

The Key

A KAPPA KAPPA GAMMA PUBLICATION

VOLUME 128, No. 3
FALL 2011

- *Stop Distracted Driving—Page 14*
- *Protect Your Identity—Page 18*
- *Disaster Relief Fund Helps Kappas—Page 30*

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A KAPPA KAPPA GAMMA PUBLICATION

VOLUME 128, No. 3
FALL 2011

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

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Send Us Mail!

Letters to the Editor should be emailed to thekey@kkg.org or mailed to Kappa Kappa Gamma, Attn: *The Key*, P.O. Box 38, Columbus, OH 43216-0038. We regret that we cannot respond to all letters, but we genuinely appreciate hearing from you.



FRATERNITY
COMMUNICATIONS
ASSOCIATION



National Panhellenic
Editors Conference

features

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Distracted Driving—One Text Could Be Your Last

Join your sisters in keeping safe behind the wheel.



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Are You Minding Your Identity? If You Don't, Someone Else Will!

A Virginia law-enforcement officer offers tips to protect you.



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Build Change

A Kappa works tirelessly to teach citizens of poor countries in earthquake zones how to build homes that are safe.

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

- To inform, inspire and challenge
- To promote leadership, scholarship and friendship
- To sustain and nurture loyalty and interest
- To recognize the accomplishments of individuals, groups, the Fraternity and its Foundation
- To provide a forum for an exchange of information and opinion
- To be a permanent record.

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Keep Your Nest Protected

There are risks out in the world, even in our own backyards. Risky situations may arise anywhere, at any time. I was reminded of that this summer when I facilitated a risk-management review that included a “structural reorganization.” An incident in my own backyard brought the message home.

I had been watching a female robin tend to her nest, perched precariously on a downspout under the eaves of my neighbor's house. My kitchen door offered a bird's-eye view of her comings and goings. I watched the mama bird carefully finish building the nest and then diligently sit on it, day after day. At times she'd appear frantic, flying back and forth from the nest to the backyard trees. But she always returned, sitting at attention through rain, wind and searing heat.

Then the magic happened. I saw two little beaks peeking out of the nest. For a few days, I thought there were only two. But then I saw three mouths wide open reaching toward the sky, waiting for mama's return with nourishment and comfort. Every day, and several times during the day, I'd stare out my kitchen door watching the progress of the baby robins. I made sure there was fresh water in my birdbath. After summer thunderstorms, I'd hurry to the door to see if the nest survived.

One day with no clouds in the sky, the nest was gone from its protected spot. I hurried over to my neighbor's yard and there was mama bird—wide-eyed, heart pounding in her chest, looking over a crumbled home in the ivy on the ground. I could see one hatchling moving. A closer look revealed the other two slightly hidden in the overgrowth of the ground cover. Back home, I grabbed an old towel, garden gloves and a big basket.

I called my neighbor for help and encouragement. Would this work? Could we scoop up the nest and baby birds and get them to a spot where they could survive? Together we figured out a plan, put it into action, stepped back and hoped for the best.

The mama bird found her three hatchlings in the basket safely hanging from a new hook just a few feet from the downspout that had been their home perch. At first she reviewed the situation from afar. She came closer, still cautious. Finally, she took a leap of faith into the basket and sat on the nest. Baby beaks were once again reaching to the sky.

There are risks out in the world, not just in our backyards. Be aware, be safe and keep your nest protected. If there is an unexpected thunderstorm and you lose your perch, remember that others can help. Kappa sisters are there for you. Volunteers step up. Leaders are identified. A plan is put in place. In our own nests, in Fraternity and campus interaction, in world events, Kappas can accomplish just about anything when we put our minds to it. We just need to reach for the sky.

Loyally,



JULIE MARINE LESHAY,
Colorado College
Fraternity President
kkgpresident@my.kkg.org



Meet Our 2011-2012 Field Representatives

Leadership Consultants



ALLISON BERNARD, *Iowa State*
Major: kinesiology and health-exercise science
Chapter Leadership: Vice President-Standards, Vice President-Academic Excellence
Activities: Rho Gamma, Rho Lambda, running and ISU Cyclone Athletics



MEGGIE CENTERS, *Iowa*
Major: journalism and mass communication
Chapter Leadership: Panhellenic Delegate, President, Assistant Membership Chairman, Nominating Committee Chairman
Activities: Manager of the Iowa men's tennis team, marketing and media assistant for the University of Iowa Museum of Art



EMILY DOUGLASS, *Vanderbilt*
Major: human and organizational development
Chapter Leadership: New Member Chairman, Vice President-Standards
Activities: Reform University Fellowship, Manna Project International



SAREENA HELTON, *Central Florida*
Major: interpersonal organizational communication
Chapter Leadership: Membership Chairman
Activities: Panhellenic President, Greek Council, Office of Student Involvement, UCF President's Leadership Council



BRIANNE MCGANN, *San Diego*
Major: biology
Chapter Leadership: Marshal, Vice President-Standards
Activities: Panhellenic Executive Board: vice president-public relations and vice president-recruitment



GRACIE RICE, *LSU*
Major: psychology
Chapter Leadership: Risk Management Chairman, Standards Committee, Nominating Committee
Activities: Order of Omega, Phi Beta Kappa



KELCEY SCHMIDT, *Georgia Southern*
Major: early childhood education
Chapter Leadership: Junior Panhellenic Delegate, Membership Chairman, President
Activities: Order of Omega, Gamma Beta Phi, volunteered at a battered women's shelter, student teacher in a 5th-grade classroom



HALEY SMITH, *William and Mary*
Major: finance
Chapter Leadership: Membership Chairman, Nominating Committee Chairman
Activities: varsity swimming, campus tour guide

Chapter Consultants



MEGAN HARRE, *Florida State to Oklahoma State*
Graduate Studies: educational leadership studies and higher education
Chapter Leadership: President, New Member Chairman, Registrar
Activities: Homecoming Executive Council, Omicron Delta Kappa, Relay For Life



KRISTEN HRANICKA, *Illinois Wesleyan to Arizona*
Graduate Studies: public health
Chapter Leadership: Panhellenic Delegate, President
Activities: Order of Omega, Beta Beta Beta, Relay for Life, Gamma Sigma Alpha, hospital volunteer



MELISSA SHEARER, *Vanderbilt to Northeastern*
Graduate Studies: elementary education, human and organizational development
Chapter Leadership: Treasurer, Risk Management Chairman, Nominating Committee Chairman
Activities: VUCept Executive Board (First-year orientation), Vanderbilt Visions, orientation leader, tutoring, office assistant to the Dean of The Commons



ALLIE VUKOV, *Michigan State to NYU*
Graduate Studies: communication, specialization in public relations
Chapter Leadership: Panhellenic Delegate, President
Activities: Panhellenic Council President, Order of Omega, Michigan State University Union Advisory Board, volunteering

WANTED

A Few Good Leaders for the 2012-2014 Biennium

Mission: Lead Kappa Kappa Gamma Fraternity

Qualifications: Any Kappa in good standing who has served the Fraternity within the past 10 years as a member of the Fraternity, Regional or Associate Council, chairman of a Fraternity standing or special committee, Fraternity Council assistant, Leadership Consultant or member of the Foundation Board of Trustees is qualified to be considered for an elected position.


Opportunities: The positions to be elected at the 2012 General Convention include all Fraternity Council positions, seven Regional Director of Alumnae positions and seven Regional Director of Chapters positions.

Procedure: Please submit recommendations to the Nominating Committee no later than Feb. 15, 2012.

Find the recommendation form at www.kappa.org>Resources>Nominations & Recommendation Forms>Recommendation for Fraternity Position.

Send recommendations to Fraternity Nominating Chairman, **JUDY STEWART DUCATE**, *Texas Tech*, 7012 Brook Forest Cir., Plano, TX 75024-7535 or email jducate@augustagroup.org.

Every member has the opportunity to participate in the nominating process. Please consider seeking one of these positions or nominating an outstanding leader you know.



The strength of Kappa Kappa Gamma can be attributed to the leaders of our Fraternity during the past 141 years. Their vision, wisdom and courage have made Kappa the exceptional organization that we all know and love. We need you to be a part of continuing that Tradition of Leadership by recommending qualified candidates for elected positions.

Who will lead the Fraternity in the next biennium?

YOU ARE THE KEY!

In Memoriam

Honoring Those We Have Loved and Lost

These names were submitted to Fraternity Headquarters between April 14, 2011, and July 20, 2011.

* ADELPHI COLLEGE

Harrison, Audrey Fenton, '42, d. 03/11

AKRON, UNIVERSITY OF

Clover, Annette Garver, '45, d. 06/11
Johnson, Jo Emery, '64, d. 05/11
Taylor, Marilyn Landis, '44, d. 05/11

ALABAMA, UNIVERSITY OF

Farmer, Erin Davis, '43, d. 06/11
Nelson, Nancy Pate, '77, d. 04/11

ARIZONA STATE UNIVERSITY

Bass, Gloria Ison, '61, d. 03/11

ARIZONA, UNIVERSITY OF

Axelson, Jacqueline Haymore, '49, d. 07/11
Carrick, Elizabeth Bates, '34, d. 04/11
Doty, Betty Corn, '60, d. 05/10
Renner, Mary Doolen, '59, d. 05/11
Rolph, Virginia Peil, '55, d. 03/11
Taylor, Susan Blue, '44, d. 04/11

ARKANSAS, UNIVERSITY OF

Cotton, Willene, '44, d. 05/11
Largent, Anne Koerner, '58, d. 05/02
McMillin, Terri Webb, '74, d. 04/11

BAYLOR UNIVERSITY

Dillard, Dorothy Kelly, '77, d. 05/11

BOWLING GREEN STATE UNIVERSITY

Snow, Kim McClurg, '93, d. 05/11

BRITISH COLUMBIA, UNIV. OF

Gemmill, Dorothy Holmes, '53, d. 06/11
Malkin, Margaret Ewing, '39, d. 10/10

BUTLER UNIVERSITY

Fleece, Mary Craig, '33, d. 03/11
Flickinger, Gloria Attkisson, '46, d. 01/11
Lautner, Carolyn Pickering, '42, d. 06/11
Lowther, Delight Morrison, '31, d. 02/09

CALIFORNIA, U. OF, BERKELEY

Wheeler, Roberta Prior, '41, d. 05/11

CALIFORNIA, U. OF, LOS ANGELES

Hedemann, Irene Harrod, '42, d. 04/11
McFie, Carrie Breyer, '34, d. 05/11

CARNEGIE MELLON UNIVERSITY

Byers, Ruth Beall, '44, d. 04/11
Ortt, Helen Griffiths, '44, d. 06/11
Wayman, Martha Sekey, '44, d. 04/11

CINCINNATI, UNIVERSITY OF

Barta, Jane Sykes, '31, d. 05/11
Cook, Carolyn Smith, '49, d. 05/11
Diehl, Sally Patten, '51, d. 04/11
Erhardt, Betty, '44, d. 07/11
Goering, Gloria Strohmenger, '52, d. 06/11
Groenke, Jeanne Wiseman, '48, d. 06/11
Ryan, Lucile Kelly, '36, d. 05/11

COLORADO COLLEGE

Nichols, Anne Stephan, '39, d. 10/10
Whitney, Jane Wilson, '44, d. 05/11

COLORADO STATE UNIVERSITY

Coffman, Christy Sparrow, '73, d. 05/11

COLORADO, UNIVERSITY OF

Boyer, Nan Kretschmer, '36, d. 06/11
Brinton, Kate Taylor, '41, d. 04/11
Hertzberg, Susan Wilson, '44, d. 04/11
Woody, Cecile Bakewell, '47, d. 06/10

CONNECTICUT, UNIVERSITY OF

Fletcher, Nancy Fox, '44, d. 04/11
Manning, Marion Duyser, '44, d. 06/08
Wood, Elizabeth Smith, '50, d. 02/11

CORNELL UNIVERSITY

Archibald, Marcia Noyes, '43, d. 04/11
Francis, Betty Miller, '44, d. 04/11

DENISON UNIVERSITY

Binkley, Martha Pratt, '44, d. 01/11
Ford, Betty Neff, '43, d. 05/11
Harrison, Martha Eddy, '32, d. 05/11
Linsly, Lois Hancock, '43, d. 06/11
McClanathan, Nancy Backus, '39, d. 07/10

DEPAUW UNIVERSITY

Bivenour, Nancy Noaker, '49, d. 05/11
Good, Barbara Loomis, '43, d. 06/11
Kay, Martha Haverstick, '42, d. 04/11
Steffen, Kathryn Pierce, '47, d. 02/11
Van Riper, Anne Hayden, '28, d. 05/11

DRAKE UNIVERSITY

Harms, June Johnson, '58, d. 07/08
West, Kathie Hagie, '61, d. 03/06

DUKE UNIVERSITY

Bowditch, Bess Laing, '34, d. 12/10
Cowell, Carolyn Johnson, '44, d. 06/11
Hill, Helen Chapman, '40, d. 06/11

