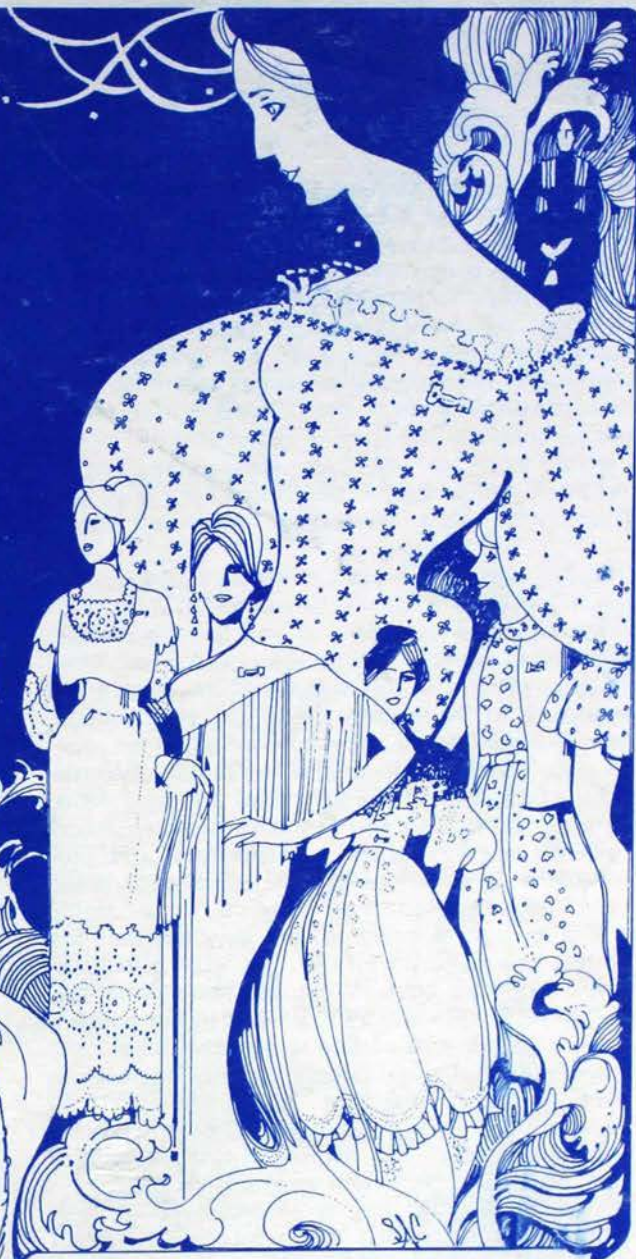


1976 - 1985



The History of  
Kappa Kappa Gamma  
Volume III

# The Key

Volume 103 • Number 2  
Summer 1986



The history of Kappa Kappa Gamma is a continuous story of growth, challenges, and milestones. To record the events of the Fraternity may be the assigned task of the Historian, but to preserve and perpetuate the heritage of our ideals and values is the responsibility of each member. Kappa is a living institution, sensitive to change and responsive to needs. Our history is not a list of dates and statistics, but a saga of women who have given their names and interests to uphold the highest standards of excellence in social, moral, and intellectual conduct. The spirit of sisterhood, the bonds of ritual which forge an unbroken chain from past to present to future, and enduring friendships are the cornerstones of Fraternity history: yesterday, today, and tomorrow.

Any attempt to capture the spirit of Kappa Kappa Gamma in the pages of a printed volume is bound to fall short of its objective, for Kappa is a mosaic to which each pledge, active, and alumnae member contributes a vital piece. What we have tried to present in this volume of the history is a composite picture of those pieces over the past decade. Each chapter, Advisory Board, House Board, alumnae association and club, Fraternity officer and committee chairman contributed the tiles; your Historian merely arranged them. Hence, there are no bylines and the various pages reflect differing writing styles, emphasis, perspectives, and purposes. The volume is virtually a collage which depicts the diversity of Kappa personalities, unified in a single endeavor. It is an update which covers only the past ten years of Fraternity activity (1976-1985), but what a magnificent ten years they have been! When the two-volume history was published in 1975 and 1977, we had in our hands a priceless record of our outstanding and inspirational heritage. The very fact that the past decade requires its own volume testifies to the commitment of every member to continue that spirit of energy, enthusiasm, creativity, and loyalty. As Jeannette Boyd, A—Monmouth College, one of our founders, once said: "How rich we are in daughters!"

Since 1930, when May Whiting Westermann, Σ—University of Nebraska, accomplished the monumental task of writing, editing, and preparing the first complete *History of Kappa Kappa Gamma*, every Fraternity Historian has pondered her words:

Buy the History  
Read the History  
Never write a history.

But the privilege of the experience of working with each of you has led me from an initial total agreement with May Westermann's inscription to a humble but sincere disagreement with it. From working with the materials for the present updated volume of the History, I have chosen a variation on the Westermann inscription:

Read the History  
Learn the History  
Take pride in the History  
Continue to make the history.

Kappa has an impressive history-making record over the past ten years. Greek life has returned to a position of prominence on the college campus and has again accepted the responsibility for the college social scene. The decrease in the controversies of ecology, politics, activism, and liberalized societal mores has been replaced by a return to black tie affairs, traditional dating, widespread acceptance and use of the computer, and a tide of conservatism. The

## PROLOGUE

women's movement is no longer a major issue, for women have successfully entered previously all-male positions in college majors, participation in athletics, leadership in campus organizations, and careers. Women have accomplished the goals as in the previous decade in amazing numbers, to such a degree that we are seeing the word *girl* reenter our vocabulary. A nostalgia for the 1950s has led to the adoption of core curricula over electives, a diminishing drug culture but a growing concern with alcohol and chemical abuse, and a general move back to basics. The economy and inflation have brought us the marketable major, part-time jobs, a "me" or individually-centered attitude, game plans, and renewed investigations into the purposes of Greek life. Yet, spring break is still the time of a great campus exodus to bask in the sun and Greek Week is a major campus event. Interest in philanthropic projects has increased so much that we now accept readily the professional volunteer as a career woman.

Responses to societal and campus changes form a continuous motif in the Kappa story over the past decade: new approaches to programming, added positions in the Fraternity organization, increase in the office space of Headquarters, financial management changes, long-range planning, revision of resource materials and the publication of new manuals, record-breaking attendance at General Convention, career-networking, forums on issues which strike at the heart of modern life. While we have faced the closing of five chapters, we have shared the joy of reinstating two chapters and installing twenty-one new ones. In the alumnae area, expansion, interaction with collegiates, varied meeting formats to accommodate women in the job market, and increased contributions to Fraternity and local philanthropies have brought about vigorous growth and a resurgence of service to Kappa.

Any history is an epilogue to the past, but, more important, it is a prologue to the future, for today is tomorrow's yesterday. Having almost reached the end of the 20th century, we are curious to know how the next generation will judge our efforts and accomplishments. Yet, we cannot help but wonder how those six schoolgirls at Monmouth College in 1870 would respond to the pages before you, to the Kappa of the mid-1980s. If I may be so bold as to answer for them, I would sum up our decade-in-review in the words of our banquet song, for they would truly find us:

... still as loyal  
To the emblem that we bear  
Find the bond of Kappa stronger  
Find the name of Gamma fair.

Virginia Anding La Charité,  
ΓΚ—College of William and Mary  
Fraternity Historian



**VOLUME III**  
**THE HISTORY OF KAPPA KAPPA GAMMA FRATERNITY**  
**1976-1985**

**ACKNOWLEDGEMENTS**

*The project to update the Fraternity history was carried out by hundreds of Kappa alumnae and active members, who freely contributed hours of patient research, careful documentation, thoughtful recommendations, constructive suggestions, tedious attention to details, and laborious proofing. The spirit of sisterhood forged the achievements of the past decade and then undertook the task of gathering, collating, writing, and presenting those accomplishments. In acknowledging the talents and energy of many,*

*only a few can be individually listed: Special Assistants: Anna Hielt Pflugh, BM—University of Colorado, Lois Catherman Whittaker Heenehan, BΣ—Adelphi College, Helen Kutscha Gyllstrom, Y—Northwestern University, Lynn Jolley Letcher, Π—Washington University, and Joyce Wilson Carson, ΔX—San Jose State University; Artist: Sally Charlton Augustini, BN—Ohio State University; Layout and Managing Editor: Diane Miller Selby, BN—Ohio State University.*

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## CHRONOLOGY

### Twenty-Three Chapters Chartered

1976	Epsilon Rho, Texas A&M University
	Epsilon Sigma, University of Virginia
1977	Epsilon Tau, Mississippi State University
	Epsilon Upsilon, Baylor University
	Psi Deuteron, Cornell University
1978	Epsilon Phi, University of Florida
	Epsilon Chi, Dartmouth College
	Epsilon Psi, University of California, Santa Barbara
	Beta Eta Deuteron, Stanford University
1979	Epsilon Omega, Dickinson College
1980	Zeta Alpha, Babson College
	Zeta Beta, Lafayette College
	Zeta Gamma, Centre College
	Zeta Delta, University of Vermont
1981	Zeta Epsilon, Lawrence University
1982	Zeta Zeta, Westminster College
	Zeta Eta, University of California, Irvine
	Zeta Theta, Trinity College
	Zeta Iota, Villanova University
1983	Zeta Kappa, Bowling Green State University
1984	Zeta Lambda, Washington and Jefferson College
1985	Zeta Mu, Virginia Polytechnic Institute and State University
	Zeta Nu, University of California, San Diego

### Conventions

1976	Hotel del Coronado; Coronado, California
1978	Tan-Tar-A Resort; Lake of the Ozarks, Missouri
1980	The Breakers; Palm Beach, Florida
1982	Hyatt Regency; Columbus, Ohio
1984	Marriott Camelback Inn; Scottsdale, Arizona
1986	Adam's Mark Hotel; Philadelphia, Pennsylvania

### Presidents

1976-80	Jean Hess Wells, ΔΥ—University of Georgia
1980-84	Sally Moore Nitschke, BN—Ohio State University
1984-	Marian Klingbeil Williams, Θ—University of Missouri

### Decade Highlights

1976	Financial Administrator position created
	CHOICES Career Program introduced
	Loyalty Fund begun
	Certificates first given to 50-year and 75-year members
1977	Two-Volume History (1870-1975) of Kappa Kappa Gamma published and distributed to all members
	Fraternity Finance computerized
1978	Fraternity Treasurer position limited to two consecutive two-year terms
	Chapter History/Heritage Award established
	Chairmanship for Chapter House and Social Programs established
1979	Rho Province formed; Alpha Province restructured
	National Panhellenic Delegate insignia created
	Chapter finance computerized
1980	Heritage Museum incorporated
	Chairmanship of Chapter House and Social Programs divided
	Chairmanship of Chapter Bylaws established
	Chapter Personnel Award created
	Pledge pin size increased to one-half inch
	Number of Field Secretaries increased to five
	First General Convention philanthropic fund raiser held
	Chapter House Board Award established
1982	"Kappa Fair" introduced at Convention
	Province Nominating Chairman system adopted for Province Officer elections
	Chairmanship of Chapter Bylaws changed to Chairmanship of Chapter Records
	Director of Philanthropies added to Finance Committee
	First House Board seminar held at Convention
	538 East Town Street, Columbus, Ohio, building purchased
1984	Beta-East and Beta-West Province Directors of Chapters created
	Theta-East and Theta-West Province Directors of Alumnae created
	Certificates and pins presented to 65-year members
	Chapter Philanthropy Award established
	Long-Rang Planning Committee appointed
	Field Secretary and Graduate Counselor titles changes to Traveling Consultant and Chapter Consultant
1985	Kappa-North and Kappa-South Province Directors of Chapters created
	Coordinator for Chapter Development position initiated
	First International Province Director of Alumnae appointed

### World Events

1976	Greek-letter fraternities celebrated bi-centennial anniversary
	First woman named to co-anchor a network evening news program
1977	Second woman to win Nobel Prize for medicine
1978	Greek system celebrated centennial in Canada
1981	First woman named to United States Supreme Court
	First woman in twenty-three years to win Pulitzer Prize for drama
1983	First woman astronaut to fly in space
1984	First woman nominated by a major United States political party for a national office
	First woman to graduate from a United States military academy
	First time a woman held the most United States swimming records
1985	Computer terminals required of entering college freshmen at some universities



# I. FRATERNITY STRUCTURE AND ADMINISTRATION

## THE COUNCIL

The Trustees or Council of the Fraternity is the Executive Committee, elected biennially at General Convention by active and alumnae delegates. During the past decade, there have been no changes in the structure of the Council; the Fraternity continues to operate with a nine-member Council, which appoints the National Panhellenic Conference Delegate, Standing Committee and Special Committee Chairmen, and Council Assistants. The alumnae who serve in these positions are all volunteers, and, as a new decade begins, Kappa can point with pride to its good fortune to have the talents, energies, and service of these women when there are so many other demands on their time.

In addition to the Council and the various appointed positions, the Fraternity has an Associate Council, which consists of the Province Directors of Alumnae and the Province Directors of Chapters, who are elected by active and alumnae delegates at Province Meetings, held biennially in non-convention years.

Council responsibilities are many and include every aspect of Fraternity operation: field representative selection, training, and program; chapter and alumnae programming; manuals and reports; finance; housing; policies; philanthropies; *The Key*; General Convention; interfraternity participation; Heritage Museum; CHOICES; extension; administration of all day-to-day business through Fraternity Headquarters under the supervision of an Executive Secretary who is appointed by the Council. Because of the nature of the responsibilities of the NPC Delegate and the Executive Secretary, these two officers' terms are not limited, and they are seated with the Council and participate fully in deliberations, decisions, and general management of all Fraternity business.

During the past decade, Kappa has been served by five Councils under the leadership of three Presidents:

### Council Government

#### 1976-1978

President .....	Jean Hess Wells, ΔY—University of Georgia
Vice-President .....	Marjorie Cross Bird, BM—University of Colorado
Treasurer .....	Jane Lindsay Koke, ΓΩ—Denison University
Director of Membership .....	Sally Moore Nitschke, BN—Ohio State University
Director of Chapters .....	Kay Smith Larson, BΠ—University of Washington
Director of Field Representatives .....	Marian Klingbeil Williams, Θ—University of Missouri
Director of Personnel .....	Caroline Cole Tolle, ΔΛ—Miami University
Director of Alumnae .....	Gay Chuba Barry, ΔA—Pennsylvania State University
Director of Philanthropies .....	Betsy Molsberry Prior, BN—Ohio State University

#### 1978-1980

President .....	Jean Hess Wells, ΔY—University of Georgia
Vice-President .....	Rebecca Stone Arbour, ΔI—Louisiana State University
Treasurer .....	Jean Lee Schmidt, ΔΛ—Miami University
Director of Alumnae .....	Gay Chuba Barry, ΔA—Pennsylvania State University
Director of Chapters .....	Sally Moore Nitschke, BN—Ohio State University
Director of Field Representatives .....	Marjorie Cross Bird, BM—University of Colorado
Director of Membership .....	Marian Klingbeil Williams, Θ—University of Missouri
Director of Personnel .....	Caroline Cole Tolle, ΔΛ—Miami University
Director of Philanthropies .....	Marjorie Moree Keith, ΓA—Kansas State University

#### 1980-1982

President .....	Sally Moore Nitschke, BN—Ohio State University
Vice-President .....	Gay Chuba Barry, ΔA—Pennsylvania State University
Treasurer .....	Jean Lee Schmidt, ΔΛ—Miami University
Director of Alumnae .....	Ann Fletcher Colvin, ΓH—Washington State University
Director of Chapters .....	Marian Klingbeil Williams, Θ—University of Missouri
Director of Field Representatives .....	Caroline Cole Tolle, ΔΛ—Miami University
Director of Membership .....	Juliana Fraser Wales, BN—Ohio State University
Director of Personnel .....	Rebecca Stone Arbour, ΔI—Louisiana State University
Director of Philanthropies .....	Marjorie Moree Keith, ΓA—Kansas State University

#### 1982-1984

President .....	Sally Moore Nitschke, BN—Ohio State University
Vice-President .....	Gay Chuba Barry, ΔA—Pennsylvania State University
Treasurer .....	Rebecca Stone Arbour, ΔI—Louisiana State University
Director of Alumnae .....	Wilma Winberg Johnson, ΔN—University of Massachusetts
Director of Chapters .....	Marian Klingbeil Williams, Θ—University of Missouri
Director of Field Representatives .....	Caroline Cole Tolle, ΔΛ—Miami University
Director of Membership .....	Juliana Fraser Wales, BN—Ohio State University
Director of Personnel .....	Jan Singleton McAllister, ΔP—University of Mississippi
Director of Philanthropies .....	Eloise Moore Netherton, BE—University of Texas



## 1984-1986

President .....	Marian Klingbeil Williams, Θ—University of Missouri
Vice-President .....	Kay Smith Larson, BII—University of Washington
Treasurer .....	Rebecca Stone Arbour, ΔI—Louisiana State University
Director of Alumnae .....	Wilma Winberg Johnson, ΔN—University of Massachusetts
Director of Chapters .....	Juliana Fraser Wales, BN—Ohio State University
Director of Field Representatives .....	Gay Chuba Barry, ΔA—Pennsylvania State University
Director of Membership .....	Cynthia McMillan Lanford, ΓII—University of Alabama
Director of Personnel .....	Jan Singleton McAllister, ΔP—University of Mississippi
Director of Philanthropies .....	Eloise Moore Netherton, BΞ—University of Texas



1978-1980 Council: Bird, Wells, Keith, Schmidt, Nitschke, Barry, Williams, Tolle, Arbour, Cameron.



1976-1978 Council: Wells, Larson, Bird, Prior, Pryor, Koke, Williams, Nitschke. Seated in middle: Barry and Tolle.



1980-1982 Council: Williams, Colvin, Tolle, Arbour, Keith, Nitschke, Schmidt, Barry, Wales, Cameron, Pryor.



1982-1984 Council: Top row: Cameron, Pryor, Wales, Johnson, Williams. Front row: Tolle, Barry, Netherton, McAllister, Arbour, Nitschke.



1984-1986 Council: Lanford, Netherton, McAllister, Johnson, Larson, Williams, Arbour, Wales, Barry.



## Fraternity Presidents

Three outstanding, extraordinary women have guided the fortunes of the Fraternity over the past decade. Their collective record of leadership over the ten-year period is characterized by far-reaching vision, unstinted loyalty, and inspirational example. Kappa Kappa Gamma has continued to grow into a modern-day corporation with all of the financial and operational complexities that typify the business world of the 1980s, yet the basic purpose of the Fraternity has remained unchanged. A major colonization program and increased chapter size have been accompanied by an unprecedented rise in alumnae volunteerism in both generous financial support for philanthropic programs and unselfish gifts of time. It can be estimated that for each year of the last decade Kappas have contributed \$500,000.00 and 12,000 volunteer hours; alumnae have written annually 18,000 references and 2,000 have served on chapter advisory and house boards; 90% of all active members of each chapter have experienced yearly a leadership role.

While personal commitment to reaffirm the founding principles of Fraternity membership, acceptance of the task to continue to build the self-worth of the individual through the group experience, and determination to bring out the best in each active and alumnae member cannot be measured in dollar signs and statistics, the Fraternity is deeply indebted to Jean Hess Wells—ΔΥ—Georgia, Sally Moore Nitschke—BN—Ohio State, and Marian Klingbeil Williams—Θ—Missouri, for their many notable and enduring achievements and accomplishments as Fraternity Presidents. They accepted the responsibility to translate ideas into actions, challenges into responses, problems into programs, interests into resources, the past into the future. Their leadership embodies the ideals of excellence, but more than Fraternity Presidents, they represent a perfect flowering of the fleur-de-lis.

### Jean Hess Wells

1976-1980

Jean Hess Wells, ΔΥ—University of Georgia, brought a wealth of experience to the office of President, beginning with her devotion to Delta Upsilon Chapter, where she was a charter member. After graduation, she continued to serve her chapter as an adviser to membership, pledge, scholarship, and chapter council, and she also served on the boards of Delta Rho at the University of Mississippi and Epsilon Epsilon at Emory University. Jean's early Kappa years included serving as President of the both Atlanta, Georgia and Memphis, Tennessee Alumnae Associations.

Before her election as Fraternity President, Jean served as Mu Province Director of Chapters, Assistant to the Director of Membership, Assistant to the President, Fraternity Vice-President, and Director of Chapters. Her community work is just as extensive: member of the Board of Directors of the Atlanta High Museum of Art, member of the Board of the Women's Committee of the Atlanta Symphony Orchestra, manager of the Antiques Show, Vice-President of the Board and Vice-Chairman of the Building Committee for her church. Jean's husband, Bob, an orthopedic surgeon in private practice, who also serves as the team physician for the Atlanta Flames and Atlanta Braves, is a member of Sigma Alpha Epsilon; their son, Jerre, is a graduate of Washington and Lee University, where he was a member of Sigma Alpha Epsilon, and their daughter, Kathleen, is a graduate of Vanderbilt University.



Jean Hess Wells

During Jean's presidency, the Fraternity experienced its period of largest growth since the founding: over 13,000 women pledged Kappa, the number of chapters reached 107, and alumnae groups grew to 392. Alumnae formed fleur-de-lis committees to provide special services in times of need, the Fraternity group insurance program was developed, the Career program, CHOICES, was formed, and the Loyalty Fund was started. The Heritage Museum was established, and Jean served as its first Director. Her untiring sense of commitment to Kappa and strong belief in its basic concepts support her continuing service to Kappa as Fraternity Ritualist and a member of the Panhellenic Affairs Committee as Kappa's second alternate to the National Panhellenic Conference (NPC).

### Sally Moore Nitschke

1980-1984

Sally Moore Nitschke, BN—Ohio State University, began her college career at Vassar College. After transferring to Ohio State University, where she pursued a degree in English, she served her chapter as Membership Chairman and President and added a Phi Beta Kappa key to her long list of undergraduate honors. Her Kappa list of positions is just as impressive: Beta Nu Membership Adviser, Beta Nu House Board President, Gamma Province Director of Chapters, State of Ohio Reference Chairman, Chairman of Chapter Pledge Programs, Director of Field Representatives, Director of Membership, and Director of Chapters.

Just as involved in community service as she is in Fraternity work, Sally is a sustaining member and past president of the Columbus Junior League, a member of the Board of Trustees of the Ohio State University Alumni Association, a past officer of the Columbus Childhood League, and a founder of the Worthington Resource Center. Honored by



Chi Omega Sorority in 1966 as their "Woman of the Year" and recipient of the 1974 Distinguished Citizen Award from Ohio State University, Sally has also been a member of the vestry of her church. Married to Chuck, an architect and member of Alpha Tau Omega, the Nitschkes have three children: Chris, a manager for Nitschke Supplies; Caren, a graduate of DePauw University and member of Iota Chapter; and David, a student at Purdue University and member of Tau Epsilon Kappa.

