This is one of the large foundations supporting various educational and research programs, particularly in the social sciences. I reviewed proposals being made by organizations seeking support, and reviewed progress reports on work already done. One of the pleasures of the work was being in touch with the ferment of original ideas from all over the country.

"In 1951 I decided to establish my own law practice, and opened an office. Soon I branched out in a completely different direction and began training to become a psychoanalyst, at the National Psychological Association of Psychoanalysis. This training involves your own psychoanalysis, a four year series of seminars, and supervised practice, first in a clinic and then in private practice. The other candidates, except for one lawyer, were psychologists, psychiatrists, or social workers. As time went on, I decided that I, too, would like further training in one of the basic disciplines, in addition to training in the specialty of psychoanalysis itself. Therefore, I became a doctoral candidate in the Clinical Psychology program at New York University and expect to have my Ph.D. in June.

"Carrying on my psychoanalytic practice in addition to my legal work and studies make for an all too busy day. I wouldn't recommend as busy a schedule as mine to anyone. It's no fun always to feel a little bit behind. On the other hand, what I'm doing is exciting, gratifying, and challenging. I can't imagine any more satisfactory career—if I could just cut it down to half as many hours a week."



## Education— wide open field?

**T**eaching was the first profession to open the doors to women. Despite this fact—and in the face of an alarming shortage of teachers and staggering statistics of prospective pupils in the “Soaring Sixties,” there are ominous signs of lessening in both numbers and advancement of women in the teaching field.

As college and university women, Kappas need to be concerned with the problems of women in the teaching field and what can be done to correct the situation. Here we will examine the problem as related to women teachers drawing on the experiences of many Kappas, and on the clear, thoughtful statements of one Kappa in particular, **Ruth Capers McKay**, B A-Pennsylvania.

Mrs. McKay is a lecturer in the English department of Smith College. Throughout her own career in the teaching field, she has observed women's career opportunities in her field. She has devoted her career to teaching, and she has also managed the dual role of homemaker and mother. Following graduation from Wheaton College, she took her M.A. and Ph.D. degrees at the University of Pennsylvania, and returned to Wheaton for her first three years of teaching. After marriage and the birth of her three children, she went on teaching—first at Radcliffe College and then at Smith. Comments here are from a lecture Mrs. McKay gave before the Cosmopolitan Club, of New York City, on *The Society of Educated Women*.

“The large number of women today who receive the college degree do so in the knowledge that their sex has come of age intellectually, for, of one fact we can be sure, the academic standards are the same for both sexes. What confusion there is does not lie in the fruitful quality of the four years themselves; it lies instead with woman's changing but still obvious place in society, and with what use a higher education has for her. *Use* is a practical word and before any commission to that line of thought, it is certainly in

order to take a look at the meaning of the words, *liberal arts*. This is the core of the college career as opposed to the vocational school, and its process and aims are most certainly philosophical; in short, the development of the whole person is involved. This process and aim is confused where women are concerned by those, and they are legion, even in the academic world, who still feel that a woman's life is primarily and finally that of wife and mother. No one has suggested that Harvard educate its sons to be good husbands and fathers. But equally silent has been the assumption that women too are individuals in the intellectual scheme. It needs to be said that man or woman's place in the family relationship is but a function (however large) of the whole person. . . .

“In this country at the present time we cannot afford to have confused aims as to the purpose of a college education, not when a tentative figure of six million students is contemplated for 1970 as compared to one mil-

Smith College's Ruth McKay.

Bradford Bachrach





lion in 1940. . . . This would seem to be the ideal situation for women to move ahead. But instead, in the last decade there have been signs of a definite regression in both numbers and activity as far as women faculty in higher education is concerned.

"It is a natural *forte* for women, teaching, for they have had centuries of practice as mothers, nurses and governesses. Elementary school is of course closest to their earlier preparation and they carry nobly the great burden of that field throughout the country. In secondary education, among the many interesting developments of the past century, is the large place which women have now assumed as teachers in the coeducational high schools. It is only at the college level that the view of women's progress changes. . . .

"In the business world when a product fails to sell, eventually the production of that item is decreased. The firm is discouraged and the law of supply and demand operates to adjust the situation. The product here is a woman trained to teach at the college level. What of the market that has been open to her? Has it presented an encouraging or discouraging picture?"

Tracing the regression of women in four separate college teaching areas, Mrs. McKay goes on to say:

"It is not difficult to understand that the young woman facing years of training with its expense of time and energy as well as money, should hesitate when she sees on all four fronts, the separate college, both male and female, the coeducational college and the universities, the severely limited market where she may seek a place. And this hesitation is enhanced by the fact that in college teaching women suffer from all the sensitivity of the minority group.

"This is a marrying generation, this mid-century group of young men and young women, and to deny that an increased stress on marriage as part of the 'normal life' has not played its part in this regression is to fail to understand our current world. . . . We frequently see the young wife happily supporting her student husband while he takes his degree. In all of this we sometimes forget that we have never really made peace again, and that these young people have an intuitive sense of life's urgency. It is perhaps this des-

perate sense of the unknown future which has deterred and finally defeated the militant feminist. What is progress, we ask, and the reply of the sociologist haunts us: it is the lessening of tensions. And feminism was certainly tense. But women have got to find something to replace feminism (for with its loss, her hold on herself is weakened) and that something must find a new way to self-assurance.

The problem of the college woman then presents an age old schism well known to human history—the conflict between the intellectual and the emotional life. These two great pulls dominate our lives as a whole, but for the mature woman, wife and mother, they enter every hour of her customary day. Someone has said that we can always do more for our families, and every housekeeper knows that a house can be an endless chasm in its capacity to absorb time. Unless there is real intellectual motivation the battle is often a losing one. For the educated woman this is disaster, and for the educated woman of unusual capacity it is a disaster *for us all*. Where women especially are concerned we might well wonder whether too much is not being made in education of social adjustment and not enough of intellectual stimulation. . . .

"The reasons for the regression may be endlessly argued but at least two survive: the lack of encouragement which women have felt (i.e. the law of supply and demand) and the renewed emphasis on marriage and early marriage in a woman's life. But it would be a narrow view indeed which did not see that women often defeat themselves, quite independently of outside help! So many university professors teaching in the graduate schools have commented to me and to others on how discouraging it is to have women vacillate at advanced stages. 'I do not think I will try to finish my thesis now for I want to earn some money to travel' or 'I may get married'; this all has a very familiar sound in one form or another. And why is it that women discourage or are discouraging about other women? A prominent educator told me recently that he often had a high opinion of a woman candidate until he interviewed other women concerning her. Perhaps we have been rivals so long in the oldest career open to women



that we cannot learn to think of each other as colleagues.

"But the woman who marries presents still another set of problems. Let us say that she and her husband want a typical marriage with a fine home and children. This then involves for the woman what one educator has referred to as the 'lost years.' 'How,' he has said, 'can a woman scholar compete with men scholars when in order to bear and rear her children, she must lose her thirties, and by that time her contemporaries have written their books, established themselves in their college positions and are giving their special courses?'"

"If it is just a matter of numbers, this woman cannot compete—she has lost her place in the race. But we have already agreed that a man's and a woman's world are different, and why not continue to agree. The woman scholar has 'lost' her thirties, but what of her forties, fifties and sixties—rich and long years indeed in which to refind herself and take her place. And are those years really lost? Is maturity no asset, not only in understanding at the human level but in that wide sense known as grasp? I am afraid that if we are going to depend on the unmarried woman to hold our place for us in the intellectual world, of which the college is only the outward mark, we mistake the whole history of our one century of progress—a history which has as its hope that the growth of the mind, and of all knowledge, shall be the concern of all.

"This one century and a few years more since a woman first entered a college and emerged a bachelor of arts shows a story of courageous development as revolutionary in social history as have been the gains in science and medicine. And each profession open to women, law, medicine or research in the natural sciences, has a story of its own similar to the one in college teaching. We as women stagger under the impact of our own progress. Like a child we have had to learn to walk and run before we were sure of our balance. Now just as we pause, and our regression lies heavy upon us, we are told daily that the greatest educational pressure that the college world has ever known is about to strike. It is too easy an answer to say that now the birthrate, long women's potential enemy, will instead make for her all

the opportunity in college teaching that she needs. . . . Recent history shows that women have now formally joined men in a new sphere—the intellectual life. This involves for women a new set of responsibilities and attitudes which must have as their basis an ardent intellectual motivation. And it is here that the colleges must give to women the early direction which will result in a clear, firm view of themselves and of their possibilities."

*After reading this tremendously stimulating analysis of what can happen in the teaching profession, let's turn to several other women also actively engaged in education. We will learn from them how they feel about what they are doing and whether they would encourage others to follow in their steps:*

## THE ELEMENTARY TEACHER

Carol Larson Gerken, Δ X-San Jose  
Second grade teacher, Wilson Elementary  
School, Spokane, Washington  
President, Washington Education Association

*"To my mind, teaching is not merely a life work, a profession, an occupation. . . .  
It is a passion. I love to teach."*

WILLIAM LYON PHELPS

"How very thankful I am that I chose teaching as my profession because I, too, love to teach! The great opportunity that we teachers have to help build young people's minds, characters and personalities makes each hour a very challenging and exciting experience.

"Did you know that the teaching profession is the largest professional group in the United States, equal in number to all the other professions added together? The opportunities for women in the field of education were never greater than they are right now in 1960 when we seem to be hearing a continuing echo of a statement made by H. G. Wells back in 1920 when he said that 'Human history becomes more and more a race between education and catastrophe.' Yes, there's a tremendous responsibility resting upon education as the chief means of maintaining and advancing American democracy.

"There will be positions open for approximately 125,000 to 150,000 newly qualified public elementary and secondary teachers each year through 1965. The education field is wide and wonderful with room for many kinds of abilities.



The second grade's Mrs. Gerken has the rapt attention of her class.



"Just what is a good teacher? First of all, she enjoys teaching; she has a strong desire to learn and is eager to kindle this desire in her students. The good teacher has confidence, a talent for creativeness and a ready sense of humor. The good teacher has a deep and penetrating knowledge of the subjects she teaches and knows how to 'put across' that knowledge to her students. A good teacher knows her students and adapts teaching to their interest, abilities and needs. A good teacher is alert and keeps abreast of current trends in education and the changing world in which she lives. A good teacher strives to keep teaching a quality service based upon sound, always improving standards of preparation, behavior and competence, and she does this by active membership and participation in professional education associations at the local, state and national levels.

"Do you think *you* might have what it takes to be a good teacher? Would you like more information about requirements and opportunities in the teaching profession? Many excellent free bulletins can be obtained by writing the National Commission on Teacher Education and Professional Standards; National Education Association, 1201 Sixteenth Street N.W., Washington 6, D.C.

"Several weeks ago I was scheduled to speak at a Future Teacher's installation tea. Before I left school one of my second graders said, 'Tell them I think they have a fine career ahead of them!' In echoing her sincere

belief I'll just add that if *you* choose teaching as *your* career you will find that you have chosen the finest, the most exciting and worthwhile profession there is!"

## THE SECONDARY TEACHER

Janet S. Height,  $\Phi$ -Boston

Teacher and Head of Mathematics Department, Wakefield High School, Wakefield, Massachusetts

National Council of Teachers of Mathematics, Treasurer, Association of Teachers of Mathematics in New England

"Teach in a secondary school? Why do I? Why should any woman want to do it? There are many who could put their answers into words much better and more convincingly than I, but I doubt if anyone feels more strongly the great need of good, thoughtful, and understanding teachers in the high school.

"For those who consider only the financial returns, teaching is not the vocation at present, nor at any time, but for those who wish to continue studying and who enjoy working with young people who do not like to be considered children, high school work offers interesting opportunities. Because mathematics is my field, I can speak with more authority about it, but I am sure that conditions are much the same in all the other areas.

"Many people have thought of a teaching day or year as always the same, hence have believed that it must be boring. That is the most unlikely description I could make, since



even if the subject-matter were not changing, the youngsters to be taught are always different. It is a continuous challenge to try to meet the needs of each new group of individuals, and there is satisfaction when even a few of those aims have been accomplished, and some of the students and their parents appreciate what has been done.

"There is always something more to be studied in subject-matter, too. If it isn't some new material itself, then it is a different method or order of presentation to be considered. For those who like to write, there is the opportunity to organize new textbooks for publication. Trying to help the youngsters to understand what it is all about, to enjoy studying, to learn to work well with others, to see the importance of the mathematics being studied and what it can accomplish in our modern civilization, and to prepare properly for college and other advanced work—all this can make for an exciting life. To see a youngster's eyes light up with the joy of some new (to him) discovery, another's exultation at having conquered a difficult problem, and still another's gratitude for help in understanding a concept that had seemed impossible and finally to hear that last year's seniors are forging ahead in college—these are what compensate for the discouragement of failures, and make the day worthwhile.

"In addition, I have much happiness in friendships made with others in various parts of the country who are doing similar work. The national and local organizations (of mathematics teachers, in my case) offer opportunity for meeting to discuss and study new ideas and common problems. I feel sorry for those who have missed such an enriching experience, since I believe that the men and women who are teaching because they love to do it are the ones who have the most to offer in friendship also.

"I sincerely hope that the college girls who enjoy mathematics and want to share their knowledge with others will realize how much satisfaction can be derived from giving high school youngsters the foundation they need, whether it is for advanced scientific work, or the less mathematical fields. Right now, the turmoil about the 'new mathematics' programs should make an especially strong appeal to the young enthusiast.



Two students learn the fine points of geometry from Miss Height.

"Although I am so conscious of the great need in this particular area, there is rewarding experience to be found in every branch of secondary school teaching, for each has its own challenges. Since the salary situation has improved in recent years, especially in certain localities, I hope this will not be a deterrent to those who could be real teachers."

## THE COLLEGE TEACHER

Grace E. Chevraux, Δ-Akron

Professor of Hygiene and Physical Education,  
Hollins College, Hollins, Virginia  
*Who's Who in the South and Southwest*

"Education concerns itself with the fullest development of an individual and the society of which he is a part. To this end teachers dedicate themselves. The fulfillment of one's life as a teacher and its rewards are legion. The fulfillment of one's life as a college teacher is peculiarly rich. The characteristics and needs of college students are of such nature that college teachers gain their reward from helping students to develop a philosophy of life; assisting them in their perseverance to achieve goals, aiding them in selecting their major study and life work, helping them to make individual adjustments and achieve social competence; guiding them in their growing independence and helping them to make a self evaluation in terms of positive and negative factors. These concerns of the



teacher and student provide a comradeship and mutual respect that are rich and lasting. The art of influence of a teacher is inestimable. The freshness and spirit, and concerns of the student carry a teacher along to a fulfillment at the moment, and many years later—a letter—a conference—a return visit—and words of appreciation.

"The growing need of college students to become interested in teaching is evidenced by some recent figures released stating that in 1970 there will be 6,150,000 students eligible for college education. There will be a need of 346,000 new qualified professors to meet this tidal population going to colleges. The ratio of teachers with Ph.D. degrees to the total teaching staff in America is 40 percent during the last decade. In most fields of study excluding the Fine Arts, the need of a Ph.D. is a requisite for college teaching. With the widespread emphasis on grants, fellowships, and scholarships, rarely can the financial limitation hinder a student from advanced study. This is a fine and excellent field for a woman to elect as a career. There is evidence that the size of gifts being given to education assure us that in the future faculty salaries will be increased so that financially the profession will more nearly approximate the salaries of other professions.

"If women are to be the potential to fill this need, the benefits to be derived include

service to society with one's training; combination of marriage and career; opportunities for leaves for child rearing; travel and study; opportunities for financial support for the family; opportunity for increased duties as children are reared, and lastly the justification that women are citizens achieving the status and prestige that is limited only by their own capabilities. The women in Russia have contributed greatly to their country's economic, scientific, and cultural progress. Perhaps this potential is the one that needs most to be tapped in this American way of life. The American woman student faces a challenge, and I as a college teacher of some 30 years can only beckon you to a field that is rich, promising, stimulating and satisfying. I only wish I had 30 more years to serve. This, then, is my recommendation for college teaching as a career."

## THE COLLEGE ADMINISTRATOR

Margaret Peck, Γ A-Middlebury

Dean of Women, University of Texas, Austin,  
Texas

"As a student when I saw Commencement Day moving inescapably closer at the end of a liberal arts education, and there seemed to be no way of postponing further the question of what to do with this college education,

*Students at Hollins are taught proper golf performance by Professor Chevrax.*





panic increased daily. Today with high school vocational guidance programs offering information and diagnostic aptitude tests available on the pre-college level, self-knowledge may be substituted in the search for a vocation for bewilderment or the old-fashioned panic. Even so it is difficult to know the nature of types of work sufficiently well to feel that such-and-such a field is the one unless outstanding talent clearly indicates the choice.

"Many vocational decisions are made even in these days of abundant tests because the seeker knows and respects someone in a particular position. Because of this respect or friendship the same sort of work offers an appeal to the seeker. There is merit in this vocational analysis method. The close range observation of someone admired puts the observer in a position to make a partial Mark Twain *pro* and *con* list of the hazards, demands and satisfactions of the work. One is able to note the qualifications and skills the job requires by watching the person take the normal ups and downs of the passing days.

"Innumerable lists are available of qualifications for deans and personnel workers: tact, patience, understanding, broad knowledge of patterns of human behavior and the like. But the list as personified by a skillful teacher or successful dean is a far more moving document. It was the result of such good fortune that turned panic into a plan as Commencement Day approached and the Dean said: 'Had you thought of going into dean's work?'

"We did not fully realize as students what a stimulating, intellectually charged atmosphere Dean Eleanor Ross<sup>\*</sup> created, but we felt the power of her personality in the entire college environment. High standards of intelligent conduct—she expected the best from us, and her unshakable faith that this was what we would deliver brought us back from many a deviating though interesting path.

"Two profound lessons she taught us.

"She insisted that we think for ourselves. This was taught through contact with her in student government and all other student activities. When a policy decision was needed or organizational objectives were to be determined it did little good at the outset to ask what she thought. 'What do *you* think?' was her swift reply. Eager to read the answer in her mind we would scrutinize her expression only to meet a penetrating gaze which gave no hint and betrayed no clue. All such attempts failed until you had given and supported your own opinion, after which free discussion followed. In this way she brought us face to face with ourselves so that we might discover our own potentialities and function at an optimum level of effectiveness.

"The second lesson was one with profound significance for all life. It was this; that there is a compelling rightness, a satisfying soundness to discipline justly administered. In her hands there was a dignity in the administration that complimented the very soul of the

<sup>\*</sup> Dean of Women at Middlebury College 29 years. A member of Gamma Lambda Chapter.



The door of the Dean of Women's office is always open for students at the University of Texas.



receiver. Under her leadership a comprehension of the importance of the individual and his innate capacity grew. With this grew also a concept of the satisfaction of creative group endeavor, of the beauty of skill in interpersonal relationships. From her we learned the place of trust and integrity in human relations.

"It was a rare experience when we were invited to her home and could sit before the fire and examine the books of her wonderful library. Poetry, travel, literature, music and art each was abundantly represented. The conversations which took place joined together our extracurricular and curricular interests, for something happened there which released creative powers, oriented us to our cultural heritage, interpreted our relationship to the emerging cultural patterns of the future.

"Perhaps what Dean Ross was herself as much as the lessons she taught, explains the percentage of graduates who chose to go into dean's work during the years of her administration. It was the determining answer when, as vocational adviser and friend, she suggested dean's work prior to that threatening Commencement Day and followed the suggestion with information about available graduate study.

"Recently an educator speaking to a group of high school and college deans said, 'You cannot supervise today's student generation; you can only lead them.' This was further interpreted to mean that the objective is to lead students to lead themselves. In this swift-moving campus world of pressures and counter-pressures this statement, if true, presents an exacting assignment.

"What are some of the questions which you face as you pull the chair up to the dean's desk each morning?

"What forces can be released today in the campus environment, through residence groups, organizations and individual contacts which will assist students to find themselves, to discover their unique contributions and potentialities, to get a clearer sense of purpose and direction, and to gain a true perspective of our present world? How can you communicate the conviction that one of the most gratifying and exciting experiences in the world is to lose yourself for a time in concentrated study? How convey to students

the excitement of exchanging ignorance for knowledge as you expose your mind to man's great thoughts in philosophy, literature, art; as you discover the record of man's aspirations and endeavors in history; as you become humble before man's courage in probing the unknown, from the complexities of the atom to the far reaches of outer space? How can you help the students realize how inestimably precious are the hours of the short four years of college; how set in motion influences which will help them use these hours to provide themselves with a first-rate equipment—vocational, social and spiritual—for the tasks of the post-college world.

"The growing number of young women recently divorced and returning to finish their undergraduate education forces all too poignantly another question upon us. How can young people be taught that marriage is not an end in itself, but a process of fulfillment? There is no lasting fulfillment without mutual respect and mutual interest. A home without rich cultural and spiritual resources falls short of its priceless possibilities. Yet how many times during the college year, as a young woman comes to withdraw, do we hear the words, 'I don't need any more education. I'm dropping out of school to get married.'

"The most pressing question of all rises from the knowledge that great numbers of youth in other countries are catching a vision of world leadership and are diligently using the hours of their days to prepare for it. To what are we dedicating ourselves?

"Because of the strong political and national forces at work in the world, our time of growing up as individuals and as a nation is limited. We are painfully aware that on the institutions of home, church and school rests the responsibility for passing on our cultural heritage to each new generation, of training citizens adequately prepared to lead our nation. Yet it is also true that a generous measure of responsibility for this preparation must be assumed by the individual. In this endeavor college women have both the obligation and the privilege of offering strong leadership. The task cannot wait until after graduation. As the Dean of our college days knew, a student must begin early to train herself in the rigorous discipline of thinking, of assem-



bling and evaluating facts as part of the problem solving process.

"The college campus with its multitude of organizational fiestas offers a ready laboratory for practice in analysis and evaluation. Students themselves must decide what patterns of organizational activities belonged in the first half of the 20th century and which deserve a place in the second half. The motivation behind these activities calls for honest scrutiny. What kind of a bargain are we striking with the three auctioneers, Power, Prestige and Public Relations?

"The final question as the office door closes on the day is directed to the students—our students who are as capable, as intelligent, as magnificent as any in the world. How can the dean best help you help yourself? To these and to other questions encountered in the search for an adequate philosophy of living we must seek answers together."

### **Careers in business and industry**

*(Continued from page 71)*

in economics including courses in statistics. Today she is cost analyst for McKesson and Robbins, Inc., the country's largest national wholesaler of drugs, liquors and chemicals. Of her job she says, "My work includes conducting distribution cost studies of our major drug suppliers from average samples taken at our divisions periodically. These are analyzed to determine the profitability of the individual lines we handle. These form the basis of an annual cost and profit report. It is exciting work, constantly changing, and one which requires a fast pace. As I look back on my varied positions, or jobs, I find I learned something of use to me in my present position from each one, even though I might have felt the time was being wasted in some of that work. Of course I was fortunate to be fully trained in my present position as a cost accountant or analyst by my predecessor who set up a remarkably scientific system of costing that is unique in the field of drug wholesalers."

### **Public affairs**

*(Continued from page 81)*

Beverly's apartment in Cairo was shared with two other Kappas before she moved to

Manila and finally back to this country recently as a homemaker. She advocates this type of a career for "any girl interested in travel" as she had excellent opportunities to visit the Middle East, Hong Kong and Japan. Of the work she notes, "It does require a flexible outlook on life because conditions are not always just what you would expect at home but the interesting work and fascinating surroundings more than make up for this if one has an adventurous spirit."

For anyone interested in more recent and up-to-date information on such a career, Beverly suggests writing to "the Personnel Department, Foreign Service of the State Department, Washington, D.C."

### **Careers in the health fields**

*(Continued from page 89)*

A specialist in neurology in California is **Elinor R. Ives**,  $\Psi$ -Cornell. She worked for three years in medical laboratories before deciding to take up medicine. Today she is head of the Neurology Outpatient Clinic, and on the attending staff of Los Angeles County Hospital, a consultant in Neurology for the California State Department of Mental Hygiene and for the California Foundation for Medical Research.

In pharmacy are **Mary Ann Rogers Johnson**, B Y-West Virginia, cosmetic buyer and pharmacist with Rogers Pharmacy in Morgantown, West Virginia, and **Mary Ann Bradley Godfrey**,  $\Gamma$  O-Wyoming, assistant manager and pharmacist with Roedel's Cole Center Drugs in Cheyenne. With a M.Sc. in Biochemistry, **Beth Gourley**,  $\Gamma$   $\Sigma$ -Manitoba, is now in the biochemistry department of Children's Hospital in Winnipeg.

Medical director of California Babies and Children's Hospital is **Shelby Dietrich Rector**, B  $\Delta$ -Michigan, who believes that the proper choice of field is the first step in getting ahead in any field followed by adequate academic and professional preparation. This thorough sound advice is but the echo of all women who have chosen and dedicated their lives to the health professions. Each indicates a strong interest and belief in her selected specialization and each has obviously undertaken for herself a stiff regimen of academic training and professional preparation.