EMORY UNIVERSITY

Findley, Kay Mc Call, '59, d. 04/11

FRESNO STATE

Hansen, Dora Glenn, '54, d. 05/11

GEORGE WASHINGTON UNIVERSITY

Drew, Joan, '53, d. 12/09
Wilkinson, Judith Drew, '53, d. 01/11

GEORGIA SOUTHERN UNIVERSITY

Wetherington, Sha, '08, d. 06/11

GEORGIA, UNIVERSITY OF

Rogers, Nancy Lasseter, '50, d. 05/11

HILLSDALE COLLEGE

Bennett, Sally Vedder, '56, d. 04/11
Jacoby, Carole Hoskin, '54, d. 06/11

IDAHO, UNIVERSITY OF

Kristin, Margery Wilson, '39, d. 04/11
Pensiero, Geraldine Johnson, '46, d. 01/10
Underwood, Mary Brodersen, '57, d. 02/11

ILLINOIS WESLEYAN UNIVERSITY

Kaull, Barbara Borsch, '50, d. 03/11

ILLINOIS, UNIVERSITY OF

Russell, Judy James, '53, d. 05/11

INDIANA UNIVERSITY

Buck, Lauretta May, '46, d. 11/10
Davis, Madelyn Pugh, '39, d. 04/11
Moore, Mary Pyle, '35, d. 11/10

IOWA STATE UNIVERSITY

Sketch, Nancy Wilcox, '50, d. 06/11

KANSAS STATE UNIVERSITY

Bolls, Imogene Lamb, '57, d. 12/10
Glaves, Nancy Shelton, '46, d. 03/11
Huston, Beth Ellen Gregg, '77, d. 07/11
Kraft, Vallie Kirk, '51, d. 07/11

KANSAS, UNIVERSITY OF

Allen, Lynn Grever, '61, d. 03/11
Carrington, Barbara Gray, '34, d. 06/11
Nelson, Eleanor Allen, '40, d. 05/11
Park, Jean Fees, '39, d. 06/11

KENTUCKY, UNIVERSITY OF

Newell, Alice Spencer, '43, d. 04/11

LOUISIANA STATE UNIVERSITY

Lofton, Beverly, '70, d. 04/11
Miller, Marcia Nichols, '54, d. 09/07
Shafer, Marjorie Hall, '36, d. 06/11

MASSACHUSETTS, UNIVERSITY OF

Patterson, Barbara Stevens, '49, d. 04/11

MIAMI, UNIVERSITY OF

McDonnell, Betty Newman, '48, d. 04/11

MICHIGAN STATE UNIVERSITY

Dikeman, Susan Blackney, '36, d. 04/11
Monie, Barbara Harris, '42, d. 04/11
Sanborn, Betty Kauer, '38, d. 04/11

MICHIGAN, UNIVERSITY OF

Dolan, Barbara Sisson, '44, d. 11/09
Stuart, Sue Sullivan, '54, d. 05/11

* MIDDLEBURY COLLEGE

Cropey, Joyce Mackenzie, '36, d. 04/11
Gore, Ruth Britton, '45, d. 05/11
Kingham, Juliette Camden, '51, d. 04/11
Wieners, Grace Harris, '32, d. 07/11

MINNESOTA, UNIVERSITY OF

Bryan, Ann Grace, '37, d. 06/11
Guy, Louise Gerdes, '30, d. 05/11
Koponen, Sally Rumble, '42, d. 05/11
Snow, Nancy Grace, '41, d. 06/11
Thomas, Virginia Seidl, '42, d. 07/05

MISSISSIPPI, UNIVERSITY OF

Wagner, Virginia Seal, '50, d. 07/11

MISSOURI, UNIVERSITY OF

Brownlee, Alice Rowley, '41, d. 04/11
Hurd, Edith Germane, '45, d. 05/11
McDonald, Iva May Pilcher, '35, d. 04/11
Milstead, Sally Jeffries, '51, d. 04/11
Robertson, Elizabeth Pate, '49, d. 01/11
Schreiber, Margaret Beaty, '41, d. 04/11

MONMOUTH COLLEGE

Slusser, Eleanor Larsen, '53, d. 07/11

MONTANA, UNIVERSITY OF

Jacobson, Dorothy Anderson, '46, d. 12/09
Poore, Pauline Wild, '39, d. 05/11

NEBRASKA, UNIVERSITY OF

Brown, Pamela Kemp, '71, d. 06/11
Hansen, Elsie Clapp, '48, d. 05/11
Hill, Elaine Krieger, '37, d. 04/11

Reed, Barbara Handschuh, '63, d. 12/10

Simpson, Mary Armstrong, '51, d. 04/11

Thompson, Karen Rasmussen, '61, d. 07/11

Tyson, Joyce Keckley, '45, d. 08/10

NEW MEXICO, UNIVERSITY OF

Benedict, Lois Lembke, '45, d. 04/11
Miles, Jeanne Yashvin, '43, d. 05/11
Newhouse, Hope Kinzer, '45, d. 06/11

NORTHWESTERN UNIVERSITY

Crawford, Ruth Cleveland, '56, d. 07/10
Lovetto, Megan O'Connor, '53, d. 07/10

OHIO STATE UNIVERSITY

Hadley, Julia Gardiner, '46, d. 05/11
Middleton, Marian Orr, '34, d. 05/11

OHIO WESLEYAN UNIVERSITY

Bodfish, Betty Craig, '41, d. 04/11
Pim, Eleanora Davis, '37, d. 05/11
Scheid, Eleanor Appell, '46, d. 05/11
Von Gruenigen, Ann Dauch, '51, d. 04/11
Zink, Mary Milligan, '41, d. 06/11

OKLAHOMA STATE UNIVERSITY

Brown, Beverly, '62, d. 04/11
Haygood, Kathryn George, '57, d. 06/11
Jensen, Laura Vespasian, '88, d. 05/11

OKLAHOMA, UNIVERSITY OF

Heneghan, Margaret Holtzendorff, '30, d. 04/06
Hudson, Kendal Clark, '84, d. 07/11

OREGON STATE UNIVERSITY

Gann, Christine Haleston, '50, d. 05/11
Mason, Joan Fenlason, '52, d. 06/11

OREGON, UNIVERSITY OF

Ash, Cathryn Mesman, '72, d. 06/07
Mock, Diane Spence, '52, d. 03/11
Weston, Nancy, '42, d. 06/11

PENNSYLVANIA STATE UNIVERSITY

Predmore, Brigid Dayton, '66, d. 12/10

* PENNSYLVANIA, UNIVERSITY OF

Hamilton, Mary, '66, d. 11/10
Whitbread, Harriett Failor, '51, d. 03/11

PITTSBURGH, UNIVERSITY OF

Marlor, Betty McCausland, '39, d. 06/11

PURDUE UNIVERSITY

Gerdiss, Judith Jones, '36, d. 05/11
Kimmell, Mary Hinchman, '37, d. 06/11

* SAN JOSE STATE UNIVERSITY

Fisher, Margaret Mc Kee, '50, d. 10/06
Gillespie, Jeanne Mitchell, '65, d. 04/11
Howe, Dorothy, '49, d. 06/11
Moeysensoon, Pamela McDonald, '66, d. 10/10

SOUTHERN CALIFORNIA, U. OF

Blake, Mary Barrett, '53, d. 04/11
Stromme, Shirley Davies, '49, d. 01/11

SOUTHERN METHODIST UNIVERSITY

Deis, Emma Rucker, '38, d. 03/11
Leeecraft, Jodie Seeger, '42, d. 06/11
Miller, Margaret Bateman, '32, d. 07/11
Reinke, Peggy Wallace, '42, d. 08/10

ST. LAWRENCE UNIVERSITY

Bustin, Martha Young, '29, d. 05/09

STANFORD UNIVERSITY

De Groot, Barbara Riley, '37, d. 04/11

SYRACUSE UNIVERSITY

Dolbear, Margery Mc Intosh, '35, d. 06/11
McClenachan, Suzanne Gilhams, '44, d. 07/09

TEXAS CHRISTIAN UNIVERSITY

Fugitt, Kay Reese, '59, d. 05/11

TEXAS TECH UNIVERSITY

Little, Alyssa, '06, d. 04/11
Rhoden, Shellen Ryan, '74, d. 12/10
Rodgers, Dorothy Looper, '54, d. 05/11

TEXAS, UNIVERSITY OF

Berkeley, Virginia Fitch, '49, d. 03/11
Bourne, Elizabeth Ruby, '53, d. 04/11
Conley, Margaret Brush, '42, d. 05/11
Rust, Fanne Halbert, '38, d. 04/97
Fleming, Jeanie Crawford, '48, d. 06/11
McLean, Donni Hutt, '52, d. 03/11

TULSA, UNIVERSITY OF

Bell, Elizabeth Chesnut, '62, d. 05/11
Mershon, Charlene Weber, '51, d. 06/11
White, Alicia Morales, '98, d. 02/11

* U. OF ARKANSAS AT LITTLE ROCK

Delay, Billie Stoddard, '63, d. 05/11

UTAH, UNIVERSITY OF

Dempster, Georgia Mc Ginn, '56, d. 03/11
Shrum, Joan Tanner, '49, d. 04/11
Thorpe, Margaret Wallace, '49, d. 04/11

WASHINGTON STATE UNIVERSITY

Chamberlain, Marion Holl, '43, d. 05/11
Connelly, Carol Duell, '45, d. 05/11

Dehn, Janice Stevens, '43, d. 06/11

Kiehn, Shirley Ott, '40, d. 04/08

Neils, Jean Kienitz, '36, d. 03/11

Turner, Susan Michelsen, '78, d. 11/09

Williams, Patricia Malony, '44, d. 03/06

WASHINGTON UNIVERSITY

Orwig, Betty Budke, '37, d. 07/11
Weber, Irmgild Warmber, '40, d. 01/11

WASHINGTON, UNIVERSITY OF

Baugh, Lolly Doust, '47, d. 05/11
Corbett, Myrna Coyle, '50, d. 06/11
Gamble, Diane Carpenter, '56, d. 06/11
Ketcham, Nancy Kerr, '42, d. 03/11
Mac Gillivray, Suzanne Troyer, '43, d. 04/11
Nash, Nancy Jones, '48, d. 07/11
O'Connell, Mary Mc Cabe, '48, d. 02/11
Sharp, Virginia Harding, '44, d. 04/11

WEST VIRGINIA UNIVERSITY

Case, Mary Horner, '46, d. 05/11
Morton, Elizabeth Miller, '47, d. 07/11
Rymer, Huldah Snoderly, '41, d. 05/10
Stewart, Marguerite Duke, '50, d. 05/11

WHITMAN COLLEGE

Camp, Velma Scott, '29, d. 06/03
McMurchie, Doris Winkleman, '44, d. 05/11

WILLIAM AND MARY, COLLEGE OF

Davison, Margaret, '43, d. 03/11
Jordan, Jane Taylor, '53, d. 03/11
Norman, Mary Ann, '46, d. 06/10

WISCONSIN, UNIVERSITY OF

Abraham, Marguerite Klein, '35, d. 04/04
Boyle, Phyllis Graham, '43, d. 06/11
Coward, Marcia Windness, '53, d. 05/11
Cuddihy, Harriet Dehaven, '56, d. 11/10
Holt, Joan Duncan, '42, d. 05/11
Judge, Jean Park, '39, d. 04/11
Stanke, Ann Calhoun, '53, d. 05/11
Ullrich, Polly Huffman, '69, d. 07/11
Warren, Virginia Mayo, '44, d. 03/08

WYOMING, UNIVERSITY OF

Merritt, Virginia Hayes, '48, d. 05/11

* Indicates inactive chapters.

Working to Enhance Greek Life on Campuses



KRISTIN WHITVER FOUTS, Monmouth

The North-American Interfraternity Conference (NIC) has named **KRISTIN WHITVER FOUTS, Monmouth**, director of the Fraternity and Sorority Coalition Assessment Project, where she will provide leadership for the on-site assessment of the environment in which fraternities and sororities operate on campuses in North America. She has recently served as the Assistant Director of Registered Student Organization Development and Fraternity/Sorority Life at Western Michigan University.

Kristin served as a Chapter Consultant to **EPSILON, Illinois Wesleyan**, as Coordinator of Chapter Development for **DELTA GAMMA, Michigan State**, and also has served on the Development Committee for the Kappa Kappa Gamma Foundation.

The Coalition Assessment Project is designed to advance the fraternity and sorority movement on campuses. As director, Kristin will work with Coalition

partners to objectively assess and communicate to the host institutions the overall health of a fraternity or sorority community by completing site visits, collecting data and reporting on the strengths, limitations or progress of the campus fraternal community.

NIC President and CEO Pete Smithhisler states, "We are very excited to welcome Kristin to our team. Her skill set will undoubtedly advance the success and the reach of the Coalition Assessment Project."

