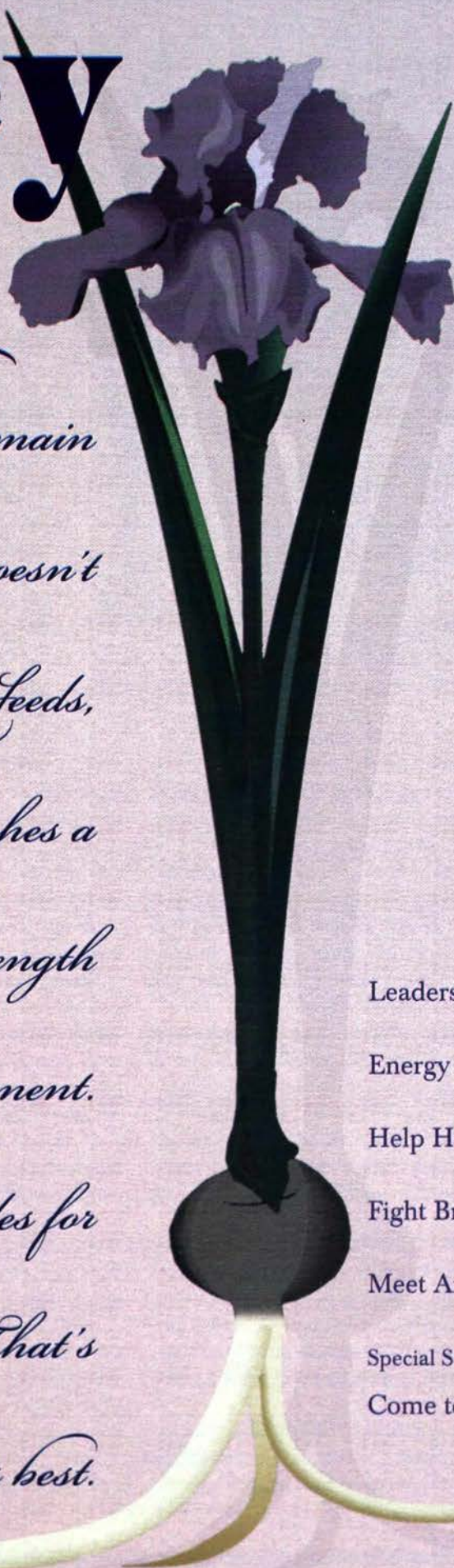


he Key

APPA
APPA GAMMA

VOLUME 115, No.1
SPRING 1998

*The main
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nurtures, pushes a
little, gives strength
and encouragement.
It provides for
growth. That's
leadership at its best.*



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What, Me Lead?

By LOIS CATHERMAN HEENEHAN, *Adelphi*

If you ask 10 people to define leadership you will get 10 different answers. The one I like comes from Colin Powell's book, *My American Journey*. He said "Leadership is the art of accomplishing more than the science of management says is possible."

I'd like to add to that thought: Leadership is not the accomplishment. It is the process of making it happen.

The dictionary definition is simply "the capacity or ability to lead." A leader is defined as "one who leads or guides, one who is in charge or command of others, the head of a political party or organization, one who has influence or power."

With the exception of "one who leads or guides," I don't like those definitions. Leadership should not be about assuming a position of power or being in command of others, except perhaps in the military.

But way down at the end is a definition relating to botany: "the main shoot of a shrub or tree." I like that one. The main shoot doesn't command. It feeds, nurtures, pushes a little, gives strength and encouragement. It provides for growth. That's leadership at its best.

One entity that has, from its very beginning, provided the opportunity and training for growth and leadership is Kappa Kappa Gamma. The six women who walked into chapel at Monmouth College 127 years ago were just the beginning of a shoot that grew, strengthened, spread and created continuing opportunities for others.

Kappa is an organization of "firsts"...an organization of women with foresight and vision...20/20 vision and beyond. Because of this leadership, there have been many Kappa "firsts" for the Fraternity as a whole and for individuals. Kappa was the first to extend an invitation to a Panhellenic Convention in 1891. MARETA WEST, *Oklahoma*, mapped the landing site of the Apollo II flight which put the first man on the moon.

Whatever the definition of leadership, it should not be just winning or being first. It must provide space for everyone. Once I read an item in a newspaper which quoted an imaginary acceptance letter from a college admissions officer to an applicant. It read, "Congratulations on your acceptance to the university. As of today your class has 432 leaders and one follower!"

Think about that. It's rather like the tree falling in the forest — can it make a sound if no one is there to listen? Can people be leaders if there are no followers? We like to




think of all Kappa women as leaders...but maybe some started out as followers.

I was one of those. Looking back on my college years I see myself as quiet and shy. How did the Kappas see some potential and choose me? I don't know, but I am forever grateful that they did! Largely through chapter and alumna experiences, I learned leadership. Things weren't so structured in the late 1940s but there was always someone to say, "Come along to..." rather than asking if I planned to attend. By being made part of the group, a follower became a joiner and a doer. Today chapters and alumnae associations use committees to involve every member. Those who would, by nature, remain on the fringes become part of the mainstream.

Good leadership requires delegation, instruction and follow-up. A committee member is not appointed and then left "hanging out to dry." A good leader chooses someone who fits the job (an artist to make a poster, a speaker to address an audience, etc.). The leader explains requirements and where to find answers. She checks with the committee member intermittently to move things along and aid in problem solving. And she sees to it that the member makes the report and gets the credit. That's how leaders are developed.

Being a leader means that you meet expectations. Many chapters and alumnae associations take on the Fraternity's Challenge to Excellence and McNaboe Commitment programs. Colin Powell says, "If you are going to achieve excellence in big things, you develop the habit in little matters. Excellence is not an exception; it is a prevailing attitude." Meeting or exceeding expectations becomes the norm, not the unusual.

And it also becomes the norm that people rise to meet expectations. Powell quotes Admiral Rickover as stating, "Organization doesn't really accomplish anything. Plans don't accomplish anything either. Theories of management don't much matter. Endeavors succeed or fail because of the people involved. Only by attracting the best people will you accomplish great deeds."

From member recruitment, through New Member education, chapter programs, involvement in community and Fraternity, Kappa Kappa Gamma not only attracts the best people, it provides opportunities and training, and supports them in the attainment of excellence. The accomplishments of 127 years of leadership provide the foundation for those who will lead us into the next century. 

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the Cover

couragement and growth
key elements of Kappa
leadership experiences.



College Fraternity
Editors Association



National Panhellenic
Editors Conference



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

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President's Message

Could I Ever Do That?

"In any organization, the successful achievement of competitive goals requires that both top executives and managers at all levels accept the challenge to become leaders — leaders who can bring people together to accomplish the extraordinary. Yet many people still believe that there is something mysterious about leadership that eludes all but a gifted few." This quote is from the book jacket of *The Leadership Challenge* by James M. Kouzes and Barry Z. Posner.

This quote has special significance for me as I reflect on my own journey as a leader in Kappa Kappa Gamma. I will always remember my first Convention in 1980, and my impression of the incomparable JEAN HESS WELLS, Georgia, President from 1976-80. As I watched the Fraternity officers proceed down the aisle in their academic regalia, I asked myself, "Could I ever do that?" I believed that I had reached my full potential by serving Kappa as the President of my alumnae association. These leaders of the Fraternity were confident and capable women. They were brilliant, hardworking and most of all completely dedicated to serving the Fraternity.

Six years later as a Province Director of Chapters, I found myself walking down the aisle in a blue academic robe. Now I worked closely with the members of the Fraternity Council and became familiar with their enormous talents and abilities. Awed by their competence and self-confidence, I asked myself once more, "Could I ever do that?"

The answer was "Yes!" In 1990, 10 years following that first Convention experience, I was elected to the Fraternity Council. How could it be that in those 10 years I acquired the confidence and ability to be a leader in an organization whose missions



Cathy Thompson Carswell

and purposes have shaped my life? Kappa Kappa Gamma provided me with the opportunity to explore my leadership potential. It all started with the Associate Council Seminar, the Fraternity's excellent leadership development program for Province Officers. There, I learned not only the nuts and bolts of my position, but also many other skills associated with leadership:

communication (written and spoken), problem solving, strategic planning and team building.

The greatest benefit has been the opportunity to use and enhance these skills on a regular basis. Through the years, Kappa leaders have been the inspiration for the leaders of today and tomorrow. I remain inspired by those leaders who served as role models. Our volunteer leaders are trained and encouraged to use talents that have been hidden inside them for years. How often have we heard that our Kappa volunteers have moved into the professional work force in executive positions? It is because they were encouraged to learn and develop their leadership potential and then given the opportunity to test those skills in a variety of volunteer officer positions.

This issue of *The Key* focuses on many aspects of leadership. It is hoped you will be inspired to explore your leadership potential. Who knows where you'll go? I guarantee that the journey will be exciting, challenging and rewarding. Don't miss an opportunity to develop your leadership skills and see Kappa leadership in action — come to the 62nd Biennial Convention in Scottsdale, Ariz., June 24-28, 1998!


Loyally,

—CATHY THOMPSON CARSWELL
Illinois Wesleyan
Fraternity President

NIC and AFA Adopt Substance-Free Housing Resolution

At the recent National Interfraternity Conference/Association of Fraternity Advisers annual meeting in San Francisco, Calif., the NIC House of Delegates unanimously adopted a resolution addressing substance-free housing. This unprecedented resolution encourages the 66 member-fraternities of NIC to pursue alcohol-free chapter facilities and confirms that NIC will actively seek assistance from host institutions to accomplish this end.

At the AFA business meeting a resolution on alcohol-free fraternity

residences was adopted. This resolution encourages educators and students to consider the viability of alcohol-free housing and, where appropriate, to offer alcohol-free living options. 

EDITOR'S NOTE: As of this writing, five men's fraternities have adopted substance-free housing effective by 2000. The fraternities are Phi Delta Theta, Sigma Nu, Phi Gamma Delta, Farm House and Phi Kappa Sigma.

A Shared Commitment

NPC Debates Issues, Passes Resolutions

"NPC...A Shared Commitment" was the theme of the 55th Biennial Session of the National Panhellenic Conference (NPC) in Norfolk, Va., October 16-19, 1997. The Kappa Kappa Gamma delegation not only shares a strong commitment to NPC, but NPC Delegate **MARIAN KLINGBEIL WILLIAMS, Missouri**, shares her expertise with the Executive Committee as she moves from the position of treasurer to secretary of the conference.

The positions of NPC chairman, secretary and treasurer are held by the 26 member-groups on a rotating basis according to the founding dates of the member-groups. Kappa Kappa Gamma last held the chairmanship in 1951. Marian will assume the chairmanship from 1999-2001.

First Alternate **JULIANA (J.J.) FRASER WALES, Ohio State**; Second Alternate **CAROL MORRISON SOBEK, Arizona State**; and Third Alternate **KIM ROUNTREE LIEN, UCLA**, also represented the Fraternity at the conference.

Other incoming executive committee members are Chairman Lissa Bradford, Kappa Alpha Theta; Treasurer Sally Grant, Alpha Phi; Alumnae Panhellenics Committee Chairman Maureen Syring, Delta Gamma; and College Panhellenics Committee Chairman Betty Quick, Gamma Phi Beta.

Concurrent meetings of the National Presidents, Executive Directors and National Panhellenic Editors Conference were attended by President **CATHY THOMPSON CARSWELL, Illinois Wesleyan**; Executive Director **DALE BRUBECK, William and Mary**; and Editor **JENNY STRUTHERS HOOVER, Bowling Green**.

Highlights and Resolutions

Chairman Jean Wirths Scott, Pi Beta Phi, highlighted the accomplishments of the Conference, including a commitment to academic excellence, educational programming, a public awareness campaign and more.

continued on page 48

Mission Statement of The Key

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

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

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Leading Ladies Wanted!

The Nominating Committee is continuing to solicit nominations for the positions of Fraternity Council members, Regional Directors of Alumnae and Regional Directors of Chapters. The Nominating Committee will submit its slate of candidates for these positions at the General Convention in Scottsdale, Ariz., June 24-28. Fraternity Council members and Regional Officers are elected to a two-year term by majority vote at the close of

each General Convention. No one may hold the same position for more than two terms.

Any Kappa may recommend any alumna in good standing who has served the Fraternity within the past 10 years as a member of Council, as a Regional or Province Officer, as a Traveling Consultant, as a chairman of a Standing or Special Committee (for Council Nominees), as a member of a Standing or Special committee (for Regional Officer Nominees) or as a Council Assistant.

A candidate should have demonstrated leadership ability and good managerial, communication and analytic skills. She should be mature, a good team player, self-motivated and able to relate well to people — someone who will represent the Fraternity well.

Every Kappa is invited to become a part of the nominating process by submitting recommendations to the Nominating Committee using the form below. 



Kappa Kappa Gamma Recommendation for Fraternity Position

Clip and mail to: Nancy Naus King, Miami (Ohio), Fraternity Nominating Chairman, 3029 Woodmount Dr., South Bend, IN 46614.

Recommendation for: _____

First Name

Middle/Maiden

Last

Husband's First Name

Street Address

City

State

Zip

Chapter: _____

College: _____

Alumnae Association: _____

Province: _____

Position(s) for which this Kappa is recommended: _____

Reasons for recommending this Kappa: (e.g., Fraternity experience, achievements, skills, qualifications) _____

Recommendation submitted by: _____

First Name

Middle/Maiden

Last

Husband's First Name

Street Address

City

State

Zip

Chapter: _____

Alumnae Association: _____

Recommended by: ☐ Chapter ☐ Association ☐ Individual ☐ Other _____



Kappa Leadership in Action

Join the fun and sisterhood at the 62nd Biennial Convention!

Scottsdale Princess Resort • Scottsdale, Ariz. • June 24-28, 1998



Hotel and Food Prices:

Full-Time Package — \$680 (Wed. dinner through Sun. breakfast)

Weekend Package — \$340 (Fri. dinner through Sun. breakfast)

Both packages include double-occupancy hotel room and meals.

Program Highlights:

Candlelight Banquet

Presidents Dinner

Awards Dinner

House Board Training

Advisory Board Training

Memorial Service

Chapter and Association

Interacts

Business Meetings...

And much more!

Post-Convention Trip

Don't miss the spectacular post-Convention tour — June 28 - July 1, through Prescott, the Grand Canyon and Sedona, Ariz., \$799 per person. Join the Kappas on a deluxe class rail car to the Canyon and explore galleries in Sedona (two nights). Call Linda Singleton 800/522-8140. (See the travel ad on the back cover of this issue.)

For more information return the coupon below or call 614/228-6515 for a registration packet. Convention information is also available on the Fraternity Web site — www.kappa.org.

Yes, I am interested in attending the 62nd Biennial Convention June 24 - 28 at the Scottsdale Princess Resort. Please send me an official Convention registration form.

Name: _____
First Name Middle/Maiden Last Husband's First Name

Chapter: _____ College: _____ Initiation Year _____

Home Address: _____
Street Address Phone Number

City State Zip

Collegians Only: School Address: _____
Street Address Phone Number

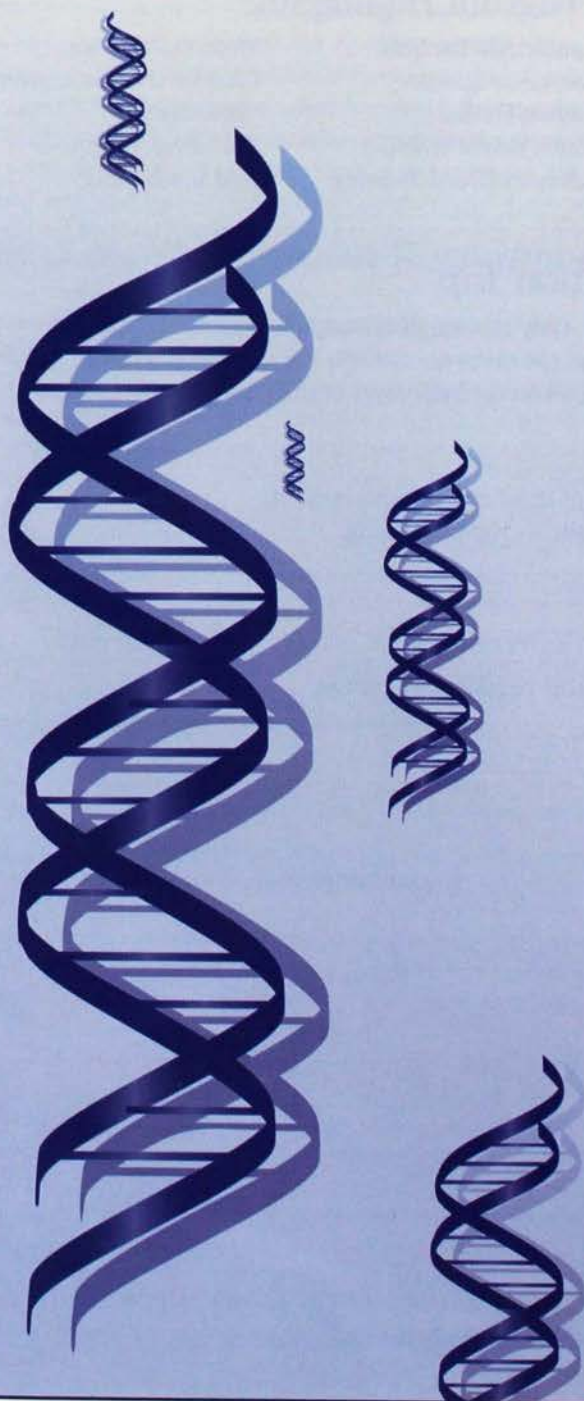
City State Zip

Return this coupon to NANCY MISSILDINE DONALDSON, *Northwestern*, Kappa Kappa Gamma Fraternity Headquarters, P.O. Box 38, Columbus, Ohio 43216-0038.

The Value of Kappa Leadership Experiences

It's in the Genes... the K.K.Genes!

— By LOIS CATHERMAN HEENEHAN, *Adelphi*



"I want to be like the leaders!", said a member of SIGMA, *Nebraska*, Chapter Council.

"You've come to the right place," would be the logical reply. Kappa Kappa Gamma attracts leaders, offers opportunities for their continuing development and provides materials and personnel to guide and direct their positive growth.

Enthusiastic and thoughtful comments came in response to a questionnaire sent to a sampling of Kappa chapters. Asked "When did you first become aware of leadership opportunities in Kappa?" most answers took members back to "square one."

Role Models Rule

They agreed that the process begins during Rush when chapter officers speak of their responsibilities and campus involvement, illustrating how they develop leadership skills. New Member meetings, officer positions, and emulating big sisters who held office provided examples and opportunities for many. And a legacy said her awareness began just from hearing her mom sing Kappa songs!

Leadership skills are evident everywhere as Kappas provide role models for younger members. Traveling Consultants and Province Officers offer proof of opportunities and training for leadership roles. Advisers are on-the-spot reminders of the value of

"Where else between the ages of 18 and 21 can you have such opportunities as an undergraduate? Kappa Kappa Gamma offers leadership training opportunities and works to develop the standards and values that are the expectations of the Fraternity."

— JANE YOUNG BARRETT, *Oklahoma*
Director of Standards

Kappa experiences, and a 50-year Kappa Advisory Board member is visible proof that leadership opportunities continue, no matter what the age, experience or interests of members.