# *Careers in creative arts and communications*

**A**utomation has vastly increased the scope and opportunities for careers in the creative arts and communications. Modern printing can reproduce the artist's painting in thousands of copies in a matter of hours. Radio, records and hi-fi beat a new tune into millions of ears overnight. The successful play makes the transition from stage, to film, to television—with possibility of endless repetition—in a matter of weeks.

Advertising, publicity and public relations are related fields all stemming from modern communications. Today colleges and universities recognize the need for courses—not only in the creative arts—but in the related fields which make use of the creative talent. A student seeking to learn to write can take courses in various specialized forms of writing for the media. Courses in advertising and publicity are also available. A few universities also now recognize need for courses in public relations.

In all the creative fields there is a tremendous market for new and good material. Radio and TV programming departments, advertising agencies, business and industry, are constantly on the watch for able and educated young people. Here is one great area which gives equal opportunity to young women and young men. The main objective is to find the person who can turn out the necessary material. Indeed, the demands of the rapidly growing media fields are so constant, that too often a good talent remains only a good talent—settling for fast monetary gains rather than growing into a really fine talent. New inventions of rapid communications come on the market before there is time to assimilate or even regularize standards of existing ones. The boom in creative arts and communications has a special appeal to young people. Hundreds of Kappas are in these fields and fascinating stories abound. Listen to what some of them feel their careers have to offer others.

## **ART and ILLUSTRATION**

"I feel a good background education in art, especially in drawing is of great importance to anyone who hopes to become an illustrator and is as necessary as finger exercises are to a musician. Too many art students are interested only in abstract painting and do not take the trouble to learn, first, the fundamentals of drawing." Thus is summarized the problem of the artist by **Margaret Jewell Bradfield**, B Δ-Michigan, artist, illustrator and educational filmstrip script writer and illustrator. The latest of these is a series entitled "Stories from the Old World."

"The children's book field is perhaps a wider and less demanding one for illustrators," she believes, "but there is less leeway than beginners believe. The size and kind of illustrations are usually indicated by the editor on the book dummy."

Mrs. Bradfield says she began to paint for one-man shows when her son, now married, was about 10. It was following a show that she was contacted by a New York editor

*Margaret Bradfield battles banality in educational filmstrip illustration.*







A skilled lettering artist of Norcross, Inc. is Charlotte Howland.

about illustrating a book, the first of many. It was also about that same time that a new company in colored filmstrips enlisted her aid. Currently she is working on scripts (she writes her own) for a new series, "Our Heritage from Europe to Ancient Times," and has just finished illustrating a book. She writes, condenses, authenticates script and research, and overseas the artists' work when she cannot do the work herself.

**Lucia Patton Stiefel**, B M-Colorado, who has written and illustrated books for children, explains, "Work in the field of art is most rewarding in all branches. Most important in my particular aspect of this field is the desire to illustrate and write. There must be a willingness to study and stick to routine; to practice monotonous detail until exciting opportunities appear; to love the work so that, even if it were not a paying job, you would want to do it; to love people, especially children, and to have a message for them in the beauty of God's world."

**Charlotte Howland**, F T-North Dakota, with a B.S. in Architecture, is now a lettering artist for Norcross, Inc. Of such a career she writes, "Most arts, with the exception of painting and academic sculpture, were little considered until the beginning of the 20th

century. 'Design' was thought of in terms of appearance once. An artist knew little of the mechanical processes which were involved in production. The professional today must blend a knowledge of engraving and printing with his knowledge of art. Lettering, of all the arts, has developed itself throughout the ages by mastery of the tools used. And its forms, rather than making their appearance by invention, have come into being by an ever-continuing process of development and utilization of the tools. Traditions of good lettering have fallen into bad repute to the extent that we, today, little realize there is a great deal of the bad intermingled with the good. In the revival of printing, attempts have been made to define alphabets; thus, to learn lettering, one must have a basic knowledge of writing and its history, of art and composition, of typography.

"Essential requirements of lettering are legibility, beauty, character. A knowledge of letter forms is necessary in order to take those forms and create pleasant groupings and 'tones' to fit into each circumstance, or job, that presents itself.

"The beginner **must** resort to imitation and learn rules as guides. Then, with mastery of the various tools and development of a controlled hand, the student can gradually work into design and layout—the more creative end of the assemblage of letter forms themselves. Whether or not her aims are toward the advertising art of letters, or toward the art of calligraphy, the basic knowledge must be the same. Thus she will find in lettering a field that is fascinating as well as challenging, complex as well as individualistic, and richly rewarding in its creative beauty and flexibility. Rewarding, too, in that today it demands the highest pay in the commercial arts."

A professional art career in oil and water color, was fostered by her mother for **Josephine Paddock**, B E-Barnard, from the time she was a very young child. "In the world of real art one should be sure that one has some real talent. This with common sense, so unusual in this field today, and some business tact, should make for success," says Miss Paddock whose life should be an example of her advice. Prizes and one-man shows are no novelty to her. Her "White Christmas Plant" was a best-seller with the American Artists' group



Christmas cards. To anyone wishing such a pleasant career she recommends keeping in touch with people in the "art world" and "real art" interests.

**Elizabeth Olds**, X-Minnesota, has had six one-man exhibitions of paintings, watercolors and prints at the ACA Gallery in New York City. She has done drawings and paintings for numerous publications, among them *Fortune*. Specialized schools followed college work, and travel in Europe added to her training. In addition to painting, Miss Olds works with graphics (wood-block, lithographs, serigraphs), and is author and artist of four books for children. She is represented in the print collections of many major museums of the United States and in Honolulu and the University of Glasgow, Scotland.

## ARCHITECTURE

**Cornelia Turrell Sanders**, B A-Pennsylvania, is a partner in S. E. Sanders and Associates, a Washington, D.C. firm of city planners, land planners, and landscape architects. Of the possibilities in this field, she says, "In these days of 'exploding populations' and 'urban sprawl' we hear a great deal about the need for planners. One group of planners which is well equipped by training and point of view to deal with many planning problems is the landscape architect. They are trained in physical planning and their aims are practical and esthetic, neither of which should be overlooked, be it in planning a region, a community, a park, a shopping center, or a garden.

"Landscape architecture goes far beyond the layout of a garden or the planting around a building. It includes the location and grouping of buildings, molding the ground around them, the design of roads and parking areas, recreation areas and other facilities incidental to present-day living. Some offices specialize in certain types of work and other larger offices have specialists in different fields. The landscape architect who wishes to establish his own office, will find it a great asset if he is a good salesman, not of articles, but of ideas. For his work concerns the every day living problems of everyone, in planning for human use and enjoyment."

**Frances Sutton Schmitz**, B Δ-Michigan, the

first woman registered by examination in the State, also shares her profession of architecture with her husband under the firm name of Herbert and Frances Schmitz in Detroit. "Architecture requires a peculiar combination of aptitudes—one must be good in mathematics and physics and the closely related construction courses as well as in drawing, both free hand and mechanical. To be a good architect these must be pretty evenly balanced," Frances says. "I have never regretted this profession which was chosen for me when I actually knew almost nothing of its requirements or rewards. I can sincerely recommend it as a deeply stimulating and satisfying profession for any girl interested in art and drawing as well as math and construction. The residential field seems to be particularly well suited for women architects. Also with such college training there are numerous openings for women in various companies and businesses. I entered the architectural college about as poorly equipped as to previous preparatory studies and training as any young and frightened freshman could possibly have been. Had it not been for an understanding and sympathetic Kappa senior who encouraged me to keep on with it that first dismal year when I wanted to switch back to the 'Lit' college, I might have missed one of the best things of my life—my profession."

## INTERIOR DECORATION

**Jean Rippetoe**, Γ Δ-Purdue, has carved herself a career. Having majored in science (chemistry, with a minor in applied design), Jean decided after graduation that she would be happier working in interior design than in chemistry. She believes "a career in interior design is one of the most satisfying to a woman. As this nation's interest in good design has grown in recent years, so have various opportunities in such specialized fields as design of fabrics and furniture, of commercial and business interiors, and of residences, of course.

"Any design student must obtain as much summer job experience in her chosen field as possible, as there is yet a long period of learning and apprenticeship ahead before she can be given the responsibility of a complete



project. During this period, her earnings will be far below those of a girl who has taken a teaching or secretarial position. The best training is as assistant to an individual decorator, or in the decorator-training program of a fine department store. From there, a designer will work towards gaining her own clientele, or will find a good opportunity to work in a special field, such as I did in restaurant design."

Jean's career led her from interior decorator of homes at Halle's in Cleveland to be interior designer for all Stouffer Restaurants. She has just completed remodeling the "Top of the Rock" dining room in Chicago and has planned and decorated the dining areas for large companies such as Shell Oil in New York City and Gulf Oil in Pennsylvania, as part of her job with the Stouffer's Food Service Division.

Another Purdue graduate also living in Cleveland is Gamma Delta **Loverne Christian Cordes** who is the interior decorator for the Fred Epple Company and does the buying for the company as well. She says, "We cover all phases from exterior painting to carpeting, drapery, slipcovers, furniture, new and antique, lamps and accessories." She started with them at \$25.00 a week selling wallpaper to get her "foot in the door." Of her work she reports, "Interior decorating offers an interesting as well as stimulating life to anyone who can meet its requirements. It is never a closed field to people with talent and ability. In my opinion the best way to enter the field is to have a degree with this as your major. Then try to find a job with a reliable firm. Everyone has to start at the bottom, but anyone with ability will move right ahead. It will take several years to really make a decent salary, but this is true in almost any field."

She describes her accounts: "We have a large restaurant chain as one of our regular accounts and we are always doing one over or working on a new one. I have done radio and TV stations in this section of the country. Just finished a county hospital and am working on the University Club of Cleveland. Almost half of our work is residential. I'm doing a clinic in Canton, Ohio, taking an old building in a small town and turning it into attractive offices with a colonial air."

Interior designer and manager, now owner of a decorating studio in Lubbock, Texas, is Anne Birknian Hubbard,  $\Delta \Psi$ -Texas Tech. She entered this field after a two year hitch in the Navy. Her ideas of factors in getting ahead include an "even temper; patience with craftsmen, painters, plumbers and work-rooms; an understanding and appreciation of the wishes of the client and how their household functions."

**Helen Billau**, X-Minnesota, worked from assistant decorator, secretary and director to president of Miss Gheen Inc. on East 57th Street in New York City. She advises "any student preparing to enter this field to take a course in stenography and to acquire some knowledge of sketching and drafting if not enrolled in one of the regular schools for interior decoration."

Assistant interior designer and general "Girl Friday" for Sybil Croll Interiors in Toronto, Canada is **Dorothy Bryce Farmer**, B  $\Psi$ -Toronto, who entered the field through the office end of the business as a secretary. "I feel that for those women who are planning a career," advises Dorothy, "it is most important, in addition to a university or college degree, to have some specialized training.

*Red plaid carpeting, an antique cupboard and country-type fabrics highlight the Country Kitchen Room of the new Cleveland Stouffer's Restaurant, planned by Jean Rippetoe.*





Barbara Trostler coordinates a program with Dave Garroway.

Like many another, I have arrived at my present work more by accident than anything else but have found it a most interesting and rewarding occupation—something unexpected and different is happening almost everyday.”

## TELEVISION

Barbara Klopp Trostler, Δ A-Penn State, assistant to the talent coordinator of the Dave Garroway *Today* show, came to New York six months after graduation with a drama minor which included radio courses and typing and shorthand. “I had found that to break into the communications business I had to say I could do both. I’ve used my typing every day and I couldn’t be without it, but I must say that the last time I used my shorthand was the day I was hired by NBC. This does come in handy when you’re making quick notes but that’s about it. My first job with NBC was with the local TV station gathering together and coordinating the commercial copy and scheduling commercial films for station breaks and local programs. After two years I finally got what I was looking for, a spot on a network show. I started on the *Today* show in the commercial department as production assistant. This meant assembling scripts, props, films, flip cards, products—everything which went into the commercials which Dave did on the air.” After two years, she moved into her present job. Barbara’s office “books all performing talent. This means contacting agents or managers about the availability of an artist, checking our associate producers to see what is being programmed in the news and feature portions of the show so everything will fit well together, and then sending out contracts of confirmation for the artist to sign. From this point on, we serve as liaison between the writer of the script and the talent. . . . In addition to performers, we also book show business people for interviews and set up auditions once a week to hear and see new unknown talent.”



Producer-director of KSD-TV in St. Louis, is Harriet Robnett, Θ-Missouri. Harriet graduated with a journalism degree and worked for International News Service and Associated Press prior to entering TV work. Her opinion is that “so much depends on the individual that it is difficult to advise. I would say the job opportunities are reasonably good. Local stations are by no means the only or best doors to rap. Advertising agencies have extremely large television production staffs and of course there are the specific program production companies. From my vantage point, which is TV production at a local station level, let me say there’s more tension and turmoil and entertainment working in TV than the viewer ever sees on the 21 inch portable. If you don’t like tension and turmoil, better seek another field.”

Ann Beasley Reider, P<sup>A</sup>-Ohio Wesleyan, fresh from a year at Julliard School of Music, sang at such establishments as Armando’s, One Fifth Avenue and La Martinique. She modeled for John Roberts Powers and was one of the original 13 Conover girls. A move to York, Pennsylvania took her into local radio and television. She continued this in another move to Columbus, Ohio. Ann Reider now has her own program each weekday. Here she tells how it happened: “My actual career in television started later in life, so perhaps any advice I might give may not be applicable to the girl just out of college: however, I suppose my whole life has been pointed toward



show business in one form or another. It just so happened that, after many years of training in music, dancing, the theatre and experience modeling, singing on radio and in New York supper clubs and even the 13 years of being a wife and mother of three children with absolutely no further thoughts of a career in show business, circumstances opened up a whole new life in a baby industry, TV.

"A local woman's commentator in York, Pennsylvania needed a weekly unit on Beauty and Fashion, and because of my experience and background in that field in New York, I was asked to participate. This weekly radio stint prompted a local department store to ask me to produce and perform on two five minute TV vignettes a week on the same subject, with commercials added. A wrap-around for a one-half hour weekly film show and eventually a 15 minute weekly, live musical show followed. I consider that I was lucky to be at the right place at the right time.

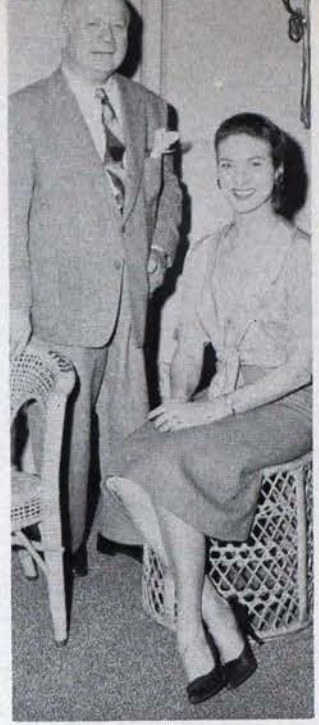
"When our family moved to Columbus, Ohio, I had been sufficiently bitten by the TV career bug to try to continue in the field in my new community. A different set of circumstances necessitated a start from scratch in a new market among strangers. Fortunately, in show business, there is always room for a new face, but it takes time to become known. I auditioned at WBNS-TV in March, 1956 and was lucky enough to start work two weeks later on a program in which I gave beauty and fashion hints and did exercises (at my age, too). This led to other programs on which I was hostess, to national and local TV commercial work and eventually to my present job as producer and hostess of a 15 minute, five day a week, sponsored variety show. The work is very demanding, for TV eats up material like a monster. It is difficult to keep the program fresh and different, but when you have a good show the results are rewarding. It is the type show I have always wanted; so I love my work.

"It was a matter of getting my foot in the door as a free lance producer and talent, then taking various type jobs as they came along. It was wonderful experience even though there were many lean months before my present job.

"Advice? Audition for local TV and radio stations and advertising agencies. Don't let them forget you. Take the jobs as they come. Keep enthusiastic and benefit from each performance. You can learn something new each time those little red lights signal that the camera is on. You'll make lots of mistakes; everyone does. You'll find you don't make the same mistakes very many times; you don't dare. As in all show business and many others also, the TV talent field is a highly competitive one."

Another TV personality, **Madelyn Pugh Martin**, Δ-Indiana, since 1951 has been a script writer for the *I Love Lucy* and *Lucille Ball-Desi Arnaz Show* for Desilu Productions, Inc. Madelyn advises TV career-minded girls to "set a realistic goal and work toward it like crazy. Also not to have too much pride to start at the bottom and learn." Of television she reports, "It would seem that the field of television is wide open for women. There is no prejudice against the fair sex, outside of an occasional (if you have comedy writing in mind) 'Yeah, but can women be funny?' Even that is said with a willingness to be shown. There is a nice healthy attitude that if the script is good they don't care if it was written by a chimpanzee. One good thing about television writing, the managing editor can't tell you to stick to the society desk where you belong."

**Claudette Leachman Landess**, B Θ-Oklahoma, former promotion director and currently continuity director for KFDD-TV in Amarillo, Texas, advises, "I believe television is a wonderful career for a woman, but it's not all glamour! It demands a lot of diligent work,



Mischa Elman keeps his "Appointment with Ann Reider," on her five day a week TV show.



and you certainly don't 'watch the clock'. Now that more and more colleges have created radio and television departments it helps if one has made broadcasting her major field of study, but a woman who has a flair for creative writing could develop into a continuity writer. The only problem is she would have to learn technical television terms. Don't expect to start at a fabulous salary, but promotions and salary raises do come if you work hard, which is true, I am sure in almost any job. A warning to the new college graduate. It's best to observe more than to talk. In other words, don't keep referring to what you did in class, just learn what is done and the way it is done at the station where you are employed." Claudette, a 1957 graduate started her first job as a sales service secretary. She feels that her outside interests in college meant a great deal in getting her first job. "In college I had a number of activities which definitely helped because my employers thought if I could handle a great deal of extra-curricular activities and also be a good student, I could probably stand the stress of TV which always seems to demand a lot of last minute, rushed work."

"Publicity as a career has ever been a source of enormous fascination to those on the outside of the business looking in. But those who are on the inside looking out know that publicizing products and ideas, although fast-paced and stimulating, is hardly glamorous." So says **Barbara Emerson**,  $\Delta \Theta$ -Goucher, now assistant to the producer of CBS-TV science program *Conquest*, a weekly program showing scientific break-throughs achieved through basic research. Barbara says her work "provides surprises and stimulation" and quite a bit of it takes her "out of the studio and into the laboratories of some of the nation's leading scientists. She recalls a trip to Massachusetts Institute of Technology for a program on the psychological aspects of learning. As she stood talking to a learned psychologist she had one of "his brightest students, a pigeon," perched on her shoulder.

Barbara started "publicizing television with the Arlene Francis *Home Show*, after several

years of publicizing books for leading publishing houses. One followed the other quite naturally. In the cultural and educational areas, television is a logical extension of literature, primarily because a very strong intellectual relationship, as yet untapped, exists between them. I'm not referring so much to the purely educational programs such as *Sunrise Semester* as to the programs like *Conquest* which are integrated into prime time network schedules. And there are also, of course, new values to be discovered in the integration of cultural and intellectual content into purely entertainment programs, as when an *Ed Sullivan Show* presents ballet."

As to her own work Barbara says "the most important part of it involves dealing with science editors. This has meant that fast answers be provided to questions on subjects which have, heretofore, been completely alien to me. It has necessitated absorbing quickly knowledge in depth about subjects as varied as blue babies, hypnosis and radio wave 'moon bounces.'

"This may sound glamorous but it is not. All publicists work in much the same surroundings. Most working hours are spent at a cluttered desk, typewriter handy, light probably poor. The telephone rings incessantly, breaking into every moment of concentration. Never can you have less than three or four jobs in progress at the same time, and it is often difficult to remember where you stand with each one. The people for whom you work, at least so you think, don't really understand publicity, and expect far more than



Madelyn Martin, and her writing partner of 13 years, Bob Carroll, Jr., are teamed once more for The Tom Ewell Show which will be on CBS this fall.





it is humanly possible to deliver. Nevertheless, you do deliver, although the pressure is strenuous. There are missed lunch hours, and late dinners because something must be done at the last minute. Glamorous? No. But when you have been in it, you wouldn't trade it for anything in the world."

In 1942, **Mary Jean Mackay**,  $\Gamma \Sigma$ -Manitoba, went with Canadian Broadcasting Corporation. Today as a producer she describes her main work as involving "programs that rather loosely-speaking are built around talks, public affairs, children's programs, both music and art appreciation." She, too, stresses the need of "getting along with co-workers in production in a cooperative effort from beginning to end which requires respect for other people's talents and special training."

**Beverly Engle**,  $\Theta$ -Missouri, program coordinator for CBS Films Inc. (television programming) hopes some day to have her own program for children's television. She is pursuing her studies of the theater, casting, acting, directing, and studying languages in addition to her job. She received a B.A. in Journalism and a B.A. in English plus a teaching certificate. She says she "has many friends from the theater, from acting school, and from this" has been able to help with casting for her television program, "as well as gaining a better understanding of the actor, what he does, how he thinks and operates." Her theory about what has helped her get ahead in this work adds up to a "determination to accomplish what you have set as your goal,

but, while doing this, remembering personality, truth, honesty, and that there are others in this world known as human beings who should be treated as such."

## RADIO

"It's a fascinating field to begin with, one that has a terrific amount of action, interesting people, and some of the glamour that is generally associated with 'show business'. In its own way, radio IS show business, and while in some respects, it's simply commercial, there is still a huge element of 'entertainment' associated with it," observes **Nancy Holden**,  $\Gamma \Sigma$ -Manitoba, who is editor of the creative writing department of CKGM, a new station in Montreal. Her interest in this field has extended from college days except for a stab at newspaper reporting for a short time. She says that "My school paper experience got me a job on a big Winnipeg daily for the summer and that got me a job in radio."

Generally speaking, she notes, you can divide the field into three sections: production, sales, and actual air work. "In the past few years, as television has grown in influence, it has become more important to have what is generally termed progressive radio . . . a medium that is flexible, interesting, entertaining, and smooth in its appeal to the general public. Intelligence of the audience has increased, and consequently, radio must also be 'reasonable.' The days of simply spinning records, and keeping spaces between them filled with inane chatter are gone. For this



←

Barbara Emerson never finds a dull moment publicizing *Conquest*, a weekly CBS-TV science program. (far left)

Susan Strong of Second Mrs. Burton and the weather girl on WCBS-Radio. (left)

→

Actress-artist Nancy O'Connor readies some of her art work for her first New York show. (right)



reason, radio is definitely looking for people with intelligence and imagination. Radio is still expanding, growing, improving, competing with other entertainment and commercial medias. It desperately needs the abilities of capable people. It's a big field, interesting, stimulating, and once you get into it, any other job suddenly seems dull and ordinary. You begin to feel sorry for the poor souls who have to stick to a routine job day in and out. Obviously I love it!"

**Margret King Rimmer**, @-Missouri, does free lance radio and television work and writes a Sunday column in two Fort Worth newspapers. She started her business career while at the University of Missouri, working in radio and doing fashion shows. She believes that "community work is an asset when public relations is your business. It is well to contribute your time and energy to fields where money doesn't even enter the picture." Evidence that her efforts were appreciated came when she was one of 34 women in the United States to win a Zenith Award for outstanding service to the community.

"My career started long ago as a hobby. I loved being in plays. The neighborhood drama group, the church, the University plays," **Susan Strong**, I K-William and Mary, believes led to her favorite activity. "After graduation I went to summer stock at the Barter Theater of Virginia, staying on as Advance publicity agent. I traveled the United States one week ahead of the acting company to spark ticket sales, give speeches, do radio

shows, just anything I could think of to help the box office."

By 1951 Susan had saved \$100 to finance a try in New York to enter the theatrical world. Evidently her year of promotion had made her a good saleslady. She walked out of her first call at an agent's office with a job for the summer—summer stock in Woodstock, New York. The next fall she returned with determination to build a career which has now turned into a success of nine years.

What is this career? Susan tells us, "I am an announcer, actress. So far my career has been along the lines of commercials and daytime serials. I have advertised in the last nine years over 50 different products. At present, the only dramatic part I have (steady) is the part of Mr. Burton's secretary on *The Second Mrs. Burton*. It is not a big part but it has been running for seven years.

"Last summer I broadened my radio career and now have my own Weather Show, WCBS-Radio, Monday through Friday. It is a five minute show and great fun to do."

When Susan Strong was in college she was told that to get ahead in this field she would "need any two of three things: ambition, experience, and talent." She relates that when she started out, "I was *all* ambition with a little talent and a little experience. But the last two grew as time went on and the plan proved to be correct. For in the places where I did not know whether I had the talent or not, I would get the job because of experience (and of course determination)."