Under Sally's leadership as Fraternity President, Kappa continued to grow. Pledge numbers increased, *The Key* cel-



*Sally Moore Nitschke*

ebrated its centennial, the computer system was installed at Headquarters for membership and chapter finance records, Information Services was formed, career networking expanded, the *Kappa Kappa Gamma Professional Directory* was published, chapter finance seminars were initiated, Heritage Museum fund raising was developed, and financial forecasting was instituted. The expansion of Headquarters offices and the implementation of high technology in Fraternity operations became a Kappa reality, as Sally addressed the need to guide Kappa towards the next century. Today, Sally continues her Fraternity service as Chairman of the Long-Range Planning Committee.

### **Marian Klingbeil Williams**

**1984-**

Marian Klingbeil Williams, Θ—University of Missouri, demonstrated her leadership qualities in college, where she served her chapter as Panhellenic Delegate and President, was an officer of the Women Students Association Judiciary Committee, selected as one of 50 most outstanding women on campus for three years, and was chosen as the "M" Woman (most outstanding woman athlete) her senior year. A nationally-rated official in field hockey and basketball, she has taught health, physical education, and safety at all levels



*Marian Klingbeil Williams*

(elementary through college).

Her community and civic involvement include service as a sustaining member of the Albuquerque Junior League, member of the Board of Trustees of the New Mexico Coordinating Council on Environmental Concerns, Co-Chairman of KIDS (Kindergartens in Demand Statewide) lobby group, Secretary and Treasurer of the Albuquerque Rehabilitation Center Board of Directors, Co-Chairman of the Albuquerque Environmental Concerns Committee, member of the 1983 basketball "Final Four" Committee for the National Collegiate Athletic Association, Vice-President of the Girl Scouts Council of New Mexico, Emergency Medical Services Board, and the University of New Mexico Greek Task Force. Her husband, Chuck, is a research associate in physics at the University of New Mexico, and the Williamses have three children: Steve, a West Point graduate; Debbie, a recent graduate of the University of New Mexico and a member of Gamma Beta Chapter; and Ken, a student at the University of New Mexico and a member of Sigma Alpha Epsilon.

Before being elected President, Marian had extensive experience in all phases of Fraternity work: President of the Albuquerque Alumnae Association, Eta Province Director of Alumnae, Chairman of Chapter Public Relations Programs, Director of Personnel, Director of Field Representatives, Director of Membership, and Director of Chapters. Since Marian's election as President, the Fraternity has established the Long-Range Planning Committee, instituted Province Meeting philanthropy grants, created the student loan program, appointed the first International Province Director of Alumnae, increased graduate fellowship and graduate rehabilitation scholarships, and formed a Development Committee to address Fraternity fund raising. Growth continues to characterize Marian's tenure, as Kappa now numbers over 130,000 members, 114 active chapters, 425 alumnae groups, and 43 Area Reference Committees.



## APPOINTED POSITIONS

During the past decade, the list of positions appointed by the Council grew most notably in the program area. Today, there are six Council Assistants, eleven Standing Committee Chairmen, and four special appointments. In addition, there are seven chapter program chairmen who work with the Chairman of Advisory Boards and the Chairman of Chapter Programs under the Director of Chapters, and two assistants who work with the Director of Alumnae.

- 1976 Two Assistants appointed to the Director of Alumnae:  
Fraternity Education and Program  
Chapter Programs added to chapter program team of  
Fraternity Education, Pledge, Public Relations, and  
Scholarship Chairmen  
Financial Administrator added to Headquarters Staff
- 1978 Chairman of House/Social Programs added  
Housing Committee expanded: one member works directly  
with House Directors
- 1980 Chapter Bylaws Chairman appointed  
Chairman of Chapter House Programs created and added to  
Housing Committee and chapter program team  
Chairman of Chapter Social Programs created  
Number of Field Secretaries increased to five
- 1982 Assistant to the Council appointed  
Assistant to the Director of Alumnae for Fraternity Education  
changed to Assistant for Communications  
Two members added to the Housing Committee: one to edit  
the Newsletter, "Keys to Housing," and one to assist  
House Boards with fund raising
- 1984 Assistant to the Director of Alumnae for Communications  
changed to Assistant for Alumnae Extension  
Field Secretaries renamed Traveling Consultants  
Graduate Counselors renamed Chapter Consultants  
Assistant to the Director of Philanthropies appointed for  
Chapter Philanthropy  
Chairman of Chapter Bylaws redefined and renamed  
Chairman of Chapter Records  
Long-Range Planning Committee formed  
Assistants to the Director of Membership reduced from three  
to two: one to work with chapters and one to work with  
alumnae and Area Reference Committees

### Appointed Positions

- National Panhellenic Conference (NPC) Delegate:  
1972- : Phyllis Brinton Pryor, BM—University of Colorado
- Assistants to the Council:  
1982-1984: Marjorie Cross Bird, BM—University of Colorado  
1984- : Jean Dale Brubeck, GK—College of William and Mary
- Assistants to the Director of Alumnae:  
1976-1977: Carolyn Horner Wilson, BY—West Virginia University  
1977-1978: Carolyn Conway Madding, ΔΓ—Michigan State  
University  
Dorothy Barbour Brassey, ΓM—Oregon State  
University  
1978-1980: Nancy Segersten Meeker, Σ—University of Nebraska  
Lois Baird Jeffrey, ΔA—Miami University  
1980-1982: Jane Robb Davis, AΔ—Monmouth College  
Molly Morony Cox, ΔO—Iowa State University  
1982-1984: Lynn Latham Chaney, ΔI—Louisiana State University  
Sue Cornwell Ryan, EΔ—Arizona State University  
1984- : Lynn Latham Chaney, ΔI—Louisiana State University  
Catherine Terry Jennings, BΞ—University of Texas
- Assistants to the Director of Membership:  
1976-1978: Lou Alexander Helman, ΔA—Miami University  
Nancy Voorhees Laitner, ΓA—Purdue University  
Cherry Moslander Ridges, ΔH—University of Utah

- 1978-1980: Janice Harenberg (Stockhoff), ΓB—University of New  
Mexico  
Nancy Voorhees Laitner, ΓA—Purdue University  
Cherry Moslander Ridges, ΔH—University of Utah  
1980-1984: Patricia Coffee Gesell, ΔA—Pennsylvania State Uni  
versity  
Leslie Larmann Sukys, BPΔ—University of Cincinnati  
1984- : Kathleen Powers Randall, ΓΠ—University of Alabama  
Carol Lash Armstrong, ΔA—Miami University

Assistant to the Director of Philanthropies:

- 1984- : Dorothea Lowendick Bitler, EΓ—University of North  
Carolina

## STANDING COMMITTEE CHAIRMEN

Advisory Boards:

- 1976-1978 Martha Young Miller, Θ—University of Missouri  
1978-1980 Sue Douglas Christensen, ΔH—University of Utah  
1980-1982 Jan Singleton McAllister, ΔP—University of  
Mississippi  
1982-1984 Carol Lash Armstrong, ΔA—Miami University  
1984- Patricia Coffee Gesell, ΔA—Pennsylvania State  
University

Bylaws:

- 1975-1982 Carol Engels Harmon, ΔK—University of Miami  
1982- Nan Kretschmer Boyer, BM—University of Colorado

Chapter Programs:

- 1976-1978 Anna Hiatt Pflugh, BM—University of Colorado  
1978-1980 Jan Singleton McAllister, ΔP—University of  
Mississippi  
1980-1982 Janice Harenberg (Stockhoff), ΓB—University of New  
Mexico  
1982-1984 Cynthia McMillan Lanford, ΓΠ—University of  
Alabama  
1984- Catherine Bernotas Gelhaar, E—Illinois Wesleyan  
University

Convention Chairmen:

- 1972-1982 Mary Agnes Graham Roberts, Y—Northwestern  
University  
1982- Judith Brown Black, BN—Ohio State University

Editor, *The Key*:

- 1972- Diane Miller Selby, BN—Ohio State University

Extension:

- 1976- Marjorie Matson Converse, ΓA—Purdue University

Finance:

- 1975-1978 Betty Jane Burton Perkins, ΓB—University of New  
Mexico  
1978-1982 Jane Lindsay Koke, ΓΩ—Denison University  
1982- Jean Lee Schmidt, ΔA—Miami University

History:

- 1975-1978 Margaret Easton Seney (Meeker), PΔ—Ohio Wesleyan  
University  
1978-1984 Catherine Schroeder Graf, BN—Ohio State University  
1984- Virginia Anding La Charité, ΓK—College of William  
and Mary

Housing:

- 1976-1980 Martha Stephens Toler, Θ—University of Missouri  
1980-1984 Kay Smith Larson, BII—University of Washington  
1984- Deborah Wamser Russell Miller, ΓΞ—University of  
California, Los Angeles

Ritual:

- 1975-1980 Nan Kretschmer Boyer, BM—University of Colorado  
1980- Jean Hess Wells, ΔY—University of Georgia



## SPECIAL APPOINTMENTS AND POSITIONS

### Heritage Museum:

- 1980-1982 Jean Hess Wells, ΔY—University of Georgia
- 1982- Barna Hurt Graves, ΓN—University of Arkansas

### Long-Range Planning:

- 1984- Sally Moore Nitschke, BN—Ohio State University

### Nominating:

- 1976-1978 Ruth Hoehle Lane, Φ—Boston University
- 1978-1980 Margaret Easton Seney (Meeker), PΔ—Ohio Wesleyan University

- 1980-1982 Martha Galleher Cox, PΔ—Ohio Wesleyan University
- 1982-1984 Carol Engles Harmon, ΔK—University of Miami
- 1984- Marjorie Cross Bird, BM—University of Colorado

### Parliamentarian:

- 1975-1977 Louise Little Barbeck, ΓΦ—Southern Methodist University
- 1977-1978 Margaret E. Ryan
- 1979- Sigrid Ruedel Crane, Υ—Northwestern University

## FRATERNITY BYLAWS AND STANDING RULES

At General Convention, active and alumna delegates gather to elect Fraternity officers, consider reports, and transact business. Convention is the governing body of Kappa Kappa Gamma, and it is at this biennial meeting that delegates representing the members vote on the bylaws and standing rules which establish and define the administration of the Fraternity. All rules for the regulation of Fraternity affairs and governing of members are determined by vote of the delegates at General Convention. Kappa is a participatory democracy in which each member group (chapters and alumnae associations represented at Convention) has a vote on how the Fraternity is to be governed.

A look at the changes in Fraternity Bylaws and Standing Rules over the past decade identifies clearly the nature of the challenges which the Fraternity has faced and how, as a governing body of the whole, we have successfully adapted to the dynamic world in which we live.

Bylaw changes were necessitated by the growth of the Fraternity. The decade brought tremendous membership increases. 1978-80 was the period of largest growth during a biennium since our founding!

### In chapters:

- 1976 Addition of a chapter Program Committee chaired by the Second Vice-President. This committee is to coordinate chapter and committee activities into an overall chapter program and be responsible for official visits made to the chapter.

### In the Fraternity:

- 1976 Adoption of Robert's Rules of Order *Newly Revised* as official reference, to keep in step with latest accepted rules of parliamentary procedure.
- 1978 Limitation of the office of Fraternity Treasurer to two terms (formerly the terms had been unlimited). With constant growth and increasing complexities in management, along with new tax laws and restrictions, came the need for expanding the financing system at Headquarters. A full-time paid staff resulted, and by 1976 Kappa had a Financial Administrator.

### In the provinces:

- 1982 Bylaw specifying that a Province Nominating Committee (PNC) Chairman (alumna) be appointed by the Council to serve on the committee at Province Meeting without vote.

### Some Bylaw changes were necessitated by inflation:

- 1976 Adoption of a 1976 Resolution at Convention to develop a Loyalty Fund, whereby actives and alumnae can contribute to the general operation of the Fraternity.
- 1980 Bylaw addition establishing a Heritage Museum Foundation Fund as a separate, non-profit corporation for use in operating and maintaining the Museum, and administered by its Board of Trustees.

### Raises in fees voted by Convention during the decade:

- 1980 Pledge fee, from \$20 to \$30
- 1982 Initiation fee, from \$60 to \$100
- 1980 Per Capita, for Active members, from \$15 to \$40 and Associate members, from \$15 to \$40
- 1984 Members of Alumnae associations and clubs, from \$1.50 to \$5

Standing Rule changes were necessitated by social concerns:

The decade brought a growing insistence upon individual rights in Fraternity and chapter policies.

In the previous decade Standing Rules concerning social conduct referred only to *alcohol*, with a general statement: "The misuse of alcoholic beverages by an active or alumnae member shall render her liable to dismissal as an unworthy member." As social concerns heightened during this period of rapid change, *visitation* (by men in other than designated social areas) also became an issue, and the 1974 Convention adopted specific Resolutions confronting both alcohol and visitation.

- 1976 These Resolutions, in original form, were added to the Standing Rules in 1976; then were restated as separate Rules by vote of the 1978 Convention, so that: Alcohol and visitation are permitted in Kappa houses only upon application to and approval by the Council, and in accordance with procedures established in writing, including provisions for enforcement.

Two Resolutions pertaining to Fraternity Bylaws were adopted at the 1982 Convention. In summary:

- (1). That proposed amendments to the Bylaws, especially finance-related, be presented for discussion at Province Meetings whenever possible, and
- (2). That explanatory notes accompany all proposed amendments to the Fraternity Bylaws and Standing Rules when they are mailed (three months before Convention, to member delegates entitled to vote).

### Accordingly:

- (1). The Fraternity attempted to keep the membership informed of its financial situation through financial forecasting at the 1983 and 1985 Province Meetings and at Associate Council Seminar.
- (2). Explanatory notes, i.e., the reason for each change suggested, accompanied all proposed amendments to the Bylaws and Standing Rules when mailed in the spring of 1984.



## CONVENTIONS

### Site Selection

The idea of a convention site has changed a great deal since the 1876 Convention, which was held in private homes. As the numbers of members have increased and air travel rates have become more competitive, so the attendance at our Conventions has nearly doubled: from 684 attendees in 1976 to over 1000 in 1984. Because of such record numbers, Convention site choices have become more limited. As the number of resort facilities available to such a large group is diminishing, we, in turn, must consider more "inner-city, convention center" locations. Cost considerations have also been a major factor in our selection process, as well as the inflationary pattern of the economy. During the 1970s, Convention Committees spent considerable effort investigating and acquiring the best rates available across the country within the guidelines of Kappa standards for housing, transportation averages, facilities available, geographic location, "season" of business, general appeal, and accessibility to travelers. The records show that no conventions in the past decade were held in the geographic Northeast, Northwest, or Canada because of cost. In the 1980s, Philadelphia will be the northern-most convention location.

The Convention Committee persists in its goal to research, evaluate, and recommend various locations throughout the United States and Canada in order to expose all Kappas to a General Convention and to stimulate universal interest and participation. The goal includes the recommendation that one General Convention in every decade be held in Columbus, Ohio, site of our Fraternity Headquarters and Heritage Museum.

### Costs

The cost of Convention remains a major consideration and concern of the Fraternity. It is interesting to note that six of the nine resolutions made by the 1978 Convention delegates related to convention cost-cutting and efficiency. The Convention Committee continues to address the economic issue by eliminating "frills," while continuing to maintain the tradition and social graciousness which are an integral part of our heritage. In the late 1970s, the size of Convention Committees was reduced and restructured, professional entertainment was almost totally eliminated, the number of favors and decorations was reduced, and more cost-conscious efforts were exhibited in the use of rental equipment, materials, and supplies. "In-house" talent and the recycling of materials and equipment have been fully utilized.

Conversely, in order to maintain Kappa's position as a trend setter and leader in the field of fraternity management and organization and to be effective in the process of fraternity education and personnel training, it has been mandatory that Convention planning be part of the electronic age. Up-to-date audio visual equipment, printing machines, copiers, and computers are just a few of the technological investments that Kappa has found necessary to make in order to improve communication, save time and, hence, improve the educational process of Convention. In 1978, Fraternity-

owned printing equipment was used at Convention to provide material of importance to the entire delegation. In 1982, Convention registration was streamlined and quickened by the use of duplicated computer printouts.

At the alumnae level, cost assistance has been provided by an alumnae boutique held during Convention. The idea of permitting interested alumnae groups to sell handcrafted or Kappa-related consignment items has continued since the 1974 Convention. Ninety percent of the profits from these sales are returned to the individual alumnae groups and help defray alumnae convention and/or operating costs.

Convention cost efficiency is a priority for the rest of this century. In addition, Fraternity leaders are encouraging the recruitment and training of Kappa Convention Committee members in the areas of hotel negotiations, transportation arrangements and contracts, which will allow Kappa to realize price benefits by reducing those costs and commissions which were previously awarded to intermediary agencies. Kappa Convention has become an expensive event and a business operation.



*Mothers and Daughters at 1984 Convention.*

### Committee Structure

The Convention Committee has evolved from a group of actives from one chapter to a body of volunteer Kappa alumnae from across the United States and Canada. Some are career women, while others are homemakers who contribute their efforts and talents. Convention Committee members are recommended by their area alumnae groups and Province Officers to the Fraternity Council. It was the Convention Study Committee of 1970-1972, chaired by Mary Agnes Graham "Gray" Roberts, Y—Northwestern University, that established many of the current guidelines for the selection and training of committee members. "Gray" served as Convention Chairman for 12 years, under her loving guidance and outstanding leadership, the committee made many advances. The first area developed was that of a Liaison; a Kappa, who lived close to the convention site, was invited to become a member of the Convention committee in 1976. Since 1976, a local Kappa has become invaluable in helping coordinate the arrangements in the site area. In 1974-1976, the Chairman of Convention first utilized the efforts of a Convention "assistant" from Fraternity Headquarters to help expedite the registration and transportation processes; the first officially appointed Convention assistant was Jayne Weathers Wentz, BN—Ohio State University. After the 1976 Convention, the Council ap-



proved the hiring of a Kappa at Fraternity Headquarters specifically for this purpose. Today, more of the convention planning process is being handled by and channeled through a "Convention Coordinator," Marjorie Kidd Meade, P<sup>3</sup>—Ohio Wesleyan University.

In the early 1980s, the Convention Committee Chairmen studied the feasibility of a rotational training system within the committee and established guidelines for terms of service and length of commitment. It was agreed in 1984 that the Convention Chairman would serve only two terms, changing on the alternate year of the term of the Fraternity President. The Convention Committee believes that new ideas and young women of expertise are the lifeblood of the continued progress and success of the endeavors of this committee and future conventions.

Those who served during the decade as chairmen of the various Convention committees are:

Anne Hall Atchison, BX—University of Kentucky  
 Jean Dale Brubeck, FK—College of William and Mary  
 Barbara Guy Gebhart, ΔA—Miami University  
 Barbara Terry Henderson, Δ—Indiana University  
 Marilyn Mayes Hicks, BX—University of Kentucky  
 Mary Shuford Johnson, BII—University of Washington  
 Barbara Whitney Kieth, Y—Northwestern University  
 Janet Nitschke Kienle, BN—Ohio State University  
 Elizabeth Klebe, BY—West Virginia University  
 Jane Lindsay Koke, ΓΩ—Denison University  
 Linda Franz Loveless, ΔA—Miami University  
 Elizabeth Alexander May, ΓN—University of Arkansas  
 Frances Kelly McDonald, Θ—University of Missouri  
 Jean Simpson Mutrie, BΨ—University of Toronto  
 Jean Lee Schmidt, ΔA—Miami University  
 Jayne Weathers Wentz, BN—Ohio State University  
 Anne Lewis Wilson, BX—University of Kentucky  
 Mary HasBrouck Wood, ΓH—Washington State University  
 Pamela Mulbarger Workman, BN—Ohio State University

### Tradition and Heritage

As Kappa approaches the 21st century, advanced technology and inventions bear increasingly on Convention planning and operation. The challenge to remain "up-to-date"

and cost conscious includes the responsibility to maintain the heritage and traditions of past Conventions. Many of the memorable events established at earlier Conventions must not be compromised in the name of technological progress. Conventions must continue to be an important and special part of each biennial gathering of the membership. The processions at the opening and closing of business sessions are still breathtaking and inspiring. Officer installation, memorial service, ritual, symbols, and colors hold firm our heritage, pledges, and beliefs. The formal dinner which honors past and present Fraternity Presidents and the closing formal Candlelight Banquet with the ceremonial Passing of the Light continue to instill pride and loyalty in actives and alumnae. The award ceremonies have become increasingly popular and prestigious. Programs to recognize alumnae and active members and groups for outstanding achievement and service remain strong in the Convention program format. Interest in philanthropy and Panhellenic at Convention has continued to grow in the past decade of Conventions. The luncheon and dinner dedicated to these two areas have become touching and inspirational events. The Memorial Service captivates our innermost sensitivities, while the Habiteer Luncheon tickles the "funny bone" and releases wonderful pangs of nostalgia for those who have attended five or more biennial conventions.

The Order of the Owl luncheon in honor of past and present traveling and chapter consultants has continued since 1974. Two innovations of the 1982 Convention were Kappafair and a seminar for House Board members. Convention programs for the next decade will see Kappa Officers and Chairmen addressing the current changes and advances made in the lifestyles of women, their place and roles in contemporary society. Seminars and workshops on "issues" of the day (legal liability, hazing, eating disorders, chemical abuse, and career training and placement) strike responsive chords in every delegate.

The one constant thread which ties together all Kappa Conventions is the spirit of lasting friendships. The event which is a Kappa Convention remains a forum for learning and exchanging ideas, as well as a celebration of sisterhood.