Kristin says, "Since I began advising fraternities and sororities at the campus level in 2005, I knew my passion lay in advancing the fraternal movement in any way possible. My new role will allow me to work with outstanding fraternal advocates to provide in-depth examinations of fraternity/sorority communities across the country. The opportunity to advance the movement from the local and international levels simultaneously is very exciting and will no doubt be very rewarding." For more, visit www.nicindy.org/programs/coaliton-assessment-project.

Submit Bylaws and Standing Rules Amendments

The Fraternity Council welcomes recommendations for amendments to the Fraternity *Bylaws* and *Standing Rules* from all members. Send recommendations to Kari Kittrell, Executive Director, kkittrell@kkg.org or via mail to Kappa Kappa Gamma Fraternity, P.O. Box 38, Columbus, OH, 43216-0038 by Dec. 20, 2011. Proposed amendments will be sent to chapters and associations in March 2012.

Greetings from Jacksonville!

Where Kappa's Biennial Convention 2012 Begins.

Bridging Kappa's past, present and future in four short days ... this is an adventure you won't want to miss.

June 20-24, 2012 ~ Hyatt Regency Jacksonville Riverfront

Visit www.kappa.org/2012Convention and save to your favorites to catch the latest news from Jacksonville.

On Twitter, follow #kkgjax.



Kappa Is for a Lifetime!



DUES DIRECT

Pay dues...Be an alumnae association member.
Collegians and alumnae—we all support Kappa programs.

Join your local alumnae association at www.kappa.org/alumnaeassociations.
No association? Join Dues Direct: www.kappa.org/duesdirect.

Kappa Kappa Gamma®

Tradition of Leadership

GIRLS Academy— An Inside Look at a



—By **BETH SHARP**, *Penn State*

GIRLS Academy is Kappa at its best!

Forty middle-school girls gather outside the school gym. Some fidget. Others force a nervous smile. The parents who are with them give last-minute instructions to mind their manners. Something big is about to happen. They just don't know what it is.

A dozen young women from a nearby Kappa chapter are reviewing their notes and training guides. They shift their eyes upward in search of answers they think they can find in the sky. Two lead facilitators tell them they are going to do just fine. They are about to start a great journey and they should enjoy the ride.

Several women from the local alumnae association stand by to assist. They are organized and confident and they will make the others feel comfortable.

The chapter women join the middle-school girls. At first there is awkward silence, then some giggles and finally a lot of easy conversation. They had each other at “hello!” Game on. It's time for GIRLS Academy!

GIRLS Academy, which stands for **Girls Inspiring Respect, Leadership and Service**, is a weekend program designed for middle-school girls. Four Kappa chapters have been chosen to provide this unique experience

next year. Congratulations to *Loyola, Washington, Oklahoma* and *Minnesota*. They are about to make a big difference in the lives of young girls. And in the process, their own lives will be transformed as well.

Now, more than ever, teenage girls face tremendous pressure to fit in with society's standards of femininity. At GIRLS Academy, we challenge the culture (music videos, teen magazines, and, often, their peers) that tells girls what is important. As Rosalind Wiseman, author of *Queen Bees & Wannabes*, says, “Girls will only reach their full potential if they're taught to be the agents of their own social change.”

GIRLS Academy participants learn basic leadership concepts of decision making and accountability; explore how values impact behavior as a leader and as a participant in group settings; practice ethical decision-making; reflect on the impact of mean behavior and develop appropriate responses to counter it; and build their self-image, all while having fun!

This program shares Kappa's Tradition of Leadership and the skills promoted by our organization with middle-school girls of the communities where our members live, work and serve. Not only do we offer a chance for Kappas to mentor the young women they

Kappas serve healthy snacks at
GIRLS Academy.

Special Weekend

meet, many of whom come from disadvantaged areas, but we also provide these girls with exposure to lifelong skills they might not otherwise be encouraged to learn.

And we don't want to stop there. Working with the schools, we want our chapter members to continue to support the girls. This is the time to bolster self-confidence, inspire them to continue their education and help them remain determined to succeed.

This special program is one of the most public initiatives Kappa Kappa Gamma has ever undertaken. It is Kappa at its best. We welcome your support as we expand this program to more schools across the continent. It takes time and effort and money. Is it worth it? Perhaps this GIRLS Academy moment provides the best answer:


At the conclusion of our first GIRLS Academy, a mother approached a lead facilitator, her face expressionless. "I need to talk with you about what you've been telling my daughter over the weekend." The facilitator was not sure how to respond. She chose to remain quiet and listen. "You and the others have her believing she can go to college. We don't talk about that at home." The facilitator wanted to speak, but the mother gestured with her hand not to.



"You have my baby girl believing she can go to college. And now that I sat through the little graduation you had here and listened to what my daughter told everyone she learned, well, I just have to say ..."

A beautiful broad smile came across her face. "I believe it, too. Thank you. My baby and I now know she can do anything she puts her mind to."

Not a bad start. Not a bad start at all.

For more information about how your chapter or association can apply to host GIRLS Academy or if you would like to financially support this initiative, please visit GIRLS Academy on the Kappa website at www.kappa.org. 



Upcoming GIRLS Academy Events

Four chapters are scheduled to host GIRLS Academy next year: Loyola, Minnesota, Oklahoma, and Washington.



The newly formed **WEST TENNESSEE ALUMNAE ASSOCIATION** looks forward to an exciting year.

Welcome New Alumnae Associations

Two associations have recently formed and look forward to new members. Don't be an owl out on a limb—if you live near these areas, get involved!

ROGUE VALLEY (Medford, Ore. and surrounding area) Contact Association President **LIANA DALLMAN BARRON**, Idaho, 1050 Butte Falls Hwy., Eagle Point, OR 97524; or call 541-326-7877 or email drliana@hotmail.com.

WEST TENNESSEE (excluding Shelby County, which is served by Memphis AA) Contact Association President **SUMMER RAUCHLE PARIS**, Tennessee, 137 Caleb Dr. Medina, TN 38355; or call 731-780-0313 or email summerrparis@gmail.com.

File Reports and Pay Bills Online

Launched this summer, many chapters are now using KeyReports, an interactive chapter officer portal on the Kappa website, where chapter officers can update membership rosters and chapter officer lists, as well as register new members and complete the initiation record-keeping process. In the future, additional reports and features will be added to KeyReports to streamline chapter reporting.

Billhighway

In addition to filing reports online, chapters are converting to Kappa's new billing and accounting partner, Billhighway. This new system consists of a Billhighway bank account for each chapter. All

income and expense transactions, as well as cash management, are handled by Billhighway in real time. After a chapter implements Billhighway, there is no longer a need for the Treasurer to reconcile accounts on a monthly basis and no reporting to submit to Fraternity Headquarters. Accounts are reconciled daily by Billhighway staff, which allows each member, volunteer and staff (Treasurer, Finance Adviser or Fraternity Headquarters) to access the data and see an exact snapshot of the condition of the finances on a daily basis.

Questions about Billhighway should be directed to the Chapter Finance Department at Fraternity Headquarters, 866-KKG-1870.

An Empowering Strategic Plan ... With a New Vision

While Kappa's mission statement and ideals set forth by our Founders do not change, the Strategic Plan is a working document that helps guide the day-to-day business of the Fraternity, sets goals and defines the direction of the Fraternity. The Strategic Plan aligns Kappa's volunteer boards and staff members to ensure effective stewardship and identifies the vision and initiatives of our current leadership.

During its meeting in August, the Fraternity Council set forth an updated vision statement: "Empower Women to Pursue a Lifetime of Excellence." Using this vision as a source of inspiration in creating the 2012–2017 Strategic Plan for the organization, Fraternity Council has created a timeline for the next few months to receive input from the membership using tools such as a survey, focus groups, and round-table discussions at the 2012 General Convention in June.

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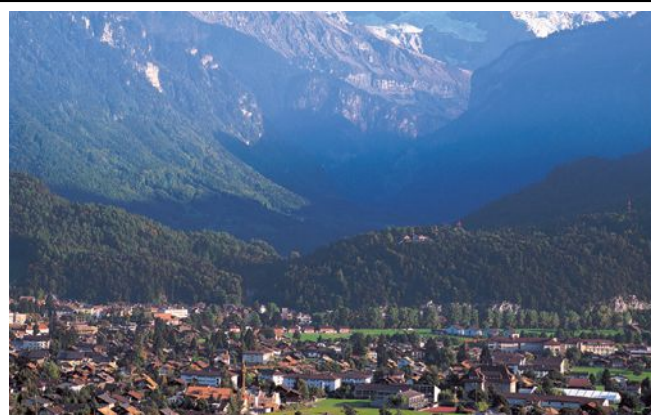
Shop for Museums

Kappas love to shop, and here's an exciting way to engage in a favorite activity and support the Kappa Kappa Gamma Museums, too!

Log in to the Shop for Museums website, www.shopformuseums.com, register and sign up for your purchases to be credited to The Heritage Museum or The Stewart House (both are listed in the "T" section of the alphabet). Then, shop online at stores like Amazon, Macy's, Target, Old Navy, Gap, The Limited, Vera Bradley, Kohl's, Hammacher Schlemmer, Swarovski, Banana Republic, eBay and more. A percentage of your purchase, as much as six percent, will be donated to the museum you choose.

"The museums can really use the help," says Museums Chairman **JULIE MARTIN MANGIS**, *George Washington*. "The Stewart House roof is sagging and needs immediate attention. The museums' budget has been reduced while the fixed costs of operating the museums are on the rise. If every Kappa used Shop for Museums for her online shopping, there would be thousands of additional dollars to protect and maintain our museums," Julie says.

You can also sign up for the Shop for Museums email list and receive announcements of sales and special discounts. Help preserve our heritage for future generations with your Shop for Museums purchases.



Plan Your Kappa Travels for 2012!

2012 Trip Guide

Treasures of South America

Feb. 9–21 \$4,895

Jewels of Antiquity

May 25–June 9 \$4,595*

Rhone River

May 26–June 3 \$2,795

Waterways of Russia

July 4–17 \$3,895

Discover Switzerland

July 25–Aug. 9 \$3,695

Italy's Lake District

Sept. 25–Oct. 3 \$2,995

China and the Yangtze River

Oct. 8–21 \$3,795

East Africa

Oct. 22–Nov. 5 \$5,895

All trips include an expert trip director and local guides. Most meals and excursions are included, as well as tips for the trip director, local guides and bus drivers. Airfare and taxes are separate. Detailed trip information is available at <http://kappag.ahitravel.com> under the "Journeys" and "Destinations" tabs.

**Jewels of Antiquity includes airfare from U.S. gateway cities.*

For more information, contact **DALE BRUBECK**, *William and Mary*, Kappa Travels Coordinator, at 614-888-0685 or dbrubeck@columbus.rr.com or call Alumni Holidays Travel (AHI) **800-323-7373**. Family and friends are welcome on all Kappa Travels trips.
<http://kappag.ahitravel.com>

Kappa Offers Free Webinar Series

To register, visit www.kappa.org>Education>Webinar Series>Lifestyle Learning. Webinars are scheduled for 9 p.m. EDT/EST.

Building Positive Relationships **Nov. 15**

How do we build positive relationships? This webinar will give you a program to follow for building relationships on solid ground. The program starts with identifying areas of conflict and moves through strategies for reconciling differences, learning how to reconstruct after damage has been done, and experiencing the value of positive affirmations. You are the builder of your relationships. Join us for this webinar and experience the positive results! Facilitated by **PATSY BREDWICK LEVANG**, *South Dakota*.

Beating the Holiday Blues **Dec. 4**

Are you feeling festive? The hectic holiday race has begun! There are gifts to shop for, parties to attend, end-of-year commitments to keep, family disagreements to resolve, schedules to manage, budgets that will not balance, and little time to sleep. Join us for practical ways to get out of the slump and beat the holiday blues. Facilitated by **STEPHANIE COOK JOHNSTON**, *South Carolina*.

Adopting a Rescue/Shelter Pet **Jan. 25**

Thinking about getting a pet for your family? Though a pet store or breeder may seem the more advantageous choice, adopting a rescue or shelter dog or cat can be a wonderful alternative and perhaps an even better addition to your family. Aside from saving a life or gaining companionship, adopting a pet from a shelter or rescue group has numerous benefits and can be one of the most rewarding things you can do. Facilitated by **LESLEY GIBBS STERN**, *New Mexico*.

How to Plan the Perfect Wedding Shower **March 25**

Learn the step-by-step process of hosting the perfect wedding shower. We'll start with the planning—choosing a theme, finding a location, and sending invitations—and end with the party itself: decorations, games, and making your bride and guests comfortable. Facilitated by **ALLISON ARNETT**, *Florida*.

Do You Know Where Your Salad Came From? **April 25**

A tour and explanation of produce harvesting in South Florida—with sidebars about alligators, football players, frog fences and a real live snuffleupagus. Facilitated by **PAIGE GRADDY**, *South Carolina*.