Ellen Fowler confers with Al Madsen, photo editor of the Chicago Tribune, who judged a recent international employee photography contest at the A. C. Nielsen Company.

## THEATRE

"The girl who wants a career in the theatre must make a difficult choice," says **Nancy Fields O'Connor**, B Φ-Montana, "a choice that almost invariably requires a postponement of, let us say, natural fulfillments." Nancy's theatrical career took her first to Dublin, Ireland, where she married Carroll O'Connor. Her honeymoon was a tour to the 1951 Edinburgh Festival of Drama as an assistant stage manager and understudy to Siobhan McKenna in a company of Abbey actors. On her return to Dublin she went to work at the Abbey Theatre as a scenic artist. Nancy has been a stage manager and actress in stock; she designed costumes for and acted in the hit show *Ulysses in Nighttown* and made her first Broadway appearance last season in *God and Kate Murphy*. Last summer the O'Connors played London, Paris, Amsterdam and The Hague with *Ulysses*. Currently Nancy Fields O'Connor, an arts and drama graduate, is preparing a number of paintings for her first New York showing.

**Nancy Cushman (Baldwin)**, Δ E-Rollins, who first became interested in acting while in college, reports she has followed "it ever since, and have mercifully been able to make my living at the work I like best to do." She has been in numerous Broadway hits, including four Pulitzer prize plays including *Death of a Salesman*, *Cat on a Hot Tin Roof*, *Look Homeward Angel*, and *J. B.* She believes that "keeping in touch with all my non-theatrical friends and their interests enables me to bring a freshness and perspective to my work and to my personal life. Persistence and willingness to work even if sometimes the part and the pay seem to be below the standard one has set for oneself" must be considered in getting ahead. "I cannot stress too strongly the value of a college education, no matter how early in life one decides on a career in the arts. There are times when things get pretty lean in a career in the theatre and other artistic work. With a college degree, one can shift temporarily to a respectable business career;



without the degree these days, one can hardly obtain any agreeable work. Also, those four years in college prepare one for meeting life, and dealing with people on sane and reasonable terms. This, incidentally, is the considered opinion of the cast in the play I am now in. (Ed. note: Written when on pre-Broadway tour of *A Mighty Man Is He*.) We have just recently discussed it, and most of us can be heard bleating loudly at young girls who come to us for advice about 'getting into the theatre.' Get a college education first, no matter what you think you want to do, if you are at all equipped for it intellectually."

## DANCING-BALLET

**Phoebe Batham Brantley**, Γ X-George Washington, is director of the Baton Rouge School of Ballet and also director of the Baton Rouge Civic Ballet. She combined study at the Washington School of Ballet with her college courses and then went to New York for further study with various teachers which she feels "is a tremendous help to any serious ballet student with aspirations of joining a company and even more so, for teaching." Phoebe describes ballet as taking "hard, hard work, determination, tenacity; when one becomes a teacher, I think it's even harder for if you love good ballet and demand perfection, it is often frustrating." In creating new ballets she advises, "It takes imagination and inspiration, and although these things are an



inborn talent, they are definitely further developed by outside interests."

## PUBLICATIONS

**Barbara Allyn Jones**, B A-Pennsylvania, started her writing career right out of college in 1956 at *Ladies Home Journal*, as a secretary in promotion work but "discovered, unless the opening is ripe, a large publication is the last place to write. Only experienced writers get the assignments. Jobs pass through so many hands and departments that the beginner must spend years to get the quantity and over-all picture of the work to gain experience." She believes a girl would get experience faster by starting with a small firm, magazine or agency. Barbara continues, "The jobs do open in big agencies once in a while for a beginner, and she should certainly try; but if none comes along, don't settle for receptionist at *Life*. Go to the small firm where you'll gain more experience faster. Then return to the big firms when you've something to offer." Barbara went from the *Journal* to editing the G-E Weekly newspaper for the company's missile and space vehicle department in Philadelphia. A year ago she became editor of *Plan*, a monthly trade journal in retail marketing, merchandising and sales for

the home building industry. This one man book work involves "writing, interviews, art, layout, photography, advertising, promotion."

Another trade magazine editor is **Ellen Fowler**, I O-Drake, who has as an assistant editor, **Marilyn Draper**, also from I O-Drake. Ellen currently is editor of A. C. Nielsen Company's bi-monthly employee magazine, *Insider*. It is predominantly international in scope. She says, "College work, in my opinion, should be more for acquiring a background in the humanities plus cultivating the depth necessary for true appreciation of the arts. Writing and verbal tools should be polished within the confines of college walls, but the years beyond college leave more than enough time for learning straight techniques." Ellen's entry into the journalism field was during college vacations via being a "Girl Friday Saturday, Monday, Tuesday, Wednesday, and Thursday for the editor of a weekly shopper newspaper. Assignments ranged from editorial stints, to advertising, to housekeeping." A reporter's post on a local daily served as necessary experience for a full-time job on a small daily upon graduation. Ellen moved on to editing a sales publication for an air conditioning firm. Now, as an industrial editor, Ellen adds, "Editing an employee magazine requires knowledge of writing, editing, layout, art photography, production and psychology. The latter enables you to ascertain what the readers want or to present what they don't want in a manner that they will want to read it." She believes that "being able to deal with employees and management in a diplomatic manner plus imagination which enables you to present drab business stories in a manner which will make readers want to read them" is important.

Picture editor and press assistant for National Broadcasting Company in Chicago is the title of **Frances Clark Simmons**, Y-Northwestern. Frances got her first job through a secretarial opening with NBC 28 years ago, a fact she states, "the modern girl would shudder at. The trend today in everything, attending college, working, residing, seems to be



Lucretia Thomason prepares lamb curry with condiments for a publicity story.





Swift's food information specialist Barbara MacDonald.

to move around. I have been in the same company and department all these years."

**Lucretia Stevens Thomason**,  $\Gamma$   $\Delta$ -Purdue, with a home economics degree and advertising and journalism courses, is now home economics consultant with the American Lamb Council. She arranges food for photography for many national advertisements and educational films. She prepares food, selects and arranges props for photography for the recipe pamphlets.

"As home economics consultant for eight years I have serviced accounts, developing and testing recipes in my own test kitchen. I have also planned and executed cookbooks, contacted and given programs for women's clubs, given television programs, appeared as guest on radio programs, written articles; planned, supervised and executed food photography for national advertising, judged for seven years on a national baking contest; organized and supervised the work of as many as six home economists plus secretarial help." Lucretia got her first job after college as assistant bridal consultant in a Chicago department store. There she was asked to write an article for *What's New in Home Economics* magazine and went on to be editor of it.

Other Chicagoans working with trade groups are **Jane Armstrong**,  $\Delta$  O-Iowa State, home economist with the American Dairy Association and **Margot Copeland**,  $\Delta$  A-Miami U., with the Wheat Flour Institute. **Barbara**

**Thurlow MacDonald**,  $\Delta$  O-Iowa State, is head of food information service for Swift & Company, in which capacity she "writes releases extolling Swift products for newspapers and magazines and provides the latest information on new products and food research to editors and broadcasters throughout the country. I make occasional trips to New York to keep magazine editors informed of the latest doings in the Martha Logan Test Kitchens. When test markets are open for new products I usually visit those cities to act as hostess at publicity luncheons. My assistant and I handle reams of correspondence from our friend, the consumer, who writes to us about everything from what to do to keep a cake from falling to how to keep a husband happy."

An industrial editor with a different background is **Marjorie Coles Smith**,  $\Phi$ -Boston, editor of *The Martin Mercury*, the Martin Company, Baltimore, Maryland missiles, rockets and electronics company. Marjorie also does press releases, radio scripts and public speaking for the company. Her start in the journalistic field was doing free lance work while her children were small. She also served as a bi-weekly editor and weekly paper owner. Then followed technical courses, a semester at Johns Hopkins School of Engineering. A war-time job as aircraft inspector gave her a background in aircraft manufacture. She joined The Martin Company as the only woman on the public relations staff in 1944. Marjorie advocates outside interests. She says, "Work in professional groups has enhanced my status with my own company. When the Women's Ad Club voted me Woman of the Year in 1958, my company joined in honoring me at a big luncheon at a downtown hotel, and showered me with flowers and commendations by top executives. It also got me another raise." She considers a "sense of humor, perseverance, informing oneself about every phase of company activity, manufacturing and engineering, as well as the use of our products (missiles, rockets, etc.) by the armed services" tremendously important in getting ahead. She adds, "I've studied manufacturing techniques, for I have to write technical articles for trade publications. I know the business thoroughly from top to bottom, and know the people (we have 17,000)."



After a successful interior decorating career and concurrent decorating writing and editing, **Gladys Miller**, Γ M-Oregon State, now is editor-in-chief of two Henry Holt magazines, *New Homes Guide* and *Home Modernizing Guide*. She wishes she "had learned to observe people better. Honesty isn't the best policy if one means frankness. I learned late in my career the advantages of patience, learning the other person's point-of-view and the reasons for it. How to work well with people and understand them is not only the individual's greatest problem, but the world's greatest problem."

**Mary Louise Lacy**, B Δ-Michigan, is associate publisher and production manager for the John F. Huber Publishing Company, Los Angeles and Hollywood publishers of *The Playgoer*, *Symphony Magazine*, *Music Magazine*, *Hollywood Bowl Magazine* and the *Greek Theatre Magazine*. *The Playgoer* is the theatre program furnished weekly to an average of 10 theatres. Mary Louise's job is to put together all the material and supervise the printing of all of these programs. She admits, "Because of my love for the theatre plus my interest in advertising and journalism, this has proved to be fascinating work. Unfortunately, for others interested in this kind of a job, it would be found only in the larger cities."

"My job at *Town and Country* magazine involves covering the accessory wholesale market: shoes, gloves, bags, jewelry (real and costume), scarves, luggage, sweaters. I accessorize all fashion photographs; there are 28 to 30 each month," reports **Margaret Thilly Raynolds**, Ψ-Cornell, fashion editor on the slick magazine. In addition she says, "I produce a page called 'Close-Ups' each month, featuring clothes or accessories or watches; and in November or December a two-page spread, in color, of fabulous jewelry gathered from the finest jewelers across the country." It is her responsibility, too, to keep the office routine of the fashion department in good working order, which involves a good deal of detail, checking all fashion captions and proofs. The fashion department includes four fashion editors, a fabric editor, men's page editor, beauty editor, shopping column editor, a music editor and a merchandise consultant. It is a bustling and busy place. Her

previous experience with an advertising agency included only a smattering of fashion work. "However, I found what I hoped to find, that any business experience seems to prepare you for another business experience, even though quite dissimilar." Her advice to young women "contemplating a career is, first, to get the best education you can and learn as much and as widely as you can. If you have no particular talent and no leaning to the professions, such as law, medicine, science, teaching, mathematics, then learn type-writing and shorthand. It is a help in opening doors and if you once get in, then it is up to you to develop your potentials."

**Virginia Shevlin Addison**, B M-Colorado, a reporter for *Life* magazine in the entertainment department, having covered TV, night-clubs, dance and opera for the past six years, is currently doing movie coverage. "The requirement for reporters at *Life* is that they must have a well-rounded education and be able to work in any department from science to news to art." Her college work included a well-rounded series of courses, however, no journalism. Immediately after college she worked in the national blood program for the Red Cross, then came to New York six months later. Starting with *Life* as a business trainee, after a year she was recommended for editorial work. Virginia worked as an art reporter for one year, then moved into entertainment. "Frankly it wasn't what I expected, but I love it," she adds. "I'm sure you'll hear this as many times as you've sent out questionnaires that even though my job is not secretarial, I wish a dozen times a day that I had acquired shorthand and in college. In fact after graduation while working with the Red Cross I took a course at Los Angeles High School in typing. One does not have to be a secretary but there is hardly a good job around that doesn't require these skills. I also found a great prerequisite while I was looking for a job in New York and that is: have you done any summer work?"

**Marcia Simonton Drennen**, B N-Ohio State, upon the advice of a top newspaper man "took a liberal arts course in college, majoring in English." This, coupled with an excellent grammar and high school foundation, gave her the education to advance as far as she could in news and related writing. "A col-





Marjorie Watters educates students to read—preferably her paper, the *New York Times*.

lege degree is essential for a woman in the type of work I do," says this writer of research and promotion for *Readers Digest*. She has "furthered it independently through the years by intensive reading in every field under the sun." Her work with the *Digest* "makes use of all the news gathering techniques I learned on newspapers, wire service, in radio and TV, including film scripting." Her formula for getting ahead: "Capacity developed by education. A sense of responsibility. Loyalty and dedication to your job. Integrity of a high personal nature. High personal standards of perfection. The goad of necessity to make you attempt what you think you cannot do. Welcoming competition. Belief in ideals. Self-respect. A desire to realize yourself fully as a woman, not a man. Enthusiasm. Curiosity. A sense of the ridiculous."

Marjorie Watters Longley, BB<sup>A</sup>-St. Lawrence, manager of the College and School Service for *The New York Times*, is the only woman, except for her secretary, in a department which is composed of 19 people. This Service teaches young people in schools and colleges how to read a newspaper, preferably *The Times*. When asked about the possibilities of a career in journalism for a woman, Marjorie advises: "The most important thing to remember is that there are three strikes against you. Strike one: you're a woman; strike two: you're a woman; strike three: you're a woman!"

"Why is there a prejudice against women?"

(And this is true in many businesses other than newspapers.) First of all, gathering the news can have its unsavory as well as glamorous side and women frequently want the glamour without the dirty work. They ask for equality on one hand and expect to be treated like fragile flowers on the other. Women who use female tricks in the office interfere with the flow of news and are a general nuisance. Secondly, most women go into business as a stop-gap between college and marriage. Once they have hooked their quarry, they lose interest in their job; or, if they don't lose interest, they become pregnant and must leave anyway. Some women successfully combine a newspaper career with marriage and family, but these are the exceptions. (Ed. note: Marjorie is married to an actor.)

"Now that you are thoroughly discouraged, let me state that if you have ability and determination, nothing can stop you. Just keep in mind the facts of life I have just enumerated and practice the gentle art of endurance. You have only to look at the example that has been set for you by Anne O'Hare McCormick and Marguerite Higgins to reassure yourself that it can be done.

"To prepare yourself for a career in journalism you need a good basic liberal arts education with emphasis on history and English and as many languages as you can manage. A strong and varied general course is preferable to a specialized 'journalism' course. Today's newspaper is looking for the specialist, so if there is a particular field that you have a special flair for, such as sociology (all human interest stories are sociology), psychology (readers of modern newspapers want to know what makes people tick), or science (now *there's* a field that needs reporters with know-how), bone up on it and it will add to your stature as a writer to know what she is writing about. While you are attending college, get as much practical experience as you can, whether it be on your college sheet or a local newspaper. It may not sound like a lot when you talk to a big city editor, but at least you



will find out if you belong in journalism and you will discover what you do best. Don't discount the sides to a newspaper other than news and editorial. Promotion departments and advertising can provide an exciting challenge for your creative talents.

"The categories that are most readily available for the female candidate are secretarial and clerical but I would like to make a personal observation here, although there are those who will disagree. Don't take a job as a secretary unless you wish to remain a secretary. With the caste system that prevails on most newspapers, you usually remain in the category you start out in. You will undoubtedly have to start at the bottom, but make sure it is at the bottom of the right ladder."

Marjorie is spending her extra-curricular hours writing two books, one on the "100 years of American culture as seen through the original articles that appear in *The Times*" and the other on the newspaper in the classroom.

Feature writer and society editor for *The Daily Star* in Beirut, Lebanon, the only English language daily in Lebanon, Jordan, Syria and Saudi Arabia, is **Genevieve McNellis Maxwell**, T I-Washington U. Until last fall she also was press officer at the American University of Beirut. Genevieve prepared to teach, a career she pursued for eight years following the death of her husband. Later came graduate work in journalism at the University of Michigan and Arab studies at the American University of Beirut. All outside interests possible she believes aid in this type of work especially traveling, writing and reading and recording. She has interviewed King Hussein and many others in the area, met Mrs. Khrushchev in Moscow and says "it comes relatively easy to meet the 'greats' now." Continuing, Mrs. McNellis writes: "I have my own pent-house apartment overlooking the Mediterranean Sea and consider myself lucky and happy! Most of all I am busy! That is, above all, the secret of a good life—

being busy and doing a little bit of good in the world. My *forte* here is 'causes' and women's activities. I concentrate on women which no one ever did before—it was a wide open field and I stepped in. Why? Because I had had so much community experience and knew what these women were trying to do, especially the Lebanese women, whom I help immeasurably in my warm and conscientious reporting." With herself a grandmother, Genevieve's advice to young women: "Work, marry, have a family, and keep busy and young with personal interests which make us a part of the moving and dynamic community in which we live."

## ADVERTISING

One of the country's leading advertising personalities is **Alieda VanVessem van Wesep**, Δ-Indiana, vice-president in charge of advertising and publicity for Lord and Taylor, one of the nation's top specialty department stores. As well versed as any woman in her field, having been indoctrinated in fashion copy writing, window and interior display and publicity on her route to the top, she describes the career possibilities in the specialized advertising aspects of copy, artwork, layout, production, fashion accessorizing.

"Let's take a look at the best place to start,"



Lord and Taylor's VP, Alieda vanVessem, inspects an international exhibit on one of the fashion floors with Colonel C. C. Kambher, commercial counselor for Thailand and Paul Vogler, window display director.





*In General Food's Photography Kitchen Susan Foresman prepares a tempting item preparatory to photography.*

she brightly takes off, "messenger in the production office. It requires a stout pair of legs, a passion for exactitude and alert intelligence in getting buyer's OK's, relaying corrections accurately, contacting printers, engravers, distributing proofs—all the work of the office passes through your hands. When you've gone through this treadmill you will know a lot about human nature, the value of a well chosen word, the difference between a line cut and a half-tone, the importance of meeting deadlines. In fact you're on your way to . . . perhaps a cub copy job, writing signs and an occasional ad for a harassed copywriter. Or they may toss you a bone in the way of a piece of direct mail. You labor over them and evolve a felicitous phrase which catches the eye of the copy chief. Somebody get sick and you're the substitute. When the break comes you're made. If it doesn't there's a fat portfolio of proofs to prove you have the makings of a full fledged copywriter elsewhere.

"Or maybe you have a fashion flair—the art director can use your taste in accessorizing the clothes for the advertisements. This may lead to a fashion publicity job. If you have a feeling for layout, if you've worked on your college yearbook, such talent is in great demand and short supply. Here originality, a fresh approach, a style of your own brings rich rewards.

"Good fashion artists are rare. The requirements are training in drawing from live models, a sense of chic, an individual touch. With these assets the sky is the limit."

To prove her point of a place for those of talent who have the drive to push to the top, Mrs. van Wesey, as placed **Marilyn Hitchcock Cook**, II<sup>A</sup>-California, in charge of her public relations department.

**Susan Foresman**, Δ A-Penn State, is food stylist for General Foods, adapting recipes to be advertised to requirements necessary for photography. She describes the photography kitchen as an exciting place, where ideas are worked out for the pictures seen in General Foods promotions in advertisements, live or film television commercials, on packages, in recipe booklets, package inserts, special display pieces, or publicity stories. "To be sure of good food photographs," she says, "all plans are worked out in detail beforehand. The exact recipe or foods to be shown, the kind of garnish, the size and shape of dishes that will give the best display, the background, the food packages to be used, the right colors, the proper table service, everything must be ready and agreed upon long before the camera clicks. It takes careful, painstaking technique and a flair for artistry with food to produce the perfect dishes needed for photography." Several models of each dish are prepared for setting-up and lighting tests. Susan's particular work now is advertising.

A production assistant for an agency in Dallas is **Elizabeth Wooldridge**, Γ Δ-Purdue. She started out after graduation in the display department of Neiman-Marcus. She later switched to her present work. Elizabeth stresses "technical knowledge, organizational ability, and the capacity to handle crises," as adjuncts in this field.

From co-publishing and editing a weekly paper, **Daphne Dailey**, Γ N-Arkansas, has become director of advertising and public relations for the Bank of Virginia in Richmond. Her B.A. has been supplemented with a summer course in Financial Public Relations.

**Edith Gould**, Γ I-Washington U., followed her B.S. in Retailing with a certificate with distinction in 1957 from the Harvard-Radcliffe Program in Business Administration. She holds the position of marketing assistant with Batz Hodgson Neuwoehner Inc., advertising agency and marketing service. Of her job she writes, "I report to the marketing director who is retained by the agency on a consulting



basis. Projects have included brainstorming panels with housewives to determine how they would like to have a new supermarket arranged and services improved, taste tests and interviews to determine brand recognition." She feels there are eight big points in getting ahead in her business: "1. Continual reading of publications to keep up with trend changes, and new developments. 2. Ability to remember people's names and willingness to be genuinely interested in them and their problems. 3. Enough self-interest to be well-groomed. 4. Stinginess with on-the-job time used for things which are not strictly business. 5. Search for useful and helpful things to do. 6. Attention to instructions. 7. Knowledge of typing. 8. Loyalty toward company, its products or services, and bosses." She "cannot say enough for the Harvard-Radcliffe Program\* which provided a deep general business background" including such courses as production, statistics, finance.

**Thelma Henry Corrello**, K-Hillsdale, married for 23 years, mother of a 21 year old son, is presently confidential secretary to the vice-president and general manager of *The Toledo Blade*; however she was for many years secretary to the paper's advertising directors. Her favorite topic is the possibility of an advertising career for women. She writes: "Advertising is largely a product of the 20th century and is still in a formative stage. There is every reason to suppose that it will continue to grow. The woman who chooses advertising as a career will have the chance—if she has the ability—to write her own ticket." If she has an unceasing interest in people and things, an imaginative mind and creative ability, she can fit beautifully, and happily, in the advertising field. She will have a choice of many different positions.

"Women are welcome in all echelons of the advertising world, and perhaps advertising's greatest appeal to women is that it offers opportunities for individual talent and compensation more nearly comparable to that received by men than almost any other business. There are many women filling key positions as copy chiefs, art directors and research



*Marguerite Purdy commentating one of her Automobile-Fashion productions at Blind Brook Polo Club in Purchase, New York, with her guest commentator, Fred Udal.*

directors. A few have even become top agency executives and advertising directors of multi-million dollar corporations. Actually, the opportunities for advancement are excellent for anybody with ability. In no other business is talent recognized so quickly. The person with the best ideas and greatest ability will, generally speaking, receive the rewards—whether man or woman.

"Financially, the rewards can be very great, but to most people in advertising the intangible rewards are even more important. It offers a chance to know many businesses, constant contact with stimulating persons, an opportunity to do constructive work—in short, a daily

*Secretary at the Toledo Blade is Thelma Corrello.*



\* Information about this "one-year graduate program for women, jointly sponsored by Radcliffe College and the Harvard Graduate School of Business Administration" may be obtained by writing Radcliffe College, Cambridge 38, Massachusetts.



*Eve Trombley, dean of the Tobe-Coburn School for Fashion Careers in New York, directs students in fashion show techniques.*

job whose chief charm is its very lack of routine."

**Marguerite Klar Purdy**, B A-Pennsylvania, has her own business as fashion coordinator and promoter. She says, "Fashion coordinators have entered the field in many different ways. The majority have graduated from college, and then worked in the fashion departments of many stores, eventually becoming a buyer. It's a long road to travel. Others have started as models, and, because of continual association for many years with fashion and staging of shows, have worked into assisting the coordinator backstage, finally having an opportunity to commentate and coordinate a show herself. Perhaps, the best way for girls to begin these days is to attend a specialized school which gives training in the field of merchandising and has, as part of the curriculum, periods of employment in stores and trips to rooms of manufacturers and designers where fashions are created. Another suggestion is to marry a man in the fashion field! Most wives of fashion men are silent fashion coordinators."

In the case of Marguerite Purdy, her background was music and dramatics in college, followed by two years at Juilliard School of Music which led to professional appearances on the stage. After this she produced shows of all types for the Armed Services. Fashion later became a vehicle of dramatic stage performances for fund raising events of women's organizations, one of the first being for the Westchester County Kappa Alumnae Association. The current show to which she is devoting her attention is an Automobile-Fashion production for five days at the Newport Tennis Casino in conjunction with the Newport Jazz Festival.

Looking back on events of her college years Margaret has drawn some interesting conclusions of things which helped her profession—



membership in the University of Pennsylvania Choral Society which performed with the Philadelphia Orchestra led to taking the whole orchestra to Atlantic City to perform for the Army; drama led into production of shows; art with a knowledge of display led into presentation of fashion; singing training taught stage presence; social events of the college aided in all social contacts; fraternity was valuable in meeting people in new places."

As a final suggestion Mrs. Purdy says, "A good way to gain knowledge of the promotion field is to work in an advertising agency (in New York on Madison Avenue). This is a very exciting field, especially with television such a challenging medium for advertising."