## CONVENTIONS 1976-1986

	Dates	Place	Theme	Chairman	Presiding Officer
51st*	June 24-30, 1976	Hotel del Coronado Coronado, CA	"Heritage"	Mary Agnes Graham Roberts, Y	Marian Shroeder Graham, BΦ
52nd	June 15-21, 1978	Tan-Tar-A Resort Lake of the Ozarks, MO	"Beyond Tomorrow"	Mary Agnes Graham Roberts, Y	Jean Hess Wells, ΔY
53rd	June 19-25, 1980	The Breakers Palm Beach, FL	"Listen to the Nautilus"	Mary Agnes Graham Roberts, Y	Jean Hess Wells, ΔY
54th	June 17-23, 1982	Hyatt Regency Columbus, OH	"Patterns"	May Agnes Graham Roberts, Y	Sally Moore Nitschke, BN
55th	June 13-19, 1984	Marriott Camel- back Inn Scottsdale, AZ	"Capture the Spirit of Kappa"	Judith Brown Black, BN	Sally Moore Nitschke, BN
56th	June 19-25, 1986	Adam's Mark Hotel Philadelphia, PA	"Heritage— Keystone of Excellence"	Judith Brown Black, BN	Marian Klingbeil Williams, Θ

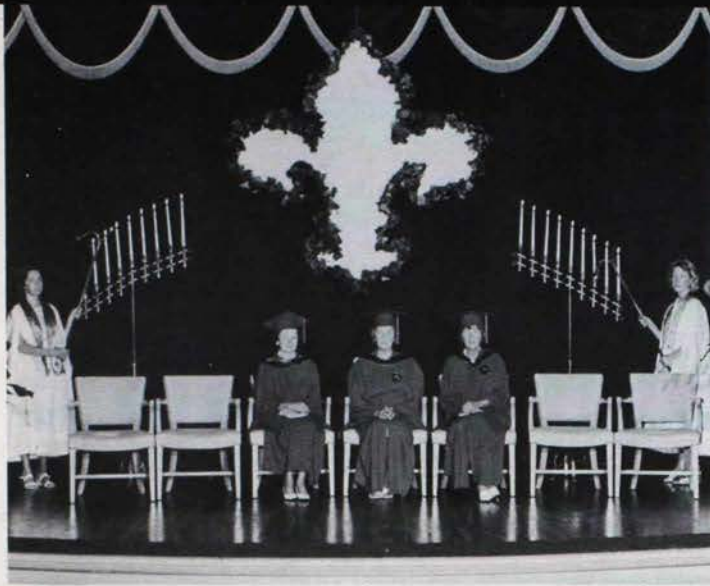
\*The first KKG Convention was not held as once thought in 1871; the 4th Convention (1880) never took place because the secretary of the hostess chapter forgot to mail the invitations in time. Consequently, all KKG General Conventions are misnumbered.



# Conventions









## Alumnae Achievement Award Recipients

The criteria for receiving the Fraternity Alumnae Achievement Award at Convention include the national scope of the candidate's career and current involvement in her field of endeavor, as well as recognition in her area.

### 1976

**Anne Elder, I**—DePauw University, is a talented script-writer whose work has received two Emmy Awards. She has worked on a number of television specials, been a guest on many television game shows, and was a regular on "Laugh-In."

**Lucy Kate Jackson, ΔP**—University of Mississippi, is an actress who has appeared in numerous television productions, including the series "Charlie's Angels" and "The Rookies." Today she is the star of "Scarecrow and Mrs. King." In 1974, she received the Golden Apple Award as female newcomer of the year. Kate has appeared without fee in several telethons for Multiple Sclerosis, Muscular Dystrophy, Canceramas, and she has also done spot commercials for other charities.

**Carey Boone Nelson, Θ**—University of Missouri, is a sculptress of note. Her work in heavy bronze, brass, and marble has been exhibited in Paris, Monaco, Cannes, Athens, and Munich. The sixth great-grandniece of Daniel Boone, her sculpture of him is in the rotunda of the state of Missouri Capitol Building.

**Ruth Parry Owens, ΔA**—Miami University, is a leading medical doctor, whose speciality is research in the area of hormones and their effect on growth and development. Ruth has received many honors for her work on infantile obesity, hormone interaction and puberty, and the relationships of endocrinopathies and autoimmune diseases and immune deficiency states. She is presently on the faculty at Case Western Reserve University.

**Mary Drucey Poole, X**—University of Minnesota, is a past President of Association of Junior Leagues. Her volunteer work includes the United Fund Board, YWCA Board, National Advisory Council of the National School Volunteer Program, and the New Mexico Committee on Employment of the Handicapped. In 1974, she was featured by *Harper's Magazine* as one of ten outstanding American women.

**Judy Ford Stokes, EE**—Emory University, is President of Judy Ford Stokes Dietary Consultants who work with hospitals, nursing homes, and penal institutions. It is the largest employer of registered dietitians in the South. She is also the editor of the Atlanta, Georgia official cookbook, *Atlanta Cooks for Company*.



1976 Achievement Award recipients: Nelson, Elder, Stokes, Owens, Poole



1978 Achievement Award Panel: Hillis, Mills, Soderson, Swan, McCormick

### 1978

**Margaret Hillis, Δ**—Indiana University, is a noted figure in the world of music. A pianist from the age of five and a piano major at Indiana University, she always knew she was going to conduct. Having studied choral conducting at Juilliard School of Music under Robert Shaw, she has led choruses in several major cities and is the founder and director of the Chicago Symphony Chorus.

**Jane McCormick, ΔA**—Pennsylvania State University, received her award in the field of higher education. From Assistant to the Dean of Women at Ohio State, through Associate Dean of Students and Dean of Women at the University of Tennessee, Jane moved on to the position of Assistant to the Vice President of Student Affairs at Pennsylvania State University. She has also served as President of the National Association of Women Deans and Counselors (NAWDAC).

**Thora McIlroy Mills, BΨ**—University of Toronto, has been referred to as a "professional volunteer." A founding member of the Diabetic Association, she joined with her husband to found the Indian-Eskimo Association for Support of Native Peoples. Thora has also spent many years working with unwed mothers and has received numerous awards for her wide variety of civic involvement.

**Jane Pauley (Trudeau), Δ**—Indiana University, received her award in the field of television journalism. Determination and hard work, as well as a knack for "being in the right place at the right time," brought her to the position of co-host of the popular television show "Today."

**Susan Burrows Swan, BN**—Ohio State University, was recognized for her outstanding work in the field of decorative arts. Beginning as a volunteer, she has long since attained professional status and is now curator of textiles with the Henry Francis duPont Winterthur Museum in Wilmington, Delaware. She teaches the history of American needlework in the museum program and has authored a book on the subject. Since the creation of the Heritage Museum, Susan has served on the Museum Board of Trustees.

### 1980

**Susan Harrell Black, P<sup>A</sup>**—Ohio Wesleyan University, is Florida's first woman federal judge, one of fifteen women among the 525 federal judges in the United States. Having declared at age nine that she wanted to become a lawyer, Susan was admitted to the Florida Bar in 1967 and started law practice as an estate acquisition attorney for military and



civilian projects with the Army Corps of Engineers. The first woman Assistant State Attorney and the first female Assistant City General Counsel, Susan became the first woman circuit judge in the Fourth Judicial Circuit before her appointment as a federal judge. She also broke a fifty-year all-male tradition in 1947 when she was awarded honorary membership in the Florida Blue Key, a service society.

**Jane Blalock, ΔE**—Rollins College, received her award as an outstanding figure in women's professional golf. Having won several amateur championships, she turned professional in 1969 and was later named Rookie of the Year. 1970 and 1971 brought awards as the LPGA Most Improved player. Subsequently, Jane has won eighteen tournament titles and became the fourth woman ever to earn over \$100,000 in single season earnings in 1977. Jane is also the author of two books as a representative of Ram Golf Corporation, which manufactures her signature golf clubs.

**Donna DeVarona, ΓΞ**—University of California, Los Angeles, was honored for her achievements in sports and also as a television sportscaster, the first woman to hold such a position in network television. Winner of two Olympic Gold Medals in swimming, Donna was voted America's Outstanding Woman Athlete by the AP and UPI and was put under contract by NBC to do exclusive live coverage of the 1980 Olympics. She is presently the Assistant to the President of ABC News and Sports.

**Ruth Johnson (Holden), ΔA**—Pennsylvania State University, is an educator-inventor-international marketing director who has contributed a great deal to the hearing-language-speech handicapped worldwide. As a speech clinician, she established McKean County's first speech and hearing program. The Automatic Speech Playback for speech therapy, the portable Phonic Mirror for stutterers, and the FM Phonic Ear for the deaf are among the inventions created, patented and marketed by Ruth. In 1979, Ruth was made a Pennsylvania State University Alumni Fellow and received the Distinguished Alumni Award from her alma mater.

**Jane Dole Jones, ΔI**—Louisiana State University, was honored for her service in the field of health. She was Chairman of the National Association of Children's Hospitals and Related Institutions. She was the first hospital trustee and the second woman to head the ten-year-old organization whose seventy hospitals handle ninety percent of all children's admissions in the nation. Formerly a reporter, copywriter and public relations associate, Jane's civic service would comprise a full page.



Pauley



Blalock



Ostrander



Jackson



Pfeiffer



Wright



1980 Achievement Award Panel: Thompson, Jones, moderator Becky Arbour, Johnson, DeVarona, Black.

**Nancy Ham Ostrander, M**—Butler University, has had a distinguished career in the field of foreign service. Having worked in the office of the United States Consul in Santiago, Cuba, and in The Hague in the Netherlands, she took her Foreign Service examination and was appointed to the career diplomatic service. Assignments in Antwerp, Belgium, Mexico City, and Kingston, Jamaica followed. Ambassador status came with her appointment to Surinam, formerly Dutch Guiana, a country on the north coast of South America.

**Jane Cahill Pfeiffer, ΓΨ**—University of Maryland, was the first Kappa to receive two Alumnae Achievement Awards. The first was presented in 1968 when she was an administrative assistant to the Chairman of the Board of the IBM Corporation. Formerly a site manager for IBM in Bermuda, Jane also served as a White House Fellow, assigned to Secretary Robert C. Weaver, Department of Housing and Urban Development, as his administrative assistant.

In September of 1978, Jane was named Chairman of NBC, the highest post ever attained by a woman at any of the three major networks. She was also President Carter's first choice to be his Secretary of Commerce, but she refused for family and personal medical reasons.

**Anne Armstrong Thompson, BX**—University of Kentucky, received her award as an author. Her writing career stemmed from doctor's orders for bed rest, during which time she found she didn't like many of the books she read. *The Swiss Legacy* and *Message from Absalom* drew on Anne's own background to portray the diplomatic community abroad. Her degree from the Fletcher School of Law and Diplomacy and employment with the CIA gave her insight into foreign affairs and diplomacy. Romantic suspense, spies, hijacking and theft are included in her thrilling mysteries published by Simon and Schuster.

**Robin Wright, BA**—University of Michigan, was honored for her many accomplishments in the field of communications. On leave from *The Christian Science Monitor*, Robin served as a foreign correspondent in southern Africa for CBS News, filing stories for *The Washington Post* and *MacLean's Magazine* as well. As a reporter for *The Michigan Daily* and a feature writer for the *Ann Arbor News*, Robin won awards from the Michigan Associated Press Editorial Association and the Detroit Press Club Foundation. Her interest in Africa led to some hair-raising experiences, as political situations there became increasingly difficult. In 1976, she received the Bob Considine Memorial Award, pre-





1982 Achievement Award winners: Harris, Chambers, Kennedy, Waldo, Sproul, Bajus.

sented by the Overseas Press Club for the best reporting from abroad which requires exceptional courage and initiative. In 1978, she was given the University of Michigan Alumnae Athena Award "in recognition of the professional distinction and humanitarianism which have characterized her career."

## 1982

**Beverly Broughton Bajus, ΓΣ**—University of Manitoba, achieved outstanding success in the business world. A division vice-president for International Multifoods, she is responsible for the Hickory Farm chain, which has thirty-eight specialty cheese stores nationwide, and for Adams Foods, a West Coast peanut butter manufacturer. Beverly began as a home economist with the company and in 1980 was named National Business Home Economist by the American Home Economics Association.

**Wicke Oliver Chambers, ΔΥ**—University of Georgia, was honored for her work in children's television programming. Co-producer of "Time Out for Kids" on WSB-TV/2, Atlanta, Georgia, she has won four Emmys, a national award for most outstanding children's programming in the top seventy-five television markets. She has also written three books for children on the topics of cooking, money-making jobs and a guide to Atlanta.

**Patricia Long Harris, ΒΠ**—University of Washington, was the first woman to be elected President of the World Congress of Rehabilitation International (1980). She is past president of the Canadian Rehabilitation Council for the Disabled, past president and honorary life member of the Canadian Hemophiliac Society, and a founding member and director of Canadians for Health Research. In her position as President of the World Congress of Rehabilitation International, Patricia was a major force in planning for the 1982 International Year of the Disabled Person.

**Muriel Matson Kennedy, ΓΡ**—Allegheny College, was honored for her work in television. Owner of MMK Associates (which provides content and talent for radio and television commercials and programs), Muriel has served as President of American Women in Radio and Television. She has received awards for civic involvement from the Girl Scouts and from the American Red Cross and has produced public affairs programs such as "A Message of Hope" on health-related subjects. A registered nurse, Muriel has

worked as an administrator and educator in nursing and has served on the New York Governor's Committee of 100 on the Aging.

**Commander Mary Sproul, ΓΧ**—George Washington University, was a charter member of her chapter. She received a grant from her alma mater to do research in blood plasma and set up one of the first blood banks in the United States. She joined the Navy when World War II began and continued her work in blood research with a select group of scientists. It was her group that successfully froze blood at minus 80°C, thawed it in 55 minutes, thus enabling it to be reused halfway around the world. In 1956, Mary became Chief of the Blood Research Laboratory in the Naval Hospital in Chelsea, Maryland, and, in 1963, she was awarded the Medal of Achievement of the National Rare Blood Club, as well as the Navy Commendation Medal. Now retired from the Navy, she continues her work as a scientific consultant, but she still enjoys her hobbies of tennis, riding and sailing.

**Hollis Stacey, ΔΕ**—Rollins College, has been a professional golfer on the Ladies Professional Golf Association Tour since 1974. Having won the United States Junior Girls championships for 1969, 1970, 1971, Hollis turned professional and continued to win tournaments. Named All-American Putter for 1977, she had three tournament wins and earnings near \$90,000 that year. In 1978, she was one of the top ten players on the LPGA Tour.

**Kay Cronkite Waldo, Ω**—University of Kansas, is president of her own company, Kay Waldo and Associates, consultants in human relations and training. They develop programs in self-management, decision-making, learn-to-risk, and "creative aloneness." She has written about women in politics for *Women in Business* and has experience in the area as a member of the legislature of Jackson County, Missouri. Kay has been honored by the Greater Kansas City Women in Communication for her community work in women's rights.

## 1984

**Elizabeth Baumann Cook, Υ**—Northwestern University, has given exceptional service in the field of volunteerism. She is Director of Volunteers at the Evanston (Illinois) Hospital and also serves as assistant to the President of the Evanston Hospital Corporation on auxiliary affairs, is a member of the American Society of Directors of Volunteer Services, the Council of Directors of Hospital Volunteers of Metropolitan Chicago and other hospital-related organizations. Betty has also traveled state and nationwide to teach, listen and assist in building hospital volunteer programs.

**Shelby Dietrich Rector, ΒΔ**—University of Michigan, a practicing pediatrician, has gained international renown in the care of patients with hemophilia, arthritis, osteogenesis imperfecta, AIDS, and other chronic disabling conditions. Specializing in the care of chronically ill or handicapped children with neuromuscular or orthopedic problems, Shelby is Chairman of the Medical Advisory Board of the World Federation of Hemophilia (WFH), and Assistant Vice-President for Medical Affairs at the Orthopedic Hospital in Los Angeles. Having traveled widely to make valuable contributions in the care of hemophiliacs, Shelby serves as task force coordinator for AIDS for the WFH.

**Adele Coryell Hall, Σ**—University of Nebraska, is an outstanding leader in the field of volunteerism. A member of the National Board of Governors of the United Way, Adele is also President of the Central Governing Board of Children's Mercy Hospital and a member of the Boards of Trustees of Pembroke Country Day School, Kansas City Association of Trusts and Foundations, Salvation Army, Heart of America United Way, and Vice-Chairman of the Center





1984 Achievement Award Panel: Hall, Cook, McCarthy, moderator Dorothea Bitler, Monthan, Wadds, Dietrich.

for Management Assistance. Other civic and community involvement includes church, Junior League, Red Cross, Visiting Nurse Association, and Family and Children's Services.

**Loretta McCarthy, IZ**—University of Arizona, is a highly successful businesswoman. As Vice-President of Industry and Marketing and Retail Development for the American Express Card, she manages the domestic retail business of 50,000 stores, 45,000 restaurants, and performing arts which honor the American Express Card. Having served as chapter President, a Field Secretary and a Graduate Counselor for Beta Mu Chapter at the University of Colorado (the latter while working on her master's degree in business administration), Loretta credits a great deal of her career success to Kappa Kappa Gamma. She cited leadership opportunities and learning to work with people as skills learned through Kappa activities.

**Doris Born Monthan, IZ**—University of Arizona, was recognized as an author/authority on American Indian culture. *The Thief, Art and Indian Individualists, R.C. Gorman: The Lithographs, and Nacimientos: Nativity Scenes by Southwest Indian Artisans* are among her book titles, with *Art and Indian Individualists* having won several awards. With an extensive background in advertising and public relations, Doris has served as women's editor for *The Tucson Daily Citizen*, section editor for *Women's Wear Daily*, and associate editor for *Simplicity Magazine*, as well as positions with other publications.

**Jean Rowe Casselman Wadds, BΨ**—University of Toronto, was honored for her work as a career diplomat and government official. She has served as the High Commissioner to Great Britain for Canada, as a member of the Ontario Municipal Board, served in Parliament as secretary to the Minister of National Health and Welfare, and was a member of the Canadian delegation to the United Nations. Upon the death of her first husband, Jean succeeded him as Member of Parliament for Grenville-Dundas for eleven years. During much of that time, she was the only woman in the House of Commons. Representing all of Canada in the United Kingdom, Jean was instrumental in some delicate diplomacy that resulted in the Queen's proclamation of the Canadian Bill and the Constitution Act of 1982, a proud occasion for all Canada.

## Alumnae Loyalty Awards

The Alumnae Loyalty Award is considered the highest honor which can be bestowed upon a member. Selected by the Fraternity Council, the award is presented at each General Convention to an alumna whose service and dedication to the Fraternity have been outstanding and exemplary in its expression of our ideals.

### 1976

**Mary Agnes Graham Roberts, Y**—Northwestern University, known affectionately as "Gray," has served untiringly in a variety of Kappa positions: chapter, alumnae, province, and Fraternity. Gray was president of her chapter, a Graduate Counselor, and a Field Secretary. She served as Chairman of Pledge Programs from 1948 to 1954, when she became a member of the Convention Committee. As the Convention Chairman from 1972 to 1982, Gray was responsible for the success and professional management of six General Conventions.

### 1978

**Pauline Tomlin Beall, IX**—George Washington University, was only an "active" Kappa for one year, having transferred and pledged as a senior. However, she has been an active member of the Fraternity for all her Kappa years. She has served in nearly every office in three alumnae associations and in every type of advisory position for three chapters: Beta Sigma—Adelphi College, Gamma Chi—George Washington University, and Gamma Psi—University of Maryland. Polly also served on the Ritual Study Committee and was Lambda Province Director of Chapters. Now a fifty-year member, she currently is a member of Kappa's Panhellenic Affairs Committee.

### 1980

**Helen Snyder Andres Steiner, BII**—University of Washington, began her long history of service to Kappas when she was appointed as its first Field Secretary, traveling from 1931 to 1935. She went on to serve as Director of Chapters, Ritualist, National Panhellenic Conference Delegate, Director of Standards, and Scholarship Chairman. From 1935 to 1936, she served as Fraternity Grand President.

A fifty-year Kappa, Helen has a strong background of scholarship and service. A member of Phi Beta Kappa and Mortar Board, as well as three other honoraries, she has also given of herself in civic organizations and has been honored as a "Mother of the Year."



Roberts



Cox



Steiner





Lane



Beall

1982

**Ruth Hoehle Lane, Φ**—Boston University, was described as "a Kappa for all seasons" during the presentation of her award. A fifty-year member, she has served Kappa in a variety of positions. Ruth has been Undergraduate Scholarship Chairman, Chairman of (chapter) Programs, Assistant to the Director of Membership, Beta Province Director of Chapters, Director of Chapters, Director of Alumnae, Nominating Chairman, Extension Chairman during the installations of Epsilon Mu—Clemson University, Epsilon Nu—Vanderbilt University, Epsilon Xi—California State University at

Northridge, and Epsilon Omicron—University of California at Davis Chapters, and Rho Province Nominating Chairman.

1984

**Martha May Galleher Cox, P<sup>3</sup>**—Ohio Wesleyan University, has made service her way of life, in Kappa and in her community. Beginning as her chapter pledge trainer, she moved on to work in Central Office (Fraternity Headquarters). Marty traveled as a Field Secretary 1943-46, and when Council created the office of Director of Chapters in 1946, she was appointed to the position. In 1948, she was appointed Chairman of Graduate Counselorships, a position she held until 1954.

The Extension Chairmanship and a long term as Fraternity Ritualist were other positions in which Marty served with dedication. 1966-1970 found her in the position of Director of Philanthropies, 1970 as Director of Chapters, 1980-1982 as Nominating Chairman, and currently she continues her work with alumnae Panhellenics on Kappa's Panhellenic Affairs Committee. She was the 1976 Convention speaker.

PTA, United Way, Planned Parenthood, Dial-A-Ride, scouts and church are among the organizations that benefit from her interest and enthusiasm but nothing is as important as her family: three daughters, seven grandchildren, and husband "Bud."

## II. FRATERNITY ORGANIZATION AND OPERATION

### HEADQUARTERS

Located at 530 East Town Street, Columbus, Ohio since 1952, Fraternity Headquarters is truly the center of Kappa Kappa Gamma. The Headquarters staff is responsible for the efficient operation of the Fraternity by providing the following services:

**Chapters:** charters, rituals, ciphers, catalog cards, chronological index files, membership certificates, officers' notebooks, report forms, resources, finance

**Alumnae:** charters, rituals, communications, resources

**House Boards:** blueprint and specification files of chapter facilities, House Director information and forms, files, finances

**Mailings:** incoming, outgoing, requests, current and past communications, supplies, *The Key*

**Fraternity Publications:** current and past for both chapters and alumnae groups, report forms, manuals and other resources, song books, Panhellenic

**Library research files:** books by Kappa authors, reference file of articles and pictures published in *The Key*, audio-visual materials

**Archives:** Delta's Red Book, Books of Ritual, reserve copies of all issues of *The Key*, *Proceedings*, *Constitution*, *By-laws*, and *Standing Rules*, Presidents' reports, Convention minutes, documents and letters, old badges, memorabilia, charters and archives of closed chapters, Province Meeting reports

**Storage:** Convention and Installation items, petitions, reports, forms, old resource materials.

In charge of the huge task of managing Fraternity Headquarters is Betty Sanor "Seetie" Cameron, BN—Ohio State University, Kappa's much-loved and dedicated Executive Secretary since 1972. Married, with two Kappa daughters, Seetie handles efficiently and graciously the day-to-day business, from attending Council meetings to lending her artistic talents to Kappa publications and resources.

Assisting Seetie is a Headquarters staff of twenty, which includes the following positions: Communications, which include serving as the Headquarters coordinator for all extensions, installations, initiations, and publicity; Financial Administrator; Supervisor of Chapter Finance; Convention Coordinator; Information Services; Registrar; CHOICES; eleven assistants.