From Boardroom to Nursery: Preparing for Your First Child **May 21**

A first-time mom shares her experiences moving from the corporate world to becoming a parent. Learn what others don't tell you about what to really expect when you are expecting, including myths, best-kept secrets, and the joys of welcoming your first child! Facilitated by **EILEEN MARIN COOMBES**, *Central Florida*.


Couponing 101: How to Cut Your Grocery Bill in Half **June 12**

Learn how to find great deals, stretch your hard-earned dollars, and live on less so you can save more and give more. While the examples you see in the media may be the extreme end of the spectrum, regular shoppers can save by learning how to use coupons. By following these realistic couponing tips, you can slash dollars from your monthly grocery bill in a way that works for you. Facilitated by **MARLA WILLIAMS**, *Director of Education*.

New! Fire-Safety Course at KLI

Fire can start in an instant. It takes lives, injures victims, destroys homes and steals precious possessions. Fire is the third-leading cause of accidental deaths in the U.S., yet many people remain uneducated about how to prevent fire and react in the case of fire.

To help protect our members, Kappa's Department of Education has developed a fire-safety course at The Kappa Learning Institute. Geared toward collegians, the one-hour course covers the basics of fire prevention and how to escape a fire.

KLI courses are available at www.kappa.org. There is no need to register; courses are available 24/7 at your convenience. 

Kappa's Blog

<http://blog.kappa.org/>

Don't miss Kappa's blog, which spotlights leadership, friendship and scholarship—all by and about Kappas, of course! While *The Key* is quarterly, Kappa's blog offers news that is frequently updated and includes photos and videos. The blog also includes Kappa's Twitter feed, which features up-to-the-minute news and opinion.

Kappa Key Reads— A New Online Book Club

Kappa Key Reads is a new online book club offered via webinar-style learning and open exclusively to dues-paying members of Kappa Kappa Gamma. Participants are asked to read a book prior to the date of discussion. To see the list of books and register, visit www.kappa.org>Education>Webinar Series>Kappa Key Reads Webinars.

Letter to the Editor

Leafing through my Key today, I was reminded of my own "feature" in The Key many years ago when I became one of the first female airline pilots, eventually becoming an international 747 captain for Northwest Airlines.

I was very taken by the articles on overcoming obstacles and hurdles. I thought that becoming a female pilot in the mid-70s when the guys weren't so keen on having us was a bit of a hurdle, but the qualities that got me through that were a sense of humor and lack of a chip on my shoulder (even more so than drive and ambition!)

But the last several years have been the hardest! After having both hips replaced before age 55 (hip dysplasia . . . yes, just like German shepherds get, but I went for a second opinion when my vet suggested euthanasia!), pain pills and associated back degeneration have forced me to stop flying—not my choice, but the FAA has firm rules on codeine in the cockpit! Probably a good thing!

*I moped for a while, but got off my *** and started a new career, or at least the full-time continuation of a part-time hobby! I'm now a professional voiceover artist and loving it almost as much as flying! My clients through the years have included AT&T, Delta Airlines, Johnson & Johnson, Sony, Carrier, Tylenol, and many others around the world in projects ranging from broadcast commercials on television and radio, corporate narration, e-learning narration, and "talking homes" for realty companies, to Interactive Voice Response telephone systems and video game voices.*

So there's a silver lining to most clouds, but you do have to look up through the rain to find it sometimes!

Loved seeing the stories of Kappas with this optimism and can-do attitudes! Keep it up!

Sincerely,

PAMELA MITCHELL ALMAND, Rollins (1973-74)
www.thecaptainsvoice.com

When the Message

—By **MARISA EVANS**, *Miami (Ohio)*

Ten percent of drivers ages 16 to 24 are on their phone at any one time. www.nationwide.com

Cell phones connect Kappas throughout the world. Whether a Kappa is calling sisters to organize a philanthropy event or an alumna texts her daughter to be home before dinner, cell phones have become the technology that binds us all. Unfortunately, this modern convenience can lead to a dangerous addiction—distracted driving.

Can Wait

A close-up, profile view of a young woman with dark hair and white hair ties, sitting in the driver's seat of a car. She is looking down at a smartphone with a silver, diamond-encrusted case. The car's interior, including the steering wheel and dashboard, is visible in the background.

The **number-one** source of driver inattention is use of a wireless device.
(Virginia Tech/NHTSA)



When texting, steering capability goes down by a tremendous amount: 91 percent.

<http://textinganddrivingstatistics.com/>

I learned quickly to change my driving habits after getting my first job after graduation with Illume Software, Inc., a company that developed an app to prevent texting while driving. I used to hold my cell phone to make calls while driving and text frequently as I was nearing a stop sign. But, at my job I read news articles about people of all ages who have injured themselves, others or worse as a result of using a mobile phone behind the wheel.

According to the University of Utah, a person using a cell phone while driving has a reaction time comparable to a driver with a blood-alcohol concentration at the legal limit of .08 percent. This includes both hand held and hands-free devices. With that fact, it is no surprise that 34 states and the District of Columbia banned text messaging while driving. Oprah Winfrey brought great exposure to the movement with the “No Phone Zone” day, featuring rallies and an ongoing pledge to end “America’s New Deadly Obsession.”

Except Me

Despite the celebrity pledges and increased police enforcement of the laws, the problem continues to grow. It is difficult to convince a driver that no one can avoid the visual, manual and cognitive distractions caused by distracted driving. Most drivers think the law needs to apply to everyone else except themselves, and it is extremely difficult to change this frame of mind.

But one solution that has been offered by Illume Software is called iZUP (“eyes up”) to prevent drivers’ temptation to use their cell phone while driving. The iZUP software holds text messages, emails, Internet browsing, social networking and calls while you’re driving, yet always allows unlimited access to 9-1-1 and a list of up to three emergency authorized numbers.

Be a Leader, Put Down the Phone

It is difficult to commute to work each day and see people texting while driving 70 mph or faster in the express lane. Kappas can be leaders on this issue and set an example anywhere in the world by putting down their cell phones or asking a driver not to text or call while behind the wheel. The instant gratification of a friend’s text message has the potential to flip your world upside down. According to the National Highway Traffic Safety Administration, using a cell phone while driving increases your chances of getting into an accident by 400 percent.

It only takes a second to get into an accident as a result of being distracted while driving. Some of us may wonder how we can change the world, but here is a simple way—do not use your cell phone while driving. Today may just be the day you save a life, and it may be yours.

Other Ways to Avoid Distracted Driving

- ▶ Silence your phone until you can pull over to a safe location or reach your destination.
- ▶ Do not program GPS devices while driving.
- ▶ Print out directions ahead of time in larger type so you can refer to them quickly and more easily when necessary while driving.
- ▶ Remember that “hands-free” cell phone devices can also be a distraction.
- ▶ Avoid eating or applying make-up while driving.
- ▶ Avoid listening to loud music while driving—you might not hear an emergency vehicle approaching.



Behind the Wheel?

Put Down the Phone: Omega Chapter's Facebook Campaign

—By **LAURA VINCI**, *Creighton/Kansas*

Most states now outlaw texting while driving, but that hasn't stopped people from doing it. *Consumer Reports* found most people have recently seen someone texting behind the wheel. The distracted driving behavior kills nearly 6,000 Americans a year, according to the National Highway Traffic Safety Administration.

To help raise awareness about the dangers of distracted driving, **OMEGA CHAPTER**, *Kansas*, used social media to virtually reach out to students at the University of Kansas.

"Accidents caused by texting and driving are at an all-time high this year, and we felt it was imperative to do anything we can to help," says **KELSI DEVOS**, chapter President. "The women of Omega Chapter felt that a social media blast would be the most effective way to communicate this information to college students. It was our hope that contributing to raise awareness will diminish the practice of texting while driving overall."

On May 9, 2011, members of the chapter tweeted and updated their Facebook status to create awareness to their peers that this is a serious issue. The responses were unanimous that Kappa women are against the dangers of texting while driving.

Statistics show that texting while driving is just as dangerous as driving under the influence. Texting while driving is alarmingly common among younger drivers, according to a *Consumer Reports* National Research Center survey. Nearly one in three drivers under 30 admitted to texting behind the wheel.

Omega's campaign has a simple message—put down the phone when you're behind the wheel.

Car accidents are the leading cause of death in the United States. There's no reason to add to the danger of being behind the wheel. Please join your Kappa sisters to avoid the dangers of texting while driving.

Protect Yourself!

What You Should Know to Safeguard

—By **JENNIFER TACKES**, *Lawrence*, law enforcement officer

As a law enforcement officer for the James City County Police Department in the Williamsburg, Va., area, I run radar, make traffic stops, conduct field sobriety tests, investigate suspicious activities, respond to fights and domestic disputes, perform searches and make arrests. But what I cherish most in my job is counseling and comforting crime victims, as well as teaching crime prevention in the community to equip people to protect themselves.

Your Identity and Your Money

As many have learned firsthand, one of the fastest growing criminal acts is identity theft, which often leaves victims financially ruined and struggling to reestablish their good names. Educating yourself is one way to avoid becoming a victim of identity theft.

Popular methods for stealing information include “phishing” (when it occurs online) or “pretexting” (when it occurs over the phone). When employing these schemes, thieves pose as a representative of a legitimate company (bank, credit union, nonprofit organization or credit card company) and claim there is a problem with your account or request donations. The representative then requests your personal information in an effort to “verify” it. But the requestor never had the information to begin with.

Thieves may even go as far as posing as a relative, such as a grandchild in distress, in order to trick elderly people into wiring them money. Another popular method of theft is known as “skimming,” a technique that uses an electronic device to read the magnetic strip of a credit card and capture the card information. The card information is then used to duplicate the card, or it is entered into online retail websites to pay for fraudulent purchases. This device has been used by wait staff and has even been attached to the outside of ATMs.

In addition to utilizing technology, criminals still rely on techniques like “Dumpster diving” (going through trash), stealing mail, burglary, robbery and bribery to unearth personal information. Skilled identity thieves will use a variety of methods to obtain information on an individual. Learning a few key dates, important numbers, addresses and names may give a crook all of the information he or she needs to open new bank accounts, apply for loans or mortgages, drain funds, fraudulently use credit cards, write bad checks, file for bankruptcy, have a fraudulent identification made, or alter billing or shipping addresses.

Identity theft and fraud can be prevented if you are proactive about safeguarding your information. Here are some tips to protect you:

- ▶ **Be aware of what comes in your mail.** If you suddenly receive credit cards or financial information you did not request, investigate immediately. If your bills and statements stop coming, make sure your billing and/or mailing address has not been changed. If you order checks, make sure they arrive in a timely manner and are sealed upon arrival.
- ▶ **Carefully go over the details of your bank, credit card and other financial statements.** Make sure you can account for all purchases listed. (You may want to keep receipts.) Also know that your financial institutions will never contact you and ask you to verify information.
- ▶ **Check your credit report annually.** There are three major credit reporting agencies and they are required to provide you with a free copy of your credit report annually. The Federal Trade Commission provides the following telephone numbers and email addresses: Equifax (800-685-1111; www.equifax.com), Experian (888-EXPERIAN; www.experian.com), and TransUnion (800-916-8800; www.transunion.com).
- ▶ **Shred documents that contain your name, address, financial numbers, birth date, Social Security number, driver's license number, passwords, etc.** If you are in doubt, shred it!
- ▶ **Do not leave this information lying around your home or where it is visible through your vehicle's windows.** Even people you know can become predators, and many people commit these types of criminal acts simply because the opportunity presented itself.
- ▶ **Do not open or respond to any email correspondence if you do not recognize the sender.**
- ▶ **Prior to entering personal information into a website, double check the address of the website to confirm it is what you entered.** Social networking websites (MySpace, Facebook, LiveJournal, etc.) and chat rooms are particularly vulnerable to hackers. The personal information posted to the sites is commonly used by criminals. Keep your sites private.

Criminals, however, are not the only people utilizing popular social networking sites, chat rooms, search engines, etc. These tools are also used by employers, recruiters, family, friends, and law enforcement agencies. In the article, "83 Percent of Recruiters Look for Digital Dirt," written by Selena Dehne (JIST Publishing) and published at <http://jobs.aol.com>, the author explains how employers and recruiters search the Web for information on candidates as part of their interview process and background investigation. Alarming, 43 percent of people polled admitted to eliminating candidates based on what they found. "Digital dirt" can range from controversial pictures, backgrounds or graphics, to the use of profanity or perpetuation of gossip, to finding information that might be contrary to what is listed on an application or résumé.

Remember, once something has been uploaded to the Web, it can never truly be deleted. Suggestions for spring cleaning "digital dirt," include:

- ▶ Try to delete the negative information and bombard the Web with your positive aspects and professionalism. (Search engines bring up the most relevant and current information first.)



- ▶ Change your privacy settings. Make sure personal information is safeguarded from the general public.
- ▶ When using social Websites, chat rooms, etc., it is never a good idea to befriend or converse with people you do not know. Befriending unknown persons allows them access to your personal information, gives them the ability to build trust, and may potentially place you in harmful or life-threatening situations.