**Eva Pilar Mask**, Δ Δ-McGill, is assistant advertising and public relations manager for Henry Birks and Sons Ltd. in Montreal. In this job she is in charge of newspaper and production. She also lectures on the subject of gracious living as sponsored by the firm. Summer part-time jobs in retail selling and fashion modelling; intensive study of antiques, china, silver and crystal; extensive reading—all she believes have been an excellent background for this job. To be successful in this field Eva thinks a girl must have "ideas that are realistic so they can be put into practice as well as an ability to execute an original idea."

"The curtains had closed on the bridal finale of the Millard Fillmore Hospital Board fashion show in Buffalo." **Eve Atkinson Trom-**



bley, Γ K-William and Mary, fashion coordinator for Hengerer's a Buffalo department store, bemoaned the fact that more young people did not have more training to help with this type of thing. She soon learned of a new school in New York which had just opened to train such career people. Nineteen years later, as Dean of this new school, Tobe-Coburn School for Fashion Careers, she "read the names of some 100 young women whom she had helped train for junior executive jobs in merchandising and promotion for retailing, advertising, publishing and related fashion fields. As Dean, she coordinates the curriculum; is an academic counselor; works with faculty members on courses; plans schedules and field trips; supervises the production of fashion shows with major New York stores; and keeps herself informed on what is being shown in the market and in stores in order to lecture in courses that have included "Fashion Fundamentals, Fashion History, Fashion Reporting, Fashion Trends and Fashion Creators." Action-packed years with her family have been filled with additional courses in education, art, typing, textiles, merchandising. Her college training made possible her beginning job as advertising copywriter; additional courses were advised by executives of stores with which she was associated as she proceeded to fashion coordinator, assistant merchandise manager, assistant to the president in charge of promotion and publicity, director of distributive education in New Haven and copywriter for *Glamour* prior to her present job.

Copywriter (consumer products) and assistant to the director of the sales promotion and advertising division of Westinghouse Electric International Company in New York is the title held by **Barbara Zebold**, Ψ-Cornell. Currently in the field of international advertising, Barbara feels that her "background in the field of home economics (housing and design major) has contributed greatly to my understanding of the basic needs of all people and has been of assistance in writing sales promotion copy for home appliances all over the world." She has coupled this academic background with European travel, engineering design and basic art appreciation. Her penchant for extreme accuracy in all detail she feels is an asset as well. Following high

school graduation, Barbara trained as a draftsman during the war before entering the research design laboratory of Sperry Gyroscope, she left that job to enter college. After college she worked as a home lighting consultant, designing lighting for new and old homes, before going with Westinghouse. She feels that the engineering field has a great deal to "offer the college graduate who has a good basic science and mathematics background" and had she had this background instead of a general background she would have felt qualified to continue in her engineering activities and would not have left them. In case of a national emergency I would return to it again as it is a most rewarding job for any woman, she reports. "It gives greater job equality I believe than the business world—however, there are always the usual limitations and prejudices. It does offer excellent opportunities for women who want to return to the working world after raising a family."

**Elizabeth Cole**, Γ Θ-Drake has put her B.A. to work as an advertising assistant with DePuy Publication, publishers of *Northwestern Banker* and *Underwriters Review*. This has followed two years of teaching before taking a commercial course and work as a secretary.

## PUBLIC RELATIONS

Sole owner of her own public relations firm, **Elaine Kollins Sewell**, Γ M-Oregon State, says, "All of my past contributed to the present work I do. College at the undergraduate level is of necessity a broad type of background. It should be this way to give an individual the kind of bases he or she needs to perform in any part of business or social life today. Specialization can only come after the basis is laid with the fundamentals of a good education, whether scientific or liberal arts in nature. Journalism has been strong in my life since I first edited a mimeographed paper when I was in the sixth grade."

Two sisters with Eli Lilly and Company in Indianapolis are **Mary Elizabeth** and **Rosemary Hendricks**, both Δ-Indiana. Mary Elizabeth is a press relations representative in the public relations department. She was not a journalism major but feels that "a good background in business, with enough electives in





*Skilled in all phases of design and creation of textiles is Kandell Incorporated's Judy Morton.*

English to have been a major in that subject, has been equally good preparation" for her job. She says that a "knowledge of grammar and punctuation and a faculty for clear expression cannot be emphasized too much" in public relations work. She advises specializing in college courses, including typing and shorthand, because "regardless of her field, these skills will open many doors and prove invaluable. The Kappa ready for her first job might be advised to choose a company, rather than a job. If the specific job she wants is not immediately available within that company, take something else, anything else, to get inside the company of her choice, then work for a promotion to the desired job." Mary Lib writes news releases for drug journals, trade publications and newspapers. She started as a secretary in the public relations department, later edited the company magazine.

Rosemary, in the training department, is editor of company manuals. She writes the procedures manual for department heads, the new employee booklet, the secretary's handbook, and is in charge of the secretarial training programs. She is one of the first five women in Indiana to become a Certified Professional Secretary.

Adele Moyer Allison, 17 E-Pittsburgh, public relations director of Elizabeth Steel Magee Hospital in Pittsburgh, believes in constant reading, travel and education plus conventions, lectures and meetings to keep her abreast of her work. She furthers this advice with a strong "belief in constant advancement by attending non-credit courses in art, literature, politics, history and economics."

## WRITING

A free-lance writer with eight books and many magazine articles for *The New Yorker* and *Ladies Home Journal*, to her credit, Hildegard Dolson, 17 P-Allegheny, feels that the urging she received from her college professors encouraged her enormously in her desire to become a writer. From college she went to New York in the depression; got a \$15.00 a week factory job and then got into advertising, while writing nights and Sundays. With the publication of her first book at 29 she left the advertising field. Advice? "For a writer, the most important thing is to write. Also, to establish one market that is financially sure. I do magazine pieces for stability. Books are my luxury. A writer, at least this writer, must be fairly one-track. It has helped me to change my pace and write both articles and fiction, and books and magazine pieces." She continues, "The most helpful thing I can suggest to any young would-be writer is to jot things down in a notebook every day, even if only one sentence or one paragraph. This makes writing a habit, and dispels the silly notion that one must 'wait for inspiration.'"

## FABRICS DESIGN

Judy Morton, B T-Syracuse, stylist/head designer of the print line of home furnishings textiles for Kandell Inc., spent some time in dress fabric design and a year in Europe prior to her present connection. Judy's college course gave her a foundation for textile design. Experience gained at manufacturer level prepared her for her present job which includes the responsibility for "creation and production of two sizeable lines a year of printed fabrics for the home; originating ideas for designs; working with the firm's own staff of designers, with free lance artists and other



designing studios for the execution of my ideas. These must fit some room of the home. Color schemes must be worked out and after completion of design engraving, it is a stylist's task to go to the print mill and see the pattern through to final approval of engraving and color matching before printing." She describes her fabrics as being used in draperies, slip covers, bed spreads, cafe curtains and early American furniture upholstery. Some are used in women's sports or resort wear. To Judy an important factor in getting ahead is an "interest in all home decorating plus, of course, inherent good taste and talent." She happily reports her passion for travel is now assuaged as "each year the firm has sent me on design research trips to far away places including Europe, Japan, Hong Kong and Bangkok, and periodically to principal cities of the United States where our firm is represented." "It all adds," she says, "to a wider understanding and a more open mind to art and design."

## DRESS DESIGN

Iva Karstens, I<sup>Δ</sup>-Purdue, designer for Sunnysvale Inc. (trade name of dresses "Pat Perkins") says, "Dress designer sounds so glamorous. It is glamorous in the couturier and high fashion world where styles are created with no thought to cost of material or labor. But in the volume dress business it's hard work with high exciting moments as well as fits of despair. To be a designer not only must one be able to take criticism, which isn't easy

when in your mind you have created a most saleable dress—but have a good disposition to get along well with people. Along with these endowments it is necessary to thoroughly know the basic facts pertaining to the construction of a dress, because the most beautiful dress, if it cannot be manufactured at a profit is worthless. That is why just being able to make a beautiful sketch is of no value. What is valuable is to know production—the type of dress a factory can execute easily with a minimum of labor and handling, one that will sell. After all, the whole idea of designing dresses is to sell them to every woman in every hamlet and city in the United States.

"Having a flair for styles in the inexpensive dress market is not enough. One must be influenced by style trends as well as the knowledge of what is selling in the retail stores and then interpret this knowledge into saleable dresses. This takes a great deal of ingenuity and research as well as a well developed sixth sense. All this is learned by practice and experience. Probably the best way to get into the designing field is as a designer's assistant, which means it is not necessary to sew but it is vital to know how to sew so you can instruct a sample hand how to put a dress together. Also it is most important to be able to drape and cut from a designer's sketch.

"I can't stress enough that basic training in construction will be your most valuable asset. Despite the limitations of designing inexpensive attractive dresses—untold satisfaction is derived from seeing your dresses sell all over the nation in great quantities."

Another dress designer is Catherine Garritson, B P<sup>Δ</sup>-Cincinnati, who works for Baylis Brothers Company, makers of "Polly Flinders" little girls' dresses. She says, "Like most specialized fields this is not usually an easy one to get into. It can be a very rough road. I know it was for me. You have to love the work so much that nothing else matters. Maybe that's the way it ought to be!" Factors in getting ahead she thinks are: "Ability and



*To design a dress that will go through the factory with a minimum of operations and come out looking like a Christian Dior, takes the production knowledge of Iva Karstens.*





Joanne Hill, professional singer on TV, stage and nightclub.

success in adapting artistic temperament to business needs, and persistence."

Two other fashion workers include **Louise VanAllen**, Γ Y-British Columbia, fashion coordinator, copy writer and photographic model for T. Eaton Company in Winnipeg. Louise, just two years out of college, started this work after graduation following week-end selling and modeling while a student.

**Nancy Davis**, B N-Ohio State, fashion promotion director for the F. & R. Lazarus Company in Columbus, Ohio, graduated with a Fine Arts degree which she says, "is closely allied to all the things I've done since school, including interior decorating, fashion shows, windows and interior display and the current job of liaison between fashion merchandising and publicity." Her work takes "an inquiring, eager or enthusiastic attitude toward any activity and a critical sense or a sense of dissatisfaction about the way things are done."

## PROFESSIONAL MUSICIAN

**Joanne Hill (Mathews)**, Γ Φ-Southern Methodist, believes that individual talent must be coupled with "an equal amount of ambition" to get ahead in her profession, singing for stage, nightclub and television. Joan majored in music in college and had her own TV show in Dallas. Besides this, she was the youngest woman producer of a concert series in the country. She has done extensive model-

ing (won seven beauty titles in college), sung in nightclubs from Texas to New York, appeared in *The F.B.I. Story*, was feature singer with television shows among which were *The Fred Waring Show*, *The Patti Page Show*, plus Texaco's *Swing into Spring*, Coca Cola's *America Pauses for the Springtime* and the *Art Carney Show*. She has done national commercials in both TV and radio and been heard over radio on *Music from the Roosevelt*.

**Marjorie Call (Boutnikoff)**, I-DePauw, concert harpist, teacher and arranger, also has a trio called the Marjorie Call Harp Trio. Currently she is arranging three old Sonatas for Harp and Violin by Ludwig Spohr, soon to be recorded and published. These works had to be rewritten for the Modern Harp and are copyrighted in Marjorie's name. While attending DePauw, Marjorie also instructed in Harp at the Music School, then transferred to Curtis Institute for more training. Continuing, she says, "I started piano at the age of five and harp at age nine, and actually began concertizing at age 11. For five years, I toured on the Civic Music circuit and had great fun meeting Kappas all over the country. Here in Hollywood, one naturally does recordings—movie, TV, records—even com-

Concert harpist, teacher, arranger, Marjorie Call.







Moving from editorial assistant of the Kiplinger Washington Editors and *Changing Times*, Mary Ellen Ayres, B II-Washington, is now in the office of the assistant to the publisher of Kiplinger Washington Editors where she writes "The Family Guide." This a five times weekly column syndicated to 26 newspapers with a 5½ million circulation. Mary Ellen says the "slant and subjects are those of *Changing Times*: investments, housing, jobs, schools, going-into-business, budgets, household equipment, children. I make my own assignments, do my own leg-work. Three columns are original out of the week's output—the other two are likely to be rewrites from *Changing Times*. I also help with Kiplinger book production." Mary Ellen received her B.A. with a major in social science, economics, psychology and sociology at Stanford University following two years of a journalism major at the University of Washington. General reporting on the *Wenatchee Daily World* started her on her career. Four years later she moved to reporting on *The Washington Post* and then into her work with Kiplinger. THE KEY is indebted to her for her assistance in supplying some material for the Bibliography section on page 138.

mercial jingles (this is quite anonymous, but fun and profitable). I played in the orchestra for *Ben Hur* (an eight day job), then rushed to the Greek Theatre each night to play ballet. Some days, I actually played the harp for 12 hours. I especially like ballet, and have for many years played the Ballet Russe de Monte Carlo engagements both in Los Angeles and New York City, also American Ballet Company and New York City Ballet. I

was for two years First Harpist for the New York City Opera Company and am playing opera in Los Angeles. I have been First Harpist in Symphony Orchestras for seven years, with Fritz Reiner, Leonard Bernstein, Leopold Stokowski and others." She says, "To really love one's work means not counting the hard hours needed to reach—and stay—at the top. I would do what I'm doing even if it had no professional outlet—I just love to do it!"

## A woman's choice

(Continued from page 9)

years after graduation is the best test of the depth of her college education. She must be so educated that after 15 or 20 years she will not wake up a bewildered Rip VanWinkle!

Every effort should be made on our college campuses to keep our superior girls on the campus for four full years. They should be helped to become aware of the grim facts of life: that they will live longer than men, that women are more numerous than men, that women will be widowed too early, that child care will be over and they will be left with 40 years to spend, and that it is altogether possible that during their lifetime women may be drafted into the labor force.

Whether our young women of superior in-

tellectual ability choose to follow their four years of college with a serious attempt to develop unusual talents in the direction of the arts, letters, science, mathematics, or whether they take this up for the last 40 years of their life, *they represent fully half of our nation's intellectual potential*. "Complacency and conformity are intolerable at this point in history, when the American republic and all that it stands for are imperiled and challenged as never before. These are days of revolution, scientific and technological, to be sure, but with enormous political, social, economic and cultural overtones."<sup>4</sup> We cannot afford to lose a single citizen's superior ability.

<sup>4</sup> Franklin Murphy, "Women and the Scientific Revolution," *Journal of the AAUW*, October 1959.



# Alumnae achievement

In recognition of outstanding achievement in their business and professional careers the Kappa Kappa Gamma Alumnae Achievement Award was created in 1946. Recipients to date are:

\* Evelyn Wight Allan, B B-St. Lawrence  
Emily Dunning Barringer, Ψ-Cornell  
Patty Berg, X-Minnesota  
Sarah G. Blanding, B X-Kentucky  
Helen C. Bower, B Δ-Michigan  
Marian Simpson Carter (Garber), Γ Ω-Denison  
Edith Clarke, H-Wisconsin  
Marty Lewis Cornelius, Δ Ξ-Carnegie Tech

\* Jessica Garretson Cosgrove, B E-Barnard  
Mary M. Crawford (Schuster), Ψ-Cornell  
Margaret Cuthbert, Ψ-Cornell  
\* Dorothy Canfield Fisher, B N-Ohio State  
Jane Froman, Θ-Missouri  
Virginia C. Gildersleeve, B E-Barnard  
Beatrice Blackmar Gould, B Z-Iowa  
Olive Mason Gunnison, B B<sup>A</sup>-St. Lawrence  
Doris Hart, Δ K-U. of Miami

\* Emily Eaton Hepburn, B B-St. Lawrence

\* Marion Hilliard, B Ψ-Toronto  
Lulu Holmes, Γ Γ-Whitman  
Louise Keener, B Υ-West Virginia

\* Helen Knox, B Ξ-Texas  
Ruth Leach Pollock, Π<sup>A</sup>-California  
Eleanor Jewett Lundberg, B Λ-Illinois  
Aleta Cornelius Malm, Δ Ξ-Carnegie Tech  
Mary Shaw Marohnic, Δ Ξ-Carnegie Tech  
Phyllis McGinley (Hayden), Δ H-Utah  
Emma Moffat McLaughlin, Π<sup>A</sup>-California  
Gladys Miller, Γ M-Oregon State  
Gertrude Cornish Milliken, Γ Λ-Middlebury  
Ann Scott Morningstar, B N-Ohio State  
Josephine Paddock, B E-Barnard  
Jean Nelson Penfield, I-DePauw  
Mary Geisler Phillips, B A-Pennsylvania

\* Louise Pound, Σ-Nebraska  
Ruth Davidson Reid, B Ψ-Toronto  
\* Mary Lucas Richardson, B Π-Washington  
Emma Fall Schofield, Φ-Boston  
Patricia A. Searight, B N-Ohio State  
Marie Sellars, B I-Swarthmore

\* Emma C. Shipman, Φ-Boston  
\* Mary Kingsbury Simkhovitch, Φ-Boston  
Anna Maude Smith, Γ A-Kansas State  
Dorothy Taylor, Γ Υ-British Columbia  
B. Fain Tucker, I-DePauw  
Ruth Waldo, B Σ-Adelphi

\* Claire Drew Walker, B Π-Washington  
Nora Waln (Osland-Hill), B I-Swarthmore  
Cleora Clark Wheeler, X-Minnesota  
Aryness Joy Wickens, B Π-Washington  
Hazel Hotchkiss Wightman, Π<sup>A</sup>-California

\* Deceased.

Education  
Medicine  
Sports  
Education  
Journalism  
Radio  
Engineering  
Art  
Education  
Medicine  
Business and Radio  
Author and Humanities  
Music  
Education and Humanities  
Journalism  
Author  
Sports  
Humanities  
Medicine  
Education  
Business  
Banking  
Business  
Journalism  
Art  
Art  
Author  
Humanities  
Interior Design and Journalism  
Education  
Public Relations  
Art  
Law  
Author  
Education  
Dietetics  
Medicine  
Law  
Radio  
Business  
Religion  
Humanities  
Business Administration  
Journalism  
Law  
Advertising  
Advertising and Public Relations  
Author  
Design  
Business  
Sports



# ***You and your career***

A number of years have passed since any attempt has been made to bring the professional files of the Fraternity up-to-date.

Many members have changed jobs, others have entered the business and professional world.

Still others have been elected or appointed to public and volunteer offices; some may have authored new publications.

Please fill out the form at the bottom of this page (both sides) and return to:

Kappa Kappa Gamma  
Fraternity Headquarters  
530 East Town Street  
Columbus 16, Ohio

NAME .....  
(married name—i.e. DOE, Mrs. John Q.)

MAIDEN NAME .....  
(i.e. JONES, Sally M.)

CHAPTER AND COLLEGE ..... YEAR OF INITIATION .....

ADDRESS .....  
(Street)

.....  
(city) (zone) (state)

PRESENT BUSINESS OR PROFESSIONAL CONNECTION (name of firm and title). Position held since 19.....

## CATEGORY:

☐ Business  
☐ Health

☐ Creative Arts and Communications  
☐ Scientific and Technical  
☐ Volunteer

☐ Education  
☐ The Professions

(over)



**A full-time career on a part-time basis**

*(Continued from page 35)*

accomplished figure skater who won the American and Canadian Figure Skating Gold Medal, she has become an instructor of figure skating at the Vancouver Skating Club. Although upon graduation from college, she served as stewardess and in the city airlines ticket office, she continued her figure skating as a hobby. As Carol puts it, "Though I didn't plan on it, it became my career."

Kappa's parliamentarian, **Rheva Ott Shryock**, B A-Pennsylvania, finds herself in great demand by numerous national and state organizations. Being a registered parliamentarian, she assists them in preparing and revising by-laws as well as in training and schooling their presiding officers. This great talent she has turned to an interesting and profitable part-time business.

As an outgrowth of her teaching, her psychiatric social work and her many hobbies, **Esther Phares Duncan**, B A-Illinois, became a dramatic lecturer. Covering a

range of topics from "You and Mental Illness" to "Charles Dickens' Christmas Carol" her versatility has found expression and she has been able to continue a very busy life. Again a hobby turned to a part-time business career.

What once upon a time was an utter impossibility with few exceptions has now come to be accepted as a way of working. Part-time employment has created entirely new vistas of hope and cheer for women who must earn an additional income or for those who wish to maintain profession or business skills on a time budget restricted by other ties.

**Careers in science—opportunity unlimited**

*(Continued from page 76)*

ness to work, are the main requisites for beginners in the science fields. The Big Mystery of yet unexplored fields of science can be reached only as more and more of the Small Mysteries are revealed through the contributions of thousands upon thousands of able and well-trained professional people.

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**OFFICER, DIRECTOR OR TRUSTEE OF BUSINESS, PROFESSIONAL OR EDUCATIONAL INSTITUTIONS**

Name	Title	City
------	-------	------

**AUTHOR** (List titles and dates of publication)

**PUBLIC AND VOLUNTEER SERVICE OFFICES HELD AT PRESENT TIME** (include elective or appointive and state which)

**PREVIOUS BUSINESS OR PROFESSIONAL AFFILIATION**

**HUSBAND'S BUSINESS** (name of firm and title)



# Who's Who of American Women

*Members of Kappa Kappa Gamma known to be listed in the First Edition  
of this source book of professional women and community leaders*

Louise Powers Ainsworth, Γ I-Washington U.  
Janet Hutchinson Alexander, Π<sup>2</sup>-California  
\*Barbara Daly Anderson, Β Ψ-Toronto  
Clairette Papin Armstrong, Β E-Barnard  
Elizabeth Mullen Arnold, Γ I-Washington U.  
Ruth Llewellyn Baird, Β A-Illinois  
Virginia Walton Baird, Β A-Pennsylvania  
Jane Rucker Barkley, Γ I-Washington U.  
Eleanor Olds Barnes, X-Minnesota  
Viola Florence Barnes, Σ-Nebraska  
Grace Treleven Barnett, Β Φ-Montana  
Margaret Murray Barto, Β A-Illinois  
Katherine Vernet Batten, Γ Z-Arizona  
Alethea Taber Beckhard, Γ Ω-Denison  
Ada Sherwin Black, Γ P-Allegheny  
Virginia Parker Blanchard, Φ-Boston  
Sarah Gibson Blanding, Β X-Kentucky  
Eugenia Harms Bliss, Β M-Colorado  
Shirley Goodwin Bolinger, Β Π-Washington  
Frances Kearby Bon, H-Wisconsin  
Helen C. Bower, Β Δ-Michigan  
Margaret Jewell Bradfield, Β Δ-Michigan  
Mary Seago Brooke, Β O-Newcomb  
Mary Thomas Brooks, Β K-Idaho  
Laura Amos Bull, Γ Ψ-Maryland  
Blanche Troutman Burnett, Β Π-Washington  
Helen Jaffurs Cacheris, Δ Ξ-Carnegie Tech  
Eleanore Goodridge Campbell, Β M-Colorado  
Kathleen Tharaldsen Catlin, Β Ω-Oregon  
Harriet Ropkey Clifford, M-Butler  
Lenore Pettit Cline, Γ B-New Mexico  
Floy Elliott Cobb, Β Θ-Oklahoma  
Marjorie Amy Collins, Γ Ω-Denison  
Marty Lewis Cornelius, Δ Ξ-Carnegie Tech  
Alida Bassett Cory, Β T-Syracuse  
Marian G. Cruikshank, Γ Δ-Middlebury  
Annette Cummings, Β Δ-Michigan  
Jessie Elizabeth Cunningham, Β T-West Virginia  
Peggy Simson Curry, Γ O-Wyoming  
Harriet Krause Curtze, Γ P-Allegheny  
Virginia Griffith DeKay, Β Ξ-Texas  
Ruth Lininger Dobson, Δ-Akron  
Hildegard Dolson, Γ P-Allegheny  
Juliette Persons Doster, Γ Π-Alabama  
Angeline Bates Dougherty, H-Wisconsin  
Sarah Drum, Γ E-Pittsburgh  
Helen Cullum Easterwood, Γ P-Allegheny  
Barbara Jane Emerson, Δ Θ-Goucher  
Virginia Rogers Ferris, Ω-Kansas

physician  
civic worker  
publications executive  
psychologist  
civic worker  
artist  
civic worker  
civic worker  
educator  
educator  
author, artist  
association executive  
civic worker  
social worker, association executive  
church worker  
association executive  
college president  
journalist, oil operator  
club woman  
civic worker  
newspaperwoman  
artist  
medical social worker  
Republican national committee  
civic worker, club woman  
newspaperwoman  
dietician  
association executive  
fashion director  
civic worker  
retail executive  
educator  
social worker  
artist  
social worker  
educator  
educator  
educator  
author  
church worker  
civic worker  
author  
author  
club woman  
merchandising executive  
educator  
social worker  
public relations executive  
plant pathologist

\* Deceased.