Fraternity Headquarters.

During the past decade, the growth of the Fraternity brought about changes in personnel and office/storage space. Not only were new departments created, such as Information Services, but it also became necessary to add a printer to the publications department and an assistant bookkeeper for disbursements to the business staff. The Finance Department was expanded by bringing chapter audits in-house, and in 1980, a computer was purchased for chapter finance data, membership data, and payroll. Upon the retirement of Gwendolyn Dorey Spaid, M—Butler University, as Director of the Magazine Agency in 1982, the service was moved to Headquarters.

The present department chairmen at Headquarters are:

Communications: Jean Ebricht Elin, BN—Ohio State University  
Financial Administrator: Larry K. Focht

Supervision of Chapter Finance: Jane Coombs Chadwell, ΔΔ—Miami University

Convention Coordinator: Marjorie Kidd Meade, PΔ—Ohio Wesleyan University

Information Services: Diane Miller Selby, BN—Ohio State University

Registrar: Terry R. Mollica

CHOICES: Carole Jolliffe Berutti, BN—Ohio State University

Rose McGill Magazine Agency: Ann Green Mahle, ΔN—University of Massachusetts

A space study conducted in 1980 resulted in the separation of the administrative offices from the area dedicated to the Heritage Museum. Subsequently, the offices were designed in the "work station" configuration. In 1984, the rehabilitation of the building next door as an investment of the Educational Endowment Fund expanded the space for Headquarters by connecting the buildings, a change which provided 1250 additional square footage for offices. The Communications Department, the Magazine Agency, Convention, CHOICES, *The Key*, and Information Services are now housed there.

In the last ten years, the impact of electronics has, indeed, impacted Fraternity Headquarters. Other than the computer for membership and finance, Kappa is now part of the hi-tech age with word processors, electronic typewriters (with display and memory), and telephone equipment purchased and customized to our needs. Diskettes, CRTs, floppy discs, video monitors, and printouts have made a big difference in the management of Fraternity business and enabled Headquarters to retain its personalized charm as every Kappa's home and yet maintain its reputation as a "central office," museum, and residence for visiting committee members.

## CHOICES

At the 1976 General Convention, it was recommended that the Fraternity Council study the adoption of a career program for both Kappa actives and alumnae. From this recommendation came a resolution that served as a catalyst to launch the CHOICES program:

"BE IT RESOLVED that because of growing concern over the evidence that many students are graduating from college without readily marketable skills and that many students are not availing themselves of career counseling programs that may be provided by their college or university; and further, because of the significant potential resource among alumnae members to provide help in this area, the Committee of Alumnae Resolutions recommends that Council study the adoption of a program whereby alumnae groups would be encouraged to undertake career information programs of benefit to actives and pledges and whereby alumnae advisers would be encouraged to ensure an awareness among actives and pledges of available career counseling."

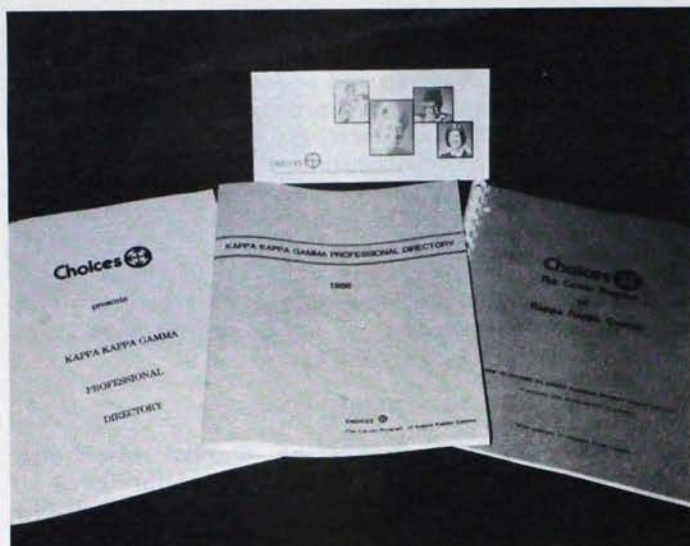
The first chairman for the program was Barbara Terry Henderson, Δ—Indiana University, and a committee of local Columbus, Ohio, alumnae was organized to assist. The first meeting was held in 1977. A survey sent to all chapters and alumnae groups revealed interest in the same three projects:

1. A regular column in *The Key* on career information and career Kappas
2. A list of resource materials (testing services, counseling services, placement centers, publications on career alternatives)
3. A network or referral service to make available lists of Kappas interested in exchanging career information.

Over the next three years the Committee compiled resource materials on career preparation. They also began to list Kappas interested in networking. These names were taken from articles in *The Key* and from the annual giving Loyalty Fund cards. The Committee also presented a pilot career seminar at Beta Nu Chapter, Ohio State University, in 1979. Although aimed at both actives and alumnae, it was attended primarily by alumnae and featured a five-week series of programs and workshops on various careers, career planning, and job-hunting techniques. It was to serve as a model for other chapters and alumnae associations.

In 1982, Carol Jolliffe Berutti, BN—Ohio State University, became the chairman of the CHOICES program. The addition of the CHOICES chairman to the Headquarters staff has permitted the Fraternity career program to flourish.





One excellent resource developed is a packet of materials on how to evaluate volunteer experience and talents and, in turn, express these in resumé form for employment purposes. It has proven popular with those alumnae entering or returning to the job market.

The *Kappa Kappa Gamma Professional Directory* was introduced at the 1984 Convention; it listed over 8,000 names, organized within 150 career code areas and arranged by geographic areas.

The 1983 and 1984 special feature "Hire a Kappa: Guide to Graduating Seniors," has been enthusiastically used by the chapters.

Today, CHOICES is able to serve the members of Kappa Kappa Gamma, both actives and alumnae, in two specific ways at present:

1. **Networking**—Putting Kappas in touch throughout the world to trade career information and possibly even job contacts. They can also be helpful in finding a residence, a dentist, a special market, and generally "learning the ropes" in a new city. Over 10,000 names filed by careers are currently in our data bank and more are constantly being added. The network is growing daily, as more and more Kappas recognize the vast potential of women networking throughout the world. But success is in proportion to the number of Kappas who respond. Members are encouraged at every opportunity to join the network; through *The Key*, through the annual giving program, even when they send in a change of address! Obviously, the more women on file, the better members can be served.

Whenever a Kappa requests networking, she is sent a list of other Kappas to contact according to her specified career and location. When she sends in her own career information, she is entered into the data bank by a code number, and her name is made available to Kappas who request names in that particular city or career field. Hence, she can both benefit and be of benefit!

2. **Resource materials**—Providing informative pamphlets for a nominal cost: "How to Write a Resumé," "How to Type a Cover Letter," "Sample Chapter Career Program," etc. These materials have been collected from a variety of sources and deal predominately with job-hunting preparation rather than specific career fields.

Both of the above services are accompanied by a return postcard, which asks the member her reaction to the material or networking sent so that programs can be evaluated and improved.

Another service of CHOICES is the career page which appears regularly in our magazine *The Key*. "Choices Clippings" features career items of interest, helpful hints, recommended readings. A

career listings also appears in *The Key*, and the *Directory* is published annually.

CHOICES also encourages alumnae to work with the active chapters as career information resource people. Some alumnae associations list the present or past careers of their members in their directories and share these with the local chapters for use in career counseling and as a speakers bureau. The relationship between actives and alumnae is an area of prime interest to CHOICES and one in which there is much needed growth.

Kappa is proud to be a forerunner among women's fraternities in the concept of a career program. There is so much potential in this type of program in a day when more and more women are entering and reentering the job market. It is necessary to reaffirm the value of homemaking and volunteering as careers also, albeit non-paying. The need among members to share experiences and advice continues to grow. There is so much talent within the membership to share!

## EXTENSION

Not since 1884 has Kappa Kappa Gamma experienced such rapid extension. The resurgence of interest in the fraternity system between 1976 and 1985 has shown that women on the college campus today are looking for a close circle of friends, who share meaningful goals. The Kappa format for extension has necessarily undergone change; we are usually invited by the Panhellenic and/or administration to make a presentation to a Greek extension committee on the campus. With two or three other National Panhellenic Conference (NPC) groups, the Kappa story is told through a presentation display and slides. A campus committee, most often the Panhellenic Extension Committee, then selects one NPC group to establish a colony.

Fraternity criteria for extension remains unchanged. Kappa Kappa Gamma is interested in highly academic institutions with administrations who favor the fraternity system, women students who are interested in joining a women's fraternity and who are committed to maintaining standards of excellence, and area alumnae willing to support a new chapter by serving as members of the Advisory Board and House Board.

The decade of rapid extension includes formerly all-male institutions with thriving male fraternity systems. The women students on these campuses naturally become interested in having their own system. Institutions recently open to women students now find Kappa chapters an asset to the campus:

Texas A&M University, College Station, Texas: Epsilon Rho, 1976  
University of Virginia, Charlottesville, Virginia: Epsilon Sigma, 1976

Dartmouth College, Hanover, New Hampshire: Epsilon Chi, 1978  
Babson College, Wellesley, Massachusetts: Zeta Alpha, 1980  
Lafayette College, Easton, Pennsylvania: Zeta Beta, 1980  
Westminster College, Fulton, Missouri: Zeta Zeta, 1982  
Trinity College, Hartford, Connecticut: Zeta Theta, 1982  
Villanova University, Villanova, Pennsylvania: Zeta Iota, 1982  
Washington and Jefferson College, Washington, Pennsylvania: Zeta Lambda, 1984

Virginia Polytechnic Institute and State University, Blacksburg, Virginia: Zeta Mu, 1985

Institutions with established Panhellenics were also eager to add National Panhellenic groups due to an increasing number of women students interested in the Greek experience. Presentations were made to these Panhellenic exten-





sion committee and Kappa was chosen to colonize on these campuses:

Mississippi State University, Starkville, Mississippi: Epsilon Tau, 1976

University of Florida, Gainesville, Florida: Epsilon Phi, 1978

Dickinson College, Carlisle, Pennsylvania: Epsilon Omega, 1979

University of Vermont, Burlington, Vermont: Zeta Delta, 1980

Lawrence University, Appleton, Wisconsin: Zeta Epsilon, 1981

Bowling Green State University, Bowling Green, Ohio: Zeta Kappa, 1983

The State of California built new institutions during the 1960s and these campuses were ready for NPC groups during the past decade. Kappa installed three chapters on campuses of the University of California:

Santa Barbara: Epsilon Psi, 1978

Irvine: Zeta Eta, 1982

San Diego: Zeta Nu, 1985

The establishment of new chapters also saw Kappa accept the petition of an old established local group at Baylor University, Waco, Texas, where Epsilon Upsilon was installed in 1977. Centre College, Danville, Kentucky, opened its doors to women's groups; Kappa Alpha Theta, Delta Delta Delta, and Kappa Kappa Gamma held a colonization rush and installed chapters on the same weekend: Zeta Gamma, 1980. Renewed interest in Greek life was instrumental in the reinstatement of two Kappa chapters:

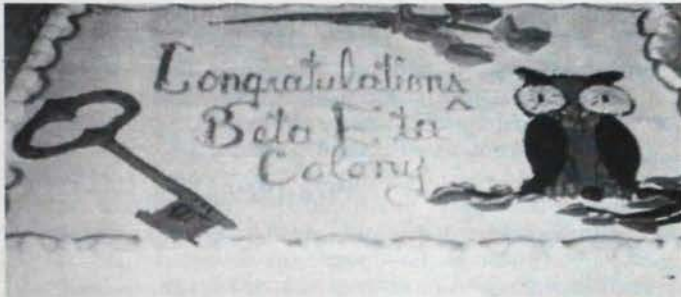
Cornell University, Ithaca, New York: Psi Deuteron, 1977

Stanford University, Palo Alto, California: Beta Eta Deuteron, 1978.

All in all, Kappa installed twenty-three chapters during the past decade. As the circle of the golden key continues to be enlarged, it is significant to note that the principles of the Fraternity have never been altered.

### Coordinator for Chapter Development

In order to make sure that colonies and newly established chapters have a firm foundation, the Council created a new position in 1985: Coordinator for Chapter Development (CCD). The CCD works closely with the Council, Extension Chairman, Province Officers, Fraternity and Chapter Program Chairmen, and Chapter Consultant in organizing and training the new Advisory and House Boards and providing special assistance to the new group throughout its first years. The first two CCDs appointed were: Virginia Anding La Charité, ΓK—College of William and Mary, for Zeta Mu (Virginia Polytechnic Institute and State University), and Vera Lewis Marine, ΔZ—Colorado College, for Zeta Nu (University of California, San Diego).





## FIELD REPRESENTATIVE PROGRAM

Field representatives occupy a special place in Fraternity life. These young women who serve as Traveling Consultants and Chapter Consultants work with chapters in the areas of Fraternity policy and procedures, programming techniques, and leadership skills. A Training School held in August has become more professional and skill-oriented. As chapters have become more sophisticated and societal behavior more liberal, the need for training beyond chapter programming, particularly in personnel matters and interpersonal skills, has necessarily emerged as an in-service program and stresses an on-going evaluation process. During the past decade, forty-five women served as Field Secretaries or Traveling Consultants and 104 women held graduate counselor or chapter consultant scholarships. The Field Representative program remains a source of Fraternity pride.

Four Council members have served as the Director of Field Representatives during the past ten years:

- 1976-78 Marian Klingbeil Williams, Θ—University of Missouri
- 1978-80 Marjorie Cross Bird, BM—University of Colorado
- 1980-84 Caroline Cole Tolle, ΔΔ—Miami University
- 1984- Gay Chuba Barry, ΔΔ—Pennsylvania State University

### Traveling Consultants

Since the appointment of Helen Synder Andres Steiner, BII—University of Washington, in 1931, as the first Field Secretary, Kappa has used this position to offer assistance to actives and alumnae in all phases of programming and activities and to make reports to the Council. It is of special interest to know that Helen visited both active chapters and alumnae groups during her term (fifty chapters and sixty alumnae groups in her first year!). The average length of her chapter stay was three days; her expenses, two-thirds of which was train fare, were \$1,048. From 1931 to 1938, this position was a Grand Council Office.

By contrast, Kappa now has five Traveling Consultants who visited 114 chapters in 1985 and whose travel expenses alone were \$53,000. The average schedule for a Traveling Consultant consists of 30 visits per year; some visits specifically concentrate on rush and the development of membership skills; others assist with officer training, each time a new chapter is installed, a Traveling Consultant attends and assists with the many events of an installation weekend. Each collegiate chapter is visited yearly between August and May. The name of the position was changed from Field Secretary to Traveling Consultant in 1984 because it was felt that a more accurate title was needed in today's world.

Until 1985, Traveling Consultants are selected by the Council, and it was decided in 1984 that an interview should be part of the selection process. A summary of the candidates with their qualifications is sent to the Council for review before the January meeting; at this meeting, Council members review the completed application and reference file for each applicant. After discussion, preferential voting takes place and the final list of candidates is determined. The Director of Field Representatives and the Director of Chapters interview the candidates and make the final selection of five after the interviews.

The Traveling Consultant provides a strong link between each chapter and the Fraternity. The five women are selected on the basis of chapter background, leadership ability, perceptiveness, problem-solving and communication skills,

and character. Moreover, they are role models who demonstrate knowledge of Kappa, as well as loyalty, stamina, flexibility, sensitivity, and diplomacy. The organizational and personnel skills acquired often result in highly marketable career assets. While the salary is modest, travel, expenses, and insurance are paid by the Fraternity. Serving as the "Kappa Konnection" between chapters and the Fraternity, the Traveling Consultants return to Headquarters each October and January for additional training by the Director of Field Representatives.

At the start of the decade, four Field Secretaries visited ninety-six chapters; as a new decade begins, five Traveling Consultants will visit 114 chapters in the United States and Canada. As Kappa continues a forward-looking expansion program, a sixth traveler will soon be necessary.

### Field Secretaries 1976-1984

#### 1976-1977

- Terre Blanton, ΔP—University of Mississippi
- Janeen Gould, BBΔ—St. Lawrence University
- Janice Harenberg, ΓB—University of New Mexico
- Mary Flo Squires, ΓΦ—Southern Methodist University

#### 1977-1978

- Paula Barclay, Δ—Indiana University
- Gayle Gianniny, ΓP—Allegheny College
- Karen Hungerford, M—Butler University
- Kay Scholberg, ΔΦ—Bucknell University

#### 1978-1979

- Barbara Laitner, BM—University of Colorado
- Karen Lushbaugh, ΓΔ—Purdue University
- Kelly Riggs, Σ—University of Nebraska
- Lisa Schmidt, BΘ—University of Oklahoma

#### 1979-1980

- Elizabeth Klebe, BY—West Virginia University
- Barbara Laitner, BM—University of Colorado
- Kim Rountree, ΓΞ—University of California, Los Angeles
- Nancy Trbovich, ΓK—College of William and Mary

#### 1980-1981

- Karen Bosch, X—University of Minnesota
- Dianne DeLayo, ΓB—University of New Mexico
- Talby Hardy, EΣ—University of Virginia
- Nancy Olcott, M—Butler University
- Leah Yelverton, ΓΠ—University of Alabama

#### 1981-1982

- Leanne Burk, ΔT—University of Southern California
- Laura Jackson, ΔΣ—Oklahoma State University
- Deborah Kelley, Θ—University of Missouri
- Wendy Paxton, EΩ—Dickinson College

#### 1982-1983

- Pamela Anthrop, ΓΔ—Purdue University
- Barbara Cole, ΓK—College of William and Mary
- Katherine Goodyear, EΔ—Arizona State University
- Laurie Schmidt, BX—University of Kentucky
- Jennifer Young, Δ—Indiana University

#### 1983-1984

- Jane Figge, BZ—University of Iowa
- Cynthia Hollingshead, ΓΦ—Southern Methodist University
- Constance Lienhard, ΔΣ—Oklahoma State University
- Sally Lemker, BPΔ—University of Cincinnati
- Cheryl Pierpont, ΓΨ—University of Maryland



## Traveling Consultants 1984-1986

### 1984-1985

Sarah Avril, BX—University of Kentucky  
 Allyson Coffey, BΘ—University of Oklahoma  
 Bonnie Griswold, ΔΓ—Michigan State University  
 Katherine McDonald, ΔΖ—Colorado College  
 Margot White, BΨ—University of Toronto

### 1985-1986

Krista Harms, ΓΑ—Kansas State University  
 Maureen Kelly, ZB—Lafayette College  
 Jaime Ogden, ZZ—Westminster College  
 Kimberly Schlundt, ΔΛ—Miami University  
 Mary Sterner, Θ—University of Missouri

## Chapter Consultants

The first Chapter Consultants were known as Co-Organizers. The 1928 Convention voted that interest from the Students' Aid Fund be used for Co-Organizer Scholarships: whenever a new chapter was established, an outstanding member of an older chapter was to be sent to assist the new chapter in developing Kappa organization and technique. The Co-Organizer acted as an adviser and as an ex-officio member of all committees. Kappa's program represented the first system of its kind inaugurated by a women's fraternity and attracted much attention in the fraternity world. The first Co-Organizer Scholarship's were awarded in 1929.

Today, the Chapter Consultant still provides a new chapter with assistance in all areas, but well-established chapters also take advantage of this unique program. The Chapter Consultant brings fresh viewpoints and ideas, stimulates and challenges a group to broaden its outlook and growth, and acts as a human resource. As an agent of change, the Chapter Consultant is usually a Kappa who has held responsible positions in her own chapter and had Chapter Council experience. She is interested in people, appreciates the value of Fraternity membership, and works with the Advisory and House Boards and the chapter in order to bring about a more positive chapter life. She joins the Traveling Consultants in attending Training School in August and, under the direction of Fraternity Officers, she is well-prepared for the responsibilities and challenges ahead.

Each Chapter Consultant is awarded a scholarship for graduate study while she is working with a Kappa chapter. The scholarship includes tuition and fees paid by the Fraternity; the chapter assumes the responsibility of her room and board, except in new chapters, where these costs are borne by the Fraternity. Two necessary qualifications characterize the Chapter Consultant: she must have the academic standing to enter graduate school and she must have a real desire to continue study in a specific field.

Chapter Consultant applications include resumés and transcripts and are reviewed by the Council in January. An approved list is then provided to the Director of Field Representatives who makes the final selection, based on personal and academic qualifications; schools and graduate programs are matched accordingly.

In 1984, the name Chapter Consultant was adopted at Convention because it more accurately reflects the actual responsibilities of those who serve in this position. However, the basics of the 1928 Co-Organizer program, which became the Graduate Counselor program in 1940, continues to attract chapter leaders; the number of women who have served in the program is well over 200.