The suggestions and examples presented here are by no means an exhaustive list. Identity theft, fraud, and methods of personal information exchange are constantly evolving. For further information or if you believe you are a victim, please contact your local police department. 🔑

Related Websites:

www.ssa.gov/pubs/idtheft.htm

www.usdoj.gov/criminal/fraud/websites/idtheft.html

www.ftc.gov/bcp/edu/microsites/idtheft/consumers/about-identity-theft.html



Building Earthquake-Safe Homes

Award-Winning Engineer Teaches Better Building Skills

—By ANN GRAHAM SCHNAEDTER, *Missouri*

At 1:51 p.m. on Tuesday, Aug. 23, as The Key was preparing to go to press, a 5.8 earthquake struck between Richmond and Charlottesville, the strongest temblor to strike Virginia in more than a century. According to media reports, the earthquake was felt from Maine to North Carolina, causing nuclear reactors to be shut down in Virginia and buildings in Washington, D.C., and New York to be evacuated. While earthquakes are more common in California, Virginia averages about six earthquakes a year, most of them too small to be noticed. According to the U.S. Geological Survey, as reported by the Newport News Daily Press, Virginia lies in the middle of the North American plate where earthquakes lack the intensity of such places as California and the Caribbean. Most seismic activity in the state is centered in Central Virginia or in the New River Valley near West Virginia. Though the event unnerved East Coast residents and left a crack in the Washington Monument, experts believe the event was an isolated incident.

Innovator **ELIZABETH HAUSLER**, Ph. D., *Illinois*, Founder and CEO of Build Change, designs earthquake-resistant houses in developing countries.

in Developing Countries





Build Change designs earthquake-resistant houses and trains homeowners, builders, engineers and government officials to build them, such as this home in Haiti.

The loss of lives in earthquake-prone countries around the world has motivated **ELIZABETH HAUSLER, Ph.D., Illinois**, to take her engineering skills to under-developed countries to teach people how to rebuild their homes in a safer manner so that they can withstand the shocks everyone knows will come again along these fault lines.

A shocked world watched film footage of the March 9.0 quake in Japan, followed by the deadly tsunami sweeping away everything in its path. Japan is located in the Ring of Fire, an arc of volcanoes and fault lines spanning the Pacific basin. Regularly hit by earthquakes, the Japanese, like Californians, have developed sturdy, earthquake-resistant buildings. But in poorer countries like Haiti and China, buildings are generally concrete slabs that are not reinforced, and when walls tumble down, people are crushed.

Elizabeth is the founder of Build Change, www.buildchange.org, an international nonprofit organization that designs affordable earthquake-resistant houses in developing countries and trains builders, homeowners, engineers and government officials on how to build them. “I was in graduate school studying civil (earthquake) engineering at UC Berkeley when an earthquake hit Gujarat, India, in 2001,” she says. “Many people died because their unreinforced masonry

house with a heavy roof collapsed on them. It is not the earthquake that kills people; it’s the collapse of a poorly built building.”

That earthquake in India propelled her to spend eight months there on a Fulbright fellowship in 2002–2003 studying and assisting with post-earthquake construction. It was there that her concept for Build Change developed. The nonprofit social enterprise receives its funding mainly by providing engineering and training services to relief agencies, such as Save the Children, Oxfam International and Cooperative Housing Foundation International. Build Change is hired as an engineering consultant to train builders, design houses and work in partnership with these countries to improve the quality of building materials and skills. For their work in Indonesia, though, they do rely on individuals and foundations to cover costs, which are quite low there. For instance, less than \$100 U.S. can train a technical high school student in the basics of earthquake-resistant design and construction.

Elizabeth is a brick, block and stone mason in her own right. Her father owned a residential masonry construction company west of Chicago, and she worked for him during summers in high school and college. Elizabeth says her dad taught her not only how to lay bricks, but also how to solve problems and prioritize.

While Elizabeth admits that often there is resistance from homeowners who may have limited resources to apply to earthquake safety measures, they try to make the changes as inexpensive and as easy to apply as possible. “In Indonesia, simply soaking the bricks in water before building the wall can make a big difference in the strength and ability to withstand earthquakes,” she says. Build Change is also committed to building houses that are culturally appropriate. Houses in Indonesia have thin walls, 11 centimeters, in contrast to China at 240 centimeters. Roofing materials may be different in different countries. At Build Change, they listen to what people want, and then design around it.

Following the 2007 earthquake in West Sumatra, Indonesia, Elizabeth and Build Change worked with 655 families to rebuild safe houses and trained builders and engineers in the process. In 2009, after another earthquake hit the same region, they discovered that none of the homes built to their standards had damage. They also found new houses had been built after they had left the village using the same techniques they had taught in their courses. “This is the kind of long-term change Build Change seeks to make,” says Elizabeth.

Right now, Build Change is helping in Indonesia, China and Haiti, and is currently exploring working in Columbia and other seismically active Latin American nations. She relates one of her more memorable moments in their first program after the tsunami in Aceh, Indonesia, where Build Change was providing on-the-job training for masons, who had very poor skills. At a construction site a few days later, one of the masons shouted for her to come and look at his wall, which was perfect, and he was so proud. More recently, she says, they did a training program for engineers employed by the Ministry of Public Works in Haiti, a “train-the-trainers” course. “After four days of seminars, the engineers gave us the presentations,” she says, “and made them better, made them their own, and are now

Recent Earthquakes

Dec. 2004—Indian Ocean 9.1 earthquake off the coast of Sumatra triggers tsunami killing an estimated 100,000.

Sept. 2007—Series of earthquakes, 3 greater than 7.0, and 22 aftershocks in a span of 24 hours strike the Java Trench off Sumatra, Indonesia.

Jan. 2010—7.0 earthquake in Haiti is a catastrophe for the Western Hemisphere’s poorest nation.

Feb. 22, 2011—6.3 quake hits downtown Christchurch, New Zealand, followed by a 5.3 aftershock on April 22.

March 11, 2011—9.0 Japanese earthquake spawns 30-foot-high tsunami, moves the world on its axis four inches. A 6.2 earthquake in Northern Chile follows a previous 8.8 earthquake in 2010.

March 25, 2011—Deadly quake in Myanmar felt in Hanoi and Bangkok.

April 8, 2011—7.1 aftershock rocks Japan, forces a tsunami alert.

June 30, 2011—5.4 quake hits central Japan again.

Aug. 23, 2011—5.8 quake surprises Virginia and East Coast.

doing the training programs. This is *sustainable change*, putting the tools and resources in the hands of the locals, so that they can take charge of changing their country.”

Elizabeth’s company has been featured in the media and she has been recognized as The Person of the Week on *ABC News*. The recipient of many awards, one she most treasures is the Echoing Green fellowship, which invested in her and Build Change. She says, “I’m not sure I would have started Build Change without that encouragement.” She also is proud of the 2008 Tech Award for Technology Benefiting Humanity. She won in the Equality category because Build Change makes earthquake-resistant housing available to all homeowners, regardless of income level. “This award came just as we were completing our first program in Indonesia and was a strong validation of our approach,” she says.

Her most recent award, the 2011 Lemelson-MIT Award for Sustainability, she says “came at a time in which Build Change was building momentum in convincing the post-disaster

relief community that empowering homeowners with the knowledge to make their own decisions about housing construction is better and more sustainable than the old way of just building houses for people.”

She says her first leadership opportunity came in her senior year of college when she held the office of Recruitment Chairman for her chapter. She says it helped her build confidence, and she learned essential leadership skills, such as effective listening and leading by example. For young Kappas interested in working in developing countries, whether teaching, medicine or whatever, she advises to go and work and live in that environment, ask questions and look at the challenges from different angles. Most development challenges boil down to money, technology and people.

Asked what she wants most for Build Change, she readily admits “to leave in place long-term change in construction practices so that homeowners, builders and government engineers continue to build safe houses after we leave the area.” 🗝️



A woman learns masonry skills as part of the Build Change programs to teach locals to build earthquake-safe homes in developing countries.

The key to every outfit is the perfect accessory!
Kappa Kappa Gamma
accessories



- A. Mini Pearl Bracelet, 7.5" #6315
SS \$45
- B. Barrel Bead Bracelet, 7.5" #BJ7295
SP \$5
- C. Barrel Bead #BEAD
SS \$29
- D. Graduation Stole # STOLE
\$30
- E. Cushion Fleur-de-lis Ring #7906
SS \$119, 10K \$295
- F. Split Shank Coat-of-arms Ring #7903
SS \$64, 10K \$170
- G. Key Wrap Ring #0694
SS \$65, 10K \$201
- H. Sincere Ring #1022
SS \$35
- I. Scottsdale Ring #7367
SS \$65, 10K \$215
- J. Fleur-de-lis Cubic Zirconia Key Charm #15081
SS \$48
- K. Fleur-de-lis Key Charm with Chain, 18" #SLN014
SS \$48
- L. Coat-of-arms Charm #4011
SS \$25, 10K \$50
- M. Vertical Letter Lavalier #L2647
SS \$25, 10K \$52



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Kappa Kappa Gamma **Foundation**

PRESERVING • ENDOWING • INSPIRING

Dear Kappa Sisters,

Fall has arrived. The colors of the season are glorious, and the blue and blue of Kappaland continues to radiate as well. Our mission “to enhance the lives of Kappa women, and therefore their communities, by providing funds for educational programs, scholarships, financial aid and the preservation of Kappa heritage within the context of women’s history” is flourishing because of you, the donors. Our philanthropic endeavors are growing.

As you reconnect with Kappa sisters to celebrate the Fraternity’s 141 years at Founders Day celebrations, I hope you enjoy every minute of the festivities. Whether sitting in a chapter meeting, gathering at an alumnae association meeting, enjoying a pledge class reunion, traveling with Kappa sisters, or planning a fundraising event, I hope that you will continue to support the Kappa Kappa Gamma Foundation. It is your gifts that keep the Foundation moving forward and keep our beloved Fraternity strong.

“The Kappa Kappa Gamma Foundation will be at the forefront of advancing inspired women leaders.” This new vision statement is significant no matter your age or stage in life; women helping women is our mantra. On behalf of the trustees, thank you for all your service and contributions. May each of you enjoy the turning of the leaves as we venture into another Kappa season.

Loyally,



Foundation President



The Kappa Kappa Gamma Foundation thanks associations and chapters for your support. The following gifts were received between June 8 and Aug. 25, 2011.

Chapters Gave More Than \$33,000

Beta Nu, *Ohio State*
Beta Pi, *Washington*
Delta Tau, *USC (Calif.)*
Epsilon Omicron, *UC Davis*
Epsilon Phi, *Florida*
Eta Alpha, *Furman*
Eta Mu, *UC Santa Cruz*
Gamma Eta, *Washington State*
Lambda, *Akron*
Zeta Gamma, *Centre*
Zeta Sigma, *North Texas*
Zeta Upsilon, *Georgia Southern*

Alumnae Associations Gave More Than \$34,000

Albuquerque
Arcadia
Asheville
Boise Valley
Cape Cod
Charlotte
Charleston, S.C.
Cheyenne
Cleveland West Shore
Columbus, Ind.
Contra Costa County
Detroit N.W. Suburban
Detroit North Woodward
Duncan
East Valley
Fort Lauderdale
Fort Worth
Greater Pittsburgh
Greater South/Southwest Suburban, Ill.
Hilton Head
Howard County, Md.
Indianapolis
Knoxville
Lafayette
Lake Kountry
Lake Washington
Midland, Texas
Montgomery County, Md.
Northern Colorado
Northern Virginia
Northwest Suburban, Ill.
Palo Alto
Peoria
Philadelphia
Portland, Ore.
San Mateo
Scottsdale
Seattle
Sonoma County
Stars & Stripes
St. Petersburg
Tulsa
Waco
Wichita

Meet Kappa's Financial Assistance Chairman

"I have the best Kappa job," says **JILL EVERSOLE NOLAN**, *Ohio State*, Financial Assistance Chairman of the Kappa Kappa Gamma Foundation Board of Trustees. She adds enthusiastically, "My role is to work with our Foundation committees to give financial support to Kappa sisters. It brings me so much joy every time we can help a member in need."

With husband Mike, Jill lives on a farm in Wakeman, Ohio. The couple has two adult children, daughter **MIKAL**, *Ohio State*, and son Patrick. Jill values "giving back to the community," having served as a county park commissioner, school board member and on the boards of county health and aging organizations. Fundraising is a common family topic of discussion because both Mike and Patrick are in development for Oberlin College and Muskingum University respectively. Mikal, an agricultural economist, was featured in *The Key*, summer 2010, in "Saving the World—One Nut at a Time."

An associate professor for Ohio State University for 35 years before retiring in January 2011, Jill's doctorate area of study is gerontology, and her research focused on housing options for the aging population in rural America. She has authored scholarly and creative works on quality of life issues for the aging, continues to publish and teach in the field of aging and has presented at professional meetings nationally and internationally in China, Australia, Spain and Canada.