Linwood Gisclard Findley, Δ I-Louisiana State  
 Georgia Seago Fischer, B O-Newcomb  
 Neta Lohnes Frazier, Γ Γ-Whitman  
 Laurene Tatlow Gandy, B M-Colorado  
 H. Ann Witter Gillette, B H-Stanford  
 Beatrice Blackmar Gould, B Z-Iowa  
 Frances Kessler Graham, Δ A-Penn State  
 Dorothy Dean Green, B Φ-Montana  
 Katherine Bradford Greene, B N-Ohio State  
 Marian H. Green, M-Butler  
 Harriet Ford Griswold, B H-Stanford  
 Mary-Alys Pattilo Guetersloh, T-Northwestern  
 Dorothy Merrill Gulick, B I-Swarthmore  
 Hartley Fletcher Gurrey, Γ H-Washington State  
 Eleanor Morse Hall, Δ E-Rollins  
 Katherine Hedges Hall, Δ X-San Jose  
 Jane Yard Harshberger, B A-Pennsylvania  
 Janet Synnott Height, Φ-Boston  
 Barbara Badger Henderickson, X-Minnesota  
 Lucile Kelling Henderson, Γ Γ-Whitman  
 Polly Knipp Hill, B A-Illinois  
 Lulu Haskell Holmes, Γ Γ-Whitman  
 Gladys Twele Hopkins, Γ X-George Washington  
 Jocelyn Clise Horder, B H-Washington  
 Catherine Hough, B N-Ohio State  
 Elsa Nitzsche James, B A-Pennsylvania  
 Rosemary Holmes Jaros, Δ Δ-McGill  
 Jean Ayres Jenkins, Δ Ψ-Texas Tech  
 Florence Stephanie Jenney, Γ E-Pittsburgh  
 Martha Baker Johnson, B A-Illinois  
 Helen Andrews Kaufman, Δ-Indiana  
 Mary Frear Keeler, Δ A-Penn State  
 Louise Keener, B T-West Virginia  
 Julia Mary Keleher, Γ B-New Mexico  
 Aurel Maxey Kelly, Γ Γ-Whitman  
 Lilla Irvin Leach, B Ω-Oregon  
 Nancy Duke Lewis, B X-Kentucky  
 Jean Esther Liedman, A<sup>Δ</sup>-Monmouth  
 Bette Myers Lindemeyer, Σ-Nebraska  
 Mary Morrill Litchfield, Ω-Kansas  
 Ruth Harrington Loomis, B M-Colorado  
 Thyrsa Head Looney, B Θ-Oklahoma  
 Elizabeth Briant Lee, Γ E-Pittsburgh  
 Sadybeth Heath Lowitz, B Δ-Michigan  
 Wilfreda Heald Lytle, B M-Colorado

Eleanor Jewett Lundberg, B A-Illinois  
 Aleta Cornelius Malm, Δ Z-Carnegie Tech  
 Elizabeth Rasor Martin, B N-Ohio State  
 Frances Wildermuth Martin, B N-Ohio State  
 Frances McGovern, Δ-Akron  
 Eleanor McKay, P<sup>A</sup>-Ohio Wesleyan  
 Ruth Capers McKay, B A-Pennsylvania  
 Camille Runyan McRae, Γ B-New Mexico  
 Marie Jeannette Meloy, A<sup>Δ</sup>-Monmouth  
 Gladys Miller, Γ M-Oregon State  
 Meta Helena Miller, Δ Θ-Goucher  
 Gertrude Cornish Milliken, Γ A-Middlebury  
 Ruth Branning Molloy, B A-Pennsylvania  
 Ann Scott Morningstar, B N-Ohio State  
 Virginia Conner Moseley, Δ-Akron  
 Rai Graner Murray, B O-Newcomb  
 Gertrude Olmstead Nauman, B A-Pennsylvania  
 Elizabeth Olds, X-Minnesota

Mrs. America 1957  
 association executive  
 author  
 club woman  
 social worker  
 magazine editor  
 psychologist  
 university administrator  
 psychologist  
 librarian  
 civic worker  
 artist  
 camp director  
 artist, designer  
 piano educator  
 educator  
 nurse educator  
 educator  
 club woman  
 educator  
 artist, etcher  
 former college administrator  
 educator  
 artist  
 Red Cross executive  
 camp director  
 physician  
 educational administrator  
 physician  
 family life coordinator  
 educator  
 college dean, historian  
 educational administrator  
 educator  
 lawyer  
 botanist  
 educator  
 dean of women  
 interior decorator  
 club woman, foreign service officer  
 club woman  
 interior decorator  
 sociologist  
 author  
 civic worker, government official,  
 association executive  
 art critic  
 artist  
 librarian  
 civic worker  
 lawyer, state representative  
 Girl Scout executive  
 educator  
 civic worker  
 registrar  
 decorating expert  
 educator  
 educator  
 author  
 public relations executive  
 designer  
 sculptor  
 civic worker  
 print maker, author, painter, illustrator



Josephine Paddock, B E-Barnard  
 Alice Parker, Θ-Missouri  
 Dorothy Malbon Parker, Π<sup>A</sup>-California  
 Z. Rita Parker, B T-Syracuse  
 Ida Poole Brown Patrick, B Σ-Adelphi  
 Elizabeth Fee Pettit, Γ B-New Mexico  
 Katharine Milliren Phipps, Γ H-Washington State  
 Priscilla Pauline Pittenger, M-Butler  
 Marian Wolcott Plotnik, Γ A-Middlebury  
 Ruth Phillips Polack, Δ B-Duke  
 \*Louise Pound, Σ-Nebraska  
 Doris Hurt Powers, Γ Φ-Southern Methodist  
 Anna Irion Powell, B Ξ-Texas  
 Wilma Jennings Pugh, Γ O-Wyoming  
 Elizabeth Gordon Radcliffe, Γ K-William and Mary  
 Helen Hodel Randall, Γ Ω-Denison  
 Lucy Rathbone, B Ξ-Texas  
 Helen Seibert Reardon, B T-Syracuse  
 Winifred Stamm Reiter, Γ B-New Mexico  
 Ruth Sarah Reynolds, Γ Γ-Whitman  
 Margaret King Rimmer, Θ-Missouri  
 Lois (Jinx) Witherspoon Rodger, Γ B-New Mexico  
 Elinor Kiess Rose, K-Hillsdale  
 \*Loretta Showers Rossman, B Ω-Oregon  
 Elizabeth D. Runge, B Ξ-Texas  
 Mildred Trares Schaefer, I-DePauw  
 Emma Fall Schofield, Φ-Boston  
 Catherine Alt Schultz, Ψ-Cornell  
 Marjorie Watson Schwartz, B O-Newcomb  
 Dorothy Carnine Scott, Δ Z-Colorado College  
 Ruth Kadel Seacrest, Σ-Nebraska  
 Patricia A. Searight, B N-Ohio State  
 Elizabeth Dodds Shaffer, M-Butler  
 Josephine Darrow Shorney, Γ Ω-Denison  
 Rheva Ott Shryock, B A-Pennsylvania  
 Alice Lilliequist Sickels, Γ Γ-Whitman  
 Marjorie Spurrier Sirridge, Γ A-Kansas State  
 Laura Young Spaulding, B Z-Iowa  
 Miriam Partridge Speck, Φ-Boston  
 Elsie I. Sweeney, M-Butler  
 Mira Talbot, B II-Washington  
 Elizabeth Clare Taubman, B X-Kentucky  
 Florence Walton Taylor, B Δ-Michigan  
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 Mary L. Thompson, B Z-Iowa  
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 Carolyn Costin Tucker, I-DePauw  
 Alieda Van Vesse van Wesep, Δ-Indiana  
 Jean Webb Vaughan, B H-Stanford  
 Ruth Fanshaw Waldo, B Σ-Adelphi  
 \*Clare Drew Walker, B II-Washington  
 Adelaide Harvey Walters, BB<sup>A</sup>-St. Lawrence  
 Cleora Clark Wheeler, X-Minnesota  
 Helen Chappell White, Θ-Missouri  
 Aryness Joy Wickens, B II-Washington  
 \*Betty Arnold Wright, Ω-Kansas  
 Margaret Geis Wright, Ω-Kansas  
 Mary Schatzman Wright, P<sup>A</sup>-Ohio Wesleyan  
 Edna Yost, Γ P-Allegheny  
 Nancy Wilson Young, B Ω-Oregon  
 Marguerite Wykoff Zapoleon, B P<sup>A</sup>-Cincinnati

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 educator  
 copy writer  
 physician  
 civic worker  
 writer, speaker, civic worker  
 educator  
 educator  
 educator  
 civic worker  
 educator  
 aviatrix  
 educator  
 educator  
 civic worker  
 community organization worker  
 educator  
 physician educator  
 editor, association executive  
 librarian  
 television executive  
 foreign journalist  
 author  
 club woman  
 medical librarian  
 actress  
 lawyer, judge  
 association executive  
 artist  
 artist  
 club woman  
 program director  
 artist  
 club woman  
 parliamentarian  
 association executive, lecturer  
 physician  
 civic worker  
 psychologist  
 musician, author  
 psychiatric social worker  
 organization executive  
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 educator  
 librarian  
 association executive, social worker  
 lawyer, judge  
 club woman  
 business executive  
 association executive  
 advertising executive  
 advertising executive, author  
 club woman  
 designer  
 author  
 government official  
 civic worker  
 lecturer, civic worker  
 club woman, psychologist  
 author  
 author  
 government official, vocational  
 guidance

\* Deceased.



# ***Bibliography— suggested reading on careers***

**T**HE KEY is in no wise attempting to furnish a complete bibliography of available material on careers for women but the following data are furnished with the thought that these publications may be helpful to the job-seeking woman.

Many of these publications will be found in public libraries but the addresses of sources have been added in some cases. United States Government publications are available from the Superintendent of Documents, United States Government Printing Office, Washington 25, D.C.

**Job Horizons for the College Woman**, United States Department of Labor, Women's Bureau, Pamphlet 1, 1956.

**First Jobs of College Women, Report on Women Graduates, Class of 1957**, United States Department of Labor, Women's Bureau, Bulletin 268, 1959.

**Employment Opportunities Bulletin Series** of the Women's Bureau, including the following:

Women in Retailing. Bulletin 271. 1959.

Women in the Physical Sciences. Bulletin 270. 1959.

Women in Legal Work. Bulletin 265. 1958.

Mathematicians and Statisticians. Bulletin 262. 1956.

Professional Accounting. Bulletin 258. 1955.

Professional Engineering. Bulletin 254. 1954.

Professional Nursing Occupations. Bulletin 203-4, 1953.

Medical Technologists. Bulletin 203-4. 1958.

**Occupational Outlook Handbook**. United States Department of Labor, Bureau of Labor Statistics. Bulletin 1255. 1959. Statements for about 500 occupations including:

Dieticians

Home Economists

Librarians

Medical Technologists

Medical Record Librarians

Occupational Therapists

Physical Therapists

Registered Professional Nurses

Secretaries, Stenographers, and Typists

Social Workers

Teachers—Kindergarten and Elementary School Teachers

Teachers—Secondary School Teachers

**The College Girl Looks Ahead** by Marguerite W. Zapoleon.\* Harper and Brothers, 1956.

**The Woman Executive** by Margaret Cussler, Harcourt, Brace and Company, 1958.

**Women and Business** series by Katherine Hamill. "Women as Bosses." *Fortune* magazine. June 1956.

**Opportunities for Women at the Administrative Level** by Frances M. Fuller and Mary B. Batchelder. *Harvard Business Review*. January-February, 1953.

**Executive Careers for Women** by Frances Maule. Harper and Brothers, 1957.

**Ladies of Courage** by Eleanor R. Roosevelt and Lorena A. Hickol. G. P. Putnam's Sons, 1954.

**Women of Modern Science** by Edna Yost.\*\* Dodd, Mead and Company, 1959.

**Occupational Index Incorporated**. New York University. Personnel Services Inc., Jaffrey, New Hampshire. \$7.50 annual subscription. Appraisal and abstracts of available literature on various occupations.

*above list prepared by*

**ARYNESS JOY WICKENS**

B II-Washington

*Department of Labor*

**Careers Ahead for College Women**, a high school guidance handbook. Simmons College Bulletin, 1959. Order from Simmons College, Boston 15, Massachusetts.

**Careers**, R. M. Handville, Largo, Florida

**Career Summary**—5 × 8 cards, each devoted to different careers or professions. \$.15 each. Recent titles of interest to women include: archeologist, children's librarian, bacteriologist, commercial photographer, chemist, commercial artist, copy writer, dress designer, interpreter, entomologist, landscape architect, histology technician, labor relations specialist, medical librarian, medical social worker, pharmacologist, physician's assistant, public health nurse, religious education director, stenographer, travel agent, zoologist, plant pathologist, proof reader, public relations secretary, psychologist, real estate agent, technical secretary, textile designer, teacher.

**Career Brief**—pamphlets containing careers

\* Marguerite Wykoff Zapoleon, B PA-Cincinnati.

\*\* I P-Allegheny College.



information, \$.25 each. Among fields covered are: TV and radio announcer, architect, bookkeeper, economist, journalist, lawyer, occupational therapist, political scientist, recreation director, public relations, writer, airline hostess, airline clerical jobs, bank careers, biologist, buyer, dental hygienist, dietitian, health careers, interior decorator, librarian, mathematician, technical writer, accountant, dentist, dental assistant, office machine operator, nurse, model, medical x-ray technician, physician, typist.

**Career Information Service**, New York Life Insurance Company, 51 Madison Ave., New York 10, N.Y. Free. Attractively done pamphlets, covering many fields of interest to women, written by outstanding authorities "to help guide young people to a better future." Among the careers covered are accounting, advertising, food retailing, foreign service, home economics, life insurance, personnel, public servant, armed services, rehabilitation services, retailing, secretarial, hospital administration. "Planning for a College Education" a pamphlet listing colleges, enrollment, fixed costs.

**Vocational Guidance Manuals**, 212-22 48th Ave., Bayside 64, N.Y. \$1.65 each. Pocketbooks on various careers including some of the so-called "glamour" ones, television, free-lance writing, art, hotel, travel, dance.

**Chronicle Guidance Occupational Brief**, Chronicle Guidance Publications Inc., Moravia, N.Y. 4 page leaflets \$.25 each to students; \$.35 to non-students. Cover many fields for both the skilled and unskilled person.

**Occupational Abstracts**, Personnel Services Inc., P.O. Box 306, Jaffrey, N.H. \$.50 each. Appraisals and summaries of occupations prepared according to job title. Titles available upon request.

**Changing Times**, Changing Times Reprint Service, 1729 H St., N.W., Washington 6, D.C. \$.10 each. "Looking for a Job? How to Write Yourself Up" and "Careers for Women—12 Good Bets."

## TRADE ASSOCIATIONS

Although not a complete roster of trade associations which can furnish vocational information in their fields, the following list is a representative group having particular interest to women.

**ACCOUNTING**—American Institute of Certified Public Accountants, 270 Madison Ave., New York 16, N.Y.

**ACTUARIAL**—Society of Actuaries, 208 S. LaSalle St., Chicago 4, Ill.

**ADVERTISING**—American Association of Advertising Agencies, 420 Lexington Ave., New York 17, N.Y.

**Advertising Federation of America**, 250 W. 57th St., New York 19, N.Y.

**AIR**—Air Transport Association of America, 1000 Connecticut Ave., N.W., Washington 6, D.C.

**ARCHITECTURE**—American Institute of Architects, 1735 New York Ave., N.W., Washington 6, D.C.

**BACTERIOLOGY**—Society of American Bacteriologists, Mt. Royal and Guilford Aves., Baltimore 2, Md.

**BANKING**—American Bankers Association, Public Relations Council, 12 E. 36th St., New York 16, N.Y.

**Investment Bankers Association of America**, 425 13th St., N.W., Washington 4, D.C.

**CAMPING**—American Camping Association, Bradford Woods, Martinsville, Ind.

**CHEMISTRY**—American Chemical Society, 1155 16th St., N.W., Washington 6, D.C.

**Manufacturing Chemists Association**, 1825 Connecticut Ave., N.W., Washington 9, D.C.

**DENTISTRY**—American Dental Association, 222 E. Superior St., Chicago 11, Ill.

**DIETETICS**—American Dietetic Association, 620 N. Michigan Ave., Chicago 11, Ill.

**DESIGN (Industrial)**—Industrial Designers Institute, 441 Madison Ave., New York 22, N.Y.

**EXTENSION**—Federal Extension Service, United States Department of Agriculture, Washington 25, D.C.

**County Extension offices**, State Director of Extension at State Colleges of Agriculture.

**ENGINEERING**—Engineering Joint Council, 29 W. 39th St., New York, N.Y.

**GEOLOGY**—American Geological Institute, 2101 Constitution Ave., N.W., Washington 25, D.C.

**GOVERNMENT**—Civil Service Commission for Federal jobs and Civil Service examinations, central and regional offices.

**Army**—Office Adjutant General, Department of the Army, Washington 25, D.C.

**Air Corps**—Headquarters United States Air Force, The Pentagon, Washington 25, D.C.

**Navy**—Bureau of Naval Personnel, Washington 25, D.C.

**GROUP WORK**—Camp Fire Girls, 16 E. 48th St., New York 17, N.Y.

**Girl Scouts of the United States**, 830 Third Ave., New York 22, N.Y.

**American National Red Cross**, 17th and D Sts., N.W., Washington 6, D.C.

**YWCA of the United States of America**, 600 Lexington Ave., New York 22, N.Y.

**HOME ECONOMICS**—American Home Economics Association, 1600 20th St., Washington 9, D.C.

**HOSPITAL ADMINISTRATION**—American Hospital Association, 840 N. Lake Shore Dr., Chicago 11, Ill.

**HOTEL**—American Hotel Association, 221 W. 57th St., New York 19, N.Y.

**INSURANCE**—Life Insurance Association of America, 488 Madison Ave., New York 22, N.Y.



National Association of Life Underwriters, 608 13th St., N.W., Washington 5, D.C.

INTERIOR DECORATION AND DESIGN—American Institute of Decorators, 673 Fifth Ave., New York 22, N.Y.

LIBRARY—American Library Association, 50 E. Huron St., Chicago 11, Ill.

Special Libraries Association, 31 E. Tenth St., New York 3, N.Y.

Medical Library Association, c/o Upjohn Company, 301 Henrietta St., Kalamazoo, Mich.

LANDSCAPE ARCHITECTURE—American Society of Landscape Architects, 9 Park St., Boston 8, Mass.

LAW—American Bar Association, 1155 E. 60th St., Chicago 37, Ill.

MATHEMATICS—American Mathematical Society, 190 Hope St., Providence 80, R.I.

Mathematical Association of America, University of Buffalo, Buffalo 14, N.Y.

MEDICINE—American Medical Association, 535 N. Dearborn St., Chicago 10, Ill.

NEWSPAPER—American Newspaper Guild, 1126 16th St., N.W., Washington 6, D.C.

NURSING—American Nurses Association, 10 Columbus Circle, New York 19, N.Y.

OCCUPATIONAL THERAPY—American Occupational Therapy Association, 250 W. 57th St., New York 19, N.Y.

OPTOMETRY—American Optometric Association, 4030 Chouteau Ave., St. Louis 10, Mo.

PERSONNEL—American Society of Personnel Administrators, Kellogg Center, East Lansing, Mich.

National Vocational Guidance Association, division American Personnel and Guidance Association, 1605 New Hampshire Ave., N.W., Washington 9, D.C.

PHARMACY—American Pharmaceutical Association, 2215 Constitution Ave., N.W., Washington 7, D.C.

PHOTOGRAPHY—Professional Photographers of America, 152 W. Wisconsin Ave., Milwaukee 3, Wis.

PHYSICAL THERAPY—American Physical Therapy Association, 1790 Broadway, New York 19, N.Y.

PHYSICS—American Institute of Physics, 335 E. 45th St., New York 17, N.Y.

PSYCHOLOGY—American Psychological Association, 1333 16th St., N.W., Washington 6, D.C.

PSYCHIATRY—American Psychiatric Association, 1700 18th St., N.W., Washington 9, D.C.

PUBLIC HEALTH—American Public Health Association, 1790 Broadway, New York 19, N.Y.

PUBLIC RELATIONS—American College Public Relations Association, 1010 Vermont Ave., N.W., Washington 5, D.C.

REAL ESTATE—National Association of Real Estate Boards, Department of Education, 36 S. Wabash Ave., Chicago 3, Ill.

RADIO AND TELEVISION—American Federation of Television and Radio Artists, 15 W. 44th St., New York 36, N.Y.

REHABILITATION—National Rehabilitation Association, 1025 Vermont Ave., N.W., Washington 5, D.C.

RETAILING—National Retail Merchants Association, 100 W. 31st St., New York 1, N.Y.

SALES—National Sales Executives Inc., Hotel Roosevelt, Madison Ave. at 45th St., New York 17, N.Y.

SECRETARIAL—National Secretaries Association, 1103 Grand Ave., Kansas City 6, Mo.

National Office Management Association, 1727 Old York Rd., Willow Grove, Pa.

SOCIAL SCIENCES—American Economic Association, Northwestern University, 629 Noyes St., Evanston, Ill.

American Historical Association, 400 A St., S.E., Washington 3, D.C.

American Psychological Association, 1333 16th St., N.W., Washington 6, D.C.

American Political Science Association, 1726 Massachusetts Ave., N.W., Washington 6, D.C.

American Statistical Association, 1757 K St., N.W., Washington 6, D.C.

Archaeological Institute of America, 5 Washington Sq., N., New York 3, N.Y.

Association of American Geographers, 1785 Massachusetts Ave., N.W., Washington 6, D.C.

SOCIAL WORK—Council on Social Work Education, 345 E. 46th St., New York 17, N.Y.

National Association of Social Workers, 95 Madison Ave., New York 16, N.Y.

TEACHING—National Education Association, 1201 16th, N.W., Washington 6, D.C.

## **Total intellectual capabilities are needed**

*(Continued from page 16)*

enter the last half of their lives prepared for worthwhile intellectual achievement.

On the other hand, society will have to offer practical assistance to these gifted women. We shall have to give continuous assurance that we expect them to use their intelligence and, further, that we expect to

use it. We shall have to make it clear that we understand their families must be the primary beneficiaries of their efforts during the first half of their lives, but that after they have discharged this most important obligation, there will still be challenging opportunities and satisfying rewards for them. Moreover, business, industry, and the professions must be willing to take the calculated risk of offering solid professional experience on a short-

*(Continued on page 143)*



## **Job hunting—how to go about it**

(Continued from page 18)

and ambitions." This type of writing, to an employer, is pure balderdash. When you can say, "Assistant to the Director of Advertising," or some similarly descriptive job title, say it; otherwise, omit any such reference.

Your employment history should follow in reverse chronological order, with the last job first. Indicate the name and address of the employer, the dates of employment by month and year and the highest title achieved with that firm. Then recite the breadth and depth of your responsibilities and the areas of experience in a factual manner. Avoid the use of the personal pronoun to eliminate an appearance of egotism. Sentences starting with action verbs are very effective in *résumé* preparation. For example, it is far more effective to say, "Inaugurated a work simplification program which led to reducing the work force by two employees and speeded the processing of invoices by three days a month," than it would be to describe the same achievement: "I was asked to make studies of our invoicing procedures with the idea of revising them. Through this study I discovered that we could simplify the program and reduce our work force by two girls through elimination of certain steps and paper work. This speeded it up by three days a month as well."

As you go back in your work history to less important jobs that have little bearing upon your present qualifications, other than indicating your growth, be less elaborate in describing them. In other words, dwell upon your highest attainments. Always remember to indicate how you saved money for your employer; not how much you cost him.

Omit reference to reasons for having left former employers as well as salaries you earned. There is time for that at the interview.

When it comes to describing your educational background, list your highest attainment first. Since you are college women, it will not be necessary to list secondary and lower education. Indicate any honors achieved, scholastic or otherwise, if they are pertinent to the position you seek. Don't let

false modesty cause you to omit them. Obviously training in special or allied fields must be shown unless you wish a position outside those areas of specialization. Then it will be well to treat them lightly. Under personal data include your age and marital status. As Fair Employment Practice Acts in many states forbid such statements and practices, it will be best to omit reference to religion or to include a photograph.

A strong word of caution is in order. Avoid statements of business philosophy or self-evaluation. Leave the philosophy to a personal discussion at time of interview. As for self-evaluation, employers are interested only in what you have accomplished as shown by results or as evaluated by others. They do not care about how well you think you have performed.

When forwarding *résumés* directly to an employer, the covering letter which must accompany them should be addressed to the president of the firm, the head of the department that would likely have a position you desire or the personnel director. The letter need not be long nor should it repeat details included in the *résumé*. "Cute" approaches seldom pay off.

### **Newspaper leads**

Advertising by employers in the classified advertising sections of newspapers or in the columns of trade journals often furnishes leads to job-seekers. Unless barred specifically by the advertisement, it is highly desirable to establish contact through personal call. An advantage can be gained by telephoning for a definite interview appointment. This indicates a business-like approach and may eliminate a long wait in the reception room.