## Graduate Counselors 1976-1984

### 1976-1977

Caren Cook, BΘ—University of Oklahoma, to Epsilon Omicron, University of California, Davis  
 Patti Gilliard, BΘ—University of Oklahoma, to Epsilon Tau, Mississippi State University  
 Janeen Gould, BB<sup>Δ</sup>—St. Lawrence University, to Epsilon Pi, University of California, Riverside  
 Gay Linville, ΓΑ—Kansas State University, to Gamma Eta, Washington State University  
 Gretchen Nash, BX—University of Kentucky, to Epsilon Sigma, University of Virginia

### 1977-1978

Margaret Ann Ackerman, ΔΨ—Texas Tech University, to Gamma Beta, University of New Mexico  
 Diane Gourley, ΓΗ—Washington State University, to Epsilon Omicron, University of California, Davis  
 Fabian Griffin, EΓ—University of North Carolina, to Gamma Pi, University of Alabama  
 Mary Sue Hogan, ΓΚ—College of William and Mary, to Epsilon Rho, Texas A&M University  
 Jane Julian, EM—Clemson University, to Epsilon Kappa, University of South Carolina  
 Barbara Laitner, BM—University of Colorado, to Epsilon Phi, University of Florida  
 Dorothea Lowendick, EΓ—University of North Carolina, to Epsilon Sigma, University of Virginia  
 Maribeth McErlean, ΔΛ—Miami University, to Chi, University of Minnesota  
 Ann Osborn, ΓΘ—University of Wyoming, to Epsilon Xi, California State University, Northridge  
 Alexandra Stanley, ΔΣ—Oklahoma State University, to Epsilon Tau, Mississippi State University  
 Nancy Trimble, ΔΣ—Oklahoma State University, to Epsilon Upsilon, Baylor University  
 Donna Waite, ΓΘ—University of Wyoming, to Epsilon Pi, University of California, Riverside  
 Deborah Wehle, EH—Auburn University, to Delta Rho, University of Mississippi  
 Jane Wertz, BN—Ohio State University, to Psi Deuteron, Cornell University

### 1978-1979

Sara Black, ΓΚ—College of William and Mary, to Epsilon Tau, Mississippi State University  
 Cynthia Converse, BX—University of Kentucky, to Epsilon Beta, Colorado State University  
 Frances Davis, ΔΥ—University of Georgia, to Gamma Nu, University of Arkansas  
 Susan Duncan, Θ—University of Missouri, to Epsilon Psi, University of California, Santa Barbara  
 Sandy Edwards, ΔΣ—Oklahoma State University, to Epsilon Upsilon, Baylor University  
 Dusty Elias, ΓΡ—Allegheny College, to Epsilon Omega, Dickinson College  
 Willa Jones, EΓ—University of North Carolina, to Epsilon Phi, University of Florida  
 Elizabeth Meyer, ΕΣ—University of Virginia, to Psi Deuteron, Cornell University  
 Lola Nashashibi, ΔΦ—Bucknell University, to Beta Eta Deuteron, Stanford University  
 Sue Wolcott, Ψ<sup>Δ</sup>—Cornell University, to Epsilon Chi, Dartmouth College

### 1979-1980

Jane Chastain, ΓΙ—Washington University, to Delta Pi, University of Tulsa  
 Nancy Dodson, BΘ—University of Oklahoma, to Gamma Xi, University of California, Los Angeles  
 Carol Dryden, ΓΦ—Southern Methodist University, to Beta Eta Deuteron, Stanford University



Jannie Gustafson, BM—University of Colorado, to Gamma Theta, Drake University  
 Carolyn Hines, ΓII—University of Alabama, to Epsilon Zeta, Florida State University  
 Cheryl Laitner, ΓΔ—Purdue University, to Epsilon Eta, Auburn University  
 Corinne Mani, ΔB—Duke University, to Zeta Alpha, Babson College  
 Elizabeth Meyer, EΣ—University of Virginia, to Psi Deuteron, Cornell University  
 Carol McCurry, EP—Texas A&M University, to Epsilon Phi, University of Florida  
 Carol Nichols, ΔY—University of Georgia, to Beta Omicron, Tulane University  
 Elizabeth Points, ΔΣ—Oklahoma State University, to Delta Upsilon, University of Georgia  
 Kelly Riggs, Σ—University of Nebraska, to Epsilon Psi, University of California, Santa Barbara  
 Lisa Schmidt, BΘ—University of Oklahoma, to Epsilon Omega, Dickinson College  
 Donna Towers, ΓA—Kansas State University, to Delta Omicron, Iowa State University  
 Carla Vossler, ΓT—North Dakota State University, to Beta Kappa, University of Idaho

#### 1980-1981

Timandra Atkinson, BM—University of Colorado, to Gamma Tau, North Dakota State University  
 Mimi Barry, ΓΦ—Southern Methodist University, to Upsilon, Northwestern University  
 Anna Corotto, BH<sup>Δ</sup>—Stanford University, to Epsilon Chi, Dartmouth College  
 Susie Hardie, ΓΦ—Southern Methodist University, to Epsilon Psi, University of California, Santa Barbara  
 Cathy Hove, Σ—University of Nebraska, to Beta Lambda, University of Illinois  
 Katherine Huff, ΓB—University of New Mexico, to Beta Omega, University of Oregon  
 Lisa Kinch, EZ—Florida State University, to Gamma Mu, Oregon State University  
 Betsy Klebe, BY—West Virginia University, to Zeta Beta, Lafayette College  
 Linda Pierson, ΔA—Pennsylvania State University, to Zeta Alpha, Babson College  
 Cynthia Turner, ΓK—College of William and Mary, to Epsilon Phi, University of Florida  
 Gretchen VanderVeer, BP<sup>Δ</sup>—University of Cincinnati, to Zeta Delta, University of Vermont  
 Barbara Wooley, ΔΣ—Oklahoma State University, to Zeta Gamma, Centre College

#### 1981-1982

Timandra Atkinson, BM—University of Colorado, to Delta Omega, California State University, Fresno  
 Jayna Boyd, ΔΨ—Texas Tech University, to Epsilon Eta, Auburn University  
 Sheila Cloyes, BM—University of Colorado, to Zeta Epsilon, Lawrence University  
 Linda Grebe, ZB—Lafayette College, to Zeta Zeta, Westminster College  
 Beth Jackson, BΔ—University of Michigan, to Beta Mu, University of Colorado  
 Virginia Monfort, ΔY—University of Georgia, to Zeta Gamma Centre College  
 Caren Nitschke, I—DePauw University, to Zeta Eta, University of California, Irvine  
 Linda Pierson, ΔA—Pennsylvania State University, to Zeta Alpha, Babson College  
 Dede Ramoneda, ΔI—Louisiana State University, to Delta Epsilon, Rollins College  
 Valerie Silkwood, EΨ—University of California, Santa Barbara, to Gamma Omicron, University of Wyoming  
 Linda Vaughn, ΔY—University of Georgia, to Zeta Delta, University of Vermont

#### 1982-1983

Celia Bumstead, ZA—Babson College, to Zeta Theta, Trinity College  
 Sheila Cloyes, BM—University of Colorado, to Zeta Epsilon, Lawrence University  
 Christie Grizaffie, BO—Tulane University, to Eta, University of Wisconsin  
 Jill Hamman, ΔΨ—Texas Tech University, to Epsilon Tau, Mississippi State University  
 Heather Herring, P<sup>Δ</sup>—Ohio Wesleyan University, to Zeta Delta, University of Vermont  
 Susan Howells, ΔA—Miami University, to Delta Nu, University of Massachusetts  
 Laura Jackson, ΔΣ—Oklahoma State University, to Zeta Eta, University of California, Irvine  
 Kristin Jense, ΔA—Miami University, to Zeta Gamma, Centre College  
 Kathy McNeese, I—DePauw University, to Beta Zeta, University of Iowa  
 Melanie McNutt, ΓΦ—Southern Methodist University, to Delta Tau, University of Southern California  
 Caren Nitschke, I—DePauw University, to Zeta Eta, University of California, Irvine  
 Mary Riffe, BΔ—University of Michigan, to Rho Deuteron, Ohio Wesleyan University  
 Carol Tesner, ΔA—Miami University, to Zeta Iota, Villanova University  
 Wendy Wiseman, Σ—University of Nebraska, to Zeta Zeta, Westminster College

#### 1983-1984

Pamela Anthrop, ΓΔ—Purdue University, to Zeta Kappa, Bowling Green State University  
 Susan Berg, EΩ—Dickinson College, to Zeta Iota, Villanova University  
 Celia Bumstead, ZA—Babson College, to Zeta Theta, Trinity College  
 Anna Fowlkes, EK—University of South Carolina to Zeta Eta, University of California, Irvine  
 Erica Proctor, ZA—Babson College, to Epsilon Chi, Dartmouth College  
 Lisa Reilly, X—University of Minnesota, to Epsilon Alpha, Texas Christian University  
 Gayle Shaw, Δ—Indiana University, to Lambda, University of Akron

#### Chapter Consultants 1984-1986

#### 1984-1985

Pamela Anthrop, ΓΔ—Purdue University, to Zeta Kappa, Bowling Green State University  
 Mary Carnegie, ΔK—University of Miami, to Delta Alpha, Pennsylvania State University  
 Suzette Gotta, H—University of Wisconsin, to Zeta Theta, Trinity College  
 Sarah Hanlon, Ψ<sup>Δ</sup>—Cornell University, to Iota, DePauw University  
 René Hedges, BO—Tulane University, to Gamma Mu, Oregon State University  
 Maureen Kelly, ZB—Lafayette College, to Zeta Iota, Villanova University  
 Lisa Mendenhall, EM—Clemson University, to Zeta Lambda, Washington and Jefferson College

#### 1985-1986

Josette Baxter, EH—Auburn University, to Zeta Kappa, Bowling Green State University  
 Katharine Chamberlain, BO—Tulane University, to Zeta Mu, Virginia Polytechnic Institute and State University  
 Margaret Frazier, BX—University of Kentucky, to Zeta Mu, Virginia Polytechnic Institute and State University  
 Suzette Gotta, H—University of Wisconsin, to Zeta Theta, Trinity College



Susan Hobson, P $\Delta$ —Ohio Wesleyan University, to Zeta Lambda,  
Washington and Jefferson College  
Melissa Kemp, Y—Northwestern University, to Delta Gamma,  
Michigan State University  
Katherine McDonald,  $\Delta Z$ —Colorado College, to Zeta Nu,  
University of California, San Diego  
Laura Riesen,  $\Gamma M$ —Oregon State University, to Beta Tau, Syracuse  
University



1977-1979 Field Secretaries.



1981-1982 Field Secretaries.



1983-1984 Field Secretaries.



1984-1985 Traveling Consultants.



1980 Graduate Counselors.



## FINANCE

During the past decade, Kappa has been ably served by three Fraternity Treasurers:

Jane Lindsay Koke, ΓΩ—Denison University  
Jean Lee Schmidt, ΔΛ—Miami University  
Rebecca Stone Arbour, ΔΙ—Louisiana State University

Until 1978, the Treasurer could serve indefinitely; she is now limited by Fraternity Bylaws to a maximum of two terms of two years each.

The position of Financial Administrator was created in 1976 and the first to serve in this position was JoAnn Weaver Shea, 1976-1979. Since 1979, Larry K. Focht has held this position; a CPA, Larry is indeed important in the fiscal management of Fraternity affairs.

Financially, the past ten years have seen Kappa move into a more professional fiscal operation. The changes have been many and reflect the economic trends which have dramatically affected the Fraternity.

### Fees

- 1977 Chapters began to be billed \$5.00 annually for the cost of binding archive copies of *The Key*
- 1980 Pledge fee raised from \$20.00 to \$30.00  
Active per capita fee raised from \$15.00 to \$30.00; Adviser Pool of \$5.00 eliminated  
Alumna per capita fee raised from \$1.50 to \$3.00
- 1982 Initiation fee raised from \$60.00 to \$100.00
- 1984 Alumna per capita fee raised from \$3.00 to \$5.00

### Fraternity Finance

#### A. General:

- 1978 Audit done by the IRS. Use of investment income came under question and caused great changes in the conduct of Fraternity business.  
Audit was a precipitating factor in hiring a professional firm to do all audits of the Fraternity, chapters and House Corporations. Cooper and Lybrand has served this function until the present. House Boards with no Fraternity loan now have option of having their audits done locally if they send Headquarters a copy.
- 1979 Consolidated Investment Fund was eliminated and Fraternity funds were realigned into the present system—General Fund (includes *The Key* and Convention, as fees are used to fund these, in part) and completely separate philanthropic funds.
- 1981 Purchase of 538 East Town Street for the purposes of investment.  
Building to be renovated and commercially leased.
- 1982 Director of Philanthropy added to the Finance Committee Annual fund drive instituted for Heritage Museum.
- 1984 Town-Bartlit project (538 East Town Street, Columbus, Ohio) completed.

#### B. Employee Benefits:

- 1975 Added major medical coverage to the group hospitalization policy.
- 1976 Investigated alternatives to Fraternity pension plan.  
Decided to establish a pension fund through IRA with Bankers Life of Des Moines.
- 1981 Medical, dental and disability coverage extended to cover all employees at Headquarters.

#### C. Investments:

- 1975 Investments handled by Lionel Edie Company.

Began investigation of new investment counselors for future consideration.

- 1976 Robert C. Gilkison, Inc. selected as new investment counselor.
- 1977 Robert C. Gilkison, Inc. purchased by Schroder, Naess and Thomas. The investment account continues with them at present. Name change in 1980 to Schroder Capital Management. Throughout the decade, the Finance Committee has instructed our counselor as to Fraternity needs at the time, i.e., specific amounts of cash needed for Philanthropic scholarships, portfolio growth, etc.

#### D. Insurance:

- 1975 Purchase of umbrella liability auto policy for active members on Kappa business.
- 1977 Investigation into group insurance programs for membership.
- 1978 Group life and medical insurance programs offered to membership as proposed by Paul Burke and Associates of Alexander and Alexander.
- 1980 Purchased Directors' and Officers' liability policy.
- 1982 Directors' and Officers' liability extended to cover House Boards.

#### E. Loyalty Fund:

- 1976 Investigation began to establish a project for solicitation of funds through an all-member mailing; concept presented to 1976 Convention.
- 1977 Data Science Corporation retained to conduct the first Loyalty Fund campaign, which produced over \$85,000.
- 1983 Undertook the campaign "in-house" with the consultation services of Bill Heim Company.
- 1984 Decision to use the personalized mail concept, using the professional services of Development Dynamics Group. This campaign realized in excess of \$235,000!

#### F. Computerization:

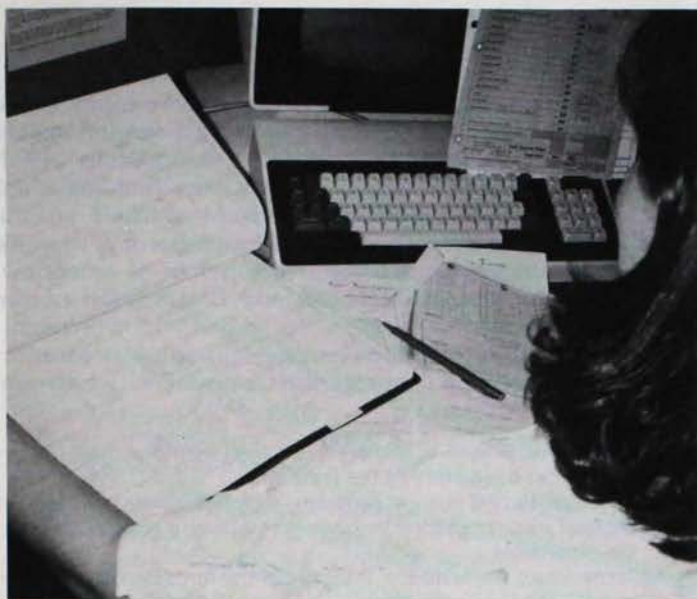
- 1977 Investigation into placing Fraternity Finance on computer.
- 1978 Fraternity finance put on a computer program with PDS of Columbus, Inc.
- 1979 Investigation of in-house computer system began.
- 1981 Purchase of Quantel Computer system for Headquarters.
- 1984 PC purchased for Rose McGill Magazine Agency.

#### G. House Boards:

- 1977 Began policy of amortizing loans with balloon payments due after five years.
- 1982 New Housing loans from the Fraternity are not to exceed \$50,000 to one chapter.







### Chapter Finance

- 1975 Mary Swann Henry, IT—Whitman College, Director of Chapter Finance.  
Audit fee schedule adopted.
- 1979 Jane Coombs Chadwell, ΔΛ—Miami University, hired as Supervisor of Chapter Finance.  
System completely restructured so that it would be compatible with the computer. All forms revised and a new finance manual was produced. Audit schedule for the chapters was revised to three times a year (two partial audits and a year-end).
- 1981 Quantel computer system purchased (software for chapter finance).  
Finance seminar at Headquarters for these provinces.  
Beginning of training for chapter Treasurers in computer procedures.  
Finance seminars at four Province Meetings.
- 1982 Finance seminar at Convention.
- 1983 Finance seminars at four Province Meetings.
- 1984 Finance seminar at Convention.  
All chapters on computer.

The projected financial picture includes a system which will totally computerize chapter finance at the chapter level with Headquarters simply receiving the information and reviewing it. Second, there is a need to continue fee increases in small increments in order to supply the General Fund, as membership services continue to grow. Three, for the philanthropic funds, a Development Program will seek funds in planned campaigns and deferred giving. Four, the Fraternity will continue to keep current with employment benefits, insurance coverage, and investments.

Throughout the past decade, Kappa was able to continue to operate "in the black!" Only through careful planning and membership support can this trend of fiscal solvency and stability continue in the next decade.

### Finance Committee

The investing and managing of Fraternity funds have presented an enormous challenge in view of the changing environment of the world of finance. Because the Fraternity is such a viable corporation, its financial management has had to become more regulated, more complex, and more diverse each year. Increased responsibilities in several areas

have concerned the Fraternity Finance Committee during the past decade. Committee activities have included: approval of the biennial budget; appraisal of the insurance coverage of the Fraternity; review and approval of procedures for chapter financial administration, investigation and recommendations concerning financial arrangements for chapter housing; study of the audit of Fraternity financial records; and the investments and loans of Fraternity funds.

As a result of Resolutions passed at the 1976 General Convention, a Loyalty Fund and a group life and medical insurance plan for Fraternity members were established in 1977. The use of the computer for Fraternity financial operations has brought about the most significant change. In 1977, all Fraternity finance was computerized and, in 1979, chapter finance was added to the computer finance program. The task of putting all chapter finance records on the computer was accomplished over a period of several years, and chapter Treasurers were trained at Headquarters, General Conventions and Province Meetings. The future indicates that each chapter will have its own personal computer which will be tied into the one at Headquarters, allowing each chapter treasurer to input the information directly.

In 1982, the Finance Committee established a Housing Loan Policy: "Money may be loaned to House Corporations if Fraternity funds are available. Total new Fraternity loans to each chapter will not exceed \$50,000. Any money loaned will be loaned at an interest rate that will not be less than the average rate of return currently being realized from the Fraternity Investment Portfolio."

In 1983, the Finance Committee was expanded to include the Director of Philanthropies because philanthropy funds are a part of the total Fraternity financial picture. Finance has become a tool to be used by all in order to help guide and develop the growth of the Fraternity. Beginning in 1983, financial forecasting has been a regular presentation at Province Meetings. Through the program the membership has been given the opportunity to understand Fraternity finances and the projected costs for the future and to share ideas on ways to continue to provide the current and additional services to the members, as well as meet increased costs and continued growth.

As a part of the investment of Fraternity funds, the building next to Fraternity Headquarters was purchased in 1981. This building was renovated creating several office spaces which will be rented as income for the Fraternity. The Town-Bartlett Building is a Victorian building similar to Headquarters and now provides a special opportunity for attractive office space.

The world of Fraternity finance has been and remains a challenging and exciting area. During the past decade, the Fraternity has been fortunate to have three intelligent women of vision to serve as Chairman of the Finance Committee:

- 1974-1978 Betty Burton Perkins, IB—University of New Mexico  
1978-1982 Jane Lindsay Koke, ΓΩ—Denison University  
1982- Jean Lee Schmidt, ΔΛ—Miami University

Members of the Fraternity Finance Committee during the decade include:

- Ann Evans Edwards, EE—Emory University  
Zoe Stevens Harrell, ΔI—Louisiana State University  
Nancy Naus King, ΔΛ—Miami University  
Patricia Maness Kriz, BM—University of Colorado  
Patricia Piller Shelton, Ω—University of Kansas  
Anne Lewis Wilson, BX—University of Kentucky





*Bus load of visitors arrives.*



*Victorian Christmas Tree.*

## HERITAGE MUSEUM

The beginnings of the Heritage Museum are found in the 1970 General Convention, which adopted a resolution calling for the foundation of a museum at Fraternity Headquarters. In 1975, the Fraternity Headquarters building at 530 East Town Street, Columbus, Ohio, was listed on the National Register of Historic Places. Consequently, the 1978 Convention recommended the development of an endowment fund for the maintenance and preservation of the building as an historical site.

Incorporated in 1980, the Heritage Museum was constituted as an educational non-profit corporation, which has four main purposes:

- 1) To acquire, preserve, and present Kappa memorabilia
- 2) To present the history of the Fraternity
- 3) To establish and present programs which illustrate women's societal roles as shaped by historic events and educational developments
- 4) To maintain the historical integrity of the building which serves as both the Heritage Museum of Kappa Kappa Gamma and Fraternity Headquarters.

The first Chairman of the Museum Board of Trustees, Jean Hess Wells, ΔΥ—University of Georgia, was appointed by the Council in 1980. In 1982, the Board Chairmanship became a position elected by the Trustees. The first elected Chairman was Barna Hurt Graves, ΓΝ—University of Arkansas.

Organized as a volunteer group in 1979, the Columbus Museum Planning Committee became the Heritage Museum Guild in 1983. Guild members contribute invaluable service in many areas: Museum Shop management; care and preservation of the historic clothing collection; assistance with open houses and other functions; cataloguing; research; planning; newsletter editorship. In addition, members of the Guild Docent Program provide costumed guides for scheduled tours and special events.

Kappa history comes to life in Museum displays at Fraternity affairs such as meetings of the Board of Trustees, Associate Council Seminars, and General Conventions. An impressive quantity of memorabilia, along with portable cases and screens, are transported to Convention sites. At the 1984 Convention, chapters that had celebrated their centennials brought to the Convention Museum items pertinent to their 100 years of existence.

"Celebration of Christmas Past" open houses have become a Heritage Museum tradition. The rooms of the old mansion are festooned with greens and bright red bows. A 10 foot-tall tree stands before the pier mirror in the grand parlour. It is decorated in Victorian style and encircled by a collection of antique dolls and toys. Lovely old silver gleams on the dining room table which is set for a festive holiday tea, and costumed carolers cluster around the 1887 piano.

Because a First Lady of Ohio lived in Kappa's Museum when it served as the State of Ohio Governor's Mansion from 1862 to 1864, a reception honoring "first ladies" of regional organizations and educational institutions was held in 1985. Lili Tod McMillan, great-great-granddaughter of that governor, David Tod, was the special guest. Events such as these are important in maintaining good public relations for the Museum.

The Heritage Museum has received much area newspaper, magazine, and television publicity, as well as national attention by the United Press International. Developments are reported to all Kappas through frequent articles in *The Key*. A semi-annual newsletter, "Heritage Museum News," was begun in 1982 by Eleanor Penniman Boardman, BN—



Ohio State University; it is sent to all who contribute money, appropriate objects, and Kappa memorabilia. An informative brochure is circulated locally and is included in Museum mailings; these publications received the "Outstanding Informational Brochure/Pamphlet Award" at the 1984 Meeting of the Ohio Association of Historical Societies and Museums.

The Heritage Museum Internship established in 1983 is one of the most significant developments of the Museum program. The internship is offered to Kappa upperclassmen and graduate students interested in museum work. It was named in 1984 for the first Director of the Heritage Museum, Catherine Schroeder Graf, BN—Ohio State University. The Beta Nu House Board, Ohio State University, graciously supplies rent-free accommodations for the Museum interns. To date, three Kappas have received Heritage Museum internships:

- 1983 Charlotte Brailsford, EN—Vanderbilt University
- 1984 Deborah Garrett, GK—College of William and Mary
- 1985 Angela Usrey, GP—University of Alabama

The Museum Master Plan Committee is unique because it consists of Board of Trustees members who are in widely scattered locations throughout the country. Their decisions are carried out by the Guild Master Plan Committee, whose members reside in the Columbus, Ohio, area. A house philosophy, accession, de-accession, and loan policies have already been formulated. Some major acquisitions to date are the 1887 Weber grand piano; the 1870s mahogany dining table and eight chairs; de-accessioned curtains from Winterhur Museum; the little statue, "Marguerite"; antique needlework, paintings, and silver. In addition, five pieces of priceless Belter furniture have been loaned to the Museum by a Guild member. Memorial gifts of money have been accumulated for the purchase of an authentic chandelier for the dining room.