Since her retirement from OSU, Jill devotes her time to managing a home business—a remodeled 19th-century post-and-beam barn transformed into an entertainment facility for parties and business retreats. Jill has previously served the Fraternity as a Regional Director of Alumnae, Province Director of Alumnae, Graduate Counselor, Field Secretary and President of Beta Nu Chapter, *Ohio State*.

Reflecting on her role as a member of the Foundation Board of Trustees, Jill embraces



JILL EVERSOLE NOLAN, Financial Assistance Chairman for the Foundation, says she has the best Kappa job!

the mission of "enhancing the lives of Kappa women . . ." and advocates enthusiastically, saying, "The success of our Foundation is wholly dependent on the financial contributions graciously made by our members. Financial contributions help us provide scholarships, give financial assistance, offer educational training opportunities and preserve our museums." 🗝️

"It brings me so much joy every time we can help a member in need." —Jill Nolan



MORGAN ADRIAN, Missouri, and her father, Matt, visit what was once their Joplin, Mo., home.

Disaster Relief Fund Supports Collegians and Alumnae

—By **MELISSE CAMPBELL**, *Mississippi*

When natural disasters strike, Kappa responds through the Rose McGill Disaster Relief Fund. The Foundation supported sisters after the recent tornado disasters in the Southern, Midwestern and Northeastern U.S. this past spring.

April 27 was among the most prolific and destructive tornado days in U.S. history. **ALISSA WASHBURN CALSETTA**, *Tennessee*, lost her home that day in Ringgold, Ga. A special-education teacher, Alissa is thankful her family survived and that she was able to locate rental property in nearby Rossville. Yet, the family struggles with paying rent in addition to the mortgage on their destroyed home and two sets of utility bills.

Finding her through Facebook, a Kappa sister suggested she contact the Rose McGill Fund. In her note to the Foundation, Alissa wrote, “I am aware that so many others have suffered and lost more, and indeed, I am fortunate that we found another house and that we suffered no physical injury. Therefore, if there are other sisters in greater need, I fully understand.” After receiving her emergency grant, Alissa said, “... kind sisterhood gestures never stop amazing me! My family now has the goal of giving back to the fund in the future.”

After tornadoes struck Joplin, Mo., in May, two students turned to the fund for support. **HANNAH MAHER**, *Nebraska*, was home for her parents’ 30th wedding anniversary on May 22. Their home was destroyed. Hannah said, “This experience has been devastating; however, it has also been enlightening.

It has shown me that family is the only thing in this world that really matters. For me, Kappa is family. Many of my Kappa sisters have reached out to give encouragement and support.”

Hannah graduated this year and works in Nebraska. She recently returned home to help her family. She says, “Joplin is starting to look like a blank canvas, which is exciting and saddening all in the same. As we drive through town, I often find myself tearing up, knowing what Joplin once was ... but there is hope in what it can be.”

MORGAN ADRIAN, *Missouri*, lost her family home in Joplin. The family, which includes three younger sisters, has recently purchased the home they rented in Carl Junction, Mo., after the tornado. Morgan said, “My family and I are blessed in many other ways than survival, as if that were not enough already! We have received such incredible love and support from so many people, including the unfailing love of my Kappa sisters. I cannot thank you enough for your amazing kindness and generosity.”

Morgan begins her junior year at the University of Missouri. She said, “Kappa has given me more than I can ever repay, financially and through encouragement.”

When tornadoes, hurricanes, wildfires, snowstorms and other natural disasters hit communities, a Kappa may apply to the Rose McGill Disaster Relief Fund. The forms are online at www.kappa.org. If you want to help during a crisis, you may donate to this fund at any time to assist Kappas in need. 🗝️



You Are the Key to Our Success!

Thank you for your wonderful support of the Annual Loyalty Fund. Each year, thousands of Kappas and friends express their loyalty and interest in supporting the important programs of the Foundation by making a donation. Your gift makes a lasting impact in the lives of the Kappas who benefit from Rose McGill Aid, scholarships, educational and leadership training, and our museum treasures, The Stewart House and The Heritage Museum.

We are off to a great start this year! The Foundation is striving to increase our annual number of donors this fiscal year to 10,000, and we hope you will be one of them. Please help us reach our goal of 10,000 donors by making your gift before June 30, 2012. No matter the size of your gift, your participation makes a difference! You are the key to our success!

Send your gift today by responding to the most recent Annual Loyalty Fund mailing or by visiting our secure online donation site, www.kappa.org/foundation. Also, follow us on Twitter (www.twitter.com/KKGFoundation) and Facebook (www.facebook.com/kappafoundation) to see our progress!

Iris Circle

The Iris Circle is the Foundation's annual giving society and encourages leadership-level annual support. We are grateful and honored that the members of the Iris Circle entrust the Foundation with their unrestricted generosity. Through their gifts, we are able to meet our most pressing needs and chart a confident course for our future. We invite you to join our growing Iris Circle by making an unrestricted gift of \$1,000 by June 30, 2012.

Foundation Recognized

During the North American Interfraternity Conference's The Foundations Seminar in August 2011, the Kappa Foundation was recognized for outstanding donor stewardship (donor recognition, ensuring donations are having the desired effect and showing appreciation for donor support).

KAY REID TENNISON, *Arizona State*, Foundation President; SUSANNE WOLFF VANDER HEYDEN, *Washington State*, Director of Alumnae; ANN STAFFORD TRUESDELL, *Ohio Wesleyan*, Foundation Executive Director; EMILY WOOD, *Arkansas*, Development Specialist; LAUREL PALMER, *Ohio State*, Director of Annual Giving, are honored to receive this recognition.

Attention Collegians

Have you made a gift to the Foundation this year?

The chapter with the greatest percentage of active members making a gift by May 1, 2012, will receive an award at the 2012 General Convention in Jacksonville, Fla.! Collegians will receive more information throughout the year via email.

No matter how large or small your gift, it makes a difference! Go to www.kappa.org/donation to make a gift today.



ALICE DALBEY BERNSTEIN, Iowa, joins active members from **JOHNS HOPKINS** and **BALTIMORE ALUMNAE ASSOCIATION** members reading at an at-risk school in Baltimore. The association collects books at its winter holiday party to donate to the school. Alice, a retired high school reading specialist is an avid literacy volunteer in Baltimore and still tutors high school students. She says she had fun reading to a well-behaved first-grade class and it was an eye-opener to switch from high school to first grade.

Province Meetings are for renewing old friendships. From left, **JANNIE THOMAS BARRON**, former Fraternity President **MARIAN KLINGBEIL WILLIAMS** and **VIVIAN EYNATTEN BENEDICT**, who were members of **THETA, Missouri**, at the same time, reminisce during **ZETA SOUTH PROVINCE MEETING** in Columbia, Mo. The chapter room, which is named after Marian, features a portrait of her. Marian says of the chapter, "I was fortunate to have started my Kappa life there."



ETA DELTA alumnae **CASSIDY KUHLMANN** and **ALLISON CLARK**, Valparaiso, take a break at "Owls Rest" during a reunion in Scottsdale.



Kappas from the **GREATER LOS ANGELES ALUMNAE ASSOCIATION** enjoy a “Day at the Races—Kentucky Derby Day” at Hollywood Park Racetrack for their annual fundraising event benefiting the Greater LA KKG Undergraduate Scholarship Fund for Kappas at UCLA, USC and Pepperdine.

Participants could enjoy the local races, watch the Kentucky Derby on TV, take part in a hat contest and bid for items in a silent auction. They raised more than \$1,500 for their scholarship fund.



Alumnae of many generations attended **BETA Psi's**, *Toronto*, 100-year anniversary in 2011.



The Advisory Board for **EPSILON KAPPA**, *South Carolina*, participates in its annual, “Bark to the Park,” a walk and festival to benefit homeless cats and dogs in Columbia, S.C., where more than 19,000 homeless animals are euthanized annually. This year, the Kappas at rival **EPSILON MU**, *Clemson*, donated and this team raised \$1,200.

Alumnae pore over old scrapbooks and yearbooks at Denison during one of the two open-house reunions hosted by **GAMMA OMEGA** collegians, advisers and House Board members.



The **GAINESVILLE ALUMNAE ASSOCIATION** hosts a Spring Salad Supper for graduating seniors of **EPSILON PHI, Florida**, and formally inducts the graduates as alumnae.



Kappa friends from *Washington State* enjoy a Big Sis–Little Sis reunion. Pictured from left are **TARYN WOOD HERKIMER, KENDRA LEYDA SHIPLEY** and **KEHAU AKANA KINCAID**.

The **PHOENIX ALUMNAE ASSOCIATION** holds an annual Holiday Coffee and Ornament Exchange. Owl, key and fleur-de-lis ornaments were exchanged.



MARGARET ROSEMARY HENDERSON, Kansas, is the 11th member in her family to be initiated into **OMEGA**, Kansas. Joining her for Initiation is her sister, **HOLLY HENDERSON**, and mother, **MEG GLOVER HENDERSON**. Also from the chapter are Margaret's great-grandmother, two great aunts, two great-great aunts and four cousins. Margaret's great-aunt, **PATTY GLOVER KNUPP**, was a longtime Rose McGill recipient after contracting polio in 1955. Other family members are also Kappas from Colorado College, TCU, SMU and Texas.



Alumnae from **MU**, **Butler**, are pictured outside Lucas Oil Stadium, Indianapolis, in April to cheer on their Butler Bulldogs at the NCAA Men's Basketball Final Four games.



LITTLE ROCK ALUMNAE ASSOCIATION members purchase children's books at a local book store, which offered a 10-percent discount in support of their RIF program. Collections from the book drive benefit third-graders at Wakefield Elementary school, where 90 percent of the students receive reduced or free lunches. All third-graders received a book and extras went to a classroom library.

Literacy Is Key *Memphis Alumnae* *Association's New Signature Event*

What began as a project by a small Kappa book club turned out to be the catalyst to revitalize the entire **MEMPHIS ALUMNAE ASSOCIATION**.

In 2009, **HILLERY STUBBS EFKEMAN**, *William and Mary*, a recent transplant from Northern Virginia to this Mississippi river town famous for Elvis and Beale Street, started a Kappa book club with five or six women meeting monthly. This group became the core planning committee of what was to become *Literacy Is Key: A Book and Author Affair* luncheon, which was tremendously successful in its inaugural event.

Hillery, a librarian, and friend **SARAH FOOTE DiNICOLANTONIO**, *Florida*, are both passionate about education and literacy. They took the lead in developing plans for the

event. The idea was inspired by the **DENVER** Kappa Book and Author Event, which originated from a Memphis library event years ago. Memphis Association President, **HEATHER HEATH GROSVENOR**, *SMU*, lives part time in Aspen, so she was familiar with the Denver event. Her encouragement convinced the Memphis Kappas they could create a larger philanthropy event.

The assistance of the Denver association was invaluable. Sarah called them early in the planning process and they provided ideas, lessons learned, and examples of their promotional materials, letters and invitations. Hillery says, "We owe a great debt of gratitude [to them]. Simply by sharing some of their experiences they saved us countless hours of manpower and effort."

"We knew we wanted to support RIF efforts, but also we wanted to support local, grassroots literacy initiatives in our community," Hillery says. Through her contacts as a librarian, she knew about Literacy Mid-South, an organization that promotes reading and lifelong learning in Memphis and surrounding communities in Arkansas and Mississippi. Hillery and Sarah met with executive director, Kay Shelton, who was thrilled to work with Kappa on a Literacy Is Key event, using part of the proceeds to purchase books and supplies for the book and author affair.

They enlisted the help of an independent bookstore in Memphis, Davis Kidd Booksellers, who helped them secure *New York Times* best-selling author, Beth Hoffman (*Saving CeeCee Honeycutt*.) Hillery has a friend, author Julie Schuster (*Flowers for Elvis*) whose book had a Southern slant, set in Memphis, and the third author, Jennifer Chandler (*Simply Salads, Simply Suppers*), was a friend of Heather with two popular cookbooks in Memphis. Suddenly, their event had a theme of Southern authors. Davis Kidd handled their on-site book sale and donated a percentage of the profit.

The **MEMPHIS ALUMNAE ASSOCIATION** in recent years had not been hugely active, but as



HILLERY STUBBS EFKEMAN, *William and Mary*, Memphis authors Jennifer Chandler, Beth Hoffman, and Julie Schuster, and **SARAH FOOTE DiNICOLANTONIO**, *Florida*.



CHARLOTTE BLOHM BRAY, *Tennessee*, left, hosts guest author Jennifer Chandler.



FAITH BAILEY BARCROFT, *Tulsa*, left, and guests enjoy Memphis Alumnae Association's Book and Author event.