It Feels Good to Give

All of these women, having gained something from their experiences in Kappa, are giving back by sharing their expertise and dedication with others. Just the personal satisfaction of recognizing that you...as an adviser, traveler, or just older and wiser human being...have helped a younger member through a sticky problem is worth every minute of time spent.

"Wanting to be able to give back" was the response from many to the question which asked "What led you to accept the opportunities you saw available?" Other responses included, "influence of older sisters, dedication of advisers, rewards easily seen in chapter activities, prestige, sense of duty, experience to be gained, applications to the future." Some said they enjoyed being part of decision-making and wanted to make changes for the better. Advisers were often asked by friends to fill their positions due to moves or other responsibilities. And one delightful reply was a candid, "meeting cool people!"

Resources Galore

Opportunities for leadership are only as useful as the training and resources supplied to support them. Kappa provides many written and human resources. The *Kappa Leadership Guide* — designed for both collegiate and alumna officers, officer training, leadership retreats, Kappa Kinetics, Traveling and Chapter Consultants, Province Officers, Province Meetings and General Conventions offer individual and group opportunities to stretch minds, work cooperatively, share experiences and try new things. "Bouncing ideas off each other" and "picking up tidbits here and there" were valuable experiences for chapter officers and advisers as well.

When Leadership Is Thrust Upon You

Some years ago, an item circulated in the world of Kappa called "The Beatitudes of Leadership." It began with "Blessed is the leader who has not sought out high places, but who has been drafted into service because of her ability and willingness to serve."

Such was the situation for STEPHANIE COLEMAN, 1997 President of DELTA PHI, *Bucknell*. More than half of her classmates were going abroad for a semester. Others were assuming Special Active Status because of sports, student teaching and other activities that require large amounts of time off campus. She was approached by a group of sisters who convinced her of the need to be considered for the presidency and she was elected.

Stephanie joined Kappa her sophomore year but as a swimmer was unable to be fully involved in chapter activities. Taking on the presidency in the middle of her junior year was a huge commitment of time, energy and learning.


"It is definitely the most difficult task I have ever accomplished and at the same time the most beneficial and rewarding. I never felt I could grow as much as a person and as a leader in one year," she reflects.

"My biggest fear was speaking in front of the entire chapter every week. As I leave office, I feel as if public speaking is one of my stronger abilities. I honestly never thought it would be possible to speak to the chapter without turning red!"

The support of the chapter helped Stephanie overcome her lack of confidence. "You can't experience this position without developing organizational skills and the ability to delegate and communicate. A week didn't go by when I didn't have to learn a new way to juggle priorities, whether it was reorganizing my work load in order to listen and talk with a sister or delegating some responsibilities so I could participate in an LSAT class," Stephanie says.

Having the courage to ask questions and obtain help became a strong point rather than a fear. Stephanie believes that the help and friendship of every officer and adviser enabled her to survive and grow.

An additional responsibility was the chapter's second year as part of the pilot group for the New Member Program. Many newly elected officers were also newly initiated members. But because so many juniors choose to take a semester abroad, it is a real plus for the chapter to have these young, enthusiastic members willing to take on many of the chapter offices. Nevertheless, as a member who was herself learning Kappa policies and procedures, Stephanie was also responsible for ensuring that new officers understood their roles.

Developing social skills was an unexpected bonus. "My friends used to tease me because I was quiet and shy and not very willing to socialize with new people," Stephanie recalls. "Now I can socialize with the best of them! And I feel ready to graduate and enter adult life because of the maturity, responsibility and personal confidence given me by the Kappa presidency." 

"Leadership is seeing beyond the immediate. It is collectively driving a team toward short- and long-term goals in an atmosphere of growth and education, allowing people to be creative and courageous."

— KATHLEEN LONGENECKER, Wyoming
senior vice president of human
resources for a cable access company

Asking "What did you learn informally? (from observing others, etc.," brought forth a wonderful potpourri of answers. The value of considering others' views, patience, diplomacy, delegation, listening skills, to lead by example, persistence, the impact of character on an office, teamwork and feedback from others, social interaction and group dynamics, poise and composure, how to read people through body language and verbal responses were among the varied responses.

Mentors were cited often as the impetus for assuming leadership positions. Seeing Kappas at work in other campus organizations and advisers who are successful in the business world show women who are efficient and productive in all facets of life. They are women who "always have something to share," "have positive attitudes" and who help by "answering questions, supporting me and my decisions and setting a good example."

"In some cases, our alumnae who serve on the Advisory Board (EPSILON EPSILON, Emory) are now working side by side with women who were their advisers while they were undergraduates. In fact, most of our board members wanted to be advisers primarily because of the positive experiences they had as undergraduates working with their advisers," says ELIZABETH BAILEY, Mississippi, Epsilon Epsilon's Advisory Board Chairman.

A Microcosm of Life

It has been said that a Greek experience is a microcosm of life. Kappas have found that their Kappa experiences spill over into all that they do. Among the job- or home-related skills learned and practiced are organizational and communication skills, perfecting social and management abilities, tangible goal setting, problem solving techniques, efficiency, tact, loyalty, compromise, time management, taking constructive criticism (and not taking it personally), executing responsibilities, working with other women, meeting high standards and expectations and, quoting a 50-year Kappa... "finishing school manners."

The 10 Secrets of Power ©

In her book *You've Only Got Three Seconds — How to Make the Right Impression in Your Business and Social Life* ©, CAMILLE PERKINS LAVINGTON, Colorado, shares her secrets for enhancing one's effectiveness both in and out of the business world. She states that by following these basic tenets in your approach to life, you will be more successful in social and business settings.

From *You've Only Got Three Seconds* by Camille Lavington and Stephanie Losee. Copyright © 1997 by Camille Lavington and Stephanie Losee. Used by permission of Doubleday, a division of Bantam Doubleday Dell Publishing Group, Inc.

1. A Winner's Attitude, a Positive Outlook

Have the confidence to expect acceptance from others, an appreciation of your talents and high compensation. This requires caring about yourself and meeting your own standards of excellence.

Build your credibility by enhancing your reputation with solid performances, rather than by currying favor.

2. Self-Awareness of Your Talents and Abilities

What matters is not the absolute size of your contribution to life but how you use what you are given.

You are the steward of your talents, not their owner. Accept that you are entrusted with one or more talents and that you have a duty to manage those gifts to produce a return for whoever gave them to you. Talents must be shared; they are not for you alone.

3. Understand Others

Ascertain another person's personality type and psychosocial profile.

Customize your selling style. The power of persuasion starts when you get in sync with another person's values.

4. Build a Power Base with Friends in Power

Protect your flanks with loyal friends and associates who admire, respect and support you when you aren't around to defend yourself.

Senior executives often hold your destiny in their hands, so find mentors in high places who can influence decisions.

5. Stage a Performance and Package Your Presentation

Look the part by dressing to the level of power you aspire to achieve.

Your speech conveys your mood, authority and sense of purpose.

State your points clearly and concisely.

6. Charm the World and Praise Others

Recognize talent and express gratitude for top performance and competence at all levels. Even the boss likes to hear praise!



7. Engage in Unabashed Self-Promotion

Campaign for yourself.

Write articles and give speeches at every opportunity to gain visibility.

8. Negotiate So Everyone Wins

Give an advantage in order to win. Set the starting point high and prepare to come down to save the other person's ego.

Keep a poker face. Remain professional and detached to hold an advantage over the unknown.

9. Use Your Instincts and Street Smarts

Employ psychodynamics to pinpoint people's hidden agendas and power games.

Hone your political skills and keep your own counsel — the walls have ears.

Timing makes a difference, so take one step at a time. Recognize when it's wise to hold an opinion or keep a judgment to yourself.

10. Inspire and Lead

Dedicate your efforts as if you owned the business by being conscientious, diligent and honorable.

Share the glory, allowing others to take the credit occasionally so you are perceived as a fair and decent person.


You must nurture and encourage the development of the people entrusted to you, whether they are your children or your subordinates. As Kahlil Gibran wrote in *The Prophet*, "You are the bows from which your children as living arrows are sent forth."

As an internationally-known and highly sought-after personal marketing consultant, Camille has influenced the corporate and personal images of Fortune 500 business leaders, including topnotch executives from General Electric, CBS, Merrill Lynch, American Express and Estée Lauder to name a few. She has spoken on career development, marketing strategies, protocol and business etiquette at such diverse settings as Harvard University, Wharton School of Business and the Royal Police Academy in London. She has been featured on *CBS Evening News*, *Good Morning America* and CNN, and in *The New York Times*, *Fortune*, *The London Times*, *Asahi Shim Bun* of



Camille Perkins
Livingston, Colorado

Japan, *Continental In-Flight Magazine*, *Working Woman*, *Glamour* and *Harper's Bazaar*.

A 1994 Kappa Kappa Gamma Alumnae Achievement Award recipient, Camille is founder and president of her own corporate consulting firm in New York City. 

"Many corporations could learn a thing or two from Kappa," says Elizabeth Bailey. "I work for a successful, well-run corporation headquarters in Atlanta, and I am continually amazed at the standards of excellence with which Kappas run their organization."

Pay Backs

Giving back what they have learned is important to Kappa leaders. Being a source of information, a shoulder to lean on and a good example to follow, being supportive, helping find creative solutions, showing enthusiasm and sharing ideas are some of the ways they accomplish this goal.

Many members look toward future opportunities for leadership in the Fraternity. Traveling or Chapter Consultant positions are immediate goals for collegians. They and alumnae look toward advisory roles, alumna offices and Province and Regional Offices in the future. Adviser **DEBBIE EBERT**, *Miami (Ohio)*, shows her appreciation for Kappa experiences by saying, "I hope to continue to serve the Fraternity in any way needed as long as I am able."

"It's OK to be a
'follower' and an
involved member."

Our colleges and universities seek the cream of the crop through careful admissions policies. Kappa attracts leaders from each incoming class. But not everyone can always be a leader. Because of other interests or commitments such as sports or a job, some members will be unable to assume leadership positions in chapter or alumna life. What can they gain from Kappa in terms of leadership skills? "It's OK to be a 'follower' and an involved member," and "All leaders should know how to follow since at some point it is necessary," were two terrific answers. Others reflected that change can be made,

"I see myself as less of a leader and more of a listener...I make final decisions, but I often go with the gut feelings of our managers. People should be allowed to make mistakes. You often find out what you can do by seeing what you can't."

— **BETTI FRANK GARTLAND**,
Southern Cal.
chairman of the board for a
communications company


"The importance of Kappa as a training ground for leadership is critical because Kappa is a lifelong organization. Leadership development never ends — it's a process."

— KAY SCHOLBERG WEEKS, *Bucknell*
Director of Membership

feedback is valued and "presence" is appreciated. Being a "follower" teaches you to listen, ask questions, respect others; to learn from those who are efficient, productive and like to share ideas. You can gain role models and learn how to be part of a support system, learn to be a team player and where your part fits into the big picture. (Let's hear it for committee work!)

"All leaders should know how to follow since at some point it is necessary."

In reviewing their answers to the questionnaire, Advisory Boards said, "It's fun to reflect on why we do this in the first place!" And some of the reasons were that they feel it is a privilege and encouraging to work with young women, to have the opportunity to influence those who will influence the future. Advisers at Emory said, "They (the chapter members) are going places and we love being a small part of their journey."

Leadership is not a position, it is a process. In Kappa Kappa Gamma it is "in the genes" through a lifelong process of learning, sharing and support. 

"There is not enough I can say about the need for women to have leadership roles in their formative years and beyond. In co-education settings, leadership positions are almost always taken by men. Kappa Kappa Gamma offers opportunities for collegiate women to develop skills that will serve them well throughout their lives."

— JULIE MARTIN MANGIS, *George Washington*
Director of Alumnae

10 Tips for Effective Leadership

— By BETH SHARP, *Penn State*
Chairman of *The Key* Editorial Board

I often think Kappas are born leaders. So naturally do we emerge as leaders in the Fraternity, in our communities and in the workplace, that we rarely stop to think how we became effective leaders. I recently had the opportunity to do just that.

After 14 years with one company, I left my role as a human resources professional with a large financial services company to build a human resources department in a small, fast-growing entrepreneurial company. I left behind the comfort of a business and people I knew well and set out to try something different.

I wondered how the leadership skills I developed along the way would play out in a new work environment. I have come to learn that the skills I have developed through my volunteer and work experiences are helping me to make a smooth transition to a new workplace. Here are 10 guiding principles that have helped me become an effective leader.

1. Listen.

Leaders often think they need to have all the answers. What we really need to do is listen to others. The questions we ask are often more important than the answers we give. Leaders sometimes can be too far removed — the best way to find out what is really happening is to listen carefully.

2. Have a vision.

No matter what leadership role you play — mother, coach, PTA president, financial planner — have a vision for where you want to go and how to get there. Your team members should not only participate in the development of the vision, they should understand how their roles impact that vision.

3. Surround yourself with the best talent you can find.

One of the biggest mistakes a leader can make is to think she has to do it all alone. Take the time to attract the most competent people available. One of my bosses told me that she likes to hire people who are more talented than she is. It's a built-in succession planning system in which everyone wins. It's also the sign of a confident leader!

4. Delegate work with the people's skills in mind.

People do their best work when it's something they enjoy. A surefire way to lose a volunteer, for example, is to give her work that does not match up with her interests or talents. For instance, unless she wants to develop a new skill, don't give her the role of treasurer if she would rather write a newsletter or plan an event.

Delegate responsibility, authority and accountability.

Many leaders only delegate responsibility for a task. They hold to the authority which limits an individual's ability to do a job. Don't risk losing creativity by keeping the power of decision-making to yourself. As you relinquish that power, negotiate the come with the team and hold it accountable for what was expected upon.

Keep a sense of humor.

Bring humor into your workplace when it is appropriate. Humor connects people and is a great stress reliever. It adds fun to work — who can argue with that?

Value diversity.

I can't emphasize enough the value different perspectives add to any decision. While it may seem easier to get things accomplished when everyone is thinking alike, the quality of the effort can be enhanced when we are open to new ideas and approaches. We have found it a wonderful and lasting learning experience to work with people who see things differently than I do.


Operate within your sphere of influence.

I borrowed this tip from Stephen Covey, author of the book, *Seven Habits for Highly Effective People*. Leaders often take on the world rather than assess what they can control and what they can influence. If you focus on what you can truly influence, you alleviate a lot of stress and dramatically increase your opportunities for success.

Admit your mistakes.

Leaders are not perfect. Even if they think they are, their teams know better. Don't be afraid to take a risk — and if you fail, just fail fast. In other words, if you are headed in the wrong direction, turn to assess the situation quickly and change course. Admit to your team an error was made and move on. Allowing yourself to be vulnerable makes you real to your team.

D. Lead from the heart.

Don't hide behind the "shoulds" of a great leader — a leader could do this or should be like that. Some of the best leadership behaviors come from your values, ethics and desire to do the right thing. My parents gave me a framed quote which I keep on my desk. It could have been written by a Kappa because it embodies the ideals we hold so dear. It says, "Excellence can be attained by you...Care more than others think is wise...Risk more than others think is safe...Dream more than others think is possible." 

Did you know...

that Kappa Kappa Gamma has a comprehensive resource on leadership? Kappa gives its members a solid foundation upon which to build leadership skills. One of the Fraternity's leadership development tools is the *Kappa Leadership Guide*, which is provided to alumnae association and chapter officers. Here are some highlights from the "Leadership Skills" section.

Leadership Characteristics

While there are many definitions of leadership, the *Kappa Leadership Guide* emphasizes these common characteristics of leadership.

- Leadership is not an end result, it is a process. It is a relationship between a group leader and her group.
- Leadership is the ability to achieve collaboration — on vision, values and action.
- Leadership is a skill that can be learned, practiced and improved upon.

Leadership Versus Management

There is a primary difference between leadership and management. Leadership deals with the vision of a group while management deals with results. A good manager makes sure tasks are assigned and completed efficiently. The role of a leader, on the other hand, is to build a group into a team with a shared vision. A leader helps to create a sense of community in which members work together and complement one another and differences are viewed as strengths.

The most effective form of leadership is known as principle-centered leadership, which is based on values, ethics and morals. It is leadership centered on integrity. When a leader operates from a base of integrity, her group knows they can trust her. Trust is the first step in empowering others to participate as members of the group and share in creating the products of group vision.

The "Feminine" Style of Leadership

The *Kappa Leadership Guide* shares research that suggests that the dictatorial, competitive, "masculine" style of leadership is undergoing a fundamental change, often being replaced by what is called the "feminine" leadership style.

The book, *The Female Advantage: Women's Ways of Leadership* by Sally Helgesen, describes successful women executives who have become leaders by using the traditional female value of caring — balanced by objectivity — as the basis for their management style.

In this style, the manager embraces networking and open communication with all members of her group. She sees herself as part of the group, not above it. People are supported and encouraged to do their best.

Empowerment is often used to describe the female style of leadership. Empowerment means feeling confident to act on your own authority. In the female style of management, both the leader and the group members feel empowered. The members are made to feel they are responsible for a task and that they will be supported in how they choose to use their creativity in accomplishing it.

Another attribute of female leadership is found in organization. Instead of hierarchy, with a leader and followers, women leaders like to be at the center of things, which Helgesen calls the "female web." From the center, the leader can reach out to any member of the group.

Making connections, or networking, seems to be the preferred method for women in business and in general. More women tend to favor the inclusiveness of this style, which fosters more collaboration than competition.

What's Your Style?

Through self-assessment you can learn your management or leadership style. Since people lead in different ways, self-assessment exercises can tell us something about ourselves and make us aware of how different the perspectives of others can be. It is valuable to know how others perceive us so that erroneous perceptions can be changed. For example, a member of a group may be perceived as reserved and uninterested, when in fact, she would like to break out and take on more responsibility.

A number of copyrighted exercises are available in books and magazines and from paid consultants who conduct seminars in self-assessment for business, education and professional groups. These exercises may vary in the names they apply to different management "styles" or personality "types," but they are very similar in approach.

The results of these exercises are valuable in helping us realize how we approach things and what ways of thinking we might be overlooking. The results can encourage us to look at situations from a different vantage point and understand the views from which our friends and colleagues operate. You can also learn how your style complements the leadership styles of others.

Team Building

Building a team begins with being a team leader. As a team leader, you must ensure that your team is trained, informed and has the tools needed to get the job done.

Being a team leader means creating an environment in which members will want to participate.

Being a team leader also means guiding the membership toward accomplishing group goals, giving each person a role to play based on her talents and desires. Self-esteem is important for a team leader and the team members. A leader with high self-esteem will be able to delegate responsibilities without feeling threatened. Group members will gain self-esteem through the development of a sense of belonging, competence and worth.

Pages four through 58 in the "Leadership Skills" section of the *Kappa Leadership Guide* provide in-depth information on team building, communication, group decision making, delegation, problem solving, meeting management, motivation, budgeting, parliamentary procedure and time management.

Members may order a *Kappa Leadership Guide* by contacting Fraternity Headquarters at P.O. Box 38, Columbus, Ohio, 43216-0038, 614/228-6515, Fax: 614/228-7809, E-mail: kkgHQ@kappa.org. *Kappa Leadership Guides* are \$10 each, plus \$2.50 for each Officer Booklet. (Specify Association or Chapter version.)