Initial efforts to provide funding for the Museum were the Founding Subscriber Drives in 1980 and 1981. The first all-member approach to fund raising was conducted in the Spring 1982 Key. Appeals were mailed directly to all alumnae in 1982, 1983, and 1985. These drives and appeals have met with a substantial response from members and have contributed greatly to enhancing Museum displays.

Members of the Heritage Museum on-site staff have been:

- Catherine Schroeder Graf, BN—Ohio State University, Director, 1980-1984
- Nancy Sanor Pennell, BN—Ohio State University, Curator, 1980-1982; Assistant Director, 1982-1984; Acting Director, 1984-
- Mary Lou Claxton Smith, P—Boston University, Museum Assistant, 1981-

The dedication of the members of the Heritage Museum Board of Trustees, the Guild, the Museum and Headquarters staffs, along with the support of many loyal and caring Kappas have enabled the Museum to develop programs which carry out its objectives.

Kappas who have served on the Heritage Museum Board of Trustees include:

- Lindalyn Bennett Adams, GP—Southern Methodist University, 1982-
- Rebecca Stone Arbour, AI—Louisiana State University, 1982-
- Gay Chuba Barry, AA—Pennsylvania State University, 1980-1984
- Betty Sanor Cameron, BN—Ohio State University, 1980-
- Ruth Bullock Chastang, BN—Ohio State University, 1980-1984
- Susan Ellis Cooper, EA—Texas Christian University, 1982-
- Kitty Morton Epler, GP—Denison University, 1980-1984
- Catherine Schroeder Graf, BN—Ohio State University, 1980-1984



Kay Schroeder Graf, Barna Hurt Graves, Nancy Sanor Pennell

- Barna Hurt Graves, GN—University of Arkansas, 1982-
- Sally Iredell Gulick, A—University of Akron, 1980-1983
- Katharine Bailey Hoyt, BN—Ohio State University, 1980-1982
- Virginia Anding La Charité, GK—College of William and Mary, 1984-
- Kay Smith Larson, BII—University of Washington, 1984-
- Margaret Easton Seney Meeker, PA—Ohio Wesleyan University, 1980-1984
- Ruth Branning Molloy, BA—University of Pennsylvania, 1980-1982
- Sally Moore Nitschke, BN—Ohio State University, 1980-
- Katherine Wade Pennell, BN—Ohio State University, 1980-1983
- Myrtle Oliver Roeber, FI—Washington University, 1980-1982
- Jean Lee Schmidt, AA—Miami University, 1980-1982
- Patricia Piller Shelton, O—Kansas University, 1984-
- Susan Burrows Swan, BN—Ohio State University, 1980-
- Beverly Alexander Tuller, GX—George Washington University, 1982-
- Suzanne Wilbert Turner, AI—Louisiana State University, 1983-
- Frances Winter Utley, GP—University of Alabama, 1983-
- Jean Hess Wells, AY—University of Georgia, 1980-
- Marian Klingbeil Williams, O—University of Missouri, 1984-

Columbus, Ohio, Kappas who have served the museum as Chairmen of the Guild Committees are:

#### Docent Program:

- Barna Hurt Graves, GN—University of Arkansas

#### Research:

- Ann Bennett Hamilton, BN—Ohio State University

#### Museum Shop:

- Ruth Bullock Chastang, BN—Ohio State University
- Mary Lou Torbert Zollinger, BN—Ohio State University

#### Cataloguing:

- Joan Brightman Dean, PA—Ohio Wesleyan University

#### Master Plan:

- Sally Newton Miller, M—Butler University
- Lee McDonald Cassier, PA—Ohio Wesleyan University
- Frances Winter Utley, GP—University of Alabama
- Nancy Sanor Pennell, BN—Ohio State University

#### Costume Collection:

- Suzanne Crimm Milligan, A—Indiana University

Over 1000 guests tour the Museum each year; 70% of these are non-Kappas. In only five years, the Museum has become an important landmark in Columbus, Ohio, and a cherished Kappa project. Housing invaluable Fraternity documents and memorabilia, the Heritage Museum offers each member and guest a unique insight into the role of Greek-letter organizations for women in shaping contemporary womanhood and, by extension, modern society.



### Museum Publications

- 1981 A Docent Guide, by Nancy Sanor Pennell, BN—Ohio State University
- 1982 Kappa Kappa Gamma Heritage Museum and Fraternity Headquarters, by Catherine Schroeder Graf, BN—Ohio State University, and Nancy Sanor Pennell, BN—Ohio State University
- 1983 Docent Notebook, by Dorothy McGinnis Kreinbuhl, BN—Ohio State University
- 1984 Heritage Museum of Kappa Kappa Gamma, by Catherine Schroeder Graf, BN—Ohio State University; revised, 1984, by Jean Ebright Elin, BN—Ohio State University

## HISTORY

The past decade began with a decision of historical magnitude: never again would the Fraternity undertake the awesome and gruelling task of compiling and publishing a complete History of Kappa Kappa Gamma. Rather, it was proposed to publish every ten years a volume which would update Fraternity history. The present volume represents the first attempt to meet the challenge of that decision.

The reasons behind the move to have the History appear as an update volume only are many. The publication of the two-volume History in 1975 and 1977 was not only a Kappa landmark, but it was also a Kappa first: it was published in two double issues of *The Key* and distributed to every living active and alumna member. Second, increasing costs of production and publication demanded a new approach to the History and there seemed little practicality in redoing what we already had and had in a magnificently readable format. Third, the task of compiling Fraternity history has become more and more complex, as the Fraternity has grown, changed, and made a new history. Because our history has always been fascinating and so much a part of the fabric of modern life, it became paramount to find a means by which the History could keep pace with the dynamic development of the Fraternity. Fourth, it had taken us over forty-five years to publish an up-to-date History in 1975 and 1977; the time gap had created almost insurmountable problems.

The history of Fraternity Histories is a "history" all by itself. The number of Fraternity Historians is legion, but to date Kappa has only had three official Histories! Yet, the

need for a published history was of concern as early as 1881, and countless attempts were made to preserve "the history of the organization which has been such a potent factor in the formation of the character of all who bear the name Kappa" and "to show reasons for pride in the achievements of members individually" and collectively. Missing documents, inaccurate records, incomplete reports, and unanswered requests plagued the historical preservation and publication process. At the 1882 Convention, even a founder, Minnie Stewart, A—Monmouth College, could not present a complete history because she was "unable to procure the necessary information." In 1903, Minnie Royce Walker, I—DePauw University, did put together *Kappa's Record, A Short History of Kappa Kappa Gamma Fraternity*, and it was, indeed, brief: sixty-seven pages, which would fill possibly ten pages in an issue of *The Key* today.

Effort after effort to produce a complete history met with defeat. Florence Burton Roth, BA—University of Michigan, tried to complete one in time for the fiftieth anniversary of the founding, but she was able to finish only six chapters. Her successor, May Whiting Westerman, Σ—University of Nebraska, resolved that the sixtieth anniversary would indeed be celebrated by a published history. Starting with the work done by her predecessor, May Westermann accomplished what had for so long seemed the impossible, and *The History of Kappa Kappa Gamma Fraternity, 1870-1930* finally appeared in 1932.

Subsequent efforts to continue to compile and publish the History failed although some invaluable articles, especially those by Isabel Hatton Simmons, BN—Ohio State University, and Ann Meuser Ritter, Θ—University of Missouri, did appear in *The Key*. It was decided to have a new History in time for the 1970 Centennial celebration, but due to the nature of the task, it was decided to delay the undertaking until it could be properly compiled, researched, documented, written, corrected, edited and re-edited, refined, indexed, and presented. Catherine Schroeder Graf, BN—Ohio State University, and Diane Miller Selby, BN—Ohio State University, accepted the challenge and gave us the two-volume fruit of their "myriad labors," "eye-dimming effort," and "countless hours of detailed and tedious work" in *Chapter Histories 1870-1975* (1975) and *Fraternity Organization and Development 1870-1976* (1977). Their work stands today as the official record of Kappa's past.

With the 1986 publication of this volume (III) of the *History: 1976-1985*, volume IV on the next decade is already underway in Fraternity and Province Officer records, chapter history reports, alumnae organization minutes, and Convention proceedings. But, updating Fraternity history includes ongoing efforts to locate lost historical records and correct inaccuracies. During the past ten years, a new search for the 1870 charter resulted in another impasse. The incorporation of the Heritage Museum in 1980 provided at last a special facility for the housing, preservation, and presentation of Kappa memorabilia. As older chapters explore their archives and an increasing number of chapters reach their centennials (ten in the past decade), valuable documents, pictures, scrapbooks, and mementoes are found and often donated to the Fraternity. Now a member of the Museum Executive Board, the Historian is involved in the preservation of Fraternity heritage, convinced that the original charter, founders' keys, chapter seals, and minutes of Alpha and other early chapters are just waiting to be discovered; we simply have not yet looked into the right box in the right attic or basement or in the right chapter archives. Our interest in our past remains high and steadfast even as we continue the Kappa journey begun in the chapel at Monmouth College in 1870.





## LONG-RANGE PLANNING

In 1984, the Fraternity Council appointed a special committee to serve as the Long-Range Planning Committee for the biennium. The charge to this committee: to study areas of Fraternity operations, examining the potential of present organization and programming, identifying the issues key to future success, assisting in management organization, and providing long-term financial projections necessary to meeting membership needs of the future.

Chaired by Sally Moore Nitschke, BN—Ohio State University, the committee was composed of thirty-two Kappas who worked on one of four teams; two Council members served ex-officio on each team, and staff personnel from Fraternity Headquarters and other professional support services were consulted as necessary.

The four areas under study at this time included: Fraternity Structure and Administration, Fraternity Business Operations, Communications and Public Relations, and Leadership Training—Methods and Resources.

Because the results of the work of this committee affect every member of Kappa Kappa Gamma, it is important that the views of the membership be an ongoing and vital part of the study. FUTURE TENSE forums at 1985 Province Meetings provided an ideal opportunity for all participants to share their concerns and their views of what the future might hold. Issue Forms distributed to all chapter and alumnae organizations offered a further chance for any interested Kappa to have part in the planning process.

The four teams of the Long-Range Planning Committee worked during the biennium primarily through correspondence, with each team meeting at Fraternity Headquarters for a working weekend. The format of committee work included data collection, analysis of present programming, identification of key issues, and the development of strategic planning recommendations.

Why Long-Range Planning? The process of research, analysis and creative projection will lead to a coherent and achievable vision of our organization in the year 2000. For the shorter term, long-range planning is an important management tool. For the long term it is a leadership responsibility. Thinking together about the future gives Kappa the chance to understand better the value of our Fraternity as it is and to design together the options most desirable for our future.

### Long-Range Planning Committee Structure and Administration

The charge of the Structure and Administration Committee of the Long-Range Planning Committee of Kappa Kappa Gamma shall be to study the following aspects of Fraternity structure and make recommendations to the Council:

- I. Council/Province Structure
  - A. Historical Perspectives
  - B. Fraternity Demographics
  - C. Survey of Other Greek women's fraternities
- II. Council/Province Officers/Chairmen Job Descriptions and Work Load
  - A. Review of Council Job Descriptions
  - B. Review of 1983 Province Structure Study—issue of work load of Province Officers
  - C. Evaluation of the time study worksheets as related to job description

- III. Nomination/Election Process—Council/Province Officers
  - A. Terms of Office
    1. Length
    2. Limitation of Terms
  - B. The Election System—Strengths and Limitations
    1. Council/Convention
    2. Province Officers/Province Meetings
  - C. Alternative Methods
- IV. The Kappa Volunteer
  - A. Recruitment
  - B. Training
  - C. Recognition
  - D. Retention
- V. Field Representatives: Traveling Consultants and Chapter Consultants
  - A. Method of Selection
  - B. Number
  - C. Recruitment
  - D. Job Description
  - E. Salary
  - F. Training, Orientation, and In-service
  - G. Job Evaluation and Review

### Long-Range Planning Committee Business Operations

The charge of the Business Operations Committee of the Long-Range Planning Committee of Kappa Kappa Gamma shall be to study the following aspects of business operations of the Fraternity and make recommendations to the Council:

- I. Analysis of General Operation Fund Income and Expenses
  - A. Fee Structure
  - B. Alternative sources of income
  - C. Analysis of The Key expenses
  - D. Analysis of Convention expenses
- II. Development Planning
  - A. Annual Giving Program—Loyalty Fund
  - B. Deferred Giving Program—Bequests, Annuity, Pooled Income, Life Insurance
  - C. Major Gift Campaign
- III. Master Plan for Capital Expenditures.
- IV. Headquarters Organization
  - A. Structure, lines of authority, organization chart
  - B. Departments and Job Descriptions
  - C. Performance Evaluation
  - D. Salary Structure
  - E. Efficiency and Cost Effectiveness
- V. Business Equipment
  - A. Present equipment and use
  - B. Analysis of present use of computer and projection of future needs
  - C. Costs
  - D. Equipment of the future
- VI. Chapter Finance
  - A. Determination of goal of present system
  - B. Evaluation of current system
    1. Survey of treasurers and advisers (sample)
    2. Cost
    3. Effectiveness
  - C. Alternative methods
- VII. Fraternity Archives
  - A. Survey of records now retained
  - B. Identification of storage/facility/area necessary
  - C. Staff needs and job description



## **Long-Range Planning Committee Communications and Public Relations**

The charge of the Communications and Public Relations team of the Long-Range Planning Committee shall be to study the following aspects of public relations of the Fraternity and make recommendations to the Council:

- I. Development of philosophy of and strategies for an overall program of Public Relations for Kappa Kappa Gamma
  - A. Definition of program
  - B. Structure
  - C. Personnel—Volunteer and Professional
- II. Study of the Fraternity Philanthropic Program and development of positive marketing strategies to make them well known and widely accepted by both members and external publics.
- III. Review of Fraternity program:
  - A. Alumnae Programming
  - B. Field Representatives
  - C. CHOICES
  - D. Information Services
  - E. *The Key*
- IV. Components of Development Planning
- V. New Public Relations Tools and Resources
  - A. Member Newsletter
  - B. Video Tape Resources

## **Long-Range Planning Committee Leadership Training—Methods and Resources**

The charge of the Leadership Training team of the Long-Range Planning Committee shall be to study the following aspects of leadership training and to make recommendations to the Council for implementation:

- I. The philosophy and strategy of a program for leadership development for both undergraduate and alumnae members
  - A. Structure
  - B. Personnel—Volunteer and Professional
  - C. Program
- II. Instruction Programs used in Leadership Development
  - A. Manuals
  - B. Workshop Materials
  - C. Study Resources—Visual and Written
- III. Training Opportunities
  - A. Training School for Field Representatives
  - B. Associate Council Seminar
  - C. Province Meetings
  - D. Convention
  - E. Alternative methods used by other groups
  - F. Training of Advisers
- IV. Technological Developments
  - A. Computers
  - B. Audio-Visual Technology

## **NOMINATIONS AND ELECTIONS**

While the process and procedure for the nomination of Council members has remained unchanged during the decade, the province nominating structure and procedure have undergone a major revision. In 1975, the PORC (Province Officer Recommendation Committee) System was in place, having been adopted in 1970 and modified in 1972, this system remained in use until 1977. Under the PORC system, a chairman was appointed by the Province Officers to serve for the period between biennial province meetings.

By 1977, dissatisfaction with the procedure grew and Marjorie Cross Bird, BM—University of Colorado, was asked to study the system and recommend modifications. The present procedures were adopted and is the system presently in use; it is the PNC (Province Nominating Chairman) System. The Council appoints a PNC for each province for a two-year term; a PNC may not serve for two successive terms and she serves under the direction of the Fraternity Nominating Chairman; her expenses are paid by the Province Meeting budget. The duties of the PNC now include:

1. To solicit, collect, and process recommendations on a regular and continual basis for province and Fraternity officers; to write to each chapter and alumnae group in the province at least semi-annually, explaining the procedure, enclosing recommendation forms, and calling attention to the recommendation form which is published annually in the winter issue of *The Key*;
2. To follow up on all suggestions and recommendations in order to obtain complete information and representative opinions with regard to the qualifications and experience of names submitted;
3. To send these recommendations as received to the Fraternity Nominating Chairman, keeping a copy for her files;
4. To obtain the consent of those recommended, send the names of all candidates to Province Officers, the Council member assigned to the Province Nominating Committee; the mailing is to include a fair and complete profile of the qualifications and experience of each candidate;
5. To preside over the Province Nominating Committee, but to have no vote.

The advantages of the PNC system are many. It emphasizes the importance of the position, provides on-going procedures for the identification of officer potential on both the Fraternity and Province levels and represents a vital educative and information-gathering operation. The new system is more consistent with nominating procedures on all other levels of the Fraternity, acts as a grass roots funnel of information and a support system to the Fraternity nominating procedure, and emphasizes membership responsibility in the province officer selection process.

In 1981, provision was made that wherever possible, the Council will appoint a PNC who lives near the location of the Province Meeting and agreed that the PNC may also be asked to serve as a resource person or workshop leader at the Province Meeting.

## **PHILANTHROPY**

The Fraternity philanthropy story is one of increased awareness and commitment by alumnae and undergraduate members. It is also one of the Fraternity's best kept secrets!

A comprehensive philanthropy program for alumnae groups and chapters is characterized by six key points: service, dollars, group cohesion, public relations, relevance, and sisterhood. Great improvement has been visible in chapters which demonstrated a significantly increased emphasis on service projects and on "ownership" of fund raisers. In the alumnae area, the McNaboe Award score sheets had to be revised in order to recognize the growth of balanced alumnae philanthropy programs. In addition, the Magazine Agency Awards were restructured; they are now permanent, rotating silver awards, given biennially to a Club and an Association for the highest sales and for the highest percentage of participation.



The Directors of Philanthropies over the past decade have been:

Betsy Molsberry Prior, BN—Ohio State University  
 Marjorie Moree Keith, ΓA—Kansas State University  
 Eloise Moore Netherton, BE—University of Texas

Under their leadership, philanthropy has received even greater emphasis. New publications include a "Giving" brochure, which outlines the various means of financial giving to Fraternity philanthropy programs. A handsome and useful Rose McGill Magazine Agency notebook has been developed and distributed to alumnae and chapter magazine chairmen, and a chapter philanthropy slide show on a wide variety of successful projects has been assembled from slides sent by chapters. The Fraternity has an outstanding philanthropy program.



**Rose McGill Fund**

The Rose McGill Fund continues to be the "favorite" Kappa philanthropy. It is Kappas helping Kappas in time of financial need. In 1975, the Rose McGill "family" numbered fifteen who received monthly assistance or emergency grants totaling \$30,475. In 1984-1985, twenty-one recipients received a total of \$56,455 in direct financial aid.

The "family" members receive much more than a check; they are welcomed into the warm, caring Rose McGill family. They receive frequent chatty letters from the Rose McGill chairman; they are kept abreast of Fraternity news; their children and their health are discussed. They are indeed a part of a loving family which is often the only family the Rose McGill recipient has.

The Rose McGill Christmas Sharing hooks up participating alumnae and chapter groups with interested Rose McGill Kappas in order to bring Christmas cheer to the Rose McGill "family" member. Participation in the program is meaningful for both recipients and contributors. In 1976, fourteen Rose McGill Kappas received Christmas gifts from fourteen Kappa groups. In 1984, eighteen Rose McGill Kappas received Christmas gifts from fifty-three groups. This is one of the fastest growing programs. Participation in the program is rewarding for alumnae and chapter groups and teaches all participants the true meaning of Kappa sisterhood.

Emergency Assistance Grants for undergraduate members and Circle Key Grants for alumnae members are also considered Rose McGill Fund Programs.

The Rose McGill Magazine Agency has been the largest single source of income for the Rose McGill Fund in this decade, supplying 20-30% of the funds needed to operate this program each year. In 1982, Gwen Spaid, M—Butler University, who directed the Magazine Agency as a private business for many years, resigned and the agency was brought "in-house" to Fraternity Headquarters with Betsy Molsberry Prior, BN—Ohio State University, as its first chairman. In 1984, Marjorie Moree Keith, ΓA—Kansas State University, succeeded her. It continues to receive outstanding support from alumnae and undergraduate members who can now dial toll free 1-800-KKG-ROSE to order their magazines.

#### Rose McGill Chairmen:

1975-1983 Elizabeth Monahan Volk, PΔ—Ohio Wesleyan University  
 1983- Barbara Cranston Granat, ΔΓ—Michigan State University

#### Christmas Sharing Program Chairmen:

1976 Marjorie Moree Keith, ΓA—Kansas State University  
 1976-1981 Dolly Clinton Thute, Σ—University of Nebraska  
 1981- Barbara Coates Turner, ΔH—University of Utah

#### Emergency Assistance Grants:

1976-1983 Lois Thompson Woehlke, ΓΔ—Purdue University  
 1983- Nancy Segersten Meeker, Σ—University of Nebraska

#### Circle Key Grants:

1976-1978 Marjorie Moree Keith, ΓA—Kansas State University  
 1978-1982 Betty Smith Beachy, Θ—University of Missouri  
 1982-1985 Molly Morony Cox, ΔO—Iowa State University  
 1985- Beverly Estabrook Essel, ΔΛ—Miami University

#### Magazine Agency Chairmen:

1975-1982 Gwendolyn Moree Spaid, M—Butler University  
 1982-1984 Betsy Molsberry Prior, BN—Ohio State University  
 1984- Marjorie Moree Keith, ΓA—Kansas State University







**Scholarships 1976-1985:  
Rose McGill and Founders' Memorial Fund for Students'  
Aid**

Rose McGill Fund Scholarships are for members only and are based on need, activities, and scholarship.

Emergency Assistance Grants for Undergraduates—371, up to \$500, were given.

Circle Key Grants for alumnae—128, up to \$500, were given.

Students' Aid Fund Scholarships are competitive and based on need, scholarship, and activities. They are for members and non-members.

Undergraduate Scholarships—338, up to \$750, were given to members only.

Graduate Fellowships—248, up to \$1,000, were awarded to members and non-members.

Rehabilitation Scholarships are awarded for undergraduate and graduate study; 291 up to \$1,000, were given to members and non-members.

Graduate Counselor (Chapter Consultant) Scholarships are for members only; 89 for full tuition were awarded.

During the past decade, the Fraternity gave 966 scholarships, in amounts up to \$1,000, to members and to non-members who were women students, who were citizens of the United States or Canada, and who had completed two years of study on a campus with a chapter of Kappa Kappa Gamma or would be a graduate student on a campus where a chapter is located.