Planning a Book and Author Event

Want to organize a book and author event in your area? Here are some tips from **MEMPHIS ALUMNAE ASSOCIATION**:

- ▶ Organize a committee: Call on the talents of your members for financial help, technical skills, artistic ability to design a logo, produce promotional materials, invitations, solicit donations and sell tickets.
- ▶ Use the help of a local literacy organization like Head Start.
- ▶ Find a venue that will be flexible with your numbers and is centrally located.
- ▶ Work with a local bookseller to help find guest authors and help with the sale of books.
- ▶ Plan a pre-luncheon or pre-dinner VIP reception for donors and table sponsors to meet authors.
- ▶ Set up a website and PayPal for sale of tickets.
- ▶ Last-minute TV spots were very successful, as was post-event coverage, as well as personal phone calls to increase attendance prior to the event.
- ▶ Dedicate space for book signings. Each author should have an assigned Kappa serve as their "author hostess."

plans began to unfold for the book and author affair, several women came forward to lend their expertise. Two members who are CPAs helped with budgeting, taxes, and accounting. A team of about eight helped with publicity, logistics, door prizes, etc. "We were also able to recruit a great group of people to help on the actual day of the event, a huge element in getting the entire alumnae group involved and added so much in terms of hospitality," Hillery says.

As the event approached, a fresh wave of participation helped the group secure TV time on the local NBC affiliate, an author interview on another station, and dozens of phone call solicitations made by members garnered additional donations and helped attendance soar from 63 reservations to 186 in just 12 days.

Several association members sponsored a table, as did the **DELTA RHO** House Board at *Ole Miss*. A pre-luncheon VIP reception was held for table sponsors so that guests had the opportunity to meet the authors, get photos and have books signed.

Hillery says, "We were so lucky to have three strong speakers in our authors. We also had two adults who have been served by Literacy Mid-South who spoke about their experiences learning to read. This was a very powerful part of the program."

Feedback has been amazing and many in the alumnae association feel it was a wonderful way to showcase Kappa and what we are doing to support literacy. Sarah says, "A number of previously unaffiliated alumnae who heard of the event and saw the coverage, expressed a desire to become involved in the future."



Key Achievements

Photo courtesy of PR Newswire



✦ **JANE PAULEY**, Indiana, who appears on NBC's TODAY show for AARP with the program "Your Life Calling," is also part of a new live Internet radio program titled "Ask Jane." "Your Life Calling" is promoted as "television and radio with a purpose" and offers viewers a way to connect directly with Jane as she spotlights people age 50-plus who are reinventing themselves in their careers and their retirement. On "Ask Jane," the Emmy-award-winning journalist will take questions directly from listeners who can ask her or her featured guests questions by tweeting #askJane or by calling 855-444-JANE. Past programs can be seen at www.aarp.org/Jane. Jane's podcasts are available on iTunes.



✦ **DONNA LONG LAWRENCE**, Oklahoma State, is the board chairman and a founder of the Oklahoma Women's Coalition, a nonpartisan, grassroots organization started in 2009 with the mission of "improving the potential of Oklahoma women and girls through education and advocacy." The group, which has grown to more than 600 members, is determined to reverse Oklahoma's startling ranking as the third worst state for women. It ranks among the top five for violence against women, first for incarceration of women, and Oklahoma women earn 75-78 cents for every dollar a man earns, Donna explained recently on a local talk show. Its mission is changing the laws and education. Learn more at www.OklahomaWomensCoalition.org.

✦ **SHIRLEY DUNLAP BOWSER**, Ohio State, is a recipient of the Ohio Philanthropy Award, given by the Ohio Grantmakers Forum. Through the W. K. Kellogg Foundation, where she served as chairman, she was able to establish the Pickaway County Community Foundation, where she also served as chairman. The Foundation supported many organizations, raising funds for schools, parks and has given millions to the community. Not one to seek attention, Shirley instead praises the many community volunteers with whom she worked. She was nominated by her own community board, which she says was an award in itself.



✦ **K.C. OAKLEY**, UC Berkeley, has been named to the U.S. Ski Team after dominating as the overall winner at the 2011 NorAm tour (the North American circuit for potential World Cup skiers.) Winning three silvers and two golds in single and dual moguls, she qualified to participate in World Cup competition at Myrkdalen-Voss, Norway, where she made the finals and was thrilled to represent her country. Accepting her gold medal, K.C., center, is flanked by compatriot, Ali Kariotis, silver and Canadian Maxime Dufour-Lapointe, bronze.





✦ **LAURA SQUAIR HEATHERLY**, Arkansas, executive director of the T.J. Martell Foundation—Southern Region, has been named chief executive officer. She has been with the Martell Foundation for more than seven years and has a background that includes 25 years of experience in nonprofit fundraising. The T. J. Martell Foundation is the music industry's largest foundation that funds medical research for leukemia, cancer and AIDS. Prior to the nonprofit sector, Laura followed a sports marketing path with companies such as Texas Rangers Baseball, Harlem Globetrotters and Los Angeles Olympic Committee.



✦ **KATHLEEN WEBER**, Oregon State, a certified financial planner with Morgan Stanley Smith Barney in Bellevue, Wash., has been named to Barron's annual list of America's Top 1,000 Advisors and is among the Top 25 Financial Advisors in the state of Washington. The Top 1,000 Advisors is a select group screened on a number of criteria, taking into consideration assets under management, revenue produced for the firm and quality of service provided to clients.



✦ **JUNE BURNS BOVÉ**, Bucknell, has been named a Fellow of the Costume Society of America honoring her career in the field of clothing and textiles. She is textile conservator for Yeshiva University Museum and has consulted for many institutions including The Newark (N.J.) Museum, The New York Historical Society, The New Jersey Historical Society and many others. Since 1991 she has been an adjunct assistant professor in the School of Graduate Studies of Fashion Institute of Technology in New York City teaching graduate students in the department of fashion and textile studies. She is a member of the Northern New Jersey Alumnae Association.



✦ **HAYLEY GUENTHER**, Idaho, has joined CBS affiliate KEPR Action News in Pasco, Wash., as a daytime reporter and fill-in anchor. After graduating from the University of Idaho with a degree in journalism and mass media, she worked as a weather anchor/reporter for CBS affiliate KRTV in Great Falls/Helena, Mont. She says, "I love the excitement of big breaking news, but my favorite part is doing stories that touch the heart."



✦ **LISA HOSFIELD COCHRANE**, Missouri, received the 2011 Advertising Person of the Year Award from The Advertising Club of New York, presented to her by emcee Randy Fenoli, shown here, host of TLC's Say Yes to the Dress. Lisa is a senior vice president of marketing at Allstate Insurance Company and oversees the creation and execution of all of Allstate's national advertising, including the recent and popular Mayhem commercials. Lisa was named Ad Woman of the Year by the Chicago Advertising Federation in 2008 and was recognized by Working Mother magazine and Advertising Women of New York as a 2010 Working Mother of the Year. Under Lisa's leadership, Allstate's advertising campaigns have won numerous industry awards.

✦ **LINDA FINNEGAN ELKIN**, Washington State, has been named the Power Woman of the Year by The Greater Spokane Valley Chamber of Commerce. The award recognizes women who have high levels of leadership and mentorship qualities, community involvement and business achievement.



Linda, regional president of U.S. Bank, encourages her employees to participate in community programs. "You lead by serving others," says Linda, a big believer in servant leadership. Linda served as Editorial Board Chairman of The Key from 2006–2008.

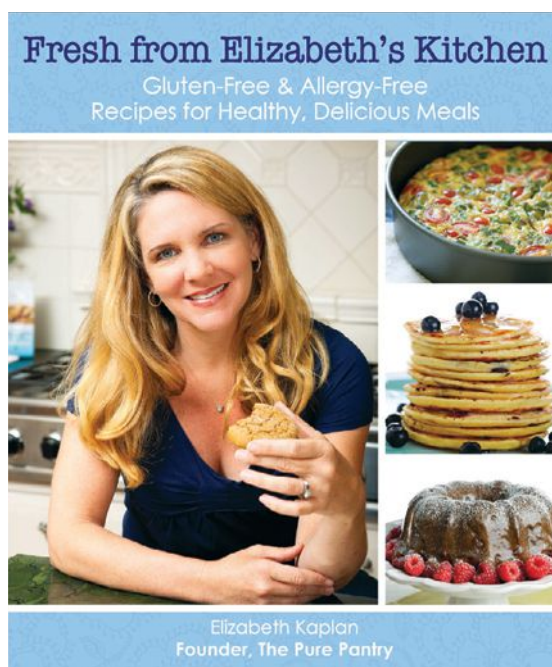
Submit news and photos to thekey@kkg.org. Only high-quality, high-resolution digital files or prints will be accepted. Visit www.kappa.org/thekey for further guidelines.

Arts & Letters

Fresh from Elizabeth's Kitchen: Gluten-Free & Allergy-Free Recipes for Healthy, Delicious Meals

By **ELIZABETH PENNINGTON KAPLAN**, *UC San Diego*

• Review by **VIVIAN JAGO**, *Hillside*



▶ As a culinary student, I love reading cookbooks. I love perusing shelves in bookstores and flipping through books with gorgeous, mouth-watering photos. As a biochemistry student, I also love the scientific and organized styles of cookbooks: all the information is there in a few steps, in orderly lists and tables. Elizabeth Kaplan's book, *Fresh from Elizabeth's Kitchen*, combines many of these aspects into her 175-page cookbook, focusing on gluten-free and allergy-free recipes.

Having studied at the California Culinary Institute in San Francisco and the Natural Gourmet Institute in New York City, Elizabeth's training shines clearly in the well-written recipes, and her teaching experience is evident in the simplicity and organization. Elizabeth helps to

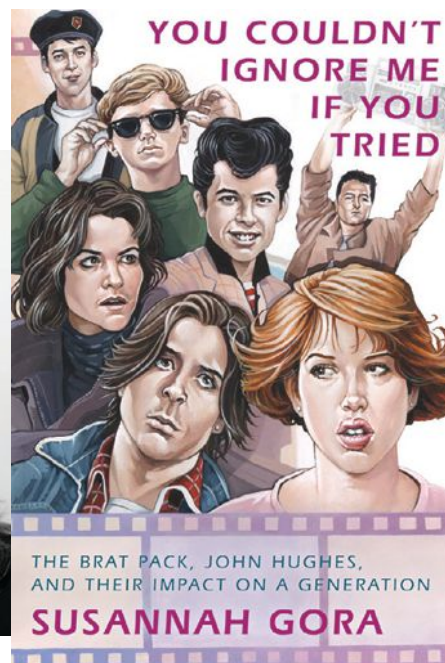
introduce gluten-free and allergy-free cooking to those who might not have much experience in this area, helping to simplify what can be a difficult process. Recipes are simple and easy to follow, and all ingredients are found in most grocery stores or natural food stores. She also helps to provide variety, as well as menu ideas.

Elizabeth's cookbook is a wonderful introduction to cooks beginning their journey into gluten-free cooking, enticing them with yummy pictures and flavors. It would be a wonderful addition to any culinary bookshelf, appealing both in appearance and simplicity.

Elizabeth offers a gluten-free recipe of the week on Twitter, @thepurepantry. 🔑

You Couldn't Ignore Me If You Tried: The Brat Pack, John Hughes, and Their Impact on a Generation

By **SUSANNAH GORA**, *Duke*



• Review by **JULIE ROBISON**, *Hillsdale*

► There are few people born after the 1970s who have not heard of or seen a movie with members of the “Brat Pack.” Entertainment journalist **SUSANNAH GORA**’s breakout novel explores cine-sociology, or the sociological impact that movies can have on our lives. She focuses on the 1980s, and the impact John Hughes’ films had on generations of young adults.

While she provides bios on all the Brat Pack actors as well as many actors with smaller roles, Susannah’s story is often more about screenwriter and director John Hughes and the impact his work had on his colleagues, as well as those whose careers were touched by him, and the generations of movie watchers who still enjoy his work. Andrew McCarthy, one of the stars of *Pretty in Pink*, told Susannah that “these movies had a big impact on [the lives of the fans], but as you can imagine, they had a huge impact on our lives as well.”

The Hughes movies gave many actors the chance to meet, which gave rise to real friendships. Susannah writes, “They were beautiful indeed, and they were living a beautiful life, filled not just with parties and fancy dinners and romantic adventures but true, deep friendship.” The label “Brat Pack” came from a *New York Magazine* article by David Blum. While the moniker “Brat Pack” is a term of endearment nowadays, it was initially interpreted negatively by the actors.

While Hughes stopped making films aimed at teenagers after *Ferris Bueller’s Day Off*, his influence had just begun. “Filmmakers were savvy enough to know that teenagers desperately craved not just peer acceptance, but true friendships,” says Susannah. Hughes is responsible not only for re-making the teen movie, but the comedy genre as well, with movies like *National Lampoon*, *Uncle Buck* and *Home Alone*. The book does contain spoilers, but any insights given into the storylines is not in the same depth as watching the actual movies.