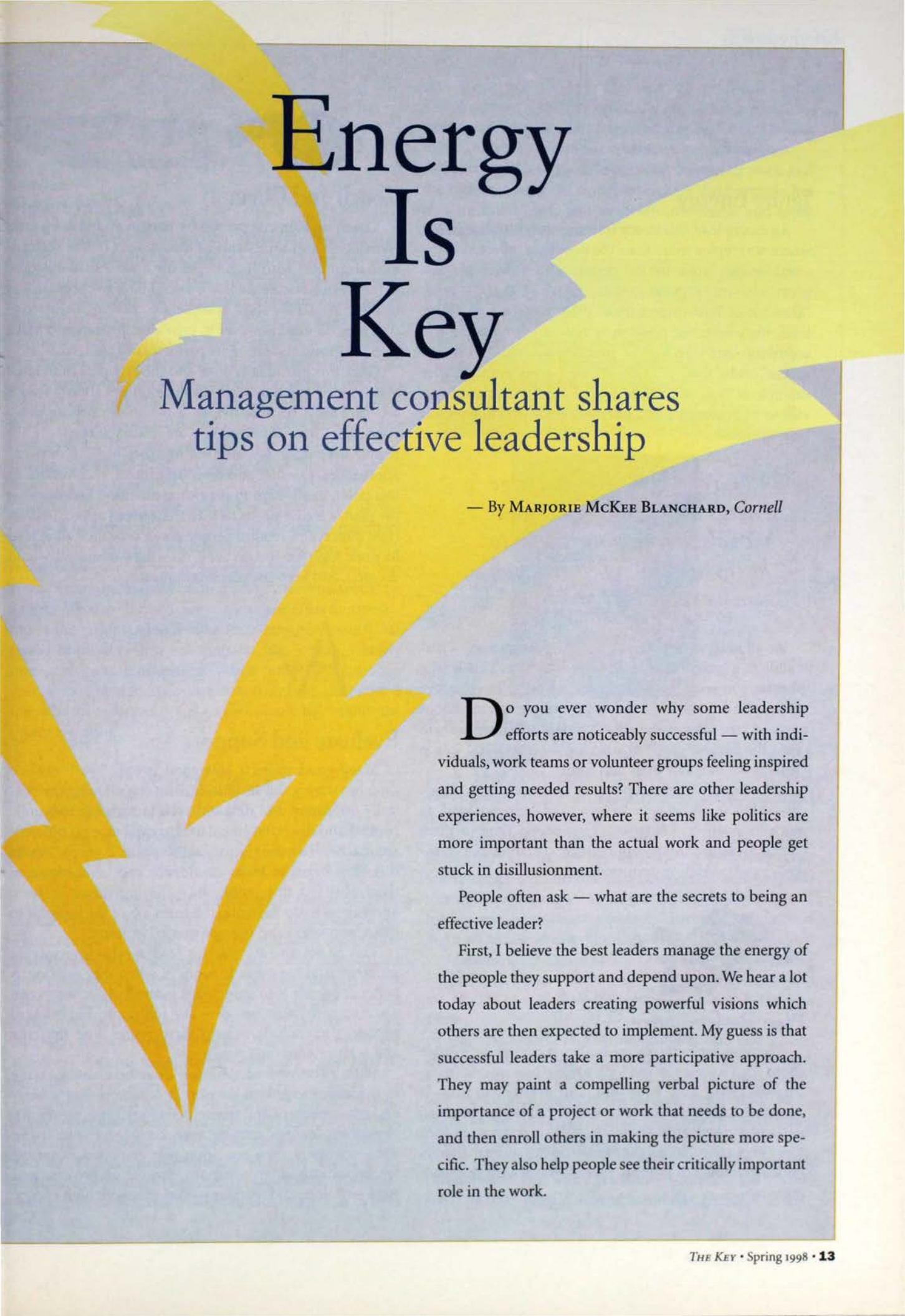
Kappa Mentors Lead the Way

It is important in each stage of life to have someone we can trust and rely upon for support. Initially, that special someone is a parent or guardian. As we mature, our mentors change. The coach that encourages one to excel, the teacher who plants the seed of curiosity, not just about learning but how to learn, and friends with whom similar experiences are shared — all serve as role models.

When women leave the familiar surroundings of home and go to college, distance often separates them from their usual mentors. Joining a sorority can fill that void. Through the New Member Program, Kappa Kappa Gamma supplies the mentor — a special friend, teacher, coach. The Kappa mentor (traditionally known as a "big sister") makes the new member feel special. She is ideally an upperclassman, someone who has experienced some of those same novelties and encountered similar feelings.

According to the book *Mentoring — A Practical Guide* by Gordon F. Shea, the term mentor has become synonymous with trusted adviser, friend, teacher and wise person. Mentors are special people who help move us toward fulfilling our potential. A mentor will help each new member to create special memories of her undergraduate experience and lead her as she shapes her life and develops her strengths.

—ANN STAFFORD TRUESDELL, Ohio Wesleyan
Director of Chapters



Energy Is Key

Management consultant shares
tips on effective leadership

— By MARJORIE MCKEE BLANCHARD, *Cornell*

Do you ever wonder why some leadership efforts are noticeably successful — with individuals, work teams or volunteer groups feeling inspired and getting needed results? There are other leadership experiences, however, where it seems like politics are more important than the actual work and people get stuck in disillusionment.

People often ask — what are the secrets to being an effective leader?

First, I believe the best leaders manage the energy of the people they support and depend upon. We hear a lot today about leaders creating powerful visions which others are then expected to implement. My guess is that successful leaders take a more participative approach. They may paint a compelling verbal picture of the importance of a project or work that needs to be done, and then enroll others in making the picture more specific. They also help people see their critically important role in the work.



Ignite Energy

An example of this in our training and consulting firm, where we employ more than 150 people, is reflected in the name badges worn by the people who answer phones, greet visitors, prepare coffee, etc. The badges read: "Director of First Impressions." What was once an entry-level, high-turnover position is now a job of pride and creativity. Our directors of first impressions "fill in the spaces" under their job title. We are having example after example of "you won't believe this" positive stories of service to both external and internal customers. Energy has been ignited!

"Great leaders manage energy in teams or with individuals by helping them to be in control of their own work as much as possible."

We all need to feel that our work is worthwhile — that it adds to a larger effort in an important way. This is true whether you are at home full time, involved in volunteer work or in a paid job. Leaders get people talking about purpose (the why of the effort), values (the how we will "take the highest road" in working together) and image (what it will look like in its best form).

Great leaders manage energy in teams or with individuals by helping them to be in control of their own work as much as possible. Effective leaders spend time in three critical areas: planning performance, coaching and counseling, and evaluating performance.



Plan Performance

Planning performance means being as clear as possible about what a great job will look like. Setting specific, measurable goals and timelines and clarifying who is responsible for what and how we will communicate are all parts of performance planning. Writing it down is even more important. Taking the time to do this more than pays off in later stages of projects, especially when the real work gets going.



Coach and Cheer

Coaching happens person by person and task by task. Individuals and teams almost always start out as enthusiastic beginners with high hopes for a successful outcome of their work. Successful leaders don't have to cheer anyone in the enthusiastic stage (people are cheering themselves on); they do need however to provide direction and make sure the group is clear on its performance plan, roles, etc.

Once this planning is done and the group or individual gets underway, a period of disillusionment almost always sets in. This is because the work is harder or more time-consuming than expected (we are always surprised!). Or people have difficulty working together or have different approaches. Conflict and discouragement is common. At this point, in addition to providing direction and working the plan, a leader needs to listen, cheerlead approximately right efforts and remind people about how they all agreed to work together (be on time, do what we said we would do, etc.), and keep people communicating.



Evaluate and Support

Many good projects and good people "wash out" or drop out during this disillusionment stage. Doing the critically important and difficult work of learning to handle conflict and discouragement and to capitalize on different approaches is a major victory at this point. If people can do this, they begin to build confidence and competence in their work. At this point, since the individual or team knows how to do the work, the main job of the leader is to listen, encourage and provide needed support.

This is not an easy role for leaders who love solving problems and are eager to jump in when they see one. A better approach is to expect that individuals or teams can come up with their own ideas and solutions. Your job is to support their solutions, help them refine their thinking and acknowledge their progress.

With effective leadership as described above, many individuals and groups develop into independent achievers both capable of and committed to getting great results. Now great leaders delegate with confidence and spend their newfound time acquiring new resources, scanning for opportunities, enjoying the success of projects and work well done and working with people with high energy.



Take On Tasks

It is important to realize that successful leadership of individuals and groups is task specific and that the same individual or group may need different approaches with different tasks. This really hit home to me as a member of a support group of professional women who meet for dinner once a month. After the initial excitement of our first few meetings, attendance fell and people got discouraged about the group. Our leader, a dynamic woman who had inspired each of us to join the group, had tried to get the group to talk about its purpose and expectations at the first meeting. However, we were more interested in just talking so she backed off and let the group "unfold" for the first three meetings.


At the fourth meeting and at the height of our floundering as a group, she apologized to the group members for letting us down as a leader and insisted that we work through an exercise where we envisioned the group two years from now. In our vision, missing meetings would be a rarity. We also clarified our purpose and rules for operating in the group and agreed to track progress toward our goals. From the fifth meeting on, the group steadily increased in its functioning so that now into its second year, we are able to assimilate new members, deal with a few who have left and are excited about the results the group is getting.

"Positive and sincere feedback is a leader's greatest tool!"

Finally, I believe the best leaders are skilled at celebrating and cheerleading on both an individual and team level. They celebrate both progress points and work completion and do more than just express thanks. They are specific in their praises, e.g., "I noticed how you handled that angry member or customer." And they tell people how they feel about what was observed, e.g., "It feels good to know I can count on you to stay with the customer until the problem is solved." Positive and sincere feedback is a leader's greatest tool!

However, in an effort to be "liked" or not be "pushy," many leaders are not up front in setting clear expectations, goals, roles and values. Then when disillusionment sets in and results are not happening, leaders are forced to go back, tighten up and renegotiate. Usually this is not a pleasant experience. It is much easier to loosen up than tighten

up. We used to tell teachers "don't smile until Thanksgiving." I see this especially in volunteer organizations today where leaders feel grateful to have warm bodies to help and are reticent about structuring expectations.

Meaningful, worthwhile purpose, control of work and the right coaching (or cheerleading) are three approaches that are sure to help you be an effective leader and enjoy the experience. 

Effective leaders focus on three critical areas:

1. Planning performance
2. Coaching and counseling
3. Evaluating performance



About the Author

MARJORIE MCKEE BLANCHARD, Ph.D., Cornell, is president and co-founder of Blanchard Training and Development, Inc., a management and leadership consulting and training company.

A motivational speaker and best-selling author, Marjorie is known for her seminars on leadership, customer service, teambuilding, management and wellness. Her seminar, "Strategies for Balancing a Complicated Life," has become increasingly popular in corporate, educational and association settings throughout North America.

Marjorie is co-author of *The One-Minute Manager Gets Fit* (William Morrow, 1986), and *Working Well: Managing for Health and High Performance* (Simon and Shuster, 1985).

Marjorie, who has two grown children and one grandchild, resides in San Diego, Calif., with her husband Kenneth Blanchard, co-author of the best-selling book, *The One-Minute Manager*. She received her B.A. and M.A. from Cornell University and her Ph.D. from the University of Massachusetts, Amherst.

For more information contact Blanchard Training and Development, Inc., 125 State Place, Escondido, CA 92029, 800/728-6000, margieb@blanchardtraining.com. 

Get a Clue

Hazing Has No Place in Life

— By JOANN BARTON VAUGHAN, Virginia



"It is Katie's first overnight with our troop. Let's put shaving cream in her hair after she falls asleep."

"Freshmen on our high school field hockey team must wear ballet tutus during their first game."

"New cheerleaders are required to drink pickle juice mixed with barbecue sauce before the first game."

"Let's kidnap the pledges at 2 a.m., blindfold them and march them military style to the middle of the campus quad."

"Let's tell the pledges we are not really going to initiate them until they prove they are worthy of joining our organization."

Unfortunately hazing occurs in the Greek system even though it is prohibited. It has occurred within chapters of Kappa Kappa Gamma Fraternity. It also occurs in grade-school clubs, high school and college athletic teams, cheerleading squads, police departments and the military.

Hurting another person is wrong. Hurting someone who wants to be your friend, your sister, is intolerable. Why then do men and women perpetuate causing physical and psychological pain to others before they can accept them as friends? As women, and members of a Greek organization, we need to ask ourselves "why" and be willing to accept and understand the answers.

Action Is Taken

During the past two years, Kappa Kappa Gamma Fraternity has acted on reported incidents of hazing. Disciplinary action has included chapters being placed on probation and the loss of Fraternity membership for those young women who participated in hazing activities. In one case chapter activity was suspended for two years by a university administration. All members should be aware that hazing is against Fraternity policy and that action can be taken against individuals and groups within chapters that participate in hazing.

Most chapters and most of our members understand that hazing is immoral, unethical and illegal. All members should know that hazing has no place in Kappa Kappa Gamma Fraternity and no place in life.

The Fraternity defines hazing as "any activity or action taken with or without the consent of the individual involved, which produces mental, physical or emotional discomfort, embarrassment, harassment or ridicule." In addition to being against Fraternity policy, hazing is illegal in most states. Those who participate in hazing may be subject to criminal charges and civil liability.

The Question Is "Why?"

It is important to note that hazing exists even if the person involved agrees to the activity.

In the 1997-98 school year two hazing incidents within men's fraternities, one at Louisiana State University and one at the Massachusetts Institute of Technology led to pledges drinking themselves to death. According to a study conducted by the Mayo Clinic, alcohol is involved in 97 percent of investigated hazing incidents.

Since 1980, more than 20 deaths have been blamed on fraternity hazing, according to an article on *U.S. News ONLINE*. Hazing incidents across the country have led to the closing of chapter houses, removal of members and civil and criminal prosecution — including the possibility of jail time.

So why do people haze — and why do they tolerate being hazed? A 1994 survey by Phi Kappa Tau men's fraternity cites peer pressure as the number one reason new members in a group allow themselves to be victimized. "Pledges feel they have to prove themselves worthy to the actives so they will be accepted," the study states. For incoming students, often away from home for the first time, the need to fit in with a group, to be liked and accepted, increases their dependence on their peers.

Self-esteem issues appear to be at the root of the problem. According to *SEEK* (Self-Esteem for Every Kappa), there are three factors that contribute to a woman's self-esteem: a feeling of competency, a need to belong and a sense of worth. As the need to belong becomes stronger, a woman may be more likely to submit to hazing in order to

Do You Know What Hazing Is?

Check the items you believe are hazing activities:

- ☐ Not allowing certain members to use the front stairs.
- ☐ Not allowing New Members to wear the Coat of Arms (crest).
- ☐ Required carrying of items such as a notebook, money, etc.
- ☐ Not permitting New Members in the chapter room.
- ☐ Misleading New Members about ceremonies or ritual with the excuse that it will be a surprise.
- ☐ New Members must recite names and hometowns of chapter members.
- ☐ New Members must get signatures on items like paddles or notebooks.
- ☐ New Members must pass a test for Initiation.
- ☐ Activity that leaves a mark or scar, or requires medical attention.
- ☐ Prior to Initiation, New Members are not allowed to wear makeup, have watches or mirrors — or must sleep in a certain position.
- ☐ New Members are kidnapped and required to drink alcohol.
- Any of these activities may be considered hazing by courts, Greek councils, and colleges or universities.
- Just because someone consents to do something does not mean it is no longer hazing.
- Would you conduct this activity if your parents and/or members of the Fraternity Council were present?

join a group. In short, peer pressure. If she tolerates her own hazing, she then is more likely to condone such activity in the future.

Hazing Is Learned

A learned activity, hazing is often taught at an early age. According to Hank Nuwer, a writer who has focused on the topic of hazing since 1978, hazing is not just a Greek problem but is a problem for most student groups and associations. Many times, students arrive at college already taught that hazing is acceptable. In a recent lecture at Miami University, Nuwer said that according to 1995 statistics, 85 percent of high school boys and nearly 70 percent of high school girls have experienced some sort of

hazing. Often that hazing is approved or condoned by an adult — a coach, a faculty adviser, a parent.

Students are therefore sent mixed messages about hazing. While the administration may condemn the practice, the athletic coach or faculty club adviser may condone it.

To find an answer, Nuwer says, all parties must be aware of the problem. Students, parents, faculty and administration officials must be cognizant of what hazing is and what the consequences are for participating in hazing activities. All parties must understand that hazing is not a part of joining an organization but instead degrades and insults members in the name of the organization. Everyone should recognize that hazing is usually against the law and that by hazing, a member is participating in a crime.

Tradition or Ignorance?

Hazing has no place in civilized society. Why then would college educated men and women condone causing pain — whether psychological or emotional — to someone seeking to be a friend?

Tradition, some might say. Yet the tradition of Kappa Kappa Gamma, and the entire Greek system, has been one of allegiance to mutual support and positive ethical principles. There is nothing supportive or ethical in causing the suffering of another. "It's just for fun and no one gets hurt," some might claim. Yet people do get hurt. In addition to injury and death from physical abuse, young men and women often are hurt through emotional and psychological abuse. Teasing can lead to suicide or aggression, as seen in recent news reports. Earlier this year a high school student committed suicide, reportedly because she was mocked by her friends. Equally tragic is the story of a Kentucky boy who allegedly opened fire on his classmates in part because they had teased him.

Stop the Hurt

Eileen Stevens, a member of Alpha Phi and founder of C.H.U.C.K. (Committee to Stop Useless College Killings) said in a message to her fraternity, "Hazing has no place in any fraternity. It defeats the very spirit of brotherhood and friendship that Greeks represent and violates the very premise on which they were founded." Eileen's campaign against hazing began more than 15 years ago when her son Chuck was killed in a hazing incident. Since then her organization has worked to increase awareness, find alternatives to hazing, encourage educational programs, and lobby for anti-hazing laws.

"Being Greek is an honor," Eileen states, "one that commands responsible behavior. No member of a fraternity should allow hazing to go on in her chapter. Even seemingly harmless activities have led to problem situations."

Eileen reiterates that alcohol is often involved. "Combine peer pressure, secrecy and alcohol and you've got a tragedy waiting to happen," she says.

Our Founders, and the founders of other women's and men's fraternities, would bow their heads in shame were they to realize that hazing had become a part of the fraternal organizations they founded to encourage strong values and ideals.

"No one should compromise his or her dignity to belong to any group," Eileen reiterated. "If you are allowing yourself to be hazed, or looking the other way when someone else is being hazed, you are enabling this demeaning practice to continue..."

What You Can Do

As members of Kappa Kappa Gamma, as role models, and as leaders in our families, communities and places of business, there are steps we can take, collectively and individually, to stop the ugly practice of hazing.


Learn what constitutes hazing. The Fraternity's definition is above. Hazing is not just physical harm. It often involves mental or emotional distress. Subservience, ridicule, verbal abuse, sleep deprivation, testing, forced consumption of food or alcohol, and treasure hunts have all long been defined as hazing.

Don't excuse the behavior. Taking the attitude that "everyone does it" or "no one was really hurt" only promotes hazing. Never condone the behavior. If you see hazing occurring, speak up. Stopping illegal activity is not being a "tattle-tale."