### **The professional helper**

This occupation of job hunting is obviously not simple and can become tedious. Employment services alleviate many of the problems and expedite locating the right job. These services fall into two categories—public and private.

The private employment services, which have experienced a great growth since the end of World War II, are to be found in all metropolitan areas and in many smaller cities. They charge a fee for their services which in most instances is borne by the applicant. It



varies according to the individual service and the community in which it operates. These services offer many advantages to the job-seeker, for their existence and reputation depend upon their ability to place their registrants in positions that are proper for them and to furnish applicants to employers who are properly fitted to their openings. They accomplish this meeting of job-hunter and employer with a minimum of bother to either. Their counselors are schooled to interview and screen to match applicants and job orders closely, and, through this technique, to reduce unfruitful interviews to a minimum. Most private services are equipped to give vocational counseling of a high quality based on their being closely in touch with the current job market. A majority have test procedures for closer applicant evaluation. Frequently employers list their better openings exclusively with these services, knowing that the counselors have a personal knowledge of their needs and their company idiosyncrasies. Some private services specialize in certain fields such as advertising, art, accounting, sales, secretarial, merchandising. Others handle positions in only the higher salary brackets. Still others, either through direct contact or through affiliation with other private services, place applicants with firms in all states and abroad. Since all private services handle their registrants on a contingency basis and earn no fee until a placement is satisfactorily consummated, it is obvious that they must maintain strong employer relationships that will permit them to have as broad a knowledge of the job market as possible. Only in this way do they reach maximum effectiveness in handling each applicant's personal problem.

The public employment services include those operated by the states under various titles but all allied with the Federal Employment Service. These have no cost to the applicant, being supported by taxes levied against employers. Originally established to service the unemployed, jobs in all classifications are now handled by these offices from the unskilled laborer to those requiring the highly trained. Most of the larger offices are set up to administer interest and aptitude tests upon request of employers. Through

their common affiliation, the offices in the different states advise each other of openings in cities throughout the country.

**Good luck!**

No matter how one may go about it, there is no magical method of finding a job. What clicks for one, may be of no avail to another. What works one time may be useless later on. It is best to know all sources and to be prepared to use all of them if necessary. Good luck! And happy job hunting!

## **Careers in the sixties**

*(Continued from page 5)*

dous number of young people will come out of high school, going into college or off to work. In 1965 one million more youngsters will become 18 years of age than in just the year before. They will literally flood the job market in the last half of the 1960's. The young people who get the good jobs will be the well-educated, serious, hard-driving boys and girls who have given thought and care to their preparation for work. The job market for young people will be highly competitive.

For the *alumnæ* who have raised their families and are considering going back to work, the early Sixties especially look bright; for if the needs of the nation's economy are to be met, nearly half of the additional women who will go to work will be over 45 years of age.

This decade, like the 1950's, will be a good time for the mature woman to go on with her career. Often it is hard to break in again, and refresher courses or some special training is in order. One of the most useful projects which college women can undertake today is to try to stimulate, in their communities, the organization of courses in the public schools and in the colleges for those who want to be brought up to date on new developments in their profession. There is all too little adult education and technical training geared to keeping mature people up with the procession, all the while jobs are waiting and school facilities are standing idle.

So here come the Sixties—with a great demand for trained woman power—a decade for satisfying careers for the women who will work to make them! Good luck in your chosen field!



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## Total intellectual capabilities are needed

(Continued from page 140)

term basis during the first brief period of employment. They will have to join forces with education in developing new and ingenious educational techniques which will be available to women during the 12 to 15 year period of their concentration on and obligation to home and family. Only through keeping up with the inevitable developments in her professional field, even though she is not actively participating in it, can a woman hope to keep alive her interests and skills. Here, for example, is a fertile field for exploitation by educational television.

Nor should the practical appeal of a monetary incentive provided by business and industry be discounted. Intellectual competence may be in even shorter supply in the future than it is now. There could be merit



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It goes without saying, of course, that any young wife and mother will need the enthusiastic support of her husband if she is to grow in intellectual stature during the years of child care.

Finally, society at large must give continuous and tangible assurance that intelligence as well as beauty is prized, respected, and loved in women. This is almost entirely the responsibility of men and might well be an important ingredient of every young man's education. This will not be difficult to demonstrate as far as Kappas are concerned, for it is my observation that, in this limited segment of the feminine world at least, beauty and brains quite invariably go together.

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- Mrs. Ralph B. Little, 212 Glenn Rd., Ardmore, Pa.
- GAMMA EPSILON—University of Pittsburgh ###  
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- Mrs. W. James Aiken, Jr., 206 Maple Ave., Pittsburgh 18, Pa.
- DELTA ALPHA—Pennsylvania State College ###  
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- Miss Helen Kinsloe, 120 W. Fairmount Ave., State College, Pa.
- DELTA MU—University of Connecticut \*\*\*  
Sheila McClench, Kappa Kappa Gamma, Storrs, Conn.  
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- Mrs. Thomas R. Diesel, 58 Pennywood Lane, Williamantic, Conn.
- DELTA XI—Carnegie Institute of Technology ###  
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- Mrs. Albert Kiefer, 7537 Rosemary Rd., Pittsburgh 21, Pa.
- DELTA PHI—Bucknell University ###  
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- Mrs. J. Ben Austin, Jr., College Park, Lewisburg, Pa.

### GAMMA PROVINCE

- LAMBDA—Akron University \*\*  
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Summer address—700 S. Hawkins, Akron 20, Ohio
- Mrs. Charles Church, 1170 Thorndale, Akron 20, Ohio
- RHO DEUTERON—Ohio Wesleyan University \*\*  
Mary Christie Lichtler, Monnett Hall, Delaware, Ohio  
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- Mrs. William Russell, 377 Washington St., Delaware, Ohio
- BETA NU—Ohio State University ##  
Diane Miller, 55 E. 15th Ave., Columbus 1, Ohio  
Summer address—5423 Hedgerow Dr., Brendonshire, Indianapolis, Ind.
- Mrs. William Khourie, 1653 Cardiff Rd., Columbus 21, Ohio
- BETA RHO DEUTERON—University of Cincinnati \*\*  
Margo McGowan, 2801 Clifton Ave., Cincinnati 20, Ohio  
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- Mrs. Gordon W. Champlin, 1411 Sutton Ave., Cincinnati 30, Ohio



**GAMMA OMEGA**—Denison University \*\*  
 Patti Bugas, Deeds Hall, Denison University, Granville, Ohio  
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 Mrs. W. D. Schaffner, 1139 Evansdale Ave., Newark, Ohio

**DELTA LAMBEA**—Miami University \*\*  
 Janet Avey, c/o Kappa Kappa Gamma, Richard Hall, Oxford, Ohio  
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#### DELTA PROVINCE

**DELTA**—Indiana University ##  
 Judith Clabaugh, 1018 E. Third St., Bloomington, Ind.  
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**IOTA**—DePauw University \*\*  
 Anita Hirsh, 507 S. Locust St., Greencastle, Ind.  
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**MU**—Butler University \*\*  
 Ellen Rae Sielaff, 821 W. Hampton Dr., Indianapolis 8, Ind.  
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**KAPPA**—Hillsdale College \*\*\*  
 Marilyn Jean Bales, 221 Hillsdale St., Hillsdale, Mich.  
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 Mrs. Charles Buchanan, 169 Oak St., Hillsdale, Mich.

**BETA DELTA**—University of Michigan ###  
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**GAMMA DELTA**—Purdue University ###  
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#### EPSILON PROVINCE

**ALPHA DEUTERON**—Monmouth College \*\*  
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**UPSILON**—Northwestern University \*\*  
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**GAMMA SIGMA**—University of Manitoba \*\*\*  
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 Mrs. Colin Crawford, 8 Armour Crescent, Winnipeg, Man., Can.

**GAMMA TAU**—North Dakota Agricultural College \*\*  
 Nancy Atkinson, 602 N. Twelfth, Moorhead, Minn.  
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 Mrs. Clark Jenkins, 605 South Ninth, Fargo, N.D.

#### ZETA PROVINCE

**THETA**—University of Missouri \*\*  
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 Summer address—511 Eastwood, Marshall, Mo.  
 Mrs. Richard Brownlee, 20 Bingham Rd., Columbia, Mo.

**BETA ZETA**—University of Iowa \*\*  
 Ann Strief, 728 E. Washington, Iowa City, Iowa  
 Summer address—3217 John Lynde Rd., Des Moines 12, Iowa  
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**OMEGA**—University of Kansas ###  
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 Summer address—5511 Ash Dr., Mission, Kan.  
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 Leah Cheuvront, 616 N. 16th, Lincoln 8, Neb.  
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**GAMMA ALPHA**—Kansas State College \*\*  
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 Summer address—725 Washington, Salina, Kan.  
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**GAMMA THETA**—Drake University \*\*  
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 Miss Jo Nieman, 6009 N. Waterbury Rd., Des Moines 11, Iowa

**GAMMA IOTA**—Washington University \*\*  
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 Mrs. Robert G. Roseland, Timberland Heights, Ames, Iowa

#### ETA PROVINCE

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**GAMMA OMICRON**—University of Wyoming \*\*  
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**DELTA ZETA**—Colorado College \*\*  
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**DELTA ETA**—University of Utah \*\*  
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**EPSILON BETA**—Colorado State University \*\*  
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#### THETA PROVINCE

**BETA XI**—University of Texas \*\*  
 Donna Rachel Richardson, 2001 University, Austin 5, Tex.



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#### IOTA PROVINCE

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 Emily Louise Dingwall, Whitman College, Walla Walla, Wash.  
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**GAMMA ETA**—Washington State University \*\*  
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 Mrs. Robert Hogensen, 2990 Harrison, Corvallis, Ore.  
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#### KAPPA PROVINCE

**PI DEUTERON**—University of California \*\*  
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 Mary Lou Doolen, 2103 E. Mabel, Tucson, Ariz.  
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Mrs. Robert Woolley, 2820 E. La Cienega, Tucson, Ariz.  
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 Mrs. Hugh Huntington, Jr., 411 Skyway Rd., Los Angeles 49, Calif.  
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 Judy Primrose, 716 W. 28th St., Los Angeles 7, Calif.  
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 Mrs. Ernest Fishbaugh, 13535 Lucca Dr., Pacific Palisades, Calif.  
**DELTA CHI**—San Jose State College \*\*  
 Lynne Wallace, 211 S. 10th St., San Jose 12, Calif.  
 Summer address—1246 S. Curson Ave., Los Angeles 19, Calif.  
 Mrs. Woodson Linn, 13240 Pierce Rd., Saratoga, Calif.  
**DELTA OMEGA**—Fresno State College \*\*\*  
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**EPSILON DELTA**—Arizona State University \*\*  
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#### LAMBDA PROVINCE

**BETA UPSILON**—West Virginia University \*\*  
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**GAMMA KAPPA**—College of William and Mary ###  
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 Cynthia Heisler, Worcester Hall, Univ. of Md., College Park, Md.  
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#### MU PROVINCE

**BETA OMICRON**—Tulane University (H. Sophie Newcomb College) \*\*  
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**GAMMA PI**—University of Alabama \*\*  
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## Alumnæ Membership Recommendations Chairmen

\* Indicates alumnæ president

### ALABAMA

**Alabama State Chairmen**—Mrs. Jackson E. King, 1312 Glenwood Terr., Anniston, Ala.; Mrs. Floyd M. Clark, Jr., 1209 Johnston Dr., Anniston, Ala.  
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**BIRMINGHAM**—Mrs. John Thomas Carlin, Jr., 1700 F. Valley Ave., zone 9  
**MOBILE**—Miss DeAnne DeMouy, 105 Levert Ave., zone 17  
**MONTGOMERY**—Mrs. James Harmon, 603 Hubbard St., zone 6  
**TUSCALOOSA**—Mrs. Robert A. Drew, 12 Snow Terr.

### ARIZONA

**Arizona State Chairman**—Mrs. Harrison M. Howard, P.O. Box 532, Scottsdale, Ariz.  
**PHOENIX**—Mrs. Robert B. Hutchinson, 4734 E. Windsor  
**SCOTTSDALE**—Mrs. Francis W. Schammel, 5437 E. MacDonald Dr., Phoenix, Ariz.  
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### ARKANSAS

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**LITTLE ROCK**—Mrs. John Albert Healey, 1923 Broadway  
**NORTHEAST ARKANSAS**—Mrs. Donald Eddington, Tyrnza, Ark.  
**TEXARKANA, ARK-TEX**—See Texas

### CALIFORNIA

**ARCADIA**—Mrs. James C. Prior, 24 W. Foothill Blvd.  
**BAKERSFIELD**—Mrs. John Pryor, 6800 Paola Ave.  
**BERKELEY**—See East Bay  
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**EAST BAY**—Mrs. Albert Bates Howe, 75 Vicente Rd., Berkeley 5, Calif.  
**EAST SAN GABRIEL VALLEY**—Mrs. Richard Burns, 2231 W. MacDevitt St., West Covina, Calif.  
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**GLENDALE**—Mrs. Dynes H. Lawson, 5120 El Rio Ave., Los Angeles 41, Calif.  
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**LONG BEACH**—Mrs. James Latimer Shively, 3715 Gaviota, zone 7  
**LOS ANGELES**—Mrs. Haidee C. Steward, 130 S. Citrus Ave., zone 36  
**MARIN COUNTY**—Mrs. Samuel Hock, 555 Wisteria Way, San Rafael Calif.  
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**NORTH SAN DIEGO COUNTY**—Mrs. Thomas N. Ober, 320 Oceanview Dr., Vista, Calif.  
**OAKLAND**—See East Bay  
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**SANTA MONICA**—Mrs. Donald A. Barrett, 346 Sixteenth St.  
**SANTA ROSA**—Mrs. George E. Dilley, 5319 Montecito Ave.  
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**SOUTHERN ALAMEDA COUNTY**—Mrs. Neville C. Luhmann, 887 Bridge Rd., San Leandro, Calif.  
**SOUTHERN ORANGE COUNTY**—Mrs. Robert Forbes, 1845 Sabrina Terr., Corona del Mar, Calif.  
**STOCKTON AREA**—Mrs. Herbert Alan Moore, 2329 Rutledge Way, Stockton 7, Calif.  
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**WESTWOOD**—Mrs. John L. Hill, 1021 Hilts Ave., Los Angeles 24, Calif.  
**WHITTIER**—Mrs. Fred Bolles, 1364 Dorothea Rd., La Habra, Calif.

### CANADA

**BRITISH COLUMBIA**—Mrs. Gordon Bowell, 5770 Hudson St., Vancouver 13, B.C.  
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**MONTREAL**—Miss Susan Cushing, 610 Clarke Ave., Montreal 6, P.Q.  
**TORONTO**—Miss Isabel Warne, 44 Whitehall Rd., Toronto 5, Ont.  
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### COLORADO

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**BOULDER**—Mrs. J. Levering Bailly, 800 Willowbrook Rd.  
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### CONNECTICUT

**Connecticut State Chairman**—Miss Janet M. Beroth, 147 Brace Rd., West Hartford, Conn.  
**EASTERN CONNECTICUT**—Mrs. George Robert Norman, Mansfield Apt., #30, Storrs, Conn.  
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#### DELAWARE

DELAWARE—Mrs. Frank R. Zumbro, Jr., 2735 Faulkland Rd., Wilmington, Del.

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#### ENGLAND

\*LONDON—Mrs. William Edmund Roberts Blood, 39 Hans Pl., S.W. 1

#### FLORIDA

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 FORT LAUDERDALE—Mrs. Frank Severance, 1222 S.E. 3rd Ave.  
 GAINESVILLE—Mrs. Melvin Valk, 2012 N.W. 3rd Ave.  
 JACKSONVILLE—Mrs. Irvin B. Green, 949 Elder Lane, zone 7  
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Husband's Legal Name .....

Is this a new marriage? ..... Date of Marriage .....

Legal Maiden Name .....

Check if: Widowed ..... Divorced ..... Separated ..... Remarried .....

If so give name to be used .....

Chapter ..... Year of Initiation .....

Last Previous Address .....

(number)

(street)

(city)

(zone)

(state)

New Address .....

(number)

(street)

(city)

(zone)

(state)

Check if you are serving in an official capacity: if so give position: alumnae  
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- TUCSON—Mrs. John Greer, 1602 Avenida Planeta, Tucson, Ariz.

## ARKANSAS (9)

- \*EL DORADO—Mrs. Annie Laurie Spencer, Box 420 (1020 W. 6th), El Dorado, Ark.
- \*FAYETTEVILLE—Mrs. Walter James Richards, 1652 Markham Rd., Fayetteville, Ark.
- \*FORT SMITH—Mrs. Paul Latture, 2101 Packard Pl., Ft. Smith, Ark.
- LITTLE ROCK—Mrs. Maury West, Jr., 616 Ivory Drive, Little Rock, Ark.
- \*NORTHEAST ARKANSAS—Mrs. Eugene J. Barham, Jr., Earle, Ark.
- \*TEXARKANA-ARK. TEX.—See Texarkana, Tex.

## CALIFORNIA (K)

- ARCADIA—Mrs. Robert O. Ragsdale, 1840 Elevado Ave., Arcadia, Calif.
- \*BAKERSFIELD—Mrs. Louis H. Rochford, Tejon Ranch, Box 1560, Bakersfield, Calif.
- \*CARMEL AREA—Mrs. James May, 529 Capitol, Salinas, Calif.
- EAST BAY—Mrs. Don Hucke, 25 Crocker Rd., Piedmont 11, Calif.
- \*EAST SAN GABRIEL VALLEY—Mrs. Robert P. Starr, 611 St. Malo, West Covina, Calif.
- FRESNO—Mrs. Leo A. Dollar, 1721 W. Weldon, Fresno, Calif.
- GLENDALE—Mrs. Glenwood W. Lloyd, 4235½ Toluca Lake Ave., Burbank, Calif.
- LA CAÑADA VALLEY—Mrs. Robert L. Hildebrand, 812 Valley Crest, La Cañada, Calif.
- LONG BEACH—Mrs. R. O. Gould, Jr., 7 70th Pl., Long Beach 3, Calif.
- LOS ANGELES—Mrs. Elwood C. Davis, 5520 Village Green, Los Angeles 16, Calif.
- JUNIOR GROUP—Mrs. Mary Lou Hammond, 6817 Rugby Ave., Huntington Park, Calif.
- MARIN COUNTY—Mrs. Leslie C. Jonas, 330 Edgewood Ave., Mill Valley, Calif.
- \*MODESTO AREA—Mrs. Donald W. Logan, 1631 Locke Rd., Modesto, Calif.
- \*NORTHERN ORANGE COUNTY—Mrs. William Hickman, 11792 Brookhurst, Garden Grove, Calif.
- \*NORTH SAN DIEGO COUNTY—Mrs. Philip A. Zimmerman, Rt. 2, Box 1475, Vista, Calif.
- PALO ALTO—Mrs. Samuel W. Garrett, Jr., 700 San Mateo Dr., Menlo Park, Calif.
- PASADENA—Mrs. John Chapman, 1595 Old House Rd., Pasadena, Calif.
- JUNIOR GROUP—Mrs. William Woolley, 306 Redwood Dr., Pasadena, Calif.
- \*POMONA VALLEY—Mrs. Marie J. Clearman, 142 Lincoln Ave., Pomona, Calif.
- \*RIVERSIDE—Mrs. Wilbur S. Fleming, 3943 Chapman Pl., Riverside, Calif.
- SACRAMENTO VALLEY—Mrs. Wilbur H. Atchinson, Jr., 6430 Grant Ave., Carmichael, Calif.
- \*SAN BERNARDINO—Mrs. George W. Smith, 109 E. 48, San Bernardino, Calif.
- SAN DIEGO—Mrs. Alexander Haas, 2720 Chatsworth Blvd., San Diego 6, Calif.
- SAN FERNANDO VALLEY—Mrs. John P. Hunt, 4134 Murieta Ave., Sherman Oaks, Calif.
- SAN FRANCISCO BAY—Mrs. Robert S. Deneheim, 19 Rosewood Dr., San Francisco, Calif.
- SAN JOSE—Mrs. Charles Leftwich, 1978 Margot Pl., San Jose, Calif.
- SAN LUIS OBISPO AREA—Mrs. William J. Werback, 235 Cuyama St., Shell Beach, Calif.
- SAN MATEO—Mrs. Harry W. Frank, 811 Lombardi Lane, Hillsborough, Calif.
- SANTA BARBARA—Mrs. Herbert S. Thomson, 548 Alan Rd., Santa Barbara, Calif.
- SANTA MONICA—Mrs. Kenneth C. Strother, 727 Twentieth St., Santa Monica, Calif.

- \*SANTA ROSA—Miss Olga M. Poulsen, 1122 College Ave., Santa Rosa, Calif.
- \*SIERRA FOOTHILLS—Mrs. William P. Marsh, 1047 Thompson Ave., Yuba City, Calif.
- SOUTH BAY—Mrs. A. D. Welsh, Jr., 26341 Basswood Ave., Rolling Hills, Calif.
- \*SOUTHERN ALAMEDA COUNTY—Mrs. Walter Michalke, 18763 Casto Valley, Calif.
- SOUTHERN ORANGE COUNTY—Mrs. Charles Overlease, 11901 Grant Pl., Rt. 2, Orange, Calif.
- \*STOCKTON AREA—Mrs. Gordon T. Egan, 2207 Calhoun Way, Stockton, Calif.
- \*VENTURA COUNTY—Mrs. Don N. Bowker, 3696 Willowick Dr., Ventura, Calif.
- \*VISALIA AREA—Mrs. Rolf T. Westley, 105 W. Murray, Visalia, Calif.
- WESTWOOD—Mrs. Charles H. Reed, 12626 Homewood Way, Los Angeles 49, Calif.
- WHITTIER—Mrs. Kenneth R. Pomeroy, 1226 S. Laurel, Whittier, Calif.

## CANADA

- BRITISH COLUMBIA (I)—Mrs. A. R. Ezzy, 324 Stevens Dr., S.S. 2, West Vancouver, B.C., Canada.
- \*CALGARY (D)—Mrs. Beverly Patrick, 2108 29th Ave., S.W., Calgary, Alta., Canada.
- MONTREAL (A)—Mrs. John Amsden, 133 Kenaston Ave., Town of Mt. Royal, P.Q., Canada.
- TORONTO (A)—Mrs. Alfred A. Davis, 22 Lawrence Crescent, Toronto 12, Ont., Canada.
- WINNIPEG (E)—Miss Mary Hope McInnis, 466 Montrose St., Winnipeg 9, Man., Canada.

## COLORADO (H)

- BOULDER—Mrs. Paul C. McMillan, P.O. Box 704, Boulder, Colo.
- COLORADO SPRINGS—Mrs. Donald Hansen, 513 Esther Drive, Security, Colo.
- DENVER—Mrs. E. Fraser Bishop, 1236 Albion St., Denver 20, Colo.
- JUNIOR GROUP—Mrs. Rees F. Davis, 3000 S. Clermont Dr., Denver 22, Colo.
- \*FORT COLLINS—Mrs. Bruce B. Frye, 1512 S. Whitcomb Rd., Fort Collins, Colo.
- \*GRAND JUNCTION—Mrs. Arthur W. Moss, 1241 Gunnison, Grand Junction, Colo.
- PUEBLO—Mrs. R. W. Gant, 1713 Sheridan Rd., Pueblo, Colo.

## CONNECTICUT (B)

- \*EASTERN CONNECTICUT—Mrs. George E. Whitham, Birchwood Heights, R.R. #2, Storrs, Conn.
- FAIRFIELD COUNTY—Mrs. James J. Wall, Jr., 10 Intervale Rd., Darien, Conn.
- HARTFORD—Mrs. Leland V. Carlson, 199 S. Main St., Manchester, Conn.
- \*NEW HAVEN—Mrs. Richard O. Gibbs, Center Rd., Woodbridge, Conn.
- \*WESTERN CONNECTICUT—Mrs. Jay O. Rodgers, R.F.D. #4, Danbury, Conn.

## DELAWARE (B)

- DELAWARE—Mrs. Edward C. May, 1410 Windybush Rd., Windybush, Wilmington 3, Del.

## DISTRICT OF COLUMBIA (A)

- WASHINGTON—Mrs. Herbert W. Schmitt, 4104 Fessenden St., Washington 16, D.C.
- \*WASHINGTON JUNIOR GROUP—Mrs. Charles R. Smith, The Crestview, 3601 Wisconsin Ave., N.W., Apt. 609, Washington 16, D.C.

## ENGLAND (A)

- LONDON—Mrs. William E. R. Blood, 39 Hans Pl., London, S.W. 1, England.