In addition, scholarships of \$1,000 each were presented in honor of the centennial chapters on the campus where the chapter is located.

The Fraternity scholarship program increased in scope from 146 scholarships given in 1975 to 296 in 1985. The Chapter Consultant Scholarships have always been for full tuition, but "regular" scholarships were increased from a maximum of \$500 to a maximum of \$1,000. In the past ten years, Kappa scholarships doubled in both size of the grant and in the number given, a very impressive figure of which all Kappas can be very proud!

**Graduate Fellowship Chairmen:**

1954-1984 Miriam Austin Locke, ΓΠ—University of Alabama  
1984- Cynthia Springer Harbold, M—Butler University

**Undergraduate Scholarships:**

1970-1984 Jean Risser Aiken, ΓP—Allegheny College  
1984- Suzanne Peterson Fream, BT—Syracuse University

**Rehabilitation Services and Scholarships:**

1975-1981 Donna Simenson Long, BA—University of Illinois  
1981- Catherine Axline Williams, AΔ—Monmouth College



## Alumnae Philanthropy

The alumnae continue to be the backbone of Kappa philanthropic programs. Each year their contributions to the Rose McGill Fund, Students' Aid and Educational Endowment Funds average \$150,000. They buy the most magazines from the Rose McGill Magazine Agency.

Their community philanthropic contributions are varied and extremely generous, both in terms of hours of service and in dollars given. Alumnae work in hospitals, in providing vision screening for children, in battered women's centers, in libraries, in rehabilitation centers, in collecting excess produce and distributing it to the poor, in Meals on Wheels programs. The list is endless. Often fund raising activities produce funds for service projects. Greenery sales, house tours, Kappa kitchens, and style shows are favorite means to raise the almost \$200,000 contributed annually to community philanthropies by Kappa alumnae groups.

As alumnae work and plan together, their bonds of Kappa friendship grow stronger. Kappa is truly for a lifetime—a lifetime of commitment, service, friendship, and sharing.

## Chapter Philanthropy

Balloon Derbies, Swim-a-thons, Walk-a-thons, Monopoly-thons, "everything"-a-thons, Christmas, Halloween and Easter parties for underprivileged children, caroling and birthday parties at nursing homes, park cleanups, spaghetti suppers, helping with Special Olympics, food collections—all these and more were popular chapter philanthropy projects in this decade. There are more separate chapter Philanthropy Chairmen and committees, and a growing number of separate Philanthropy Advisers. While there were still many joint projects with other groups, the trend was to "ownership" of the chapter philanthropy project, often a joint fundraising and service venture.

Two of the most outstanding projects of the decade, each of which won a philanthropy award for the chapter as well as engendering outstanding community public relations, were the Epsilon Chi, Dartmouth College, "Kappa Kappa Grandpa Program," which is still operating, and the Beta Xi, University of Texas, "A Good House Program," (the renovation of an inner-city home for an elderly resident) which was completed in one academic year. Both projects exemplify the spirit of chapter philanthropy programming.

Two additions to the chapter philanthropy program area occurred in 1984: the appointment of Dorothea Lowendick Bitler, ET—University of North Carolina, as an Assistant to the Director of Philanthropies for chapter philanthropy programs, and the establishment of the Chapter Philanthropy Award, given at General Convention honoring Miriam Austin Locke, III—University of Alabama, Chairman of Graduate Fellowships, 1954-1984.

## ANAD

A new philanthropic program which was introduced towards the end of the past decade is ANAD: Association for Anorexia Nervosa and Associated Disorders. Involvement of undergraduate chapters and alumnae groups in an educational and philanthropic program which concerns eating disorders, primarily anorexia and bulimia which affect so many young women and which has had a devastating effect on many chapters, is encouraged and proving to be successful. Chapters reported having eating disorder educational programs, and some directed their fundraising activities to ANAD. Educational materials have been sent to all chapters and alumnae groups, and two articles on eating disorders have appeared in *The Key*.

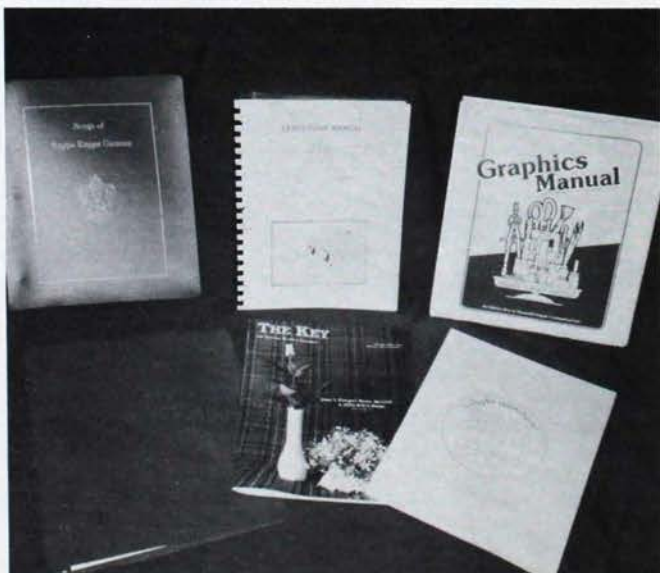




## FRATERNITY PUBLICATIONS

Kappa Kappa Gamma publishes a variety of resource materials, report forms, manuals, Panhellenic information, officer guidelines, General Convention and Council minutes, documents, ritual matters, colonization and installation materials, announcements. During the past decade, the Fraternity list of publications, not including *The Key*, "The Hoot," brochures, and special resource sheets, has considerably outnumbered printed materials for all previous decades. (Specific chapter and alumnae program manuals are listed elsewhere.)

- ABCs of Parliamentary Procedure*, 1980
- Book of Devotionals and Inspirational Readings*, 1984, Jean Hess Wells, ΔY—University of Georgia
- Book of Ritual for Alumnae*, 1979, Nan Kretschmer Boyer, BM—University of Colorado
- Book of Ritual for Chapters*, 1978; Appendix, 1981; Revisions and Additions, 1983; Jean Hess Wells, ΔY—University of Georgia
- Celebrating in Style*, 1981, Gay Chuba Barry, ΔA—Pennsylvania State University
- CHOICES Manual*, 1984, Carole Jolliffe Berutti, BN—Ohio State University
- Colonization and Installation Manual*, 1982 and 1985, Marjorie Matson Converse, ΓΔ—Purdue University
- Constitution, Bylaws, and Standing Rules*, 1976, 1978, 1980, 1982, 1984
- History of Kappa Kappa Gamma*: Vol. I: Chapter Histories, 1975; Vol. II: Fraternity Development 1870-1976, 1977; Catherine Schroeder Graf, BN—Ohio State University
- Initiation Songs*, 1981
- Kappa Kappa Gamma Graphics Manual*, 1984, Susan Cornwell Ryan, EΔ—Arizona State University
- Kappa Kappa Gamma Professional Directory*, 1984, Carole Jolliffe Berutti, BN—Ohio State University
- Know Your NPC*, 1977, Phyllis Brinton Pryor, BM—University of Colorado
- Leadership Manual*, 1983, Marjorie Cross Bird, BM—University of Colorado
- Proceedings of Kappa Kappa Gamma*, 1974-1976, 1976-1978, 1978-1980, 1980-1982
- Province Officers' Manual*, 1981 and 1982, Gay Chuba Barry, ΔA—Pennsylvania State University
- Songs of Kappa Kappa Gamma*, 1984, Gay Chuba Barry, ΔA—Pennsylvania State University
- Speaking of Sororities*, 1977



## The Key

*The Key* celebrated its centennial during this decade as those in attendance at the 1982 Convention in Columbus, Ohio, shared its birthday cake and gala history. The first women's college fraternity magazine, *The Key* has been printed as a quarterly publication for 103 continuous years. From 1975 to 1985 *The Key* circulation increased from 78,863 to almost 100,000. Over 2,000 new subscriptions were added each year and along with that increase came larger budgets as the paper, postage and printing costs all rose. The average issue contained 64 pages with at least eight pages of full color and all issues carried some advertising.

Items of special interest begun during the decade included: Membership Data Form in every issue; nomination forms for province, Fraternity officers, and Alumnae Achievement Awards; Alumnae Boutique advertising; the "lost list" was printed in three installments resulting in the location of almost 5,000 Kappas; the Fraternity history was printed in two issues - Fall 1975 and Fall 1977 - through *The Key* as a gift to the membership; since 1977, the Loyalty Fund contributors have been recognized and thanked; all chapter installations and centennials have been reported; general Fraternity business has been reported, and CHOICES Clippings and career articles have become a regular feature. Reader input was requested by a return blank called "Future Tense" where all had an opportunity to respond to Kappa's call.

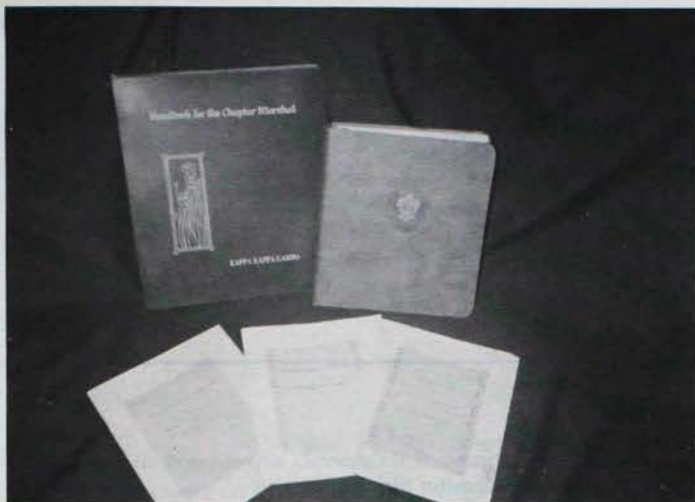
There have been four articles during the decade to receive awards: 1981 National Interfraternity Foundation honorable mention award for "Stretch Exercises" by Doris Seward, Δ—Indiana (summer, 1981, pg. 38); "Eating Disorders Affect Millions," (Spring, 1982, pg. 38) by Diane Miller Selby, BN—Ohio State, won \$350 first place in the 1982 National Interfraternity Foundation awards; in 1983 an article written by Sally Farran Bulford, BN—Ohio State, "It Couldn't Happen To Me But It Did," (summer, 1983, pg. 1) was runner-up in the College Fraternity Editors Association feature article content category; and the article titled, "What'll I Do Now?" by Diane Miller Selby, BN—Ohio State, (spring, 1985, pg. 1) received a \$350 first place award in the 1985 National Interfraternity Foundation awards.

All Kappas are *Key* reporters but a staff of volunteer editors has worked diligently throughout the decade to gather the news and present it to the readers:

- 1972- Editor, Diane Miller Selby, BN—Ohio State University
- 1971- Active Chapter Editor, Anna Mitchell Hiatt Pflugh, BM—Colorado
- 1976- Alumnae Editor, Lois Catherman Whittaker Heenehan, BΣ—Adelphi
- 1972-1976 Mary Beth Vawter Richardson, Θ—Missouri
- 1966- Art Editor, Florence Hutchinson Lonsford, ΓΔ—Purdue
- 1980- Book Review Editor, Judith Reamer Cox, Ψ—Cornell
- 1977-1980 Christine Krueger, ΓN—Arkansas
- 1970-1977 Audrey Hartley Cahill, ΔA—Penn State
- 1981-1985 Career Editor, Carole Jolliffe Berutti, BN—Ohio State
- 1978-1981 Isabel Roper, ΓM—Oregon State
- 1976-1978 Mary Beth Vawter Richardson, Θ—Missouri
- 1975- Features Editor, Carol Cheney Williamson, ΓΨ—Maryland







## RITUAL

Ritual is the keystone of Kappa membership, the expression of the meaning of Fraternity. It is through ritual that pledges become members and it is by ritual that active and alumnae members are bound together symbolically in a sharing of ideals, a philosophy of life. Through the proper conduct of ritual, we preserve a rich heritage and gain a deeper appreciation of the lived values of sisterhood. The inspirational nature of our various rituals enables us to honor the past, as we build in the present a better future. Ritual permits each member to glimpse and experience all that is noble in life, thought, and character. In ritual, we find the purpose and spirit of Kappa Kappa Gamma.

While the essence of Fraternity ritual remains basically unchanged for over a century, modern-day challenges have necessarily brought about a re-examination of our ritual. A new look at the ritual has been necessary during the past ten years because of larger initiating classes, expansion and the increased number of new chapter installations, differing chapter facilities, and growing numbers of alumnae groups, but with a framework which would retain the beauty and tradition of Fraternity ritual.

One major result of a Ritual Committee Study in 1972 was the need for a printed Book of Ritual; the project required seven years and the revised Book of Ritual was finally published in 1978. This volume represents the first time in Fraternity history that all rituals (chapter, province, and Council) appeared in one work and the first time that all pages in a Book of Ritual were numbered consecutively. In 1979, a Book of Ritual for Alumnae Associations and Clubs appeared, as well as a revised booklet of Initiation Songs.

The revised ritual resources in 1978 and 1979 led to a renewed interest in the conduct of the services: staging, setting, pronunciation, as well as new chapter and alumnae interest in ritual programming. Accordingly, the first Fraternity *Handbook for the Chapter Marshal* was written by Jean Hess Wells, ΔΥ—University of Georgia, and distributed to all chapters in 1981, along with a revised Appendix to compliment the Handbook. In 1983, chapter and Convention Memorial Services were rewritten and the Founders' Day Ceremony was added to the *Book of Ritual*. In 1984, the *Book of Devotions and Inspirational Readings* was published; this booklet represents the first time since 1937 that the Fraternity has attempted to collect and print a range of selections appropriate for all chapter and alumnae gatherings.



Mary Brooks, ΓΔ—Purdue University, enhanced the tools of the ritual by a gift to the Fraternity of a Greek lexicon that had belonged to her family and that had been printed around 1857. This lexicon could easily have been the kind of reference work used by our Founders and other early members. Today, we are using the lexicon to study the words used in our ritual and to read those definitions and pronunciations which have so much significance for us.

A second exciting resource is the discovery of scraps of paper, written in longhand by Mary Warren Ayers, Φ—Boston University. A Greek and Latin scholar and the author of many of our Kappa terms, Mary Ayers' notes carefully spell out and explain the meaning of our secret material for May Whiting Westermann, Σ—University of Nebraska, former Fraternity President and Historian, who served as the Fraternity Ritualist during the 1939 reprinting of the *Book of Ritual*.

Our enduring rituals and pride in the intellectual aspects of Kappa symbolism are enriched by abiding interest in ritual study, which includes attention to the details of the conduct of the services and ceremonies. Always looking back yet attempting to anticipate the future needs, the ritual of Kappa Kappa Gamma continues the "voyage of discovery" launched by our Founders. Hence, we are not engaged in the writing of new ritual, but we are committed to learning to appreciate the deeper meaning of Fraternity and to finding out how best to perform our rituals. We may know all there is to know about our ritual, but there is so much to know.

## Insignia

One of the forms of Kappa insignia is the "dangle" which is a small pendant or official emblem attached to the badges of certain Fraternity Officers. The use of dangles dates back to 1889 and they are worn by both elected and appointed officers: all Council members, the Editor of *The Key*, the Executive Secretary, and Traveling Consultants.

In 1978, the Fraternity President, Jean Hess Wells, ΔΥ—University of Georgia, realized that the Kappa National Panhellenic Conference (NPC) Delegate did not have a dangle for her badge! Although the Fraternity NPC Delegate is an appointed position, it is considered so important that she is included in all Fraternity Council matters. Conscious of the fact that many other NPC delegates had something "grand" which distinguished them and their position, it was decided by the Council to have the Fraternity jeweler design one in the shape of the shield which is the Panhellenic symbol. Presented as a surprise during a Council meeting, the NPC dangle was first worn by Phyllis Brinton Pryor, BM—University of Colorado, at the 1979 NPC meeting at the Greenbriar.

Kappa called the first Panhellenic meeting in 1891 and is the only NPC group which attaches such an insignia to the badge, so it is all the more fitting that our NPC Delegate has the Panhellenic emblem attached to her badge.



# III. ALUMNAE AND CHAPTER PROGRAMMING

## ALUMNAE PROGRAMMING

The number of organized Kappa alumnae groups (Associations, Clubs, and Alumnae Reference Committees (ARCs)) has dramatically increased from 374 in 1976 to 424 in 1984! Chapter support and philanthropic projects are the two main alumnae activities. The Alumnae Boutique at each Convention is a biennial highlight for all delegates: Fraternity philanthropies, and the Loyalty Fund are almost solely supported and maintained through generous alumnae gifts.

Serving as Directors of Alumnae over the past ten years are:

Gay Chuba Barry, ΔA—Pennsylvania State University  
Ann Fletcher Colvin, ΓH—Washington State University  
Wilma Winberg Johnson, ΔN—University of Massachusetts

### AAI (Active-Alumnae Interaction)

In the past ten years alumnae programming has become more definitive as the following list of accomplishments indicates.

- 1975 Promotion of interest groups to encourage total programming; appointment of the first Active-Alumnae Interaction Chairman; emphasis on fraternity education programs.
- 1977 Appointment of the first Fraternity Education Chairman for Alumnae; new ideas for Fraternity Education (FE) programs.
- 1979 Theme, "Programming," introduced; FE skits; "Kappa for a Lifetime" program developed.
- 1981 Reviews made of Fraternity resources and slide shows for FE programs; development of basic steps for good programming.
- 1983 Development of resource material on fund-raising projects, Founders' Day programs and AAI programs; alumnae groups encouraged to exchange information with groups of similar size and interests.
- 1984 Emphasis on growth of alumnae membership.
- 1985 Appointment of International Province Director of Alumnae

The alumnae response to all the programs introduced has been exceptional. The current concerns are to present relevant and timely program ideas to fit any size group and to develop programs which appeal to the large number of career members.

### Alumnae Extension

Growth of alumnae membership continues as an ongoing Fraternity goal, and, as a viable means of accomplishing the stated purposes of the Fraternity. In order to achieve this growth, the following have been implemented through the office of the Director of Alumnae during the past ten years:

Bylaw changes, approved at General Conventions, to redefine and clarify extension requirements;

A commitment to upgrade the quality of alumnae programs.

Methods have included interest groups, career panels, speakers addressing current problems, and the subsequent development of relevant alumnae projects, which contribute to the welfare of both our communities and the Fraternity.

The establishment of a Chairman of Alumnae Extension for the purpose of helping the Director of Alumnae develop an ongoing program for building alumnae membership.

Without consistent and steady alumnae growth, the Fraternity cannot hope to maintain the strength we have always enjoyed in the alumnae world. Equally important, however, is the belief that every Kappa alumna should have the opportunity to enjoy the privilege of participating in the Fraternity alumnae program, which encompasses membership selection (writing references), fraternity education, Active-Alumnae Interaction, Founders' Day, ritual, philanthropy, and sisterhood.

### Alumnae Manuals

Alumnae manuals cover a broad spectrum of Fraternity resources, for alumnae who serve as members of chapter Advisory and House Boards use the same manuals as chapter officers, while other alumnae responsibilities draw upon general Kappa publications. The basic alumnae manual which is geared strictly to alumnae programming is *Guidesposts for Alumnae Officers* (1978), edited by Carolyn Conway Madding, ΔΓ—Michigan State University; the manual is supplemented yearly by special brochures on Active-Alumnae Interaction, fund raising, program tips, and good ideas. In addition, the alumnae now have *The Book of Ritual for Alumnae* (1979), the National Panhellenic Conference publication, *Handbook for Alumnae Panhellenics* (1982), and the *Rose McGill Magazine Chairman's Handbook* (1983), by Betsy Molsberry Prior, BN—Ohio State University, and Carol Littrell.





## Alumnae Convention Awards

At each biennial General Convention, awards are presented to Alumnae Associations and Clubs. In addition to Magazine Awards which honor successful sales in support of the Rose McGill Fund, the Fraternity Council presents McNaboe Awards for excellence in all areas and Shyrock Gavels for outstanding service to an active chapter. On occasion, a special award for improvement over the past biennium is also given.

### 1976

- McNaboe Awards: St. Petersburg, Florida  
Tri-City, Washington  
Pittsburgh, Pennsylvania  
Wichita, Kansas  
Denver, Colorado
- Shyrock Gavels: College Station, Texas  
Tempe-Mesa, Arizona  
Miami, Florida  
Northern Virginia  
Columbus, Ohio
- Most Improvement: Seattle, Washington

### 1980

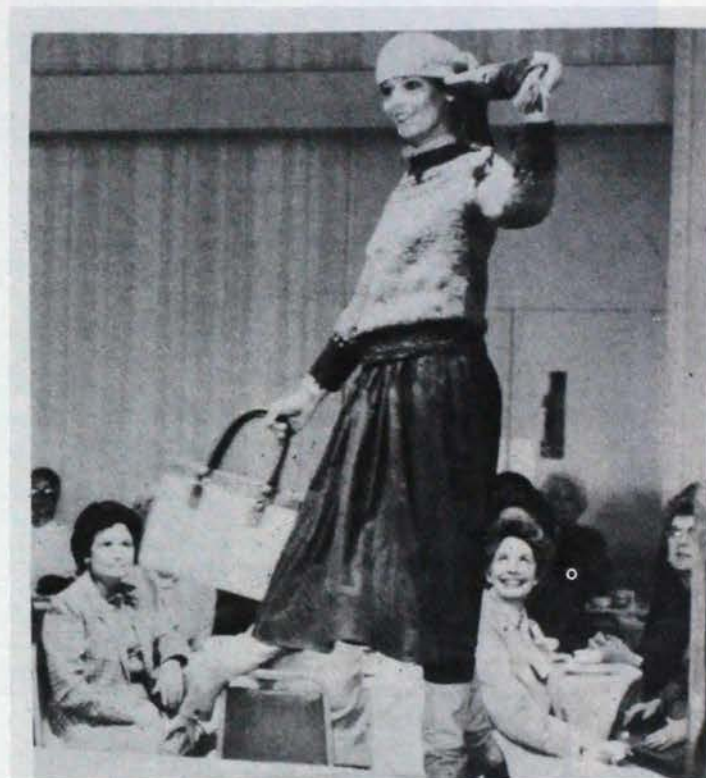
- McNaboe Awards: Arlington Areas, Texas  
Arlington Heights, Illinois  
San Diego, California  
Richardson, Texas  
Kansas City, Missouri
- Shyrock Gavels: Bryan/College Station, Texas  
Nashville, Tennessee  
Washington, D.C.-Suburban, Maryland  
Albuquerque, New Mexico
- Most Improvement: Springfield, Ohio  
San Antonio, Texas

### 1982

- McNaboe Awards: Rancho Bernardo/Poway, California  
Arcadia, California  
Delaware  
Omaha, Nebraska
- Shyrock Gavels: Charlottesville Area, Virginia  
Bloomington, Indiana  
Boston Intercollegiate, Massachusetts  
Southern Orange County, California  
Northern Virginia
- Most Improvement: Grand Forks, North Dakota

### 1984

- McNaboe Awards: New Hampshire  
Arcadia, California  
Lake Washington, Washington  
Philadelphia, Pennsylvania  
Dallas, Texas
- Shyrock Gavels: Norman, Oklahoma  
Pullman, Washington  
Pittsburgh/South Hills, Pennsylvania  
Tulsa, Oklahoma  
St. Louis, Missouri
- Most Improvement: Capital District, New York  
Greater Little Rock, Arkansas





# Alumnae









## CHAPTER PROGRAMMING

The 1970s produced a challenge to the single sex organization. Constant vigilance and awareness of the ever-changing American campus scene as it affects the Fraternity picture necessitated new responses. However, there remained some reassuring constants. Kappa continued to hold top positions on the college campus, consistently pledged and initiated outstanding young women, was held in high regard by college and university administrations, and strongly supported Panhellenic.