Be aware of what is going on in your community. Hazing is not confined to the college campus. Are the athletic teams at your local high school involved in hazing? If so, write to the school principal or school board superintendent and report the activity. Demand an answer. When hazing is not taught to our children, it will become less of a problem at the college and university level.

Be informed. Find out what the laws in your area say regarding hazing. Call the attorney general's office in your state or province for more information.

Be involved. Volunteer with children's groups and athletic teams. Be sure that hazing is not taught to children. Become an adviser to a chapter and teach our collegiate members that hazing has no place in life.

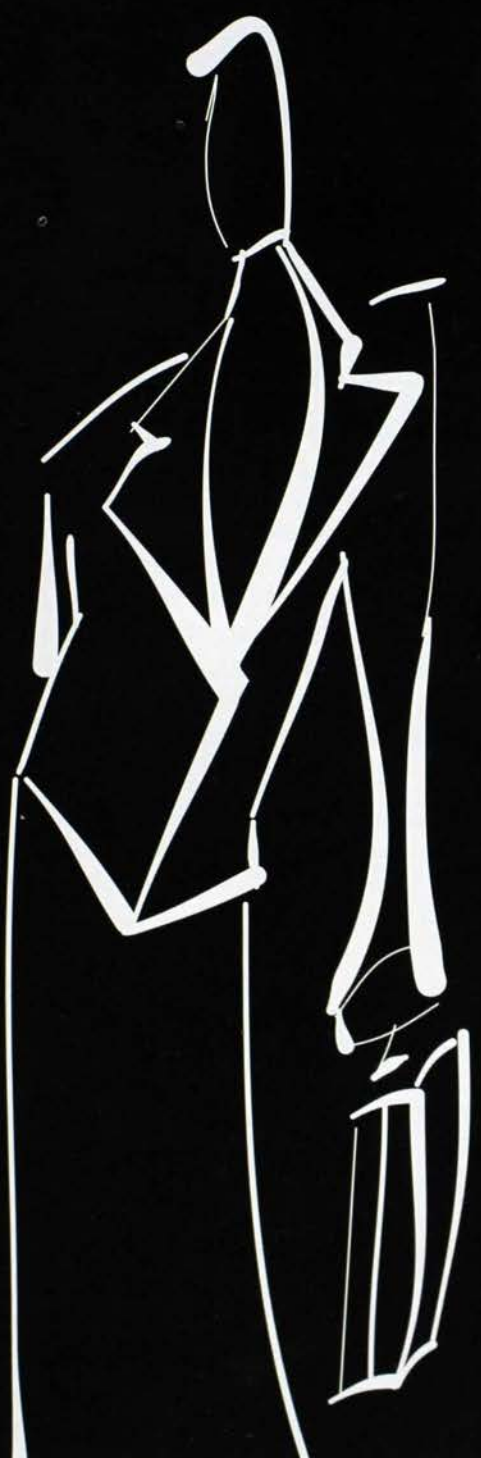
Hazing has no place in Kappa Kappa Gamma Fraternity — and Kappas, instead of sitting back, can involve themselves in chapters, schools and communities and lead the charge against the degrading and destructive activity of hazing. 

Kappa Kappa Gamma Fraternity provides several resources on hazing including the brochure *Hazing is Hazardous to Your Health* and the video *Friendly Fire*. For more information on these and other educational resources, call JOANN BARTON VAUGHAN, Virginia, Director of Education and Training at Fraternity Headquarters (614/228-6515).

How to Be a Woman in Black

Leading investment adviser offers
tips to take charge of your finances and stay "in the black"

— By PEGGY SCANLON CABANISS, *Arizona*



Taking responsibility for your financial well-being is similar to taking control of your physical well-being. In both cases, women as well as men need to be informed, ask questions and learn to communicate with professional advisers. We don't need to be experts, but we do need to know enough to avoid blindly turning over our lives to a financial adviser, broker, accountant, attorney or physician.

Get Out of the Dark

A few decades ago, it was not uncommon to find women who did not know what investments they owned, had no idea of their tax bracket, and in many cases, had never paid bills on their own. These were the women who were devastated at the time of a divorce or at the death of their husbands — they had no idea of what it cost to live, how they were going to get their money and whether they were financially comfortable or destitute. The women's movement throughout the 1960s and '70s helped raise the consciousness of women so that they would become equal partners in their family finances. An increase in the number of single women also encouraged women to take responsibility for their finances. Most of us today feel that women are fairly liberated, that we are equal partners in the work force and that we are as capable and as intelligent as men.

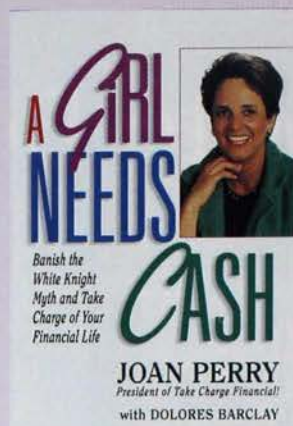
As a fee-only financial planner and investment adviser, I see people of all ages who need help with their finances. Unfortunately, I still see many women from the old school of thought — that men should be in charge of finances. The following are examples of clients who have come to our office seeking help during the past year.

- A 78-year-old widow thought she had assets of \$600,000 and income of \$3,500 per month. In reality, she had a net worth of \$1.6 million and a monthly income of more than \$7,000.
- A 45-year-old single mother had worked with a broker for 10 years. She had recently had her tax return prepared and was informed by the CPA that there were more than 300 trades in her brokerage account in the past year. She had not paid attention to the buying and selling that her broker was doing and was unaware of the “churning” going on in her account.
- A 32-year-old sales director asked for my help in identifying her assets and their value. She made more than \$250,000 a year but had no idea where it was going. Her husband insisted she turn over her paycheck to him and in return she was given a \$400 monthly allowance to buy clothes, lunches and personal items.

These are examples of women who are still not taking responsibility for their finances. You still might be living under that mythical premise that someone else (most likely your father or husband) will take care of you financially. Women of all ages need to learn more about their finances, take charge of their investments and set aside time for regular checkups on their money, just as they have regular checkups with a doctor.

Ask Yourself These Questions

1. What is my net worth — the value of everything I own less all debts?
2. What is my income and what are my annual expenses?
3. What are my financial goals and objectives?
4. What kind of insurance coverage do I have?
5. What taxes do I pay — federal and state income taxes, property taxes, etc.?
6. What investments do I have? What was their value at the end of last year and at the end of this year? What percentages do I have in the major asset groups of stocks, bonds/cash and real estate? Do my investments allow for growth — are they too risky or too conservative? Are they diversified or do I have all my eggs in one basket? Do I understand them?
7. What sources of income will I have in retirement?
8. What estate plans do I have and what do I need? Do I have a will, living trust, durable power of attorney for



A Girl Needs Cash

JOAN PERRY, Denison, is the author of *A Girl Needs Cash: Banish the White Knight Myth and Take Charge of Your Financial Life* (Times Books/1998, \$23), the first book to examine, in a woman's voice, a woman's relationship with money.

A Girl Needs Cash offers a complete guide to growing wealth. It teaches women to determine how much they need to cover basic expenses and how to generate that amount.

An M.B.A. graduate of Vanderbilt University's Owen School of Business, Joan founded Perry Investments, Inc., the first woman-owned municipal investment banking firm in the United States. Now she is founder and president of Take Charge Financial!, an investment broker/dealer firm with a mission to find the best solutions for people to grow their money. She resides in Los Gatos, Calif., with her husband and stepson.

For information on “A Girl Needs Cash” seminars and other programs and materials contact Take Charge Financial!, 300 University Avenue, Los Gatos, CA 95030, fax: 408/399-6600, e-mail: info@takechargefin.com, or: www.TAKECHARGEFIN.com

Financial Glossary

Annuity — An investment that shelters from taxation a profit you make on your mutual funds but does not shelter you from paying taxes when you withdraw. An annuity is an expensive way to convert capital gains into ordinary income when you're ready to withdraw your money. Like an IRA, an annuity ties up your cash until age 59 and 1/2.

Blue-Chip Stock — A stock representing a large, well-known company that has a long history of consistent corporate earnings. Blue chips include companies like IBM, General Electric, General Motors and Kodak.

Bond — A security that pays you interest for a specified period and then repays you the face value of the security at the end of that time. Types of bonds include certificates of deposit (CDs), government savings bonds, Treasury notes and bonds, mortgage-backed bonds, municipal bonds and corporate bonds. Bonds vary by issuer, time span and rate of return. When you own a bond, you're a creditor of the issuer. By contrast, when you're a stockholder, you're an owner.

Brokerage Account — An investment account in your name (or jointly with another person). A brokerage account is like

checking account except that a brokerage account is held at a brokerage firm rather than a bank. Also unlike a checking account, a brokerage account may contain both cash and securities. Cash in a brokerage account may be kept in a money market fund to collect interest; when you choose, it may be used to purchase stocks, mutual funds or other investments within your same account. As with a checking account, you will receive a monthly statement showing what's held in your account.

Education IRA — A new form of IRA that allows you to contribute up to \$500 a year for each child until the child's 18th birthday. When the child reaches age 30, the Education IRA converts to a Plus IRA. (See also Roth IRA.)

Individual Retirement Account (IRA) — A qualified plan that allows you to make an annual tax-free contribution of up to \$2,000. Investments in your IRA grow tax free. Your money is locked up until you're 59 and 1/2, unless you want to pay a 10-percent penalty plus the tax for withdrawing your money early. As are federally insured.


401(k) Plan — A qualified plan that allows you to make an annual tax-free contribution of up to 20 percent of your earnings or \$30,000, whichever is less, and invest the money. Like 401(k)s and 401(k) plans, the money grows tax free, but it is taxed at your ordinary income-tax rate upon withdrawal. These monies are tied up until you're 59 and 1/2, unless you want to pay a 10 percent penalty plus the tax for withdrawing the money early.

Money Market Fund — A fund for your short-term needs. A money market fund pays you interest from the short-term debt obligations of various companies. Brokerage firms usually have higher interest rates on their money market funds than banks and credit unions.

Mutual Fund (Stocks) — A bundle of stocks. A mutual fund allows you to own a piece of many companies. Mutual funds vary in focus: some are composed of high-tech stocks, others health-care stocks, international stocks or blue chips. A mutual fund has a professional manager, who buys and sells from the fund's portfolio.

NASDAQ — A communications system developed by the National Association of Securities Dealers (NASD) for exchanging over-the-counter quotes among the members of the NASD.

No-load — A stock or mutual fund that can be purchased without paying a commission or a sales charge. The administration of the fund includes other management costs and fees.

Roth IRA — This new provision allows you to contribute up to \$2,000 a year to your Roth IRA. Under the new legislation, you won't have a tax deduction for your contributions, but you will be able to withdraw tax free. If you earn over \$95,000 a year or if you and your spouse jointly earn over \$150,000, you can't use this IRA. Also known as the American Dream IRA and the Plus IRA. 

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business transactions, durable power of attorney for health care?

9. Where is my information regarding finances, advisers and estate plans kept?


Young or Old — Take Control

If you are in college or have graduated recently, you may not be able to answer many of these questions. However, you will soon be asked to make decisions at your job regarding benefits, health insurance and retirement plan contributions. You probably need car and health insurance and before you know it, you might need renter's or homeowner's insurance. You might need to help your parents or grandparents with their finances.

If you are older your life is probably more complicated than when you were in college. If you don't know the answers to these questions, do your best to start answering them now. Then sign up for a workshop on finances and investments. Let the instructor know what you want to learn. Or pick up a book on basic finances. If you like a one-on-one approach, find a certified financial planner who will work with you on an hourly basis.

Not an Expert? No Problem!

Being financially savvy does not mean you have to be an expert. You can learn the basics, including vocabulary, which will help you work more easily with professional advisers. Insist that your advisers use clear laymen's terms and explain technical jargon, whether they are discussing an investment, estate plan, insurance policy or a company benefit that affects your finances. Find an adviser who will treat you with respect and help educate you.

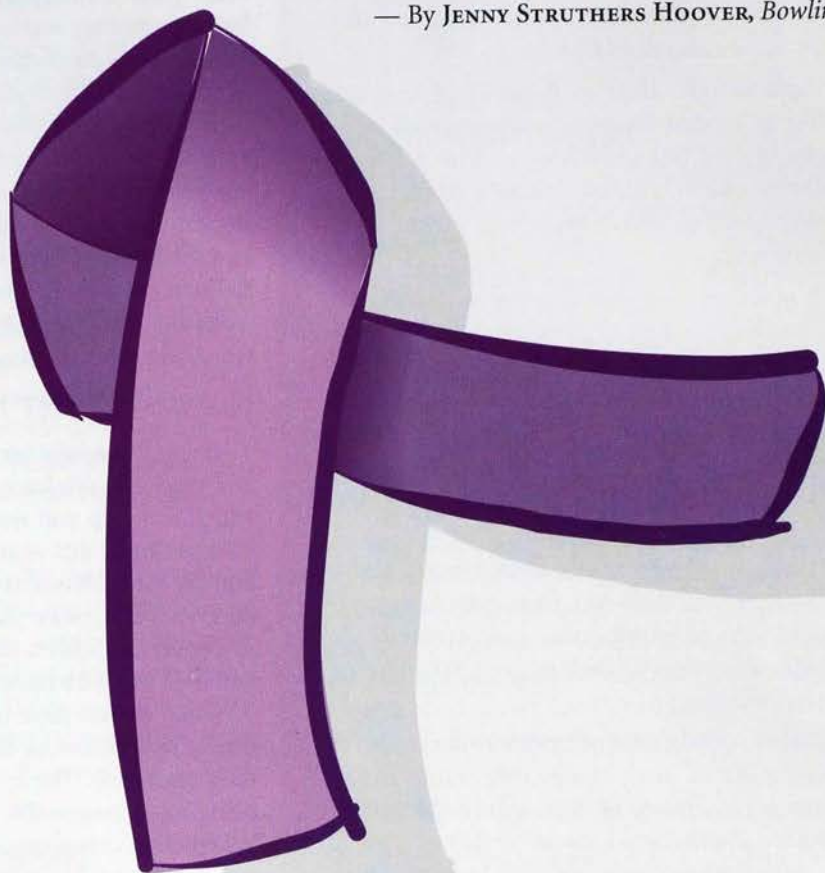
Some women have been taught that they should not worry about finances, that they will be taken care of for their entire life. The truth is that most women end up being solely responsible for their finances at some point. Whether you are single or become widowed or divorced, you will most likely have to be responsible for your money as well as your family's money. Women owe it to themselves to take on financial responsibility early in life in order to make intelligent choices for themselves and their families. Don't be in the dark about your finances — be in the black. 

A nationally recognized certified financial planner, **PEGGY SCANLON CABANISS**, *Arizona*, has worked for 18 years in the investment field as a securities analyst and financial planner. A registered investment adviser for HC Financial Advisers, Inc. in Orinda, Calif., Peggy is a member of the National Association of Personal Financial Advisers and the International Association of Financial Planners. She earned a B.S. in math from the University of Arizona where she was a member of **GAMMA ZETA** Chapter, and an M.S. in information science from UCLA. In 1996 and 1997 she was named one of the top financial advisers in the country by *Worth Magazine*.

A Friend You Can Count On

Breast cancer survivor leads effort to save lives and friendships

— By JENNY STRUTHERS HOOVER, *Bowling Green*



*A*re you like me? Do you pretend that if you don't think about breast cancer it won't affect you? I stopped pretending when my invincible grandmother was diagnosed at age 73. She has survived — but I am forced to face my fear. Who will be next? Will the cancer be detected in time for treatment?

After talking with **MARTHA HENDRIX KALEY**, *North Carolina*, I know that I am not alone in my fear. I also know that with people like Martha leading the fight against breast cancer, I can be less fearful and more hopeful.

One in eight women is likely to develop breast cancer. That's a ratio Martha is determined to change. A breast cancer survivor and founder of the organization,

Friends...you can count on, Martha is on a mission to raise money specifically for improved methods of early breast cancer detection. "Considering there is no known cause or cure for breast cancer, the medical community believes that early detection is our only hope to prolong life," says Martha, "particularly since mammography and self-examination have so many variables and are not 100 percent effective."

But Friends...you can count on is not just another cancer fund-raising organization. "It has a tripod design — focusing on friendship, education and research funding," says Martha. Education and fund raising may fluctuate in priority, but the important role of friendship permeates the organization's work in education and fund raising.

"As a friend and philosopher once told me, 'If I touch your head, there may be a change for a short time, but if I touch your heart, you will be changed forever.' That is my desire — to touch hearts," says Martha who has been deeply touched by the compassion of friends and family members who stood by her during her fight against cancer.

The Missing Piece

After being diagnosed with breast cancer in 1992, Martha learned all she could about cancer research. "It became clear that to use energy and money most efficiently we must find the source of the problem and address that rather than trying to make casseroles for every friend with breast cancer," she says. This realization led Martha on a new and somewhat untraveled path.

Through her research, Martha realized that there is a "missing piece" — broader research to find new and improved biological methods for early detection. "When people donate to breast cancer research, they don't realize where their money is channeled," says Martha. "There are many broad categories for breast cancer research and funding is not distributed equally." That is why *Friends...you can count on* focuses on one issue — better detection — which gives more power to the money raised. "By being very specific we will know not only the projects being funded, but also the people working on them," explains Martha, "and they will know us."

"It became clear that to use energy and money most efficiently we must find the source of the problem and address that rather than trying to make casseroles for every friend with breast cancer."

Martha learned that part of the problem in channeling funds to new research is that bookkeeping makes it difficult for most institutions to earmark contributions of less than \$2,500. This realization prompted an idea to pool resources so larger contributions could be made for specific research. Her first fund-raising project was a cookbook and her second a pink-ribboned T-shirt (pink ribbons are the national symbol for breast cancer). "Most people can't afford to give \$2,500 for early detection research, but they can afford a cookbook or T-shirt," says Martha.

Raising money through cookbook and T-shirt sales gave Martha a sense of accomplishment. But as a deeply spiritual woman, she felt she was being called to do something more. During her daily run Martha would hear a voice in her head asking, "Now what?" Despite trying to

convince herself she had done enough, the voice would say, "God doesn't make deals." Martha says that she knew she was alive for a reason and that there was more work to be done. But she needed help executing her plan; that's when the *Friends...you can count on* organization sprang to life. It began with a small committee of dedicated friends and associates in Greensboro, N.C., and has grown into a thriving organization.

Find a Better Way

Even though many people want to put their faith in medical testing, most women find their own breast cancer through self-exam or by accident. Martha discovered her breast cancer by accident at age 46. While inspecting a scratch inflicted by her Labrador retriever, Sherlock, she felt a lump in her right breast. Although it was benign, the surgeon found cancer on her chest wall. Annual mammograms and monthly self-exams had not detected it. She weathered a mastectomy followed by chemotherapy.

Friends...you can count on encourages the use of the routine detection methods of mammography and self-exam because that is all that is available. However, the organization does make people aware of the limitations of these methods. For women age 50 and older, mammograms are more of a confirmation tool. "It's ludicrous that



Martha Hendrix Kaley, North Carolina, started *Friends...you can count on*.

this is our main tool for detecting breast cancer," says Martha. "There is great potential in the minds of researchers, but it is being missed. It is necessary to provide funding for pilot projects in order to encourage the best research and nurture new ideas."