## FLORIDA (M)

- \*CLEARWATER BAY—Mrs. William C. M. Bissell, 101 S. Aurora Ave., Clearwater, Fla.
- FORT LAUDERDALE—Mrs. William M. O'Bryan, 707 N.E. 26th Ave., Fort Lauderdale, Fla.
- \*GAINESVILLE—Mrs. Fred J. Pralle, 2015 N.W. Seventh Pl., Gainesville, Fla.
- \*JACKSONVILLE—Mrs. Harold R. Frankenberg, 2957 Forrest Circle, Jacksonville 7, Fla.
- MIAMI—Mrs. A. Orlando Harmon, Jr., 6531 S.W. 19th St., Miami, Fla.
- \*PALM BEACH COUNTY—Mrs. Borders Evans, 138 Gregory Place, West Palm Beach, Fla.
- \*PENSACOLA—Mrs. Bernard Jacobson, 441 Woodbine Dr., Pensacola, Fla.
- \*ST. PETERSBURG—Mrs. David Lee Salmon, 536 16th Ave., N.E., St. Petersburg, Fla.
- \*TALLAHASSEE—Mrs. Harbans Puri, White Dr., Tallahassee, Fla.
- \*TAMPA BAY—Mrs. James A. Dunn, 3324 N. San Miguel St., Tampa, Fla.
- WINTER PARK—Mrs. John Rhodes, 1400 Green Cove Rd., Winter Park, Fla.



**GEORGIA (M)**

- \*ATHENS—Mrs. Alexander M. Main, Jr., 190 Plum Nelly Rd., Athens, Ga.  
 ATLANTA—Mrs. Chapman Turner, 609 Carriage Dr., N.E., Atlanta 5, Ga.  
 \*COLUMBUS—Mrs. M. J. Doub, Jr., Rt. 1, Box 420, Moon Rd., Columbus, Ga.  
 \*SAVANNAH—Mrs. Harvey Granger, Jr., 1508 Forsyth Rd., Savannah, Ga.

**HAWAII (K)**

- HONOLULU—Miss Emily E. Sampson, 417 Namahana, #11, Honolulu, Hawaii.

**IDAHO (I)**

- BOISE—Mrs. William K. James, 1821 N. 19th St., Boise, Idaho.  
 \*IDAHO FALLS—Mrs. Robert Stoneberg, Rte. #5, Idaho Falls, Idaho.  
 \*TWIN FALLS—Mrs. John S. Newell, Box 769, Wendell Dr., Twin Falls, Idaho.

**ILLINOIS (E)**

- \*BEVERLY-SOUTH SHORE—Mrs. Robert J. Winter, 9418 S. Leavitt, Chicago 20, Ill.  
 BLOOMINGTON—Mrs. Marion McClure, 1102 Elmwood Rd., Bloomington, Ill.  
 CHAMPAIGN-URBANA—Mrs. James L. Bates, 1012 W. Clark, Urbana, Ill.  
 \*CHICAGO SOUTH SUBURBAN—Mrs. Lawrence C. Johnson, 291 Minocqua St., Park Forest, Ill.  
 \*DECATUR—Mrs. Tom Dickes, 49 Eastmoreland, Decatur, Ill.  
 \*GALESBURG—Mrs. Clayton A. Adams, R.R. 2, Galesburg, Ill.  
 \*GLEN ELLYN—Mrs. W. G. Eissler, 677 Duane, Glen Ellyn, Ill.  
 GLENVIEW—Mrs. L. Bates Lea, 836 Glenwood Rd., Glenview, Ill.  
 HINSDALE—Mrs. Roy A. Doty, 111 N. Madison, Hinsdale, Ill.  
 \*JOLIET—Mrs. Frank Schwengel, 908 North Prairie, Joliet, Ill.  
 \*KANKAKEE—Mrs. Frank Murry, 1355 Hawthorne, Kankakee, Ill.  
 LA GRANGE—Mrs. George A. Wells, 732 S. Ashland Ave., La Grange, Ill.  
 MONMOUTH—Mrs. Everitt F. Hardin, 305 N. 2nd St., Monmouth, Ill.  
 NORTH SHORE—Mrs. David Skillman, 2128 Glenview, Wilmette, Ill.  
 NORTHWEST SUBURBAN—Mrs. David Kimball Hill, 2461 Oak Tree Lane, Park Ridge, Ill.  
 OAK PARK-RIVER FOREST—Mrs. Herman William Melum, 1327 Jackson Ave., River Forest, Ill.  
 PEORIA—Mrs. Arthur Szold, 5010 Belle Ct., Peoria, Ill.  
 \*ROCKFORD—Mrs. Pierce G. Tyrrell, 3333 Alta Vista Rd., Rockford, Ill.  
 SPRINGFIELD—Mrs. Leonard Giuffre, 1925 Wiggins, Springfield, Ill.  
 \*WHEATON—Mrs. Charles N. Krewson, 911 E. Parkway Dr., Wheaton, Ill.

**INDIANA (A)**

- BLOOMINGTON—Mrs. Kenneth C. Rugg, Skyline Park, R.R. 7, Bloomington, Ind.  
 \*BLUFFTON—Mrs. Howard Almdale, R.R. 3, Bluffton, Ind.  
 \*BOONE COUNTY—Mrs. Donald Long, R.R. 1, Throntown, Ind.  
 \*COLUMBUS—Mrs. James G. Simms, 3325 Woodland Pkwy., Columbus, Ind.  
 EVANSVILLE—Mrs. Robert Perrin, 3119 Lincoln Ave., Evansville, Ind.  
 FORT WAYNE—Mrs. William E. Lewis, 301 Audubon Trail, R.R. 1, Fort Wayne, Ind.  
 GARY—Mrs. Gordon Burrows, 4425 Jackson St., Gary, Ind.  
 \*GREENCASTLE—Mrs. Robert Poor, 314 Red Bud Lane, Greencastle, Ind.  
 \*HAMMOND—Mrs. Jacob Q. Mueller, 1318 Park Dr., Munster, Ind.  
 INDIANAPOLIS—Mrs. DeForest O'Dell, 4651 Rookwood, Indianapolis, Ind.  
 \*KOKOMO—Mrs. Lyn O. Wilson, R.R. 2, Kokomo, Ind.  
 LAFAYETTE—Mrs. Reed H. Kelso, 112 Sunset Lane, West Lafayette, Ind.  
 \*LA PORTE—Mrs. John W. Milligan, 100 Kingsbury Ave., La Porte, Ind.  
 \*LOGANSPOUT—Mrs. Lester Kaye, R.R. 4, Box 135, Logansport, Ind.  
 \*MARION—Mrs. Jack Sutter, 809 W. 4th St., Marion, Ind.  
 \*MARTINSVILLE—Mrs. Maurice Johnson, 275 Woodland Dr., Greenwood, Ind.  
 \*MIAMI COUNTY—Mrs. James Arthur Grund, 126 East Main St., Peru, Ind.

MUNCIE—Mrs. William Olsen, 1 Parkway, Muncie, Ind.

- \*RICHMOND—Mrs. John W. Miller, 525 Shawnee, Cambridge City, Ind.  
 \*RUSHVILLE—Mrs. Richard F. Callane, 1208 N. Perkins St., Rushville, Ind.  
 SOUTH BEND-MISHAWAKA—Mrs. Charles W. Hillman, 3904 Nall Ct., South Bend 14, Ind.  
 TERRE HAUTE—Mrs. James R. Benham, R.R. 4, Terre Haute, Ind.

**IOWA (Z)**

- \*AMES—Mrs. Frederick Corbet Davison, 930 6th St., Ames, Iowa.  
 \*ATLANTIC—Mrs. Donald B. Ray, 1501 Chestnut, Atlanta, Iowa.  
 \*BURLINGTON—Mrs. Guy Thode, 1619 River St., Burlington, Iowa.  
 \*CARROLL AREA—Mrs. Vernon H. Juergens, 1707 Pike Ave., Carroll, Iowa.  
 CEDAR RAPIDS—Mrs. Dudley R. Koontz, 1037 Clifton St., N.E., Cedar Rapids, Iowa.  
 DES MOINES—Mrs. John Helkenn, 4307 Northwest Drive, Des Moines 10, Iowa.  
 IOWA CITY—Mrs. Robert C. Anderson, 141 Grand Ave. Ct., Iowa City, Iowa.  
 QUAD CITY—Mrs. John C. Shenk, 1624 W. Columbia, Davenport, Iowa.  
 \*SHENANDOAH—Mrs. Harold Welch, 309 E. Clarinda Ave., Shenandoah, Iowa.  
 SIOUX CITY—Mrs. William Rodawig, 3856 Jackson St., Sioux City, Iowa.

**KANSAS (Z)**

- \*GREAT BEND—Mrs. Maurice Gunn, 2931 Quivira, Great Bend, Kan.  
 HUTCHINSON—Mrs. James W. Fee, 2901 N. Madison, Hutchinson, Kan.  
 \*KANSAS CITY—Mrs. John F. Steineger, Jr., 49 S. 64th St., Muncie, Kan.  
 LAWRENCE—Mrs. Gerald Cooley, 711 Belle Meade Pl., Lawrence, Kan.  
 MANHATTAN—Mrs. Dougal Russell, 1727 Fairview, Manhattan, Kan.  
 \*SALINA—Mrs. Neal A. Anderson, 917 Manor Rd., Salina, Kan.  
 TOPEKA—Mrs. Edmund Morrill, 2210 Mulvane, Topeka, Kan.  
 WICHITA—Mrs. Richard Hartwell, 5408 Lambsdale, Wichita, Kan.

**KENTUCKY (M)**

- LEXINGTON—Mrs. Marion K. Clark, 228 Woodspoint Rd., Lexington, Ky.  
 LOUISVILLE—Mrs. O. C. Costlow, 408 Deerfield Lane, Louisville 7, Ky.

**LOUISIANA (M)**

- \*ALEXANDRIA—Mrs. John W. Beasley, Jr., 2715 Marye St., Alexandria, La.  
 BATON ROUGE—Mrs. Hopkins Payne Breazeale, Jr., 4252 Claycut Rd., Baton Rouge 6, La.  
 \*LAKE CHARLES—Mrs. Calvin A. Hays, 2521 Aster, Lake Charles, La.  
 \*MONROE—Mrs. Edward Driscoll Shaw, Jr., Loop Rd., Rt. 4, Box 10, Monroe, La.  
 NEW ORLEANS—Mrs. Buford M. Myers, Jr., 2104 General Pershing St., New Orleans 15, La.  
 SHREVEPORT—Mrs. John F. Mills, 384 Atlantic St., Shreveport, La.

**MARYLAND (A)**

- BALTIMORE—Mrs. James Kilcher, 614 Anneslie Rd., Baltimore, Md.  
 SUBURBAN WASHINGTON (MARYLAND)—Mrs. John Robert Ward, 3226 "N" St., N.W., Washington 7, D.C.

**MASSACHUSETTS (A)**

- BAY COLONY—Mrs. Arthur Bourgue, 38 Fairview Ave., Lynnfield, Mass.  
 BOSTON—Miss Christine M. Ayars, 118 Griggs Rd., Brookline, Mass.  
 BOSTON INTERCOLLEGIATE—Mrs. David Sampson, 5 Hawthorn Rd., Lexington 73, Mass.  
 COMMONWEALTH—Mrs. Charles W. French, 15 Peterston Rd., Natick, Mass.  
 SPRINGFIELD—Mrs. Robert E. Wells, 51 E. Circle Dr., East Longmeadow, Mass.

**MICHIGAN (A)**

- ADRIAN—Mrs. Edward C. Wickham, 128 Chandler St., Adrian, Mich.  
 ANN ARBOR—Mrs. Robert Jean Hixson, 2122 Devonshire, Ann Arbor, Mich.  
 \*BATTLE CREEK—Mrs. David L. Stevenson, 71 Stuart Blvd., Battle Creek, Mich.  
 \*DEARBORN—Mrs. James R. Kirk, 417 S. Highland, Dearborn, Mich.



DETROIT—Mrs. Allen N. Sweeny, 332 Merriweather, Grosse Pointe Farms 36, Mich.  
 \*FLINT—Mrs. Richard Shappell, 607 Welch Blvd., Flint, Mich.  
 GRAND RAPIDS—Mrs. Robert DeBoer, 1447 Ardmore, S.E., Grand Rapids, Mich.  
 HILLSDALE—Mrs. Charles Auscon, 266 Bacon St., Hillsdale, Mich.  
 JACKSON—Mrs. Guy Richardson, R.R. 6, Jackson, Mich.  
 \*KALAMAZOO—Mrs. Sylvester Johnson, 435 Inkster Ave., Kalamazoo, Mich.  
 LANSING—EAST LANSING—Mrs. Jordan Jenkins, 340 Whitehills Dr., East Lansing, Mich.  
 \*MIDLAND—Mrs. Duncan S. Erley, 3308 Dartmouth Dr., Midland, Mich.  
 NORTH WOODWARD—Mrs. James L. Wichert, 27757 Santa Barbara, Lathrup Village, Mich.  
 \*SAGINAW VALLEY—Mrs. James W. Stenglein, 109 N. Wheeler St., Saginaw, Mich.

#### MINNESOTA (E)

\*DULUTH—Mrs. Philip G. Hoene, 2231 E. 2nd St., Duluth, Minn.  
 MINNEAPOLIS—Mrs. G. Cramer Lyon, 5224 Interlachen Blvd., Minneapolis 24, Minn.  
 JUNIOR GROUP—Mrs. Gordon Stewart, Jr., 4125 Quentin Ave., Minneapolis 16, Minn.  
 \*ROCHESTER—Mrs. Robert A. Bezoier, 913 10th St., S.W., Rochester, Minn.  
 ST. PAUL—Mrs. Frank J. Emerick, 5 Buffalo Rd., North Oaks, St. Paul 10, Minn.

#### MISSISSIPPI (M)

\*JACKSON—Mrs. Phineas Stevens, 1708 Piedmont St., Jackson, Miss.  
 \*MISSISSIPPI GULF COAST—Mrs. Roy R. Johnson, Jr., 216 E. Beach, Long Beach, Miss.

#### MISSOURI (Z)

\*CLAY-PATTE—Mrs. James L. Duncan, 5424 N. Indiana, Kansas City 16, Mo.  
 COLUMBIA—Mrs. George C. Miller, 600 S. Greenwood Ave., Columbia, Mo.  
 KANSAS CITY—Mrs. Richard O. Joslyn, 4713 W. 66th, Mission, Kan.  
 \*ST. JOSEPH—Mrs. Davis Martin, 201 N. 30th, St. Joseph, Mo.  
 ST. LOUIS—Mrs. Lester L. Petefish, 3 Deer Creek Woods, St. Louis 17, Mo.  
 †SPRINGFIELD—Mrs. Wm. P. Sanford, 1309 S. Clay, Springfield, Mo.  
 TRI-STATE—Mrs. Harry Arthur Satterlee, 1006 N. Sergeant Ave., Joplin, Mo.

#### MONTANA (I)

BILLINGS—Miss Mary Jeanette Clark, 804 Division, Billings, Mont.  
 BUTTE—Mrs. John L. Peterson, 3501 Banks Ave., Butte, Mont.  
 \*GREAT FALLS—Patricia Martin, 219 Twelfth St., North, Great Falls, Mont.  
 HELENA—Mrs. Kenneth P. Todd, 901 Stuart, Helena, Mont.  
 MISSOULA—Mrs. Jerry E. Johns, Pattee Canyon, Missoula, Mont.

#### NEBRASKA (Z)

\*HASTINGS—Mrs. Stanley A. Matzke, 1217 Westwood Ter., Hastings, Neb.  
 LINCOLN—Mrs. Charles H. Thorne, 2915 Georgian Ct., Lincoln, Neb.  
 OMAHA—Mrs. John R. Wheeler, 7838 Grover St., Omaha, Neb.

#### NEVADA (K)

\*SOUTHERN NEVADA—Mrs. Robert Warren, P.O. Box 1065, Las Vegas, Nev.

#### NEW JERSEY (B)

ESSEX COUNTY—Mrs. Richard Hobbins, 177 Gates Ave., Montclair, N.J.  
 LACKAWANNA—Mrs. J. William Ekegren, Jr., Overlook Rd., Chatham, N.J.  
 \*MERCER COUNTY—Mrs. George F. Bush, 391 Nassau St., Princeton, N.J.  
 \*NORTH JERSEY SHORE—Mrs. Harry K. Lubkert, Box 156, R.R. 1, Keyport, N.J.  
 NORTHERN NEW JERSEY—Mrs. William C. Schutt, 21 Kirkwood Pl., Glen Rock, N.J.  
 \*SOUTHERN NEW JERSEY—Mrs. Donald D. Roy, 409 Cornwall Rd., Haddonfield, N.J.  
 WESTFIELD—Mrs. Richard P. Tarbox, 78 Sandy Hill Rd., Westfield, N.J.

#### NEW MEXICO (H)

ALBUQUERQUE—Mrs. Charles Ryan, Franciscan Hotel, 407 12th St., N.W., Albuquerque, N.M.  
 \*CARLSBAD—Mrs. Everett B. Horne, 605 Riverside Dr., Carlsbad, N.M.

\*HOBBS—Mrs. Joseph M. Bonfield, 927 Lincoln Rd., Hobbs, N.M.  
 \*LOS ALAMOS—Mrs. Gary L. Noss, 2137-A 43rd St., Los Alamos, N.M.  
 \*ROSWELL—Mrs. Cecil Harrison Kyte, P.O. Box 1, Roswell, N.M.  
 \*SAN JUAN COUNTY—Mrs. John A. Simpson, Jr., 1213 Entrada, Farmington, N.M.  
 \*SANTA FE—Mrs. Royal Vernon Easley, 308 Catron, Santa Fe, N.M.

#### NEW YORK

BUFFALO (A)—Mrs. William M. Shempp, 266 Hendricks Ave., Eggertsville, N.Y.  
 CAPITAL DISTRICT (A)—Mrs. Frank E. Kunker, III, Pateman Circle, Menands, N.Y.  
 \*CHAUTAUQUA LAKE (A)—Mrs. Kenneth Strickler, 51 Chestnut, Jamestown, N.Y.  
 ITHACA INTERCOLLEGIATE (A)—Mrs. Albert Hoefer, Jr., 113 Northview Rd., Ithaca, N.Y.  
 \*JEFFERSON COUNTY (A)—Mrs. Hugh Gunnison, Chaumont, N.Y.  
 \*LEVITTOWN (B)—Mrs. Vincent Pacifico, 151 Orchard St., Plainville, N.Y.  
 NEW YORK (B)—Mrs. Marie MacDonald, 333 E. 43rd St., Apt. 401, New York 17, N.Y.  
 NORTH SHORE-LONG ISLAND (B)—Mrs. Milton Hopkins, Port Washington Blvd., Roslyn, N.Y.  
 ROCHESTER (A)—Mrs. Ronald MacDonald, Jr., 183 Village Lane, Rochester 10, N.Y.  
 ST. LAWRENCE (A)—Mrs. Joseph C. Ellsworth, 1 Pearl St., Canton, N.Y.  
 SCHENECTADY (A)—Mrs. Eugene B. Sanford, 1282 Hawthorne Rd., Schenectady, N.Y.  
 SOUTH SHORE LONG ISLAND (B)—Mrs. Edw. J. Gallagher, 52 Glengariff Rd., Massapequa Park, L.I., N.Y.  
 SYRACUSE (A)—Miss Anne Harter, 708 Comstock Ave., Syracuse 10, N.Y.  
 WESTCHESTER COUNTY (B)—Mrs. John Joseph Lowitz, Orchard Dr., Purchase, N.Y.

#### NORTH CAROLINA (A)

\*CHARLOTTE—Mrs. E. H. Thomas, 1521 Biltmore Dr., Charlotte, N.C.  
 \*PIEDMONT-CAROLINA—Mrs. Courtney D. Egerton, 2528 York Rd., Raleigh, N.C.

#### NORTH DAKOTA (E)

FARGO-MOORHEAD—Mrs. Victor Henning, 423 S. 8th St., Fargo, N.D.  
 \*GRAND FORKS—Mrs. Elder Leonard Lium, 2221 2nd Ave., N., Grand Forks, N.D.

#### OHIO (I)

AKRON—Mrs. Evan B. Brewster, 76 Edgerton Rd., Akron 3, Ohio.  
 CANTON—Mrs. Norman Moore, 311 18th St., N.W., Canton, Ohio.  
 CINCINNATI—Mrs. Robert Bauman, 2981 Observatory Ave., Cincinnati 8, Ohio.  
 CLEVELAND—Mrs. Wayne Collie, 2515 Edgehill Rd., Cleveland Hts. 6, Ohio.  
 CLEVELAND WEST SHORE—Mrs. LeVan Linton, 21270 Morewood Pkwy., Rock River 16, Ohio.  
 COLUMBUS—Mrs. F. Michael Herrel, 2511 Bryden Rd., Columbus 9, Ohio.  
 DAYTON—Mrs. Howard Thiele, Jr., 420 Volusia Ave., Dayton 9, Ohio.  
 \*DELAWARE—Mrs. M. C. Russell, 153 N. Washington St., Delaware, Ohio.  
 \*ELYRIA—Mrs. E. S. Kasper, 30 Edgewood Dr., RD #1, Grafton, Ohio.  
 \*HAMILTON—Mrs. Robert Lyman Cottrell, 208 Carmen Ave., Hamilton, Ohio.  
 \*LIMA—Mrs. Ernest S. Evans, Jr., 410 N. Pears Ave., Lima, Ohio.  
 \*MANSFIELD—Mrs. Harry A. Robertson, 500 Shepard Rd., Mansfield, Ohio.  
 \*MARIEMONT—Mrs. Dan Harkness, 6939 Nolen Circle, Cincinnati 27, Ohio.  
 \*MIDDLETOWN—Mrs. John Hancock, 801½ Fourth St., Middletown, Ohio.  
 NEWARK-GRANVILLE—Mrs. A. H. Heisey, 233 E. Broadway, Granville, Ohio.  
 \*SPRINGFIELD—Mrs. James Sanford Powers, Jr., 743 Snowhill Blvd., Springfield, Ohio.  
 TOLEDO—Mrs. Thomas J. Kennedy, 4336 Imperial Dr., Toledo 6, Ohio.  
 \*YOUNGSTOWN—Mrs. Robert Frushour, 19 Poland Manor, Poland 14, Ohio.

#### OKLAHOMA (O)

\*ADA—Mrs. Carl L. Mayhall, Jr., 316 W. Parkway, Ada, Okla.  
 \*ARDMORE—Mrs. Roy Butler, 2001 Robison, Ardmore, Okla.  
 \*BARTLESVILLE—Mrs. Warren J. Kelvie, 701 S. Chickasaw, Bartlesville, Okla.  
 \*ENID—Mrs. C. E. Loomis, Jr., R.R. 1, Enid, Okla.