Susannah writes, “No matter how savvy the career choices, if an actor happened in his or her youth to play a Ferris Bueller, or a John Bender, a Lloyd Dobler, an Andie Walsh, or a Jake Ryan, chances are many in the public will always associate him or her with that character, at least to some extent. That’s the problem with larger-than-life roles—they can indeed be larger than the actual life the actor continues to lead afterward.”

Susannah’s book has been ranked at #56 and #119 on Amazon’s book sales. It is a highly enjoyable, well-researched read on an era that continues to resound with the young and older generations alike. 🗝️

ILLINOIS WESLEYAN. EPSILON CHAPTER partnered with the Kappa Deltas to sponsor their 2011 Girl Scout event. Chapter members helped more than 120 Girl Scouts from the Bloomington-Normal community earn their friendship and healthy relationship badges. The event included different stations where the Girl Scouts played games, wrote friendship letters and created "compliment" bracelets.



DEPAUW. Sophomore members from Iota Chapter celebrate Founders Day together. Members gathered at the chapter house and marked Kappa's 140th birthday with a Founders Day skit, a delicious dinner, and a visit from Delta South PDC, *Missy Emrich Osha, Butler*.

CLEMSON. Taking Kappa's Tradition of Leadership to heart, all five of **EPSILON MU's** communication majors graduate with honors. Go Kappa!



UC SANTA BARBARA. EPSILON PSI members *Jenni Jacobs, Ashley Shindler, Jessie Schiff, Amy Liu, Lizzy Szabo* and *Jenna Campbell* take a shift selling Valentine's Day flower-grams. The chapter spread Kappa love to its community in Santa Barbara, Calif., and raised \$300 to benefit Reading Is Fundamental.





MIAMI (OHIO). While on a weekend getaway, **DELTA LAMBDA** members Allie Fitz, Lindsey Collier, Sarah Kemp and Allie Griebel jump for joy in front of a beautiful Lake Michigan sunset.



CENTRE. In Jerusalem, Israel, Ellen Cartmell, Sara Hall, Mary Diemer, Jenny Umana, Charlotte Lillard and Becca Thompson, of **ZETA GAMMA**, explore religious landmarks of Christianity, Judaism and Islam. The women traveled together on the Centre University "term trip" to experience, learn and explore.



GEORGE WASHINGTON. Carol Rasco, the CEO of Reading Is Fundamental, visits **GAMMA CHI**. The chapter presented her with a \$2,500 donation in continued support of RIF! The members thought it was quite an honor for her to visit them.



SAN DIEGO. The women of **ETA GAMMA** visit Sleeping Beauty's castle at Disneyland Park in Anaheim, Calif. Clad in letters, the chapter spent the day making memories together at the "happiest place on Earth."

PENN STATE. DELTA ALPHA members Kristina Levis, Adrianna Very, Colleen Smith and Cassie Sciortino will always remember their dear Kappa days, especially this sisterhood moment.



Photo courtesy of Sarah Bachman, Penn State



OHIO WESLEYAN. RHO^Δ CHAPTER members promote the Kappa Balloon Pop philanthropy. The event benefits Kappa Kidney Camp, an activity-filled summer camp designed for children with kidney-related health issues.

WYOMING. The ladies of **GAMMA OMICRON** participate in the Relay For Life on the University of Wyoming campus.



KANSAS STATE. Gamma Alpha active members Danielle Young, Erin White, Lyndi Stucky, Paige Taylor and Kirsten Crandall, as well as alumna member Jeanette Voelk Schwartz, volunteer in Haiti. They taught art classes, assembled a library and helped construct a house for teachers at the school where they volunteered. They also helped organize a festival on the one-year anniversary of the Haiti earthquake.

ARKANSAS. GAMMA NUS Julianne Nutt, Hannah Higgins and Hannah Petty help kindergartners show off their *Where the Wild Things Are* scary monster masks. At this Reading Is Key event, 80 students traveled the "Reading Railroad" to receive stamps indicating they had heard the stations' stories and completed the corresponding crafts. Students each chose three books, including bilingual books, to read at home.





MINNESOTA. At Twin Cities Relay For Life 2011, **CHI CHAPTER'S "Team Kappa"** raises \$2,800! Members enjoy walking the track together all through the night.



JOHN CARROLL. **ETA ZETA** is crowned Tug of War champions for the second year in a row during Greek Week.



The local Head Start program benefits from the 130 books that were collected at the Lambda Province Meeting this year.

Harvard and Northeastern Chapters Team Up to Help Local Schools

—By **GRIER WHITMER TUMAS**, *Harvard*

In the spring of 2009, **ETA THETA CHAPTER** at Harvard had the opportunity to participate in the Recruitment and Installation of **ETA OMICRON CHAPTER** at Northeastern University. Located just across the Charles River, Eta Theta members were excited to get to know our newest sisters. While traveling to the 2010 Convention as Eta Theta's President, I met and befriended **LAURA NELSON**, Eta Omicron's first President. We enjoyed sharing our experiences as Boston Kappas and planned to see each other in the city.

That summer, I also worked at Citizen Schools, a nonprofit organization that partners with middle schools to expand the learning day for low-income students across the country. Citizen Schools' signature program, the apprenticeship, brings community members into schools to serve as role models and engage students in real-life, project-based curricula. Thinking about the talented and passionate people in my life who could make a difference in students' lives, Kappa immediately came to mind.

I began brainstorming an apprenticeship that would bring Kappas into the classroom on a weekly basis, teach students applicable skills, and relate to literacy. Citizen Schools was preparing to partner with the



JENNA RUFF, *Harvard*, reads to Orchard Gardens School students attending the Reading Is Key event.

Orchard Gardens School, a turn-around charter school located just minutes from Northeastern's campus. I immediately reached out to Laura with what seemed like an ambitious idea: having two young chapters combine local community involvement with Kappa's philanthropic emphases on literacy and female leadership. Luckily, she was as enthusiastic as I was, and the Reading Is Key apprenticeship was formed.

Last fall, members of Eta Theta and Eta Omicron traveled to Orchard Gardens to lead 11 girls as they learned about literacy, improved their reading skills, and planned a book drive and reading event for the younger students at their school. In preparation for their WOW! (Citizen Schools' term for end-of-semester presentations to the community), the students publicized and organized the event, designed bookmarks and posters,

I immediately reached out to Laura with what seemed like an ambitious idea: having two young chapters combine local community involvement with Kappa's philanthropic emphases on literacy and female leadership.

and solicited food and books from local businesses. Meanwhile, we focused on building confidence, teamwork, and leadership among the students, who might not have positive female role models outside of Citizen Schools.

Ashley and Venus, two seventh-grade students at Orchard Gardens wrote, "Thank you for spending time with us every week. You have all helped us so much!" Daria, a sixth-grade student, may have summed it up best when she wrote, "To the best Citizen Schools teachers ever—thank you for a great semester and a lot of fun!"

The book drive and reading event were complete successes, as sixth- and seventh-grade students read to first- and second-graders, helped them select several books to take home and completed arts and crafts. **MEAGHAN LYONS, Harvard**, explains how "It was so inspiring to see how excited [the

students] were when all of their hard work paid off, and the entire community came out to support their efforts and the importance of reading." From parents to local female nonprofit leaders who came to speak to the students, the experience proved rewarding for all involved.

Eta Omicron members volunteered to lead Reading Is Key again last spring, and Eta Theta hopes to return to Citizen Schools this fall. **STEPHANIE MATOUR, Northeastern**, highlighted some of the personal rewards she experienced. "One thing that made a huge impact on my life was giving the girls more confidence in their reading and academic abilities. They asked many, many questions about college and sorority life—it was great to get them excited for post-high school education and continuing to college."




CHRISTINE WU, JENNA RUFF, MEGHAN LEDDY, TAYLOR SHIMBERG, ALEXIS IXTLAHUAC, RACHEL BROWN (all Eta Theta)

MEGHAN LEDDY and **RACHEL BROWNBO**, *Harvard*, watch a Citizen Schools middle-school student assemble a craft at the Reading Is Key day.



Reading Is Key is an experience that neither the middle-school girls nor the Boston Kappas will soon forget. **ALEY WILCOX**, former Eta Theta Philanthropy Chairman, recalls how meaningful it was to volunteer alongside sisters from Eta Omicron: “We now have a shared experience through our Kappa sisterhood and through Kappa philanthropy.” Surely the Kappa bond extends far beyond our individual chapters.

Interested in Reading Is Key for your chapter or alumnae association? Citizen Schools operates in seven states, and the Kappa lesson plans are available to the public. For more information or to get involved, visit www.citizenschools.org. 



Eta Omicron members **CAYLA YANG** and **JUSTINE LAMBERT** join Eta Theta members **ALEY WILCOX** and **GRIER TUMAS** at their Reading Is Key event with Citizen Schools middle-school students.



Epsilon Lambda members and alumnae gather for the groundbreaking at the new chapter house site, which is part of the Morgan Hill Sorority Village at the University of Tennessee.

Tennessee Chapter Looks Forward to Building a House

—By **LYNNE GREEK FAIN**, *Tennessee*, Epsilon Lambda House Board Vice President

Back to school is always an exciting time. At the University of Tennessee it offered the preview of new housing for **EPSILON LAMBDA CHAPTER** and other sororities on campus.

The Morgan Hill Sorority Village at the University of Tennessee is a 14-acre site on the western edge of the campus across the street from the visitor's center. Kappa is one of 13 sororities building residential houses, which will range from 9,000 to 17,000 square feet. The total cost, expected to exceed \$45 million, will be fully funded by the individual chapters through donations and mortgage payments.

Since 1963, sorority women at the University of Tennessee have lived together on residence hall floors and met in suites in the Panhellenic Building. The average chapter size has more than doubled, and the Panhellenic Building can no longer safely

accommodate the numbers. The first houses will welcome their members for fall semester 2012.

Members of Epsilon Lambda are excited about the prospects of better meeting and recruitment spaces, an opportunity to share meals together and areas to hang out and develop deeper bonds of sisterhood. The 34 women living in the Kappa Kappa Gamma house will have a chance to develop memories of house living that the members of Epsilon Lambda have dreamed about since the chapter was founded in 1967.

The Greek system at the University of Tennessee will benefit from the new visibility on campus as the sorority women move from one building to a beautiful new site. 🗝️

Relay For Life team captains Laura Robertson, Danielle Landau and Marie Tranakas stand in their tent, decorated to match their relay theme, "A Snow Day."



Miami's Relay For Life Tops Fundraising Goal

—By DANIELLE LANDAU, *Miami*

This past spring, the women of the DELTA KAPPA CHAPTER made University of Miami history, raising \$15,000 for the American Cancer Society's Relay For Life, more than any other organization on campus. As team captains, LAURA ROBERTSON, MARIE TRANAKAS and I led our chapter to first meet our goal of \$10,000, and then surpass it, reaching the Sapphire level of fundraising—\$15,000.

We raised the funds in the name of Jan M. Bryant, a member's mother who recently lost a battle with cancer. This connection made the Relay efforts especially personal to our



The team decorated luminaries, which are made up of white bags with neon lights, to remember those who have passed and recognize those who are still fighting cancer.





chapter, as we rallied behind a grieving sister and achieved the unthinkable, raising more than a quarter of the entire proceeds donated by the University of Miami student body.

In accordance with the Relay For Life requirements, the chapter chose "A Snow Day" as their tent and fundraising theme. Sisters took turns walking loops on campus, carrying an owl with snowflakes as a spirit stick and selling snow cones to the tiring walkers.

Kappa alumnae, advisers, friends, and family of the Delta Kappa Chapter participated in the passing of the spirit stick, making for a day that will not soon be forgotten. The \$15,000 raised nearly doubled the chapter's donation from the previous year. With the love and support of a Kappa family, there is nothing determined Kappas cannot do!



Laura Robertson and Samantha Castagna walk around Stanford circle proudly representing their Kappa Relay team.



A Rising Leader in Science

MEGAN CHUI was selected for Miami's College of Arts and Sciences Summer Research Program for Women and Underrepresented Minorities. A chemistry major and mathematics minor, Megan is the Vice President—Academic Excellence and was previously the Risk Management Chairman and Panhellenic Delegate of the Delta Kappa Chapter. During the summer, Megan researched organometallic catalysis, specifically the mechanism of oxygen binding to a metal complex, $\text{Pd}(\text{IPr})_2$. She has applied to graduate school to obtain a doctorate in chemistry, preparing for a future career in research.



Submit academic and leadership achievements to *The Key*: Email thekey@kkg.org or upload photo and news to <http://uploads.kappakappagamma.org>. Only submissions including a high-resolution photo and outstanding achievement will be considered.

Spend Next Summer at The Heritage Museum!

Kappa's Heritage Museum in Columbus, Ohio, is accepting applications for the 2012 Catherine Schroeder Graf Internship. This opportunity offers:

- 12 weeks of work experience and paid stipend
- Housing provided
- A trip to the General Convention in Jacksonville, Fla.

An application is available at www.kappa.org. Kappas of all ages and backgrounds are encouraged to apply. Applications must be postmarked by Feb. 1, 2012.

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