"There is great potential in the minds of researchers, but it is being missed. It is necessary to provide funding for pilot projects in order to encourage the best research and nurture new ideas."

Martha also believes that with researchers' discovery of two breast cancer genes, the time for improving detection methods is now. Most large sources for funding, however, are for grants of \$150,000 to \$300,000 and up. "For this kind of money, the sources are looking for success rather than taking more risky approaches, which only leads to 'copycat' project design," explains Martha. In these cases, innovative approaches are not nurtured.

Friends...you can count on is focused on raising money and pooling resources to fund innovative pilot research projects that need preliminary testing in order to show results that would help in procuring the larger grants. "We work within the realm of scientific research in conjunction with a medical advisory board which reviews proposals for scientific strength," explains Martha. "Then we choose the projects that fit our mission."

Who's Responsible?

Since its focus is better methods of early detection, it is imperative for Friends...you can count on to remain independent. "The easier route would be to align with a particular institution," Martha says. "However, in doing that, the issue becomes usurped and diluted." As in any academic situation, projects move sites as a result of personnel changes; therefore, linking with a particular institution would only be good for as long as the desired project remained at that institution. Struck by the limited research money and narrow directions of funds, Martha is pursuing the potential that exists from broader approaches and the opportunity for the blending of science and technology. "We are in a scientific renaissance with money being the major limiting factor," Martha says. "It is someone's responsibility to find better detection methods. It's not always the government's responsibility; it's my responsibility." This is a challenge Martha takes seriously which is evident by her tireless pursuit of fund raising and public awareness opportunities.

What You Don't Know Can Hurt You

- One in eight women can expect to have breast cancer. More women in their 40s can anticipate the disease.
- Breast cancer is killing more women (and more younger women) than at any time in recorded medical history.
- Of the women who have breast cancer, 80 percent do not fall into any high-risk factor category.
- Mammograms miss 20 to 25 percent of existing instances of breast cancer. The effectiveness of self-exams depends on the size and location of the tumor. Other variables, including equipment reliability and women's compliance, also indicate the need for improving procedures and new detection methods.
- The earlier breast cancer is detected, the greater the chances for survival and for limited surgical and medical intervention.

— Provided by Friends...you can count on.

Reach Out

"Women have an enormous fear of breast cancer," says Martha. "After being diagnosed, you want to lie low. I wanted to start an organization that would encourage women to stretch themselves and support one another." But she worried at first that no one would join her organization.

It didn't take long, however, for people to jump on board. Friends...you can count on sponsored its first Gathering of Friends luncheon and dinner events in 1996 raising a net total of \$68,000 with 800 people attending. Last year the one-day event raised \$90,000 with 1,100 people in attendance. "Obviously people want to do something about breast cancer," says Martha. "If this much money and support can be raised in just one day in one community, think what could be done on the national level?" One of Martha's goals is to expand Friends...you can count on to other cities across the continent.

The "Gathering of Friends" events are all about friendships. "By going to this event together people can deepen their friendships," says Martha. "When we consider that one in eight women will get breast cancer, we can look across the table and make a pact to be there for each other, no matter what."

In addition to publishing a second fund-raising cookbook called *Gathering of Friends*, the organization has sponsored a "Run for Friends" marathon in Chapel Hill, N.C. Members of EPSILON GAMMA, North Carolina, participated and raised \$6,100 for breast cancer detection research. Martha enjoyed working with the chapter. "The young women were very supportive and receptive. It was a great opportunity to raise awareness," she says.

Be There

For months Martha has been visiting a friend in the hospital who is fighting breast cancer. "She is dying and this is terribly difficult for me, but I will walk through this process with her," says Martha. "We have to face our fears and be there for our friends."

Martha doesn't want Friends...you can count on to be considered a cancer support group. "Don't just send a friend off to some support group and keep your distance," says Martha. "Be the support group." People can be friends in many dimensions, but Martha, along with multitudes of others, is determined to be "a friend you can count on."


"Breast cancer is a disease that carries stigmas far beyond just having cancer," says Martha. "There is a great deal of embarrassment, whispering or shame; people looking to see if they can tell which breast was affected." This is one of the reasons Martha believes so strongly in the crucial role of friendship in the lives of breast cancer victims.

It's often difficult to know how to react to someone who has breast cancer. After talking with Martha I realize how important it is to simply be a friend. She also helped me understand how foolish it is to ignore the prospect of



Epsilon Gamma, North Carolina, joined the "Run for Friends" marathon.

breast cancer. Her passion and courage have motivated me to take a proactive stance and to encourage my family and friends to do the same.

Martha is not just a breast cancer survivor, she is a person who has overcome doubts and fears and put her energy, leadership and dedication to work for all of us. Knowing that Martha and her "Friends" are blazing new trails in breast cancer research makes me feel empowered and even less afraid. 

For more information about Friends...you can count on, please call toll-free 888/792-3062 or write to P.O. Box 29524, Greensboro, NC, 27429-9524.



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Lt. Colonel Linda Aldrich Breaks Ground in the Air Force



Linda Aldrich, Nebraska, with daughter Ashley and Vice Admiral Dennis Jones.

*A*ir Force Lieutenant Colonel LINDA ALDRICH, Nebraska, did not intend to be a groundbreaking leader in the United States Air Force when she was an English literature major at the University of Nebraska in the late 1960s. She was, however, a member of Angel Flight, an auxiliary to the Air Force ROTC. Several years after graduation she decided military service was her true calling. In fact, she had to obtain an age waiver to enter the Air Force Officer Training School.

Undaunted, she knew the Air Force was where she wanted to be. Her decision to make this major life change was the result of what she calls, "a long evolution of figuring out how to earn a living and discover myself."


As a single mother for a number of years, Linda worked hard to be a strong role model for her young daughter, Ashley, who is now a graduate student at the University of Nebraska. When Linda entered the Air Force in 1982, typical military career paths for women included positions in the medical core, personnel offices and other support staff areas. Her sponsor encouraged her to go into

the operations field instead, where she became a "missileer" — a nontraditional field for women at that time. In this capacity, Linda was the first woman appointed to the Minuteman Missile Weapon System program. This program was opened to women for the first time in 1985. Now, Linda is second-in-command of the 319th Nuclear Missile Squadron at Frances E. Warren Air Force Base in Wyoming, supervising about 170 people.

Linda, who earned a dual master's degree in human resources and business administration in 1987, progressed through the military ranks, much as everyone else does. She first had to establish technical excellence, then prove her ability with staff work and policy issues, until she finally was offered leadership opportunities. She was promoted to Lieutenant Colonel in July 1996.

Although she does not feel gender is an issue in the military any more, she did experience prejudice for the first time when she entered the Minuteman program, which changed her perspective on life. She tried to maintain a healthy attitude about the situation and did not become bitter or disillusioned. She believes that she never would have made it as far in her career if she had anything but a positive attitude.

Linda's healthy attitude is evident by her extensive list of career accomplishments and community service projects. From a number of outstanding performance awards and involvement on various boards and committees to organizing special events for children and teaching Sunday school, it is evident that Linda pours her heart and soul into the world around her.

Since entering the Air Force 16 years ago, Linda has noticed a significant increase in the number of opportunities for women in the military. In most cases she feels that gender is not an issue. She claims that the biggest impact on her life is being right at the forefront of change. By participating in the Air Force speakers' bureau she encourages collegiate Kappas and all students to consider military service. Linda says that her military experience has been "great — a super education!" 

— JODI BEEMAN GLASER, Michigan


Alberta Little Bower Is a Lifelong Champion

ALBERTA LITTLE BOWER, Rollins, began winning golf tournaments in her home state of Kentucky when she was 13. At age 75 she is one of the many Kappas who continues to keep active and fit by working out three times a week and taking golf lessons to continue to improve and practice the sport she loves.

Her remarkable amateur golf career reflects her competitive spirit and love for the sport. Alberta, known to her friends as "B," won her first tournament — the 1936 Pictorial Review — just two years after starting to play golf, competing with sectional qualifiers of all ages. Her most recent victory was in 1996, 60 years after her first win, when she captured the Charleston, S. C., city championship at age 74. She has rarely missed a year of competition unless she was expecting a child or taking care of her active family. She and her husband, Albert Bower, have raised four children.

B's formula for success is to think about each shot as she plays it, rather than concentrating on the goal. Her dogged determination really pays off. She wrote herself a note that stated, "I will practice and work to win the Kentucky State Championship," even though she was only 14 at the time and not allowed to play in the championship. She did win — twice, in 1939 and 1940 — when she was 16 and 17. Her mother and other tournament board members eventually changed the rules to include younger players.

She also captured the United States Golf Association's Senior Women's Championship in 1975, as well as many state and regional tournament wins. In recognition of her many victories, B was elected to the New York Sports Hall of Fame in 1981 and also elected to honorary membership in the Women's Metropolitan New York Golf Association and the Women's Tri-County Golf Association.

Golfers competing in tournaments for players over age 60 should beware of this dynamite golfer. Although sidelined slightly in 1997 from a broken kneecap and wrist suffered during a fall, her determination will bring her back to the links in 1998. 

— IDA JANE MEADOWS GALLAGHER, *West Virginia*



Alberta Little Bower, *Rollins*

Hedi Heiden Reynolds

Breaks Ground as First Female Chairman




Hedi Heiden Reynolds, Oklahoma State

explored a trading job and was hired by J.C. Bradford and Co. in 1968. "I was thrust into the business feet first, trading on my first day," says Hedi. "You have to like trading to start like that, and last in this business."

Hedi eventually became vice president of trading at J.C. Bradford before moving to the NASDAQ desk at Morgan Keegan, where in 1988 she became the first woman to be appointed to the company's board of directors. In addition to her immense responsibilities at Morgan Keegan, Hedi has contributed much time and energy to professional associations. She became involved in the STA early in her career, serving on numerous committees, and was voted to the board of governors in 1992. Then, in 1994 she was elected treasurer, putting her on the track that led her to the chairmanship. Hedi is also a former president of the Memphis Security Dealers and has served on committees of the National Association of Security Dealers.

While her hard work and professional dedication have earned her the respect of peers, Hedi attributes much of her success to teamwork and integrity — qualities enhanced during her years as a member of DELTA SIGMA, Oklahoma State. Hedi was pleased when her daughter, KRISTIN REYNOLDS LEVOYER, a 1988 graduate of Vanderbilt University, followed in her footsteps by joining Kappa Kappa Gamma. Kristin served as chapter President of EPSILON NU, Vanderbilt.

Hedi says that Memphis has been a great place to live, work and raise a child. "Memphis has a vibrant culture, a fast-paced business environment and the easier lifestyle of a warm Southern city," says Hedi who enjoys the exciting and hectic pace of her career. "My work is never dull," she says with a laugh.

Hedi believes performance is what counts in the securities business. "I was brought up believing that everybody could strive to achieve their goals," says Hedi. "I was given chances a lot of women don't get." Because it is perceived as unusual, particularly in trading, for a woman to run a desk, Hedi is proud of her accomplishments and hopes they will inspire others. She does wonder why there are so few women in the business. "I can't think of any reason for women to be underrepresented in the securities business." 

— JENNY STRUTHERS HOOVER, *Bowling Green*

*H*EDI HEIDEN REYNOLDS, Oklahoma State, has not only been successful in a field dominated by men, but she is the first woman to be named chairman of the 64-year-old Security Traders Association (STA).

As a managing director and head of NASDAQ trading at Morgan Keegan, a full-service brokerage firm in Memphis, Tenn., Hedi says she is thrilled about becoming the first woman to be chairman of the STA. In her role as leader and spokeswoman, she sets the focus for the association and works with the other officers, board members and consultants to improve the marketplace for investors.

Hedi has made her success in the security trading business look easy. After college, she moved to Memphis from Oklahoma so her husband, Don, could attend dental school. With a degree in journalism, Hedi pursued jobs in that field but says, "they didn't pay that well." So she

*Alicia Laing Salisbury,
Audrey Hansen Langworthy
and
Karin Allen Brownlee*

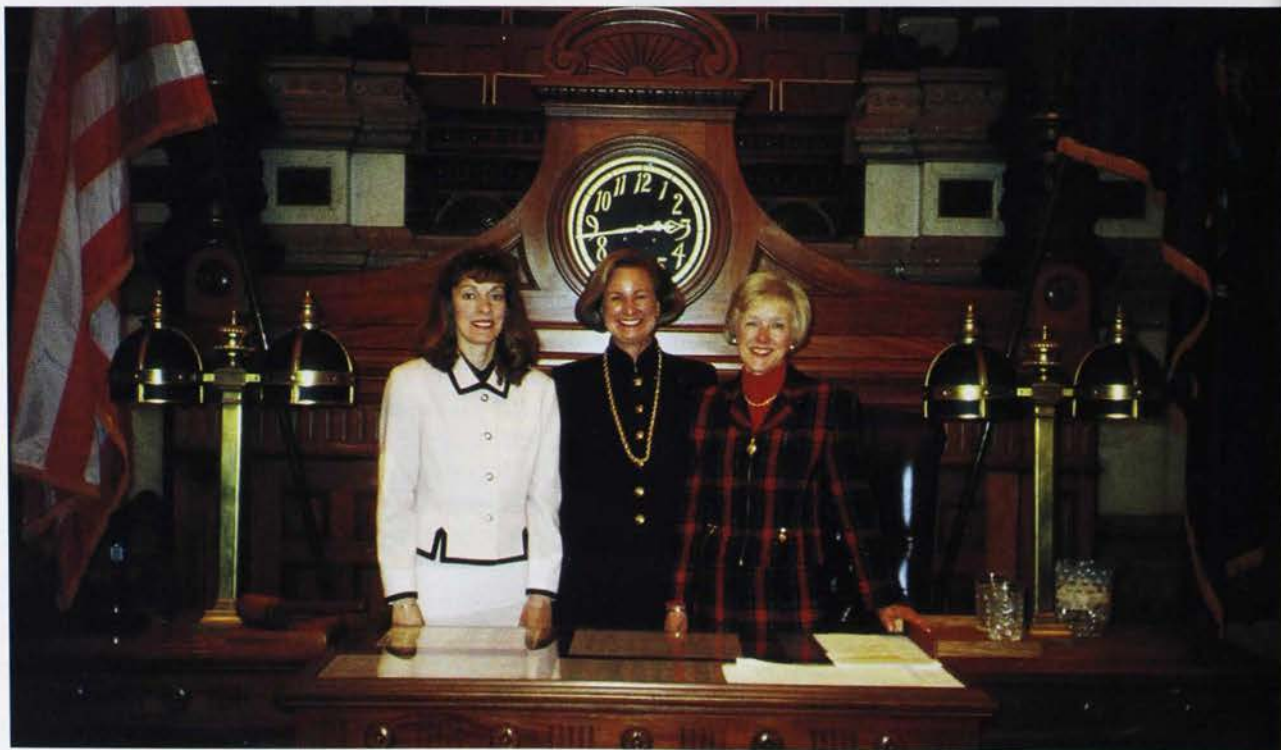
Serve Their State with Kappa Pride

*P*olitics tends to draw out differences, but the Kappa commonality helps to bond three state senators. They may not always be on the same side of an issue, but Kappa ties remind them of the power of sisterhood.

Serving the citizens of Kansas is Senate Vice President **ALICIA LAING SALISBURY**, *Kansas*, Republican, of Topeka. Elected in 1984, Alicia serves as Chairman of the Commerce Committee and Vice Chairman of the prestigious Ways and Means Committee. She is also a member of the National Conference of State Legislatures (NCSL) Executive Committee. Alicia is a grandmother and community volunteer as well.

Senator **AUDREY HANSEN LANGWORTHY**, *Colorado College*, is a Republican from Prairie Village and was also first elected in 1984. She is Chairman of the Assessment and Taxation Committee and Vice-Chairman of the ever-important Education Committee. Audrey is also a member of the National Conference of State Legislatures (NCSL) Executive Committee. She too is a grandmother and community volunteer.

The junior senator of the group is **KARIN ALLEN BROWNLEE**, *Kansas State*, Republican, of Olathe. She was elected in 1996 and is Chairman of the Joint Committee on Claims Against the State. Karin takes an active role on energy issues with the American Legislative Exchange



(left to right) **Karin Allen Brownlee**, *Kansas State*, **Alicia Laing Salisbury**, *Kansas*, **Audrey Hansen Langworthy**, *Colorado College*, are Kansas State Senators.

Council. She has four children from ages seven to 14, and like the other Kappa senators, she volunteers in the community.

These busy women are active whether or not the Senate is in session. Karin attributes Kappa membership to helping all three of them see the importance of leadership and teamwork, "and it certainly helps you learn parliamentary procedure," she adds. Karin also speculates that Kappa membership teaches young women to take an active role in their communities, favorite organizations and cities or states.


Karin, Audrey and Alicia encourage everyone to get involved in local and state government. Whether or not you are an elected official, you can follow the issues and make a meaningful contribution by writing to your representatives.

The following tips can help you participate:

- Learn the names of your elected representatives by contacting the Election Office, the County Clerk's Office or call your local Chamber of Commerce or League of Women Voters.
- Understand what issues are handled by city government, as opposed to county, state or even the federal government.
- Know the issues and learn both sides of the argument. Be direct in your comment or request.
- Participate by writing your representative and make sure you suggest a solution to any problem you address.
- Join organizations like the American Association of Retired Persons (AARP), your Chamber of Commerce, or other issues-oriented groups. They will help you follow specific topics.

- Remember not to overkill your side of a topic — a huge letter-writing campaign could backfire. Bring to your elected officials only what you and your company or organization cannot handle yourselves.
- Be Patient! The volume of issues the legislature addresses is huge, and the state officials have less staff and salary than our federal representatives. Most of them will respond to communications they receive, especially to voters from their district.
- DON'T FORGET to include your complete name, address and telephone number whether you write, fax, phone, or e-mail a comment, question or concern. This simple task is often overlooked!
- Try e-mail. Many state and federal officials have access to the Internet, and you can often access it for free from your local library. This method gives elected officials the option to hit reply to your message immediately (but don't forget to include all of your personal information, in case they want to send a written response.)

We should all try to follow issues in state legislature and take an active part in the official and unofficial governing of our cities and states. Karin found out that the other two senators are Kappas because they had given presentations to the Kappa Kappa Gamma alumnae associations in the area. Ask a senator to your chapter or association meeting, one who can share her expertise on a topic of interest to your group.

These three dynamic women have great respect for each other, yet they can be on opposing sides of issues. The real question might be, what happens when Kansas plays Kansas State? 

— JULIE KROON ALVARADO, Arizona State



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

Please Print

Name _____

Address _____
(Street)

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

Telephone _____

College/University _____ Init. Date: ____/____/____

New Address? _____ New to Area? _____

Last Address _____

Former Fraternity Experience _____

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

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

Mary Falvey

Pioneered Her Path in Business

*M*ARY FALVEY, Cornell, defines leadership as “the ability and energy to inspire and unite an organization around a vision to contribute to the organization’s goals. The leader helps individuals connect with a larger purpose.”

Mary knows a lot about setting goals and leading people. As president of her own management consulting firm, Falvey Associates in San Francisco, Calif., Mary assists companies in changing leadership, structure, business processes and management practices to maximize competitive, financial and creative potential.