- \*MID-OKLAHOMA—Mrs. Don I. Cochran, 2402 N. Beard, Shawnee, Okla.
- \*MUSKOGEE—Mrs. C. J. Pierce, Jr., 2404 Oklahoma Ave., Muskogee, Okla.
- \*NORMAN—Mrs. Ralph Disney, 816 College, Norman, Okla.
- OKLAHOMA CITY—Mrs. Arnold C. Shelley, 2946 Nimitz Blvd., Oklahoma City 12, Okla.
- \*PONCA CITY—Mrs. Floyd Terry Diacon, 139 Glen-side, Ponca City, Okla.
- \*STILLWATER—Mrs. Robert M. Murphy, 504 S. McFarland, Stillwater, Okla.
- TULSA—Mrs. Philip C. Kenton, 2319 S. Florence Pl., Tulsa 14, Okla.
- JUNIOR GROUP—Mrs. Mike Crawley, 3705 E. 56th Pl., S., Tulsa, Okla.
- OREGON (I)**
- \*CORVALLIS—Mrs. Bailey Brem, 1215 Maple St., Albany, Ore.
- EUGENE—Mrs. Gerald A. Douglas, 3080 Potter, Eugene, Ore.
- PORTLAND—Mrs. Leslie J. Werschkul, Jr., 6230 S.E. 32nd, Portland, Ore.
- SALEM—Mrs. Richard P. Petrie, 295 Forest Hills Way, Salem, Ore.
- PENNSYLVANIA (B)**
- BETA IOTA—Mrs. Norman H. Winde, Ridley Creek Rd., Media, Pa.
- ERIE—Mrs. Henry Everett Fish, 3535 Hershey Rd., R.D. 8, Erie, Pa.
- \*HARRISBURG—Mrs. H. David Moore, Jr., 19 Col-gate Dr., Camp Hill, Pa.
- \*JOHNSTOWN—Mrs. James Brett, 108 Violet St., Johnstown, Pa.
- \*LANCASTER—Mrs. William Van Horn, 1025 Grand-view Blvd., Lancaster, Pa.
- MT. LEBANON—Mrs. Arthur W. Stroyd, 37 St. Clair Dr., Pittsburgh 28, Pa.
- PHILADELPHIA—Mrs. Allyn Sill Lehman, 200 Sum-mit Rd., Springfield, Pa.
- PITTSBURGH—Mrs. J. Murray Egan, 1 Colonial Pl., Pittsburgh 32, Pa.
- STATE COLLEGE—Mrs. Frank G. Clemson, 104 E. Cur-tain St., Bellefonte, Pa.
- SWARTHMORE—See Beta Iota.
- RHODE ISLAND (A)**
- \*RHODE ISLAND—Mrs. Harry O. Williams, 71 Angell St., Providence 6, R.I.
- TENNESSEE (M)**
- \*KNOXVILLE—Mrs. George Balitsaris, Plum Creek Drive, R.R. 3, Concord, Tenn.
- MEMPHIS—Mrs. Hugh Hallowell, 306 Leonora, Mem-phis, Tenn.
- NASHVILLE—Mrs. F. M. Medwedeff, 4505 Wayland Dr., Nashville, Tenn.
- TEXAS (9)**
- \*ABILENE—Mrs. James Ron Jennings, 502 Hawthorne, Abilene, Tex.
- \*AMARILLO—Mrs. Walter Kellogg, 4300 Omaha, Ama-rillo, Tex.
- AUSTIN—Mrs. Wayland Rivers, 3506 Lakeland Dr., Austin, Tex.
- \*BEAUMONT-PORT ARTHUR—Mrs. Charles B. Locke, 4450 Pine St., Beaumont, Tex.
- \*BIG BEND—Mrs. Jim Bob Steen, Box 1017, Marfa, Tex.
- \*CORPUS CHRISTI—Mrs. Albert Kemp Adams, 609 Santa Monica, Corpus Christi, Tex.
- DALLAS—Mrs. Wylie Stufflebeme, 3541 Villanova, Dal-las 25, Tex.
- \*DENISON-SHERMAN—Mrs. Thomas S. Miller, 900 S. Fairbanks, Denison, Tex.
- EL PASO—Mrs. Charles C. Scott, Jr., 8200 Parkland Dr., El Paso, Tex.
- FORT WORTH—Mrs. Fred S. Reynolds, 3909 Lennox Dr., Fort Worth 7, Tex.
- \*GALVESTON—Mrs. Martin Lee Towler, 5115 Ave. "T," Galveston, Tex.
- HOUSTON—Mrs. Arthur C. Fennekohl, 3827 Inwood Dr., Houston 19, Tex.
- JUNIOR GROUP—Mrs. Howard O. Muntz, 4410 Cheene Dr., Houston, Tex.
- \*LONGVIEW—Mrs. Stephen Butter, 1119 Azalea, Long-view, Tex.
- \*LOWER RIO GRANDE—Mrs. Randolph D. McCall, Rt. 1, Box 103, Mission, Tex.
- LUBBOCK—Mrs. James Collier Adams, 4506 W. 18th, Lubbock, Tex.
- \*LUFKIN—Mrs. Charles Fredrick, 462 Jefferson Ave., Lufkin, Tex.
- \*MIDLAND—Mrs. William S. Bachman, 2003 Winfield, Midland, Tex.
- \*ODESSA—Mrs. L. L. Farmer, Jr., 114 Damon, Terrell, Tex.
- \*SAN ANGELO—Mrs. Joseph E. Funk, 2502 W. Ave. J, San Angelo, Tex.
- SAN ANTONIO—Mrs. Harold N. Walsdorf, 823 Wilt-shire, San Antonio, Tex.
- \*TEXARKANA, ARK., TEX.—Mrs. Roy C. Turner, Jr., 4007 Potomac Circle, Texarkana, Tex.
- \*TYLER—Mrs. Watson Simons, 2816 Fry, Tyler, Tex.
- \*WACO—Mrs. George Otis Nokes, 2725 Cedar Point, Waco, Tex.
- WICHITA FALLS—Mrs. H. B. Dudley, 3209 Beech, Wichita Falls, Tex.
- UTAH (H)**
- \*OGDEN—Mrs. Chelton Steves Feeny, 3150 Polk Ave., Ogden, Utah.
- SALT LAKE CITY—Mrs. F. Burton Cassity, 1932 Brown-ing Ave., Salt Lake City, Utah.
- VERMONT (A)**
- \*MIDDLEBURY—Mrs. William H. Upson, P.O. Box 108, Middlebury, Vt.
- VIRGINIA (A)**
- \*NORFOLK-PORTSMOUTH—Mrs. Leroy T. Canoles, Jr., 7436 Stony Run Rd., Norfolk 3, Va.
- NORTHERN VIRGINIA—Mrs. John R. Grinnell, 5106 N. Little Falls Rd., Arlington, Va.
- RICHMOND—Miss Kathryn Tribble Kuig, 4109 Stuart Ave., Richmond, Va.
- \*ROANOKE—Miss Grace E. Chevreux, Hollins College, Va.
- \*WILLIAMSBURG—Mrs. Walter Bozarth, Queens Lake, Williamsburg, Va.
- WASHINGTON (I)**
- BELLEVUE—Mrs. J. W. Pettit, 4129 86th, S.E., Mercer Island, Wash.
- \*BELLINGHAM—Mrs. John C. Carver, 2610 "H" St., Bellingham, Wash.
- \*EVERETT—Mrs. Ralph Dexter Brown, 1112 Grand Ave., Everett, Wash.
- †GRAY'S HARBOR—Mrs. Charles Vammen, 618 W. 4th, Aberdeen, Wash.
- \*LONGVIEW-KELSO—Mrs. William Gyllenberg, 2330 Hudson, Longview, Wash.
- \*OLYMPIA—Mrs. John M. Brenner, 812 S. Decatur, Olympia, Wash.
- PULLMAN—Mrs. Donald Girard Clark, Rt. 1, Pullman, Wash.
- SEATTLE—Mrs. William R. Croyle, 5558 29th, N.E., Seattle 5, Wash.
- SPOKANE—Mrs. Keith T. Boyington, 905 Buena Vista Dr., Spokane 44, Wash.
- TACOMA—Mrs. Clair L. Fehier, 906 N. "G" St., Ta-coma, Wash.
- TRI-CITY—Mrs. Charles W. Campbell, Jr., 907 Birch, Richland, Wash.
- \*VANCOUVER—Mrs. Frances Ashby, 202 West 26th, Vancouver, Wash.
- WALLA WALLA—Mrs. James Morrison, 313 N. Roose-velt St., Walla Walla, Wash.
- \*WENATCHEE—Mrs. L. H. Craven, Rt. 3, Box 3057, Wenatchee, Wash.
- YAKIMA—Mrs. Leroy W. Brackett, Jr., 4102 Richey Rd., Yakima, Wash.
- WEST VIRGINIA (A)**
- CHARLESTON—Mrs. Edward H. Tiley, 1450 Loudon Heights Rd., Charleston, W.Va.
- HARRISON COUNTY—Miss Roseanne Shuttleworth, 211 Meigs Ave., Clarksburg, W.Va.
- HUNTINGTON—Mrs. John Bobbitt, 2106 Holswade Dr., Huntington, W.Va.
- MORGANTOWN—Mrs. Allan W. Babcock, 461 Callen Ave., Morgantown, W.Va.
- SOUTHERN WEST VIRGINIA—Mrs. Wm. B. Beerbower, 2433 Fairfield Ave., Bluefield, W.Va.
- WHEELING—Mrs. Carl Burkland, 52 Poplar Ave., Wheeling, W.Va.
- WISCONSIN (E)**
- \*FOX RIVER VALLEY—Mrs. F. H. Orbison, 120 River-view Ct., Appleton, Wis.
- MADISON—Mrs. Warren D. Lucas, 1116 Wellesley St., Madison, Wis.
- MILWAUKEE—Mrs. James Gilboy, 1304 E. Goodrich Lane, Milwaukee 17, Wis.
- \*RACINE—Mrs. Russell M. Ruetz, 826 Lathrop, Racine, Wis.
- WYOMING (H)**
- \*CASPER—Mrs. Gordon Mitchell, 5050 S. Poplar, Casper, Wyo.
- CHEYENNE—Mrs. Jerry King, Box 905, Cheyenne, Wyo.
- \*CODY—Mrs. Constant Edward Webster, 1334 Sunset Blvd., Cody, Wyo.
- LARAMIE—Mrs. Robert G. Swan, 1017½ Harney, Lar-amie, Wyo.
- \*POWDER RIVER—Mrs. Harold L. Arney, Dayton, Wyo.



# KAPPA ALUMNAE AND ACTIVE MEMBERS

You can order your official jewelry  
direct from this page—TODAY!

## Badge Price List

1. Plain .....\$ 5.50
2. Pearl ..... 16.50
3. All Sapphire ..... 22.50
4. Sapphire and Pearl alternating, 8 Sapphires,  
7 Pearls ..... 20.00
5. Diamond and Pearl alternating, 8 Diamonds,  
7 Pearls ..... 70.00
6. Diamond and Sapphire alternating, 8 Dia-  
monds, 7 Sapphires ..... 75.00
7. All Diamond ..... 105.00

The above prices are for the plain polished letters. Enameled letters \$1.00 additional. When placing your order, please be sure to state whether you wish polished or dull finished keys.

### 8. Special Award Keys:

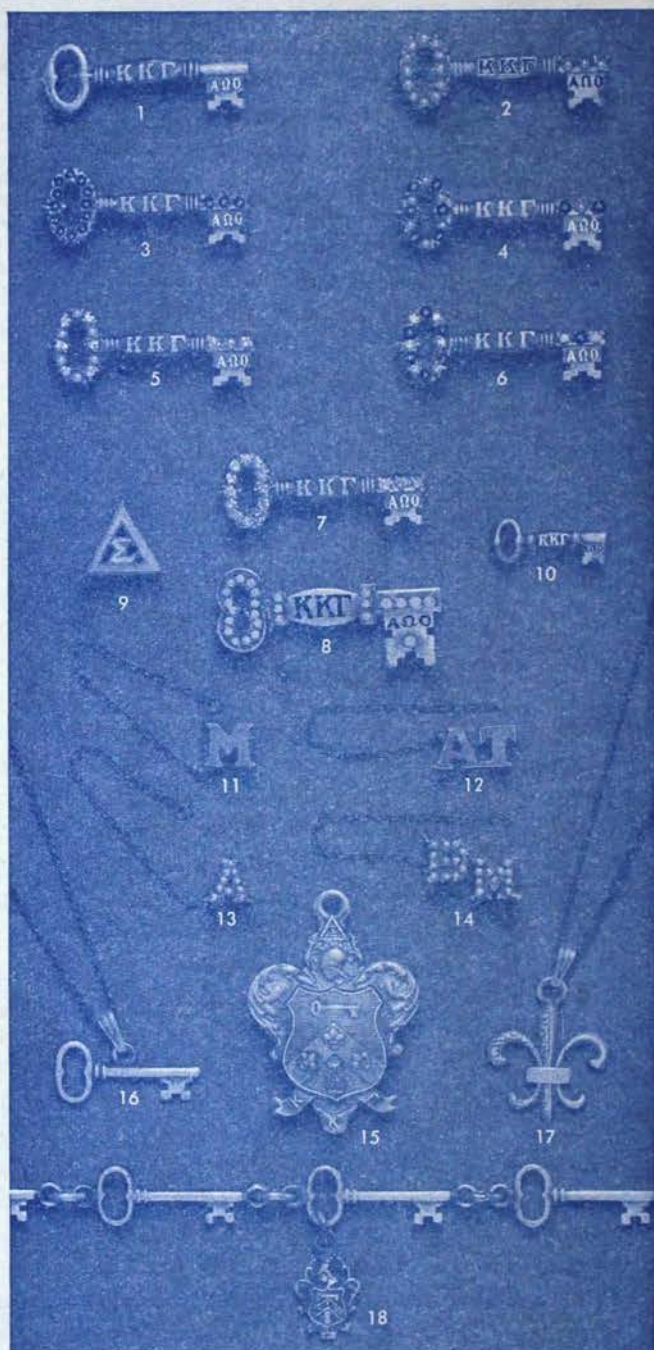
- |  |        |
|--|--------|
| Plain .....                              | 6.00   |
| Close Set Pearl .....                    | 17.50  |
| Close Set Synthetic Emeralds .....       | 20.00  |
| Close Set Synthetic Sapphires .....      | 22.50  |
| Close Set Diamonds .....                 | 150.00 |
| Close Set Genuine Garnets .....          | 20.00  |
| Close Set Synthetic Rubies .....         | 20.00  |
| Close Set Ball Opals (illustrated) ..... | 22.50  |
| Close Set Turquoise .....                | 20.00  |

Orders must be made out and signed by the Chapter Secretary on special official order blanks which must also be approved by the Executive Secretary before deliveries can be made.

9. Pledge Pin ..... 1.25
10. Recognition Key Pin:
  - Yellow Gold-filled ..... 1.50
  - 10K Yellow Gold ..... 2.50
15. Large Coat-of-arms Dress Clip or Pin
  - Sterling Silver ..... 3.00
  - Yellow Gold-filled ..... 4.75
  - 10K Yellow Gold ..... 23.25
- Large Coat-of-arms Pendant, with 18" Neck Chain
  - Sterling Silver ..... 3.50
  - Yellow Gold-filled ..... 6.00
  - 10K Yellow Gold ..... 25.75
16. Key Pendant, with 18" Neck Chain. Yellow Gold-filled. No coat-of-arms mounting. Can be furnished in horizontal or vertical style. Specify ..... 3.00
17. Fleur-de-lis Pendant, with 18" Neck Chain. Yellow Gold-filled. No coat-of-arms mounting ..... 3.50
18. Key Bracelet with Coat-of-arms Dangle.
  - Sterling Silver ..... 3.75
  - Yellow Gold-filled ..... 5.75

## GUARD PIN PRICES

	Single Letter	Double Letter
Plain .....	11. \$ 2.75	12. \$ 4.25
Crown Set Pearl .....	13. 7.75	14. 14.00
Miniature Coat-of-arms Guard yellow gold .....		2.75



10% Federal Excise Tax must be added to all prices quoted above—plus sales or use taxes wherever they are in effect.

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# What to do when

## CALENDAR FOR CHAPTERS, ADVISERS, HOUSE BOARDS AND PROVINCE DIRECTORS OF CHAPTERS

**REPORT FORMS REQUESTED IN THE CALENDAR ARE SUPPLIED BY THE FRATERNITY HEADQUARTERS.** If not received two weeks before the deadline notify the Fraternity Headquarters to duplicate the mailing. If it is impossible to make a report by the date listed in the following calendar, please notify the officer to whom the report should be sent.

### OCTOBER

**PRESIDENT—1—**(Or two weeks after opening) mails over-all chapter program to *Chapter Programs Chairman* and *Province Director of Chapters*.

**SCHOLARSHIP CHAIRMAN—1—**(Or two weeks after opening) mails scholarship program to *Fraternity Chairman* and *Province Director of Chapters*.

**MEMBERSHIP CHAIRMAN—1—**(Or ten days after pledging) mails two copies of report on rushing to *Director of Membership*, *Province Director of Chapters*, and files a copy in notebook. Also mails *Director of Membership* recommendation blanks for each member pledged.

**TREASURER—1—**(Or two weeks after opening) mails three copies of the budget for school year together with copy of charges of other groups on campus to the *Fraternity Chairman of Chapter Finance*.

**10—**Mails monthly and summer finance reports and report on last year's delinquents to *Fraternity Chairman of Chapter Finance*. Also mails chapter's subscription with check to *Banta's Greek Exchange* and *Fraternity Month* to *Fraternity Headquarters*. **MAKE ALL CHECKS PAYABLE TO KAPPA KAPPA GAMMA FRATERNITY.**

**10—**Mails subscriptions for chapter library and check to *Director of the Kappa Magazine Agency*.

**20—**(Or immediately after pledging) mails check for pledge fees to *Fraternity Headquarters* together with Registrar's membership report, pledge signature cards, card with date upon which letters to parents of pledges were mailed.

**FOUNDERS' DAY—13—**Observe in appropriate manner.

**CORRESPONDING SECRETARY—15—**Mails list of chapter officers to *Fraternity Headquarters* and *Province Director of Chapters*. Mails copy of current rushing rules, campus Panhellenic Constitution to *Director of Membership*, *Province Director of Chapters* and *Kappa's Panhellenic Delegate* with name and address of campus Panhellenic Delegate.

**REGISTRAR—15—**(Or immediately after pledging) prepares pledge membership report in duplicate. Mail one to *Province Director of Chapters* and give second copy with corresponding pledge signature cards to *Chapter Treasurer* to mail with fees. **MAIL SUPPLY ORDER TO FRATERNITY HEADQUARTERS.**

**HOUSE BOARD TREASURER—10—**(or before) mails to *Fraternity Headquarters*, if books are audited locally, a copy of June 30 audit.

### NOVEMBER

**TREASURER—10—**Mails monthly finance report to *Fraternity Chairman of Chapter Finance*.

**30—**Mails fees for initiates, life memberships with catalog cards and fee sheets to *Fraternity Headquarters*.

**30—**Mails to *Fraternity Headquarters* checks for bonds and the per capita fee for each member active on or before November 30, and annual per capita fee for associate members. Mails the per capita fee report with the Registrar's report of active members and associates.

**REGISTRAR—20—**Gives names and addresses of members active on or before November 30 to *Treasurer* to send

with per capita fees, and mails copy to *Province Director of Chapters*. Also types catalog cards for each fall initiate, gives one set to *Treasurer* to mail with fees.

### DECEMBER

**SCHOLARSHIP CHAIRMAN—1—**Mails to *Fraternity Headquarters*, *Fraternity Scholarship Chairman* and *Province Director of Chapters* a report of the scholastic ratings for the previous year and mails to *Fraternity Headquarters*, *Fraternity Scholarship Chairman* copies of college grading system.

**TREASURER—10—**Mails monthly finance report to *Fraternity Chairman of Chapter Finance*.

### JANUARY

**TREASURER—10—**Mails monthly finance report to *Fraternity Chairman of Chapter Finance*.

**10—**Mails budget comparison report for all departments covering the first school term (if on quarter plan) to *Fraternity Chairman of Chapter Finance*. **CHECK ALL BILLS AND FEES DUE FRATERNITY HEADQUARTERS.**

### FEBRUARY

**TREASURER—10—**Mails monthly finance report to *Fraternity Chairman of Chapter Finance*.

**10—**Mails budget comparison report for all departments covering the first school term (if on the semester plan) to *Fraternity Chairman of Chapter Finance*.

**ANNUAL ELECTION—15—**Held between February 15 and April 15. (Names and addresses of new officers should be mailed IMMEDIATELY to *Fraternity Headquarters* and *Province Director of Chapters*.) Election of *Membership Chairman*, and *Adviser* **MUST BE HELD BY FEBRUARY 15.**

**REGISTRAR—15—**Mails annual catalog report to *Fraternity Headquarters*.

**20—**Gives names of initiates after November 30 and entering second quarter active and associate members to *Treasurer* to mail with per capita report, and prepares membership report in duplicate for all those pledged since the fall report. Mails copy to *Province Director of Chapters* and gives second copy with pledge signature cards to *Treasurer* to mail with fees to *Fraternity Headquarters*.

**CORRESPONDING SECRETARY—20—**Mails to *Fraternity Headquarters* name of *Membership Chairman* with college and summer address; name and address of *Alumna Membership Adviser*.

**MEMBERSHIP CHAIRMEN—20—**(Or ten days after pledging—chapters having major rush) mails two copies of report on rushing to *Director of Membership* and *Province Director of Chapters*, and files a copy in notebook. Also mails *Director of Membership* recommendation blanks for each member pledged.

**HOUSE BOARD PRESIDENT—20—**Returns information regarding *House Director* appointment to *Fraternity Headquarters*.

**(Continued on Cover IV)**



Postmaster: Please send notice of Undeliverable copies on Form 3579 to Kappa Kappa Gamma Fraternity Headquarters, 530 East Town Street, Columbus 16, Ohio.

# What to do when

(Continued from Cover III)

## MARCH

- TREASURER—1—Mails per capita fee for active and associate members entering second quarter with registrar's report of members active for this term and fees for those pledged since fall report together with pledge signature cards and membership report. Mail card reporting letters sent to parents of new initiates and pledges.
- 10—Mails monthly finance report to *Fraternity Chairman of Chapter Finance*.
- 25—Mails fees for initiates, life memberships and pledges since last report with catalog and pledge signature cards, as well as reports and fee sheets.
- CORRESPONDING SECRETARY—15—(Or immediately following elections) mails names and addresses of officers and alumnae advisers to *Fraternity Headquarters* and *Province Director of Chapters*.
- REGISTRAR—20—Types two catalog cards for each initiate since last report and gives one set to Treasurer to mail with fees. Also gives Treasurer pledge signature cards and membership report for anyone pledged since last report.

## APRIL

- TREASURER—10—Mails monthly finance report to *Fraternity Chairman of Chapter Finance*.
- 10—Mails budget comparison report for all departments covering second school term (if on quarter plan) to *Fraternity Chairman of Chapter Finance*.
- 30—Mails *Fraternity Headquarters* check for annual audit.
- CORRESPONDING SECRETARY—15—(Or before) mails annual chapter report to *Fraternity Headquarters*. Also mails next year school date report.
- REGISTRAR—30—Gives names and catalog cards for initiates since last report and entering second semester or third quarter active members and associate members to treasurer to mail with fees. Mail copy to *Province Director of Chapters*.
- CHAIRMAN OF ADVISORY BOARD—15—Mails annual report to *Assistant to Director of Chapters* and *Province Director of Chapters*.

## MAY

- TREASURER—1—Mails check for per capita fees for active members and associate members entering second semester or third quarter together with registrar's report of active members for this term and fees with catalog cards for initiates since last report.
- 1—Mails inventory and order form for treasurer's supplies and shipping instruction form for treasurer's supplies and audit material to *Fraternity Headquarters*.
- 10—Mails monthly finance report to *Fraternity Chairman of Chapter Finance*. CHECK TO BE SURE ALL BILLS HAVE BEEN PAID TO FRATERNITY HEADQUARTERS.
- 25—Mails fees for initiates, life memberships, and pledges since last report with catalog and pledge signature cards, as well as reports and fee sheets.
- MEMBERSHIP CHAIRMAN—1—Mails order for supplies to *Fraternity Headquarters*.
- REGISTRAR—20—Types two catalog cards for each initiate since last report and gives one set to treasurer to mail with fees, also gives treasurer pledge signature cards and membership report for anyone pledged since last report.
- PUBLIC RELATIONS CHAIRMAN—30—Mails chapter news publication as soon as published but not later than November 14, 1959.
- PROVINCE DIRECTOR OF CHAPTERS—1—Mails annual report to *Director of Chapters*.

## JUNE

- HOUSE BOARD TREASURER—30—(Or two weeks after books are closed) mails annual report, to *Fraternity Headquarters* and *Chairman of Housing*.
- HOUSE BOARD PRESIDENT—30—Mails names and addresses of House Board officers to *Fraternity Headquarters* and *Chairman of Housing*.

## JULY

- TREASURER—10—(On or before) expresses prepaid ALL material for annual audit to *Fraternity Headquarters*. Check instructions for material needed to make the audit.
- HOUSE BOARD TREASURER—10—Mails material for annual audit to *Fraternity Headquarters*.

## Alumnae Calendar

(Club officers responsible only for reports which are starred)

## OCTOBER

- \*1—PRESIDENT returns cards with corrections of addresses to *Fraternity Headquarters*, together with program, alumnae directory, changes in officers, and order for change of address cards for new members.
- \*13—FOUNDERS' DAY—Observe in appropriate manner.

## NOVEMBER

- 10—TREASURER mails a copy of estimated budget for current year and audit report of past year to *Director of Alumnae* and *Province Director of Alumnae*.

## JANUARY

- \*10—PRESIDENT mails informal report to *Province Director of Alumnae*.
- 20—PROVINCE DIRECTOR OF ALUMNAE mails informal report to *Director of Alumnae*.

## FEBRUARY

- \*15—PRESIDENT appoints Chairman of Membership Recommendations Committee, and mails her name and address to the *Fraternity Headquarters*.

## APRIL

- \*10—(Or immediately following election) PRESIDENT sends names and addresses of new officers to *Fraternity Headquarters*, *Director of Alumnae* and *Province Director of Alumnae*.
- \*30—PRESIDENT mails annual report to *Director of Alumnae* and *Province Director of Alumnae*.
- \*30—TREASURER mails to *Fraternity Headquarters* annual per capita fee and report for each member of the current year. (June 1, 1958 to April 30, 1959) and annual operating fee.
- 30—TREASURER mails the annual convention fee to the *Fraternity Headquarters*.
- \*30—TREASURER mails treasurer's report to *Director of Alumnae* and *Province Director of Alumnae*.

## MAY

- \*10—MEMBERSHIP RECOMMENDATIONS CHAIRMAN orders recommendation blanks from *Fraternity Headquarters*.
- 20—PROVINCE DIRECTOR OF ALUMNAE sends report to *Director of Alumnae*.