A 1963 graduate of Cornell University where she earned an economics degree, Mary felt she was one of few women who knew she wanted a lifelong career. Since completing a master’s degree from Harvard Business School in 1967, she has provided vision in the areas of finance and administration to such giants as IBM, Citibank, Blyth Eastman Dillon & Co. and Shaklee. She also has served as a teacher and as a business management consultant to many major clients.

One of her most interesting leadership periods came when her father, Lawrence Falvey, became ill in the early 1980s and she stepped in to run his multifaceted automobile business in Detroit, Mich. Franchises included Jaguar, Saab, Toyota, Volkswagen and Sterling. She brought the company back from near bankruptcy in a difficult competitive and economic environment, selling the dealerships between 1988 and 1993.


Mary says her father was her best friend and a major influence on her world view and energy level. “Dad told me not to worry about what other people thought or said,” Mary remembers. He also taught her to think of the world broadly and expand horizons.

As an “early woman” in the business world, she faced many challenges starting out during a time when there were no equal employment opportunity laws or codes of conduct. Mary admits to being lonely and learning to restrain feelings. She tended to emphasize stereotypically male qualities while downplaying female characteristics which were seen as weak or un-business like. Now in her consulting business, she is proud to bring all of her true self to work, which she finds to be an advantage.

Understanding the importance of balancing personal characteristics, Mary has developed the ability to collaborate and maintain integrity without being controlling. She has also seen, over the last 25 years, how rewarding it is to balance a business career with volunteer work in the nonprofit arena. Mary serves on a variety of boards, from those in the medical field to a group that presents classical and

contemporary music and dance to the San Francisco, Calif., community. She also serves on the Board of Trustees at Cornell and as a Director of Harvard Business School Association of Northern California. Mary’s nonprofit work also includes government service, including serving on the National Commission on Social Security Reform and as a trustee of the Social Security Trust Funds (both Presidential appointments).

Prior to starting college, Mary had developed few close friendships. Kappa Kappa Gamma provided her with a kind of friendship and support she hadn’t known before. She says her fellow members were supportive of who she was, even though she was on a different path from most young women in the early 1960s. “Kappa sisters helped me to lighten up when I was too serious,” says Mary, who is still close to many Kappa friends.

Mary believes that mutually helpful relationships and mentors often ease the unexpected turns life takes. Although women are responsible for their own careers, they don’t have to do it alone. Find a friend to help you along, better yet, a Kappa friend. 



Mary Falvey, Cornell

— JULIE KROON ALVARADO, Arizona State

Laura McMains King

Breaks Through the Glass Ceiling

Lue Graham, mother of a Kappa Kappa Gamma alumna, has been perusing *The Key* magazine recently where she finds interesting stories of Kappas with varied and successful careers and experiences. She shares these thoughts: "Our society needs women in the business world and it has been too slow in coming. I was a young mother during the early days of the women's movement and expected much greater female success in business than we have seen so far. When I read the business magazines, the CEOs of major companies are still males. My daughter, LAURA McMAINS KING, *UC Davis*, is rising through the corporate ladder of General Electric and will one day be a GE leader, or a CEO of another company. She is an outstanding Kappa alumna and a role model for young women in the business world."




Laura McMains King, *UC Davis*, and daughter.

In 1985, armed with a degree in economics, Laura began her career with GE as a traveling auditor. After three years, she was promoted to management in the motors division in Fort Wayne, Ind., and then was selected to lead the mammography division of GE Medical Systems in Europe — a multi-million-dollar business in which she had worldwide staffing and business responsibilities.

Today Laura is back in the United States where she is leading yet another division of GE as General Manager of Service for the Northeastern United States. This position has staffing responsibilities of more than 400 associates and a budget of more than \$150 million.

Laura says that her continued success as a rising leader can be attributed to a number of factors. First, she was able to build a strong foundation for leadership through the well-structured, formal training provided by GE. Additionally, Laura was encouraged to take risks, both in her field of expertise and in other fields. This is evident by her career path which has included opportunities in marketing, finance, mergers and acquisitions, product management and information systems.

In addition to her extensive responsibilities at GE, Laura and her husband, an engineer, share the parenting duties of their two young children. Laura enjoys balancing motherhood and her career and encourages other women to seek opportunities that work for them and their families.

Laura's advice to women interested in making an impact in the business world centers on the following thoughts: "Take risks and become multifunctional. If possible, early in your career, take every opportunity to broaden your background, even in areas where you have little or no previous experience. Find a company with a strong training program and take advantage of it. The foundation of this training will open myriad opportunities." 

— KATHI NICLOUD WINTER, *Arizona State*

Nancy Harris Newberry and Vikki Viskniskki Woods

Spend the Golden Years Building Dreams

Wild Things

"I wanted my art teachers to tell me I was good, that I had talent," NANCY HARRIS NEWBERRY, *Northwestern*, stated in an interview for a newspaper article. "But they never did, and I didn't have enough confidence at that age to believe I was good on my own. But, yes, I loved art. I really loved it."

A grandmother approaching age 60, Nancy has combined her love for art with her love for her grandchildren. After learning to use a power saw, she began creating three-dimensional murals that delight both children and adults.

First Nancy was a teacher — of nursing, and then golf. She was a golf coach for women at the College of Charleston in South Carolina until completing her coaching career in 1996. Then she finally had time to pursue her fascination with creating three-dimensional wooden animals and a variety of clever holiday decorations. As a gift to her infant grandson, Marcus Newberry of Beaufort, S.C., Nancy decorated his nursery with painted jungle scenes and three-dimensional wild animals taken from Maurice Sendak's classic children's book, *Where the Wild Things Are*.

Beaufort neighbors were so delighted by the room that it came to the attention of *Southern Living*. The magazine featured the nursery in the November 1997 issue. The article led to requests for Nancy to decorate children's rooms in homes and doctors' offices. Local stores flooded her with orders for the Christmas season. Nancy is negotiating with Duke University Medical Center to create six 12-foot by eight-foot murals of a jungle, tropical rain forest

and desert in the children's wing. She soon hopes to get word that she will be able to begin creating a fantasy world for sick children.


Many Kappas have seen Nancy's Kappa owls and Christmas angels at past Fraternity General Conventions. This new career adventure has been successful, yet it did not happen overnight. Nancy had painted her sons' bedroom walls and those of other neighborhood children with *Sesame Street* characters just for fun. Her passion has always been art (her grandparents were noted artists), yet she combined her passion with a willingness to learn all about saws and other typically-male power tools.

When Nancy's husband, Dr. Marcus Newberry, invested in a woodworking shop, she helped out in the shop and learned all she could from employees about band saws and other power tools. On a trip to Orvieto, Italy, she was "blown away" by the unique puppets and wooden animals created by a local artist. When she



Nancy Harris Newberry, *Northwestern*, creates three-dimensional murals for children.

returned home, she tried to recreate the fascinating three-dimensional animals in her home workshop. "All I wanted to do was have fun with my band saw," she says. Today her garage is full of saws and other woodworking equipment.

Nancy's characters have brought joy to her family, numerous Kappas and now to a broad audience. Nancy has proved that it's never too late to follow your passion. 

— IDA JANE MEADOWS GALLAGHER, *West Virginia*

Vikki's Cabin in the Woods

"*W*hy change my name you may ask?," says **VIKKI WOODS**, *Colorado*, (formerly Rion (Vikki) Viskniskki Huff). "Well, my parents gave me my name for the first third of my life, my husband gave me my name for the second third of my life and so, for the final third, I have chosen my own name to represent the person I am now and the person I will become as I charge down this exciting journey of life after 60!"


When most of Vikki's contemporaries are contemplating retirement, travel and playing with grandchildren, she chooses to invest time, money and energy into making the Iron Mountain Inn Bed and Breakfast a destination of choice for people who want to relax, refresh and renew. What is even more interesting to note is that the inn is located in Butler, Tenn., and that Vikki sold her home of 29 years in Connecticut to move to this 140 acres of prime mountain property near Watauga Lake — property that did not have a bed and breakfast, nor any building for that matter!

Vikki's daughter almost cried as she told her, "Mother, you don't like to cook, you hate to clean and you are a terrible decorator — what makes you think you can run a bed and breakfast?" Her daughter recently was married; her son has embarked upon his career and her husband died in 1995 after a long battle with lung cancer. This left Vikki open to a great deal of soul searching. Then she consulted with a career counselor and a financial adviser. Despite her daughter's warnings, Vikki outlined careful goals: a small town; a location with four seasons; proximity to a national forest with room for her dogs and horses; a sole-proprietor business with flexibility; and the ability to entertain family, friends and visitors with a casual lifestyle.



Vikki's Iron Mountain Inn will open later this spring.

As Vikki created her dream, she was inspired by the **BETA MU**, *Colorado*, pledge class of 1954. When they met for their 25th reunion, she was so impressed seeing what everyone had done to further their education and careers and to begin their own businesses that she decided to do something all of her own creation. "It's the best decision I ever made in my life," declares Vikki.

Vikki's dream is on the brink of reality, but not without a lot of work and reliance on some great people in Tennessee — her builder, his real estate agent, the construction workers and plumbers, her new neighbors — not to mention the people that cleared the drive and made a trailer habitable. She has had in her mind what her land would look like, what it would be near. The profile of her inn includes hours, pricing and available activities — a profile she wrote well before the bed and breakfast was built. And soon everything Vikki wrote on paper will be there for all to see in Butler, Tenn. 

— JULIE KROON ALVARADO, *Arizona State*

Leslie Stuart Maryk Helps Moms Get "Fit for 2"

In Culpeper County, Va., just outside of Washington D.C., LESLIE STUART MARYK, *Arizona State*, noted a special need. While operating "Steppin' Out," a small aerobics studio located over a full-service gym, Leslie noticed that the two traditionally under-served populations, pregnant women and the elderly, were not offered exercise programs at any studio or health care facility within several nearby counties. This bothered her, although not pregnant or elderly herself, and made her wonder why two segments of the population that really need to exercise can't find programs readily available.

Leslie put her master's degree in communication to work and researched pre- and postnatal fitness, learning that there are few such specialized exercises classes in the United States. Fewer still are classes taught by instructors who are certified and trained to watch students for signs of health problems so they can be referred to their physicians if necessary. That's when her idea for the program, "Fit for 2," surfaced.


Moderate exercise during pregnancy, done with the approval of a physician and under the guidelines of the American College of Obstetricians and Gynecologists, can reduce or relieve common problems of pregnancy including: muscle pain, constipation, swollen legs and arms, cramps, varicose veins, insomnia, fatigue and excessive weight gain. It can even increase self-confidence, enhance a positive attitude and balance mood swings by altering the chemical releases in the body. More obvious are the benefits of increasing heart and muscle endurance to last throughout labor, and to allow mothers to recover more quickly from the birthing process.

Yale School of Nursing teaches a class that Leslie knew she must take, entitled "Dancing Through Pregnancy." She learned more about anatomy, physiology and an amazing amount about pre- and postnatal fitness. She says, however, that she never ceases to learn from the women in her classes and that it is always best for each person to continually monitor her own health.

Leslie wrote a mission statement for her program to focus how she will fill the void: "Fit for 2 is committed to providing a safe, fun and effective prenatal exercise

program that will promote a healthy and interactive lifestyle for women and their infants." She encourages other Kappas to "look for a need and research how it can be fulfilled, then see how you're fit to fill it!" Like other successful Kappas, she encourages people to find work that is in the field of their passion.

Although Leslie has two degrees and has been in both the retail and restaurant fields, she followed her first love and hobby of health and fitness. "My work is extremely fulfilling," exclaims Leslie. "I can't wait to get to class with the women — they are really like a support group rather than just an exercise group. I enjoy watching them help each other." And many women compliment Leslie on how much she motivates and helps them. She says she can't imagine anything more rewarding, although sometime in the future she does plan to research the need for specialized exercise programs for seniors.

She encourages pregnant women to look for three things when considering an exercise plan: an exercise program specifically for pre- and postnatal women, a certified instructor who can help you monitor your health and a specific program at a convenient time, so that the participants can serve as a support group. Leslie also recommends calling a hospital, health center or doctor for referrals to a qualified program. 

— JULIE KROON ALVARADO, *Arizona State*

Be Fit for Two

1. Monitor your health and visit your doctor regularly.
2. Look for an exercise program specifically for pre- and postnatal women.
3. Find a certified instructor who can help you monitor your health.
4. Stick with a specific program at a convenient time, so that participants can serve as a support group.

IN MEMORIAM

Names which appear in this list are from information received by Headquarters from October 11, 1997, through January 5, 1998.

ADRIAN COLLEGE
Hofferts, Rose Claflin, '25,d.10/97

CRON, UNIVERSITY OF
Unsicker, Florence Benner, '42,d.3/97
Harp, Doris Miklashek, '40,d.11/97
Hight, Janice Jones, '30,d.8/97
Hole, Alice Miller, '30,d.1/97

LABAMA, UNIVERSITY OF
Hocke, Miriam "Doc", '27,d.12/97

LEGHENY COLLEGE
Herman, Marian, '29,d.4/97

ARIZONA, UNIVERSITY OF
McCulloch, Edith Leverton, '32,d.6/97
Williams, Kathleen Hooker, '30,d.10/97

ARKANSAS, UNIVERSITY OF
Henson, Elizabeth, '48,d.10/97

BRITISH COLUMBIA, UNIV. OF
Hoffatt, Eleanor Gillies, '30,d.2/97

UTLER UNIVERSITY
Hobber, Juanita Winfield, '40,d.9/97
Hray, June Gilman, '38,d.10/97
Hodes, Bernice Grant, '30,d.12/97
Huart, Kathryn Fitchey, '31,d.11/97

CALIFORNIA STATE U., FRESNO
Hast, Leona Petersen, '54,d.9/97
Hossaras, Kimberly, '75,d.6/97

CALIFORNIA, U. OF, BERKELEY
Hath, Helen Cowell, '15,d.11/97

CINCINNATI, UNIVERSITY OF
Hawbolt, Martha Rush, '36,d.10/97
Hazer, Ruth Eyrich, '41,d.11/97

COLORADO COLLEGE
Hawe, Margaret Campbell, '32,d.10/96
Herrill, Eleanor Watts, '32,d.8/97
Hoods, Marilyn Bane, '47,d.12/95

COLORADO, UNIVERSITY OF
Hurke, Keota Burroughs, '49,d.8/97
Halseth, Eleanor Hahn, '50,d.10/97

CORNELL UNIVERSITY
Hull, Sarah Shearman, '50,d.10/97

ENISON UNIVERSITY
Hicks, Irene Howell, '35,d.11/97
Horney, Josephine Darrow, '30,d.9/96

DRAKE UNIVERSITY
Conn, Genevieve Johnson, '25,d.11/97

GEORGE WASHINGTON UNIVERSITY
Nyhus, Marjorie Stein, '33,d.11/97

IDAHO, UNIVERSITY OF
Mangum, Mary Pennell, '42,d.12/97

ILLINOIS, UNIVERSITY OF
Deimling, Alice Bartholomew, '25,d.1/97
Thomason, Emily Franks, '36, d.7/97

ILLINOIS WESLEYAN UNIVERSITY
Cole, Betty Coolidge, '18,d.3/96
Jones, Mildred Fitzhenry, '30,d.5/97

INDIANA UNIVERSITY
Briggs, Marjorie Weaver, '33,d.10/94
Leach, Jean Humrichouser, '45,d.10/97
Simmons, Betty VanArnam, '33,d.12/97

IOWA, UNIVERSITY OF
Ash, Regina Richards, '36,d.9/97
Blacksmith, Michelle, '93,d.11/97
Bullock, Patricia Morehead, '48,d.7/97
Carrington, Edith Rule, '22,d.1/97
Richards, Dorothy Beebe, '38,d.11/97

KANSAS STATE UNIVERSITY
Embry, Jeanette Verser, '28,d.12/97
Ramel, Rita, '91,d.7/97
Smith, Harriet Gilson, '30,d.11/97

KANSAS, UNIVERSITY OF
Shryock, Barbara Schreiber, '46,d.9/97

KENTUCKY, UNIVERSITY OF
Combs, Alice Molloy, '29,d.11/97
Miller, Patricia Griffin, '45,d.11/97
Noel, Mary Dickston, '47,d.11/97
Staton, Kathryn McMurtry, '22,d.12/97
VanMeter, Harriet Drury, '30,d.10/97

***MARYLAND, UNIVERSITY OF**
Murray, Constance Wright, '65,d.9/97

MICHIGAN, UNIVERSITY OF
Freiwald, Barbara Rose, '32,d.5/97

***MIDDLEBURY COLLEGE**
Eliot, Harriet, '28,d.10/97
Roberts, Helen Legate, '28,d.9/96

MINNESOTA, UNIVERSITY OF
Bradford, Alice Klein, '30,d.10/97
Cook, Beatrice Currier, '22,d.10/96
Knopke, Avery Barnard, '32,d.11/97
Wright, Sallie Saunders, '38,d.10/97

MISSOURI, UNIVERSITY OF
Clark, Ellen Porter, '34,d.12/97
Fuqua, Margaret Dorsey, '13,d.10/97

Garrett, Julia Price, '22,d.10/97
Kerridge, Frances Bright, '41,d.6/97

MONMOUTH COLLEGE
Kirk, Sharon Lynn, '51,d.10/97

NEBRASKA, UNIVERSITY OF
Junge, Edith Sadler, '25,d.11/97

NEW MEXICO, UNIVERSITY OF
Robinson, Jeffie Sharp, '27,d.10/97

NORTHWESTERN UNIVERSITY
Marshall, Elizabeth Chapman, '20,d.11/96

OHIO STATE UNIVERSITY
Carlile, Jane Wood, '36,d.11/97
Hecklinger, Janice Hagerty, '39,d.11/97
Lambert, Helen Jones, '35,d.10/97

OHIO WESLEYAN UNIVERSITY
Anderson, Mildred Richards, '25,d.5/97
Dawson, Suzanne Frowine, '43,d.4/97

OKLAHOMA STATE UNIVERSITY
Jeffries, Mary Perkins, '58,d.12/97
Keller, June Fletcher, '49,d.12/97

OKLAHOMA, UNIVERSITY OF
Black, Mary Brice, '35,d.7/97
Mattox, Melanie Brown, '41,d.5/97
Sharp, Frances Price, '31,d.11/97

OREGON, UNIVERSITY OF
Jones, Helen Caples, '22,d.11/97
Taft, Elizabeth Potter, '30,d.10/97
Wilbur, Mildred Tuggle, '27,d.10/97

***PENNSYLVANIA, UNIVERSITY OF**
Robertson, Jane Scott, '38,d.12/96

PITTSBURGH, UNIVERSITY OF
Graham, Ruth Thompson, '25,d.12/97
Myler, Nancy, '26,d.10/97
Soliday, Nancy Hough, '54,d.11/97
Taano, Ruth Beachler, '38,d.6/97

PURDUE UNIVERSITY
McQueen, Mary Weinland, '32,d.11/97

ST. LAWRENCE UNIVERSITY
Correll, Mary Helen Graves, '36,d.11/97
Smith, Jane Bradshaw, '35,d.12/97

SOUTHERN METHODIST UNIVERSITY
Light, Lynne, '79,d.12/95

STANFORD UNIVERSITY
Moore, Janes McCrillis, '44,d.8/96

SYRACUSE UNIVERSITY
Hoffman, Dorothy Roberts, '29,d.11/97
Little, Anita Darrone, '29,d.12/97
Tucker, Frances Cross, '32,d.10/97

Walker, Janet Hayes, '43,d.2/97
Williams, Barbara Keefer, '36,d.11/97

TEXAS TECH UNIVERSITY
McDonald, Sarah, '55,d.11/97

TEXAS, UNIVERSITY OF
Colbert, Mary Kopecky, '46,d.12/96
McNeill, Etoile Lumpkin, '31,d.10/97
Tennant, Elizabeth Foster, '36,d.8/97
Wilson, Jeanne Gray, '49,d.6/93

TULANE UNIVERSITY
Trousdale, Louise Billeaud, '25,d.10/97

TULSA, UNIVERSITY OF
Harris, Margaret Campbell, '49,d.12/97

UTAH, UNIVERSITY OF
Barton, Margaret Petersen, '49,d.8/97
Clark, Virginia Barker, '34,d.8/89
Daughters, June Isaacsen, '33,d.1/89
Lowe, Vanessa, '96,d.8/97
Sackett, Patricia Cracroft, '32,d.5/95


WASHINGTON UNIVERSITY
Delaney, Cynthia Haw, '51,d.9/97
Kell, Elizabeth Kloppenburg, '45,d.10/97

WASHINGTON, UNIVERSITY OF
Allen, Sallie Horning, '44,d.12/96
Bonforte, Mary Gamble, '21,d.12/97
Lawson, Jean Gamble, '30,d.3/97
Ross, Jean Stewart, '41,d.11/97

WISCONSIN, UNIVERSITY OF
Deacon, Alice Winston, '24,d.9/97
Dickerson, Nancy Hanschman, '47,d.10/97

WYOMING, UNIVERSITY OF
Murray, Josephine Wicks, '27,d.4/97

* Inactive Chapters

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

Heritage Museum Replicas

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

Name: _____
Mailing Address: _____

Phone Number: _____



When Life Takes a Turn for the Worse, the Rose McGill Fund Helps

Through many incredible challenges, **NANCY CLAGUE CARSTEDT**, *Northwestern*, has prevailed. Some people have their share of bad luck, but it is certain that few people have had as many sequential uphill battles as Nancy — a true champion.

A 1962 graduate of Northwestern University, Nancy had been living a picture-perfect life with her husband in a northern suburb of Chicago. She worked as a speech pathologist in the Evanston, Ill., school system until they adopted a son, Blaine. Shortly after, Nancy and her husband were blessed with two daughters of their own, Susan and Whitney (**WHITNEY CARSTEDT**, *Iowa*).

"Life was like a romantic novel," Nancy recalls. She was enjoying motherhood and became involved in numerous youth-related activities. Not only did the PTA put her skills to use, but she volunteered in a community nursery school and a crisis intervention center for teenagers. Nancy appeared to have it all.



Nancy Clague Carstedt, *Northwestern*, and her family are thankful for support from the Rose McGill Fund.

Dark Days Ahead

Then life changed drastically. Following the birth of her daughter, Susan, Nancy experienced her first encounter with depression. When Nancy's mother passed away in 1972, she lost enthusiasm for life and began therapy for depression. A short time later, Nancy's storybook marriage dissolved. Her husband of 18 years had fallen in love with one of her best friends — a blow for which Nancy never could have been prepared. She had

become a mere shadow of herself at only 72 pounds and often felt as if life was not worth living, a feeling that led to an unsuccessful suicide attempt in 1979.

The divorce was difficult on everyone, but Nancy and her children ages eight, 12 and 13 attempted to persevere. But for Blaine, the oldest and a freshman in high school, the pain of his parents' divorce proved more than he could bear. In 1981, he attempted suicide and was left without the use of his arms and legs.

Struggling to survive from hour to hour, Nancy turned to alcohol to escape her problems. Alcohol became her only companion that could mask the pain that haunted her every minute.

Nancy Reaches Out

By 1983 Nancy's alcoholism had nearly destroyed her life and the lives of others, forcing her to seek help. After four weeks at a drug treatment center her doctor felt she still needed to "get away." But how was a single mother of three, one in a wheelchair, going to leave her home for six months of therapy? As unrealistic as it seemed, Nancy felt this could be a turning point in her life. Money and childcare were her next two problems. She took out a second mortgage on her house and hired a full-time housekeeper/nanny before entering a clinic in Minnesota.

Her treatment for alcoholism there was successful. Fifteen years later she is still sober. However, sobriety unmasked her underlying depression which resulted in another suicide attempt during her 15-month stay in a psychiatric ward.

Family Ties

Fortunately for her children, Nancy's devoted parenting in the early years had paid off. Daughter Susan teamed up with her mom to run their household from Nancy's hospital room. They worked together to pay bills and make family decisions.

After being released from the hospital in 1986, Nancy began to put her life back together and searched for a way to pay her ever-increasing debt. Despite feeling unskilled and overwhelmed by the thought of joining the work force, she took a secretarial position for three years. Blaine, who remains a quadriplegic, had found a special living situation. Susan became a teacher while Whitney had left for college. Now Nancy was feeling some measure of freedom.

Just in Time

This freedom, however, did not erase the burdens of her past. She had two mortgages and \$30,000 of credit card debt to name a few. And she was still in outpatient therapy. That's when Kappa Kappa Gamma changed her life.



Nancy (center) with Judith Stoffer Block, Northwestern, and Bruce Newman, the executive director of the Chicago Community Trust.

"My recovery would not have happened if it weren't for the assistance from the Rose McGill Fund," says Nancy when she speaks of the Fraternity's impact on her family's life. Knowing of Nancy's situation, two of her pledge sisters got involved. HOLLY WILLIAMS MADIGAN and KATHY BUTLER KRUG met with

Nancy's doctor to learn about the cost of her treatment. Then they contacted members of their pledge class to ask for financial help and suggested to Nancy that she contact Kappa Kappa Gamma Fraternity Headquarters to request assistance from the Rose McGill Fund.

"My recovery would not have happened if it weren't for the assistance from the Rose McGill Fund."

Nancy was surprised at the suggestion and found asking for financial aid to be difficult. "It was not part of my nature," says Nancy, who was overwhelmed by the love and generosity of Kappa sisters. The monthly payments, over several years from Rose McGill went directly toward Nancy's medical bills. "The assistance came at a critical time," says Nancy. "I could have gone either way." She adds, "The non-judgmental approach of the Rose McGill liaison was very important."

The Road Back

The incredible network of Kappa sisters continued to support Nancy. JUDY STOFER BLOCK, *Northwestern*, re-introduced her to Richard Turner, a former Northwestern classmate who was an employee of the Chicago Community Trust. He helped Nancy get an initial interview for the position of executive director of the Chicago Children's Choir. Nancy's volunteer experience and passion for children helped her secure the job.

A multi-cultural/multi-racial choir of international acclaim, the Chicago Children's Choir is the largest choral performance and training group of its kind in the U.S.




Nancy with members of the Chicago Children's Choir in South Africa.

Each year, approximately 3,000 children perform in a wide range of venues including Orchestra Hall with the Chicago Symphony Orchestra and Chorus, mayoral inaugurations, *The Oprah Winfrey Show*, and even the White House. In addition to traveling around the world with the choir, youth development is a major part of Nancy's responsibilities, which fill her days with joy.

Another positive event in Nancy's life is being selected as a Chicago Community Trust Community Service Fellow, enabling her to spend seven months and a stipend of up to \$100,000 to study how nonprofit organizations can become more financially self-sufficient and less dependent on contributed income. Nancy says that if nonprofit groups can become more entrepreneurial, they can generate income in new and creative ways. With the Harvard Business School's Institute on Social Enterprise as a base, she travels to various arts programs to gather a strategic perspective in nonprofit management.

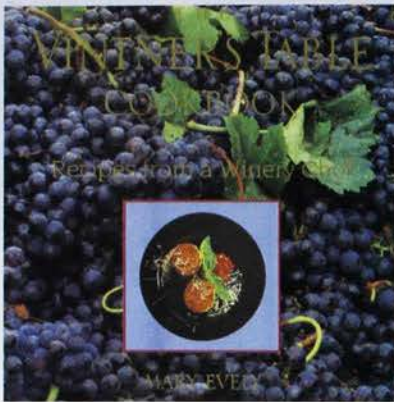
When looking back on her experiences, Nancy can't find enough words to express her appreciation to Kappa Kappa Gamma. She never thought she would be in a situation where she would need financial assistance and hopes that sharing her story will influence others to support the Rose McGill Fund.

During time off from the choir and her research she enjoys spending time with her two grandchildren. "I feel a joy that I never thought I would feel again," says Nancy. 

— SUSAN JORGENSEN FITZGERALD, *Illinois*

For information about the Rose McGill Fund or other Foundation programs contact the Kappa Kappa Gamma Foundation, P.O. Box 38, Columbus, Ohio, 43216-0038, 614/228-6515, fax: 614/228-7809, e-mail: kkghq@kappa.org. To order magazine subscriptions through the Rose McGill Magazine Agency, call 800/KKG-ROSE. (See the ad on page 26.)

Kappa Authors



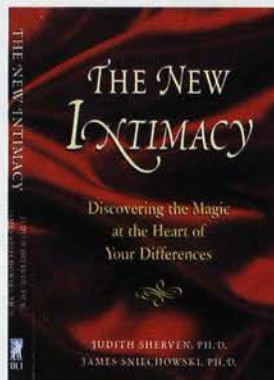
The Vintner's Table Cookbook — Recipes from a Winery Chef
By **MARY EVELY**, Michigan
Ingram Book Co.
176 pages, \$29.95

You don't have to be a culinary genius to prepare the dishes in this cookbook. Published by Simi Winery in Healdsburg, Calif., *The Vintner's Table Cookbook* shares Chef Mary Evelyn's best recipes. A wine chef at Simi, Mary has spent years studying, questioning and exploring why certain flavors and textures of food pair beautifully with some wines and are lost with others. (Mary was featured in the Summer 1997 Issue of *The Key*.)

With full-color plate photographs for nearly all recipes, the chapters are organized by wine varietal with explanations of food and wine pairing

principles in simple, understandable terms. The cookbook explains why the dish works with the wine. All you have to do is select the wine — Sauvignon Blanc, Chardonnay, Rosé, Pinot Noir, Zinfandel, Cabernet, Merlot, sparkling or dessert wine.

Some recipes are simple for occasions when you are short on time. A few are more complex and suitable for special occasions. For information about the winery or *The Vintner's Table Cookbook*, contact Simi Winery, P.O. Box 698 Healdsburg, CA 95448, 707/433-6981.



The New Intimacy — Discovering the Magic at the Heart of Your Differences
By **JUDITH SHERVEN**, Ph.D., UCLA,
and **JAMES SNIETCHOWSKI**, Ph.D.
Health Communications, Inc.
334 pages, \$12.95

When a relationship is new, everything is exciting. Then, as the

glitter of first attraction dims and the reality of differences emerges, people who truly love each other too often give up saying, "We have nothing in common." As a married couple and relationship trainers, **JUDITH SHERVEN**, UCLA, and husband James Sniechowski have been providing a new vision of the difficulties everyone encounters in dating and marriage. They have appeared on more than 250 radio and television shows including *The Oprah Winfrey Show* and *48 Hours*. Their book is written for men and women with an emphasis on turning conflict into opportunities for learning, mutual growth and deep intimacy.

Judith is a clinical psychologist and, along with her husband, is best known for work in the study of differences in relationships and how to turn those differences into catalysts for heightened intimacy in marriage, better communication in dating and greater respect and understanding in any relationship.

In 1988, Judith and Jim founded The Magic of Differences, a company through which they provide lectures, workshops and audiotapes for singles and couples. For more information, contact The Magic of Differences, 12021 Wilshire Blvd. #692, Los Angeles, CA 90025; 800/287-5696; jimjude@ix.netcom.com; <http://www.magic-of-differences.com>.



Kappas in Muncie, Ind., gather to listen and discuss "Kappa trends," a program presented by Province Director of Alumnae **Debbie Osborne Holtsclaw**, Vanderbilt.



Alumnae of **Beta Psi**, Toronto, enjoy another reunion celebrating 60 years of friendship, love and loyalty.

Alumnae Achievements



Pauline Watkins Runkel, Cornell, is a renowned floral design expert.



Pictured with daughter Meaghan, **Carol Haller**, Miami (Ohio), is the first female judge in Weld County, Colo.

PAULINE WATKINS RUNKEL, Cornell, was selected to be one of three judges in the Tournament of Roses Parade in Pasadena, Calif., in January. For 20 years she has been lecturing on floral design and meadow and perennial gardening. Her designs have been featured in many publications including *Better Homes and Gardens*, *House Beautiful* and *Victoria* magazines. She has created tall silk window arrangements for the Museum Shop at Copley Place in Boston. In re-designing the stage for the Boston Pops her work won a distinguished award for the best use of flowers on national television.

Pauline's own garden appeared in the book *A Garden for Cutting* with illustrations of an arrangement of long-caned antique roses created for her formal living room to bring "the magic of her summer garden inside."

Pauline has also been a featured speaker for the flower festival at Walt Disney's EPCOT Center in Orlando, Fla.

CAROL HALLER, Miami (Ohio), has been appointed by Colorado Governor Roy Romer as County Court Judge,

and the first female judge in Weld County. Carol's grandmother, Louise Spake Haller, was one of the founders of **GAMMA DELTA**, Purdue.

JUDY SCHAPER SANDERS, Colorado State, and **PATTY MOORE RENO**, UC Riverside, are not only rival coaches for Rio Hondo College and Long Beach City College women's golf teams respectively; they are also members of the **LONG BEACH (CALIF.) ALUMNAE ASSOCIATION**.

Judy is a full professor in health and physical education at Rio Hondo. Patty is a Class A member of the LPGA (Ladies' Professional Golf Association) Teaching and Club Professional Division.



Judy Schaper Sanders, Colorado State, and **Patty Moore Reno**, UC Riverside, enjoy golf and sisterhood.

Like mother, like daughter — artists **ANNE SCOTT SNODGRASS**, Ohio State, and **JUDY SNODGRASS MOHR**, Arizona, exhibit their creations in art shows together to raise money for scholarships in Phoenix and Tucson, Ariz.

Portrait painter Anne, previously a photography model, appeared on covers of *Life*, *Look*, *Saturday Evening Post*, *Glamour* and *Ladies' Home Journal*. She conducted and owned her own modeling school. Anne also



Portrait artist **Anne Scott Snodgrass**, Ohio State.



Sculptor **Judy Snodgrass Mohr**, Arizona.



After reading a previous article in *The Key* on quilting, **Shelly Mentzer**, Colorado State, recycled and designed a quilt of her own. Shelly is enrolled in the physician's assistant program at Emory University.

received her master's degree in vocational rehabilitation at Arizona. She has received many first-place awards in Southwestern art shows and is commissioned by universities, corporate offices and private clients.

Daughter Judy, after taking a ceramics class while working on her master's, found clay to be her medium. "Sculpting whimsical horses, as well as 'throwing' functional pottery brings a smile to people's lives," she says.

ANN SIMMONS ALSPAUGH, Oklahoma, has been inducted into the Oklahoma Hall of Fame. She has served as Director of the Oklahoma Alliance for Arts Education of the John F. Kennedy Performing Arts Center and member of the International Founders Council of the National Museum of the American Indian of the Smithsonian Institution.

Ann has also been given the Outstanding Philanthropist Award by the National Society of Fundraising Executives, Governors' Arts Award, Woman of the Year in Philanthropy Award from Redlands Girl Scout Council, and the Women Who Make a Difference Award from the International Women's Forum in Denver.

Hot dogs aren't just for eating, but a mode of transportation spreading miles of smiles on a wiener roast from coast to coast. If you've passed a giant 24-foot hot dog hauling buns along the highway chances are **JOANNE MAGIROS**, Indiana, **NICOLE MAZZEI**,



Alumnae from **Beta Omicron**, Tulane, now live and work together in Washington, D.C.

Association Action

WEST CHESTER AREA (PA.) ALUMNAE ASSOCIATION members provide clothing, toiletries and a painting and cleaning service for the Domestic Violence Center in West Chester. During their "Come Back Dinner" special awards were given to 50-, 65- and 75-year members.

SALLIE JO MAXWELL, Indiana, COURTNEY MAXWELL, Indiana, and AMY SCHMAHL, Indiana, are co-chairmen for the **INDIANAPOLIS (IND.) ALUMNAE ASSOCIATION's** annual "Souper Supper." Members also work diligently throughout the year on collegiate/alumna interaction activities and Kappa philanthropies.

Reminiscing their days at **EPSILON PHI, Florida**, 50 alumnae gathered for a reunion and raised \$2000 for their chapter. Alumnae were recognized for outstanding involvement in their hometown alumnae associations, having served as past or current Presidents.

THE DAYTON (OHIO) ALUMNAE ASSOCIATION recently held a potluck dinner at a newly constructed Victorian home.



(left to right) **Joanne Magiros, Indiana; Nicole Mazzei, Missouri; Courtney Fitzsimmons, Indiana,** were behind the wheel of the Oscar Mayer Wienermobile.

Missouri, and COURTNEY FITZSIMMONS, Indiana, were behind the wheel. The Hotdoggers have piloted the Wienermobile vehicles to more than 100 cities across America, holding auditions for kids at local grocery stores in search of the next child to appear in an Oscar Mayer's commercial.



City Kappas of the **El Paso (Texas) Alumnae Association** recently celebrated 35th year as an association. Officers are shown with the original charter.

The **NORTHERN NEW JERSEY ALUMNAE ASSOCIATION** plans a picnic for the children of Holley Center, a home for abused and neglected children. Twenty-six children from ages five to 14 spend an afternoon playing games and feasting on hot dogs, ice cream and other treats provided by these alumnae.



Northern New Jersey Alumnae Association members enjoy a picnic for residents of a children's home.

Members of **DETROIT NORTH WOODWARD (MICH.) ALUMNAE ASSOCIATION** include past presidents in their meeting to plan their yearly calendar of social and fund-raising events.

Alumnae in Lafayette, Ind., enjoy their annual dinner during which **GAMMA DELTA, Purdue**, seniors are inducted into alumna membership.



Members of the newly organized **Oregon Coast Alumnae Association** have moved to the coast from areas all over the continent.

Good Ideas

BETA CHI, Kentucky, holds an annual spaghetti dinner called "Kappasta." The all-you-can-eat pasta dinner is open to the public and costs \$3. All food and materials are donated by local sponsors. Proceeds go to the Leukemia Society. More than \$900 was raised with close to 400 people attending the event.



Beta Chi, Kentucky, raised \$900 during its annual "Kappasta" spaghetti dinner.

During the Psi Λ , Cornell, Standards Committee's presentation to the chapter, each committee member recited a poem which described her responsibilities and explained the issues handled by the committee.

When EPSILON ALPHA, TCU, receives its copies of the Director of Chapters Newsletter, the President highlights areas of the newsletter that pertain to various officers.

ZETA NU, UC San Diego, circulates a journal

twice a month to promote sisterhood. The prior recipient of the journal passes it on, filled with her sentiments, to a sister who has exemplified Kappa ideals. The journal complements another new chapter tradition, the "Sisterhood Storybook." This collection of humorous stories, amazing events and noteworthy accomplishments is a bound book that will hold cherished chapter memories.

FUN Raisers

KAPPA, Hillsdale, raised \$9,775 during its "Lock-Up" fund-raising event in conjunction with the South Central Michigan Chapter of the Muscular Dystrophy Association. Community business leaders were taken into custody and transported to the "jail" at the Kappa House. Bail was set in the form of pledges and donations to the Muscular Dystrophy Association, which works to fight 40 neuromuscular diseases through worldwide research efforts.

BETA UPSILON, West Virginia, raised more than \$1,000 during its third annual "Race Against Violence," a 5-K walk/run marathon. The proceeds



Beta Upsilon, West Virginia, members register participants in their third annual "Race Against Violence."

were split among four organizations: the WVU Rape and Domestic Violence Center, WVU Children's Miracle Network, KKG Rose McGill Fund and Melissa Blum Foundation. Due to strong advertising and publicity, more than 200 people participated in the race.

BETA OMEGA, Oregon, helped raise more than \$700 for the Big Brothers/Big Sisters program of Mid-Oregon during a bowl-a-thon. Vice President-Standards Regan Lier won a frozen turkey after bowling three strikes in a row.

ZETA GAMMA, Centre, participated in "Blue Jeans for Babies Day," a day designated by the March of

Dimes during which campus groups sell stickers. Chapter members raised \$1,024 in two days.

ZETA RHO, Colgate, joined members of Sigma Chi Fraternity in a rocking chair rock-a-thon philanthropy. Members of both chapters "rocked" for 24 hours raising \$2,000 for



Beta Omega, Oregon, raised money for Big Brothers/Big Sisters during a bowl-a-thon.

Don't miss the 62nd Biennial Convention — June 24-28, 1998, in Scottsdale, Ariz!



Zeta Rho, Colgate, joined Sigma Chi Fraternity in a "rock-a-thon" philanthropy.

the Northern Forest Alliance. Zeta Rho also participates in a toiletries drive for a women's shelter, a reading program for children and a monthly canned food drive.

Social Scene

THETA, Missouri, joined other campus fraternities and sororities in the first-ever winter Greek Lights Festival. In an effort to promote a positive image of Greek organizations, members of the community were invited to tour each chapter house. Decorated with white lights and wreaths on the outside and holiday theme decorations on the inside, the Kappa house was a popular stop. Kappas served refreshments and provided tours of the

decorated areas, which included a tall Christmas tree adorned with many types of fleur-de-lis ornaments.

EPSILON EPSILON, Emory, enjoyed a date party at Turner Field where members and their dates watched the Braves defeat the Mets.

Re-TREATS

RHO^A, Ohio Wesleyan, scheduled a visit to the

Center for Science and Industry (COSI), a popular interactive science museum in Columbus, Ohio. This event serves as a stress reliever and educational program, as well as providing an opportunity for members to get to know each other better in an off-campus setting.

Learning massage and relaxation techniques was the highlight of the **ZETA ZETA, Westminster**, chapter retreat. A massage therapist taught self-massage, stress relief and stretching techniques, as well as techniques to use on others. A few lucky members enjoyed a demonstration by the licensed therapist.

Members received instructions on how to massage common stress points including the head, neck and back, and learned how to loosen muscles that become tight from studying or sitting for long periods of time. They were also shown stretches to help relieve menstrual

cramps and how to properly stretch before and after exercise. With nearly perfect attendance the retreat was a fun, relaxing and informative evening for the chapter.

Hoots 'N Salutes

JENNIFER HOPENS, Centre, and **JULEE BABER, Centre**, not only share Kappa ties, they both have been contestants on the game show, *Jeopardy*.

Jennifer appeared on the show in December 1997

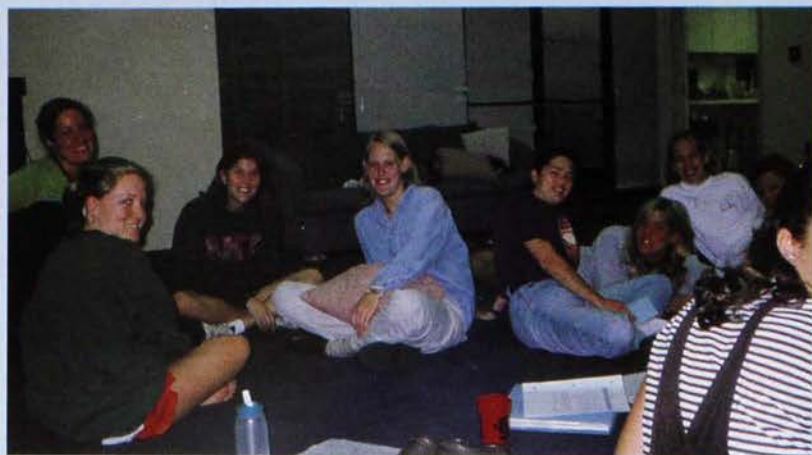


Jennifer Hopens, Centre, (left) and **Julee Baber, Centre**, (right) appeared on *Jeopardy*.



Learning massage and relaxation techniques was the highlight of the **Zeta Zeta, Westminster**, retreat.

Visit the Kappa Kappa Gamma Web site at <http://www.kappa.org>. Don't miss the new pages for Kappas only!



Zeta Mu, Virginia Tech., members work as a group during the Traveling Consultant's wrap-up program.



Gamma Omicron, Wyoming, new members enjoy spending time together at a retreat.

when she won two games before being defeated. During her first game, Jennifer was asked a question about Kappa and film star **ASHLEY JUDD**, *Kentucky*, which she answered correctly. Julie, a contestant in 1996 as a high school senior, made it to the semifinals in the teen tournament.

KATHARINE (TRINA) HELDT, DePauw, is the first female student body

president of DePauw University. She oversees the student government, residence hall association, Panhellenic Council, Interfraternity Council and union board. During her term she has worked to keep a study building open 24 hours a day, increase counseling staff and provide alternate university housing. Risk management is another pressing issue on her agenda. Trina's majors are religion and political

science and she hopes to attend law school.

BETA THETA, Oklahoma, along with Sigma Alpha Epsilon Fraternity, made the winning float of the university homecoming parade. During the parade, members of

both chapters rode on the float dressed as "Snow White and the Seven Dwarfs."

GAMMA ALPHA, Kansas State, is proud of member Jennafer Neufeld who is the first female student body vice president. A senior majoring in agricultural economics and pre-law, Jennafer has been involved in the student senate, campus career center, the National Future Farmers of America (FFA) and a state representative's campaign.

Academic Excellence

Congratulations to the following chapters which achieved chapter GPAs at or above the All-Sorority Average for Spring 1997:

REGION 1

BETA TAU, Syracuse
ZETA RHO, Colgate
GAMMA EPSILON, Pittsburgh
DELTA ALPHA, Penn State

DELTA XI, Carnegie-Mellon
DELTA PHI, Bucknell
DELTA NU, Massachusetts

REGION 2

BETA UPSILON, West Virginia
GAMMA CHI, George Washington
DELTA KAPPA, Miami
EPSILON ZETA, Florida State
GAMMA PI, Alabama
DELTA RHO, Mississippi
EPSILON LAMBDA, Tennessee

REGION 3

BETA NU, Ohio State
BETA RHO^A, Cincinnati
DELTA, Indiana
CHI, Minnesota
BETA LAMBDA, Illinois

REGION 4

BETA ZETA, Iowa
OMEGA, Kansas
GAMMA ALPHA, Kansas State
GAMMA THETA, Drake
DELTA OMICRON, Iowa State
BETA MU, Colorado
GAMMA BETA, New Mexico
DELTA ETA, Utah
EPSILON BETA, Colorado State

REGION 5

DELTA PSI, Texas Tech
EPSILON RHO, Texas A&M
ZETA EPSILON, North Texas
BETA THETA, Oklahoma
GAMMA NU, Arkansas
DELTA PI, Tulsa
GAMMA XI, UCLA
DELTA TAU, Southern Cal.
EPSILON XI, Cal. State, Northridge
ETA BETA, Pepperdine

REGION 6

BETA PI, Washington
BETA KAPPA, Idaho
GAMMA GAMMA, Whitman
GAMMA MU, Oregon State
EPSILON OMICRON, UC Davis

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

Have I Missed Something?

As a busy middle-aged woman whose sorority days seem long ago, I must admit I'm not a regular reader of *The Key*. But the word "caregiver" on the cover caught my eye and I turned to the article, "Who Cares for the Caregiver?" As the wife of a spouse with chronic illness and a recent Master of Social Work graduate who concentrated on clinical work in the medical field, I found the article informative and educational. The Winter 1997 Issue is now at bedside turned to "Nutrition for a Lifetime."

Have I missed something? Has there been a decision to switch emphasis from articles on philanthropic get-togethers to presenting gender-related information to a group of educated women of various ages? If so, please keep it up!

— LINDA DRAKE CUMMINGS, *William and Mary*

Cover-to-Cover Reader

It was a pleasure to sit down and read the Winter 1997 issue from cover to cover. It was the first time — and I graduated in 1968. Keep up the wonderful work.

— MARCIA ZUCKER SULLIVAN, *Connecticut*

Colorado Correction

I want to make a correction in the Fall 1997 Issue of *The Key*. You stated that HEIDI AVERY, a Chapter Consultant, is from Colorado — but she is from Colorado State (Epsilon Beta). She made incredible contributions to our chapter and we are so proud of her.

— SLOAN MACY, *Colorado State*

The Key on Tape

I was wondering if there was a transcription made of *The Key* for our members who are blind or have vision problems. One of my Kappa roommates became blind a few years ago and mentioned that she missed reading magazines. I would send her a tape of *The Key*, but unfortunately I have polyps in my larynx and can't speak for long periods of time, so I am unable to read the magazine to her myself. I wonder if this might be a project

in which alumnae associations or chapters would be interested. I'm sure that our members who are visually handicapped would enjoy hearing about their sisters in *The Key*.

— ANN KELSAY SMALL, *Wyoming*

EDITOR'S NOTE: If anyone is interested in recording audiotapes of *The Key* to be made available to members with visual problems, or if you know of a member who might want an audiotape, please contact JENNY STRUTHERS HOOVER, Editor, at 614/228-6515 or kkghq@kappa.org.

For information about the organization, Recording for the Blind and Dyslexic, a non-profit service that provides educational materials in recorded and computerized formats, call 800/803-7201.

Longtime Reader Says "Thanks"

Thank you all for a wonderful magazine. I have been enjoying it for more than 30 years. Now my daughter will get to enjoy it, too. She is one of the new initiates at ETA GAMMA, San Diego, Kappa's newest chapter! Thanks again for all of your hard work.

— CHERYL MOSS REIDY, *Arizona State*

Kappa Connection on Movie Set

A while ago you mentioned in *The Key* about GENA ROWLANDS, *Wisconsin*, being a Kappa (Summer 1997 Issue) and that she had a new movie out called *Unhook the Stars*. I travel so much that I just cozed up to that issue this Christmas. I was so tickled by this because I also worked on this film as the first assistant cameraman. Had I known of our bond, I would have slipped her the grip at the very least!

Here is a picture of us working in San Francisco on that movie. In my business, there are so few women that to actually meet a Kappa on set is a special moment, and reminds me of my great years at Denison University.

— HEATHER PAGE, *Denison*



Movie star Gena Rowlands, *Wisconsin*, (left) and cameraman Heather Page, *Denison*, didn't know they were Kappa sisters when they met on the set of the movie, *Unhook the Stars*.

Through the Keyhole...

Correction

In the article, "Who Cares for the Caregiver" in the Winter 1997 Issue, the maiden name of Zane Kotker (penname — Maggie Strong) was spelled incorrectly as Hickox. The correct spelling is Hickcox. Also, the article said that *Try to Remember* was her first novel but it is actually her fourth novel. *The Key* apologizes for the errors.

The Key Themes and Deadlines

SUMMER 1998 (Historically Speaking) Copy due March 30

FALL 1998 (The Places We Go) Copy due June 15

WINTER 1998 (Foundation Special Issue) Copy due Sept. 15

SPRING 1999 (Play Ball!) Copy due Dec. 15

SUMMER 1999 (Friends) Copy due March 15

Themes are subject to change. Articles and photographs become property of *The Key*. Not all submissions will be used. For more information contact JENNY STRUTHERS HOOVER, *Bowling Green*, Editor, P.O. Box 38, Columbus, Ohio 43216-0038, 614/228-6515, FAX: 614/228-7809, E-mail: kkgqh@kappa.org.


FraternityNEWS

continued from page 3

The 1997 Conference Resolutions approved during this session include one supporting men's fraternities that have implemented substance-free housing policies, one that supports further promotion of "The Year of the Scholar" programming, one authorizing financial support to the Research Initiative, a Unanimous Agreement prohibiting men and alcohol in Bid Day activities, and a resolution reaffirming the Conference groups' position against hazing.

Another highlight was "In the Company of Women: Risk and Responsibility," a presentation featuring an enactment of a national organization on trial in a civil suit resulting from hazing in a chapter. Guest attorneys for the presentation were Michelle Goseco, Pi Beta Phi, and JEAN SCHMIDT, *Miami (Ohio)*.

Panhellenic Awards

The Outstanding Panhellenic Adviser Award went to Greg Singleton, formerly of Purdue University and now at the University of Miami. Awards were also presented to College Panhellenics that have excelled in scholarship, public relations, rush, progress and philanthropy. Overall Excellence awards went to University of South Alabama, University of Idaho and University of Kentucky. 

KKΓ HEADQUARTERS REQUEST FORM

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

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

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

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

Your Name: _____

Address: _____

Phone No.: _____/_____

JEWELRY COLLECTION

	14K	10K	GK	SS
Pin-On Badge Charm	\$157.00	\$112.00	\$52.50	\$52.50
Pierced Pin-On Badge Charm	125.00	90.00	50.00	50.00
Imperial Onyx/Crest Ring w/4 Pearls	202.00	151.00	--	69.00
Imperial Onyx/Crest Ring w/out Pearls	190.50	139.50	--	57.50
Dangle Ring	76.00	50.50	--	23.00
Round Signet Crest Ring ..	146.00	114.00	--	52.00
Wide Band Crest Ring	165.00	127.00	--	57.50
Mini Monogram Ring	101.50	76.00	--	34.50
Philly Swirl Ring				
All Sapphire	209.50	158.50	--	--
All Pearl (not shown)	190.50	139.50	--	--
Alternating Sapphire/ Pearl (not shown)	203.00	152.50	--	--
Alternating Pearl/ Diamond (not shown) ..	266.50	216.00	--	--
Alternating Sapphire/ Diamond (not shown) ..	273.00	222.00	--	--
All Diamond (not shown) ..	305.00	254.00	--	--
Vertical Incised Letter Ring w/out Enamel	153.00	108.00	--	40.50
Scottsdale Incised Key Ring	139.50	101.50	--	34.50
Blue Enamel Marquis Ring w/ Crest	139.50	108.00	--	46.00
Oval Raised Letter Ring ..	152.50	108.00	--	40.50
Oval Incised Letter Ring ..	152.50	108.00	--	40.50
Key Ring	152.50	108.00	--	40.50
GF/SS Oval Filigree w/ Engraved Vertical Letters ..	--	28.00 (GF)	--	28.00
GF/SS Large Round Filigree with Crest	--	50.50	30.00	31.00
GF/SS Small Round Filigree Charm w/Crest ..	--	45.50	25.50	26.00
GF/SS Heart Filigree w/ Engraved Horiz. Letters ..	--	18.00 (GF)	--	18.00
Crown Pearl Vertical Letter Lavalier	110.50	85.00	63.50	--
Vertical Letter Lavalier ...	38.00	28.00	8.00	12.50
Mini Vertical Letter Lavalier	25.50	16.50	8.00	12.50
Key Lavalier	38.00	28.00	8.00	12.50
Ingot Lavalier w/ Enamel	76.00	53.00	12.50	12.50
Staggered Letter Lavalier	38.00	28.00	8.00	12.50
Crest Lavalier	47.00	31.50	12.50	12.50
Heart Lavalier	39.00	29.00	12.50	12.50
Circle Lavalier	39.00	29.00	12.50	12.50
Mini Staggered Letter Lavalier	25.50	16.50	8.00	12.50
Horseshoe Keyring FOB ..	--	--	18.50	--
GF/SS Single Link Bracelet	--	11.50 (GF)	--	11.50
GF Festoon Bracelet w/1 Key	--	69.50	28.50	28.50
Key Bracelet w/Crest (7) ..	--	222.00	86.50	86.50
Plain Double Letter Guard	--	35.00	14.00	--
Plain Single Letter Guard (not shown)	--	30.00	11.50	--
Crown Pearl Single Letter Guard	--	65.00	33.50	--
Crown Pearl Double Letter Guard (not shown) ..	--	80.00	51.00	--
Chased Double Letter Guard	--	40.00	17.00	--
Chased Single Letter Guard (not shown)	--	30.00	14.00	--

specify chapter letters when ordering guards.

Burr, Patterson & Auld Company



	14K	10K	GK	SS
37. Recognition Key Pin	\$--	\$20.00	\$5.00	\$--
38. Plain Special Award Key ..	--	60.00	--	--
39. Plain Bar Pin w/Greek Letters	--	57.00	20.00	--
40. Mono Recognition Pin	--	--	4.00	--

BADGES

For enameled letters add \$1.00 to the badge prices below.

41. Crown Pearl Badge	--	80.00	--	--
42. Alternating Pearl/ Diamond Badge	--	160.00	--	--
43. All Diamond Badge	--	250.00	--	--
44. Plain Badge	--	45.00	--	--
45. Close Set Emerald Special Award Key	--	110.00	--	--
46. All Sapphire Badge	--	75.00	--	--
47. Alternating Sapphire/ Pearl Badge	--	75.00	--	--
48. Alternating Sapphire/ Diamond Badge	--	170.00	--	--
49. 65 Year Pin*	--	--	--	--
75 Year Pin* (not shown) ..	--	--	--	--
50. 50 Year Pin*	--	--	--	--
51. Fleur de Lis Pin	--	25.50	12.50	12.50
Fleur de Lis Pin w/ 3 Pearls (not shown) ...	--	31.50	18.50	18.50
52. Staggered Letter Stick Pin	--	--	9.00	--
53. 50 Year Stick Pin*	--	--	--	--
54. Pledge Pin	--	--	5.00 (WF)	--
55. Glass & Mirror Box w/Crest	--	--	26.00	--
56. Oval Metal Trinket Box w/Crest	--	--	15.00	--

NOT SHOWN

Official Recognition Dangles	24.00	16.50	7.50	--
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(GK) Goklad is a 14K electroplate.

* Available through headquarters only.

Colored stones are synthetic, pearls and diamonds are genuine.

NOTE: The prices above do not include necklace; add \$5.00 to above prices for 18" gold-filled or sterling silver necklace.

KKT



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

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

Burr, Patterson & Auld Company

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For more information, call Kappa Travels Coordinator, VERA LEWIS MARINE, Colorado College, at 800/554-7673 ext. 128 or 626/446-3870, e-mail — verakappa@aol.com

KAPPA KTRAVELS

Send all notices of address changes and member deaths to:
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