More campuses opened to the Greek system in order to meet the needs of students. Houses were once again filled to capacity. The economy of the country and the evolving work ethic caused many of our active members to hold part-time jobs as a means of supplementing funds for the increasing costs of a college education. Taking time to work, travel as an accepted part of higher education, and the attraction of cooperative and exchange programs still affect our members. At the same time, more career opportunities and options are available to women. A return to better dress codes and renewed interest in the social aspects of college life brought with them overscheduling and overprogramming. The challenges of the decade were many.

**1976-1978** As interest increased in belonging to a Greek letter society, the Kappa extension program blossomed. By 1978, it was evident that the Fraternity had to maintain the strengths of its established chapters and add special supports where and when necessary. Expansion has also meant a need for better chapter planning and organization so that our new groups would be well grounded in Kappa heritage and begin on a firm foundation.

Our members continued to enter less traditional courses of study, take part in more intercollegiate athletic programs, and assume leadership roles in campus organizations which were not previously open to women. Much of our extension during this time was on campuses where women were being admitted to the college for the first time.

**1978-1980** Chapters continued to work to fulfill their potential and to maintain respected positions on the campus in the area of leadership, scholarship, and participation. Six chapters were recognized by their campus Panhellenics for outstanding achievements. However, concerns continued to center on full membership participation, communication in fast-growing large chapters, chapter housing, relationships with House Boards, chapter living problems of a wide variety, and the need for a redefinition of the pledge period.

During these years, Kappa identified a parallel between the business world and chapter organization and operation. Today, we are continuing to define and refine these organizational concepts within the framework of Kappa programming. The important "why" of chapter programming, establishment of goals, and the setting of objectives have emerged as the focal point of chapter management. Individual chapter officers have learned to appreciate the skills gained through participation in chapter life. Kappa has become a functional part of the professional resumé for career-oriented members.

**1980-1982** The "back to basics" approach produced increased communication and improved written resources. Associate Membership was finally grasped and implemented correctly, as the number of working members and fifth-year students grew. Chapter elections held later in the school year kept the seniors involved longer, but major concerns included officers failing to maintain the required initiation average, hazing, increased use and abuse of alcohol, lack of



understanding of the broad scope of public relations, surprise initiation dates, and lackadaisical reports (incomplete, late, or not submitted at all). Overscheduled chapter calendars due to the additional time requirements of increased campus participation and the need to work part-time were identified as the main area for Fraternity attention.

**1982-1984** Personal visits by Fraternity representatives to the chapters proved effective in improving understanding and performance. Emphasis on updating chapter bylaws, standing rules, and policies brought about an increased awareness of how chapters should govern from within, as well as a better articulation of member expectations. The super committee system for smaller chapters dealt realistically with the complexities of being Greek in the 1980s. More resources were published during these years than at any other time during the decade; communication between chapter committees and Fraternity counterparts resulted in a strong sense of Kappa pride within the chapters.

**1984-** Present areas of concentration are the elimination of hazing, increased alcohol awareness through education on legal liabilities, and the importance of relationships within the local campus Panhellenic and with the host institution. The concept of total programming as a management tool continues to be better understood and practiced: development of a master calendar, program writing, officer training, and more creative committee training. As more and more faculty and administrations question the value of the Greek system at institutions of higher learning, our chapters are learning to reexamine the deeper meaning of sisterhood and preparing to respond to the challenges of the next decade.

The success of expanded chapter organization is due in large part to the growth and activities of the Fraternity chapter program team. When the decade began, the team consisted of five members; today its size has been doubled to ten appointed positions, and the amount of resources available has quadrupled. In addition to the publication of fifteen manuals, the Fraternity counterparts produced over fifty individual resources for our chapters.







### Advisory Boards

In order to meet the three-pronged goal of education, communication, and interaction, a bulletin directed to Advisory Board only was created. Direct communications between the Chairman of Advisory Boards and the advisers have resulted in better adviser-chapter relations, increased involvement of advisers in officer training and chapter evaluation, and more committee participation. Many boards and chapters meet on the same night so that advisers may better provide the continuity necessary for smooth chapter operation and programming. As the Advisory Boards have evolved into working professional groups, better Advisory Board-House Board relationships have also been developed. Many boards hold their own training sessions. Pre-Convention seminars in 1978, 1980, and 1982 were held to address specific adviser concerns and needs; since 1982, the Fraternity has continued to hold special adviser workshops at Convention and Province Meetings.

The increase of women with careers has made Advisory Board recruitment the paramount challenge. More involvement of alumnae groups in the selection process and the increase in the number of assistant advisers have helped resolve the problem of recruitment, along with better individual notebooks and Fraternity resources. The Chairman of a Chapter Advisory Board is now elected by the Board and no longer always the Chapter Council Adviser.

### Chapter Programs

Total Programming was first introduced at the 1972 Convention, and, after a four-year trial period, the success of the concept resulted in a bylaw change; today, there is a



Fraternity Standing Committee Chairman of Chapter Programs, a chapter standing committee known as the Program Committee chaired by the Second Vice-President, and a chapter Program Adviser.

At this point, most chapters have adopted the Total Program concept quite well; small chapters use a calendar system and the super committee system which addresses their specific needs. Total Programming remains flexible and unstructured, encourages creativity and reflects the personality of our members. Programs have become more sophisticated and more pragmatic, while Fraternity Education is now phased into all areas of chapter life.

Emphasis on Total Programming has brought about a more meaningful chapter evaluation process because it affects the determination of the next chapter goal. Officer training is seen as an on-going educational process and now includes the entire committee and the adviser. The introduction of the six-point format for chapter program writing in 1983 has been well-received, and chapters are working to combat overscheduling through a master calendar and by "freezing" the calendar; today, the Fraternity recommends that each chapter hold no more than two events per week, including chapter meeting. The movement of chapter elections to the spring has been a positive change; officer training is now a two-week period, the quality of written programs has improved, chapter goals are more specific and focus attention on one area of chapter life, and there is better delegation of responsibilities among all committee members. The overall results of Total Programming are smoother chapter operation, a decrease in overscheduling, more variety in meeting formats, and increased member participation in chapter activities and functions.

### Fraternity Education

The Chairman of Fraternity Education became an appointed Fraternity position in 1972 in order to help chapters view fraternity education as an on-going process from pledgeship through active chapter life. Today, fraternity education is incorporated into each individual committee program by the Fraternity Education Committee, which is a chapter standing committee with its own adviser; the chapter Fraternity Education Chairman is a member of Chapter Council and a member of the chapter Program Committee. In 1982, all-chapter program nights under the auspices of the Fraternity Education Committee became a part of chapter life.

### House Programs

Before 1980, the Fraternity had a combined chairmanship of House and Social. The resurgence of chapter interest in social awareness and increased concerns in the housing area led in 1980 to dividing the chairmanship into two separate positions. Expanding chapter size created overcrowded conditions in Kappa facilities, and many members could no longer be accommodated by the Kappa house. Programming to establish good communications with those living out of the facility became a priority; chapter housing chairmen moved from being the enforcer of rules to creative programmers with ideas which appealed to all members, and House Boards began to participate more fully in house orientation programs and in the establishment of live-in policies. The chapter House Chairman now works closely with the chapter Social Chairman. While programming for unhoused chapters is just now getting underway, security and safety remain primary housing concerns.



## Pledge Programs

Although Pledge programs may vary in length, type, and size, every chapter has one. Greater emphasis and more definitive guidelines have been developed for the holdover pledge program, and concerns continue to center around overscheduling, pledge projects, fund raising, hazing, and preplanning. In 1982, the Scholarship Chairman became a member of the Pledge Committee and scholarship is a basic component of all pledge education and attention; hazing has been defined; the *Kappa Notebook* is a permanent gift to every pledge. In addition, the election of pledge class officers has resulted in leadership development and the pledge retreat serves as a strong unifying event. Elimination of the point system and the implementation of three pledge conferences, supplements, written agendas, and more supportive big sister programming have developed better pledge periods, and a stronger sense of sisterhood.

## Public Relations

The past decade shows a marked improvement in the understanding that public relations is a year-round chapter activity and includes attention to chapter relationships with the alumnae, other Greeks, non-Greeks, faculty and administration, and community. The "PR factor" is the projection of the chapter image in all aspects. The chapter newsletter is better in quality, senior programming appeals to the special interests of these members, and there is considerable interest in philanthropy as an opportunity for more involvement in the world at large. In addition, the growing realization of the value of public relations skills among career-minded members has resulted in heightened interest in this area.

## Chapter Records

In 1980, the position of Chairman of Chapter Bylaws was created as part of the Fraternity Chapter Program Team. In order to reflect more accurately the duties and responsibilities of this position, the title was changed in 1984 to Chairman of Chapter Records, and the job description expanded to include serving as the Fraternity counterpart to the chapter Registrar, Recording Secretary, and Corresponding Secretary. Most chapters now have all three documents necessary to self-government: Bylaws, Standing Rules, Policies. Chapter history as part of the responsibility of the chapter Catalog Committee has been invigorated, especially as more chapters celebrate their centennials and others reach their golden and diamond jubilees. Better record keeping, improved reporting, and more complete archives are the immediate results of the addition of this position to the program team.

## Scholarship Programs

While an overscheduled chapter calendar is the largest single problem which affects the academic performance of our members, a more positive emphasis has been given to chapter scholarship programs. Restrictive rules have been replaced by a constructive and individually tailored period of concern. The adoption of a high standard of scholarship during membership selection has resulted in the initiation of more pledges and improved campus rankings. Fewer officers fall below the required initiation average, and recognition for improvement is practiced by most chapters. With the addition of the Scholarship Chairman to the Pledge Committee, scholarship is a built-in component of every pledge program. Encouraging members to develop their academic potential has been accompanied by the development of cultural programs; career programming is popular

in most chapters and has also contributed to greater interaction between actives and alumnae.

## Social Programs

The position of Chairman of Chapter Social Programs was created in 1980 due to the emergence of social issues on the college campus. Growing concerns over alcohol use and abuse have led to programs on alcohol awareness and legal liabilities, the development of the social contract, and emphasis on planning quality events. Chapters are encouraged to hold functions with other NPC groups and non-Greeks, provide non-alcoholic beverages at all functions, develop transportation policies for each major event, work more closely with the chapter Public Relations Committee and the Personnel Committee in defining chapter standards, policies, and member expectations, and create social graciousness programming which is relevant to today's world.

During the past decade Kappa has been loyally served by three Directors of Chapters:

Sally Moore Nitschke, BN—Ohio State University  
Marian Klingbeil Williams, Θ—University of Missouri  
Juliana Fraser Wales, BN—Ohio State University

## Chapter Program Chairmen

### 1976-1978

Advisory Boards—Martha Young Miller, Θ—University of Missouri  
Chapter Programs—Anna Hiatt Pflugh, BM—University of Colorado  
Fraternity Education—Deidra Ray Ballard, BΘ—University of Oklahoma; Janice Harenberg (Stockhoff), ΓB—University of New Mexico  
Pledge—Jan Singleton McAllister, ΔP—University of Mississippi  
Public Relations—Judith Reamer Cox, Ψ—Cornell University  
Scholarship—Barbara Tranter Curley, ΔΓ—Michigan State University; Rebecca Stone Arbour, ΔI—Louisiana State University

### 1978-1980

Advisory Boards—Sue Douglas Christensen, ΔH—University of Utah  
Chapter Programs—Jan Singleton McAllister, ΔP—University of Mississippi  
Chapter Bylaws—Janet Dickerson Sanford, ΓK—College of William and Mary  
Fraternity Education—Marian Reis Harper, ΓI—Washington University  
House/Social—Lou Alexander Helman, ΔΛ—Miami University  
Pledge—Sara Schnaiter Lugar, ΓΔ—Purdue University  
Public Relations—Judith Reamer Cox, Ψ—Cornell University  
Scholarship—Gayle Gianinny, ΓP—Allegheny College

### 1980-1982

Advisory Boards—Jan Singleton McAllister, ΔP—University of Mississippi  
Chapter Programs—Janice Harenberg (Stockhoff), ΓB—University of New Mexico  
Chapter Bylaws—Patricia Blaire Waller, ΓB—University of New Mexico  
Fraternity Education—Margaret Ann Ackerman, ΔΨ—Texas Tech University  
House—Judith Patton Forney, ΔΣ—Oklahoma State University; Kathryn Walsh May, X—University of Minnesota  
Pledge—Stephany Fergie Houghtlin, BX—University of Kentucky  
Public Relations—Dorothea Lowendick Bitler, EΓ—University of North Carolina  
Scholarship—Lisa Schmidt, BΘ—University of Oklahoma; Virginia Anding La Charité, ΓK—College of William and Mary  
Social—Helen Kutscha Gyllstrom, Y—Northwestern University



#### 1982-1984

Advisory Boards—Carol Lash Armstrong, ΔΛ—Miami University  
 Chapter Programs—Cynthia McMillan Lanford, ΓΠ—University of Alabama  
 Chapter Bylaws—Kay Reid Tennison, ΕΔ—Arizona State University  
 Fraternity Education—Kelly Riggs, Σ—University of Nebraska; Lynn Jolley Letcher, ΓΙ—Washington University  
 House—Joyce Wilson Carson, ΔΧ—San Jose State University  
 Pledge—Barbara Rossiter Huhn, ΡΔ—Ohio Wesleyan University  
 Public Relations—Dorothea Lowendick Bitler, ΕΓ—University of North Carolina  
 Scholarship—Virginia Anding La Charité, ΓΚ—College of William and Mary  
 Social—Helen Kutscha Gyllstrom, Υ—Northwestern University

#### 1984-

Advisory Boards—Patricia Coffee Gesell, ΔΑ—Pennsylvania State University  
 Chapter Programs—Catherine Bernotas Gelhaar, Ε—Illinois Wesleyan University  
 Chapter Records—Kay Reid Tennison, ΕΔ—Arizona State University  
 Fraternity Education—Kimberly Rountree Lien, ΓΞ—University of California, Los Angeles  
 House—Leanne Burk Parry, ΔΤ—University of Southern California  
 Pledge—Patsy Bredwick Levang, ΓΤ—North Dakota State University  
 Public Relations—Karen Bosch Miller, Χ—University of Minnesota  
 Scholarship—Mary Shumate Cumberpatch, ΓΨ—University of Maryland  
 Social—Joyce Wilson Carson, ΔΧ—San Jose State University



### Chapter Manuals

The revision and publication of manuals for chapters and Advisory Boards have been significant in the past ten years. The brief listing of chapter manuals printed and distributed during the decade represents only a fragment of the amount of resources which have been generated since 1975 in a response to the challenges of a changing campus world. In the chapter program area alone, there have been over fifty different individual flyers developed and distributed, such as the "Model Chapter Bylaws, Standing Rules, Policies" (1983), "Advisory Boards and Officer Training" (1982), "House Orientation" (1983), "6-Point Committee Program" (1983). An up-to-date list of chapter program materials and manuals is available from Headquarters.

- 1976 *Adventures in Leadership*, revised, Jean Hess Wells, ΔΥ—University of Georgia
- 1978 *Keys to Membership Selection*, revised, Sally Moore Nitschke, BN—Ohio State University
- 1979 *Chapter Finance Manual*  
*Social Graciousness Manual*, Lou Alexander Helman, ΔΛ—Miami University  
*Total Programming Manual*, Jan Singleton McAllister, ΔΡ—University of Mississippi
- 1980 *Nominations and Elections Booklet*
- 1981 *Kappa Notebook*, Diane Miller Selby, BN—Ohio State University  
*Handbook for the Chapter Marshal*, Jean Hess Wells, ΔΥ—University of Georgia  
*Keys to Membership Selection*, revised, Juliana Fraser Wales, BN—Ohio State University
- 1982 *Advisers' Book of Knowledge*, revised, Jan Singleton McAllister, ΔΡ—University of Mississippi  
*Computer Instruction Manual*, Larry Focht and Jane Coombs Chadwell, ΔΛ—Miami University  
*Fraternity Education Handbook*, Margaret Ann Ackerman, ΔΨ—Texas Tech University  
*Keys to Housing*, Kay Smith Larson, ΒΙΙ—University of Washington  
*Positive Personnel*, Rebecca Stone Arbour, ΔΙ—Louisiana State University
- 1983 *Adventures in Leadership*, revised, Marian Klingbeil Williams, Θ—University of Missouri
- 1984 *A Guide to Scholarship*, Virginia Anding La Charité, ΓΚ—College of William and Mary  
*Keys to Membership Selection*, revised, Juliana Fraser Wales, BN—Ohio State University  
*Keys to Pledge Education*, Lynn Jolley Letcher, ΓΙ—Washington University  
*Positive Personnel*, additions, Jan Singleton McAllister, ΔΡ—University of Mississippi
- 1985 *Keys to Housing*, completed by Deborah Wamser Russell Miller, ΓΞ—University of California, Los Angeles







Ground-breaking for EN—Vanderbilt.



EP—Texas A & M House.



EΦ Chapter House - Florida.



Cornerstone Laying Ceremony for  
EΣ—Virginia.

### Housing and House Boards

The years 1976-1985 were a period of growth and significant change in the area of chapter housing. High construction costs continued, along with high interest rates and reduced Fraternity funds available for loans to chapters.

During the decade, the emphasis of the housing area changed from the supervision of chapter house building and remodeling projects to a broader responsibility. More important in the late seventies was helping House Boards to manage their business affairs in the face of rising costs. Strengthening the lines of communication and cooperation among the House Boards, chapters and Advisory Boards was also stressed.

Fraternity Housing Chairmen during this period were Patricia Piller Shelton, Ω—University of Kansas (1975-76), and Martha Stephens Toler, Θ—University of Missouri (1976-80). As Kappa grew in numbers of chapters, these women worked with the new colonies and helped them form and organize House Boards and assisted them with incorporation procedures. They also helped with House Board budgeting and financial management and were involved in helping to find suitable chapter facilities for these nine new chapters.

Despite the increased cost of borrowing money, the purchasing, building and remodeling of Kappa houses and lodges did not completely stop! In 1975 and 1976, both Lambda, University of Akron, and Delta Psi, Texas Tech University, built and dedicated new lodges. Gamma Alpha, Kansas State University, in 1980, bought an annex to house nine additional members. That same year, Epsilon Xi, California State University, Northridge, purchased a four-bedroom house and Epsilon Sigma, University of Virginia, built a chapter house to house twenty-two members. In 1982, Epsilon Rho, Texas A&M University, completed and dedicated a chapter house for forty-four residents and Epsilon Omicron, University of California, Davis, bought a facility large enough to house ten members. Delta Iota, Louisiana State University, Beta Upsilon, West Virginia University, and Gamma Omicron, University of Wyoming, expanded the size of their chapter houses through extensive remodeling. The last house purchase during the past decade occurred in 1983, when Epsilon Phi, University of Florida, bought a home to accommodate thirty-two members.

Other chapters have remodeled their facilities during these ten years, and the process of redecorating and maintaining has been constant with all the housed and lodged chapters. Many unhoused chapters have moved into rented facilities made available to them by the universities.



The importance of providing educational material for House Boards had been a recurring theme throughout the decade. Patsy Piller Shelton,  $\Omega$ —University of Kansas, edited the *House Board Manual*, published in 1975. It was used until *Keys to Housing*, the current manual, was begun in 1981 and completed in 1985.

Organizational and federal law changes affecting House Directors began in 1975. The responsibility for house directors moved from the Director of Chapters to the Housing Committee and, in 1976, Elizabeth Foster West,  $\Delta B$ —Duke University, was appointed Chairman of House Directors under the Fraternity Housing Chairman, Martha Stephens Toler,  $\Theta$ —University of Missouri. Changes in record-keeping and reporting requirements of the Federal Government necessitated changes in the Fraternity Employment Agreement for house directors. The Housing Committee designed the House Director's Reasonable Agreement form and sample time sheets in order to assist House Boards in complying with the new laws.

The need for House Boards to incorporate was recognized in the 1970s, and a change in Fraternity Bylaws made it mandatory for all chapters chartered after July 1, 1976, to have House Corporations, rather than House Associations. In addition, all chapters which owned property were required to incorporate. Currently, the Fraternity has eighty-eight separate House Corporations.

As Kappa entered the 1980s, a desire to bring the House Boards into the mainstream of Fraternity life caused further changes in the housing area. Under the leadership of Kay Smith Larson,  $BII$ —University of Washington, who served as Fraternity Housing Chairman from 1980 to 1984, a number of new projects were begun.

Precipitating the changes was a Resolution presented to the 1980 Convention "to study the feasibility of representatives of House Boards becoming an official part of the Fraternity's Province Meetings and Biennial Conventions and be included in the workshops and general meetings, as well as having specific workshops and/or programs pertinent to their responsibilities." A committee appointed to study the resolution was chaired by LaRue Moss Schreib,  $\Gamma E$ —University of Pittsburgh, and other members included Mary Ellen Moody Denman,  $BII$ —University of Washington, Elizabeth Bennett Hamilton,  $BN$ —Ohio State University, and Jan Leonard Stamper,  $B\Theta$ —University of Oklahoma. Questionnaires were sent to all House Boards, and the results of the survey indicated that the vast majority of House Boards were interested in having a more vital role in the Fraternity and in attending both Province Meetings and General Conventions.

In an effort to increase the communication between House Boards and the Fraternity, Traveling Consultants and Province Directors of Chapters were asked to meet with the House Boards during their chapter visits, and PDCs were encouraged to send monthly bulletins to their House Boards. In addition, "House Keys," a semi-annual newsletter for House Boards, edited by LaRue Moss Schreib,  $\Gamma E$ —University of Pittsburgh, was begun in 1981.

A booklet on fund raising was developed by Eloise Ryder Pingry,  $\Gamma \Delta$ —Purdue University, in 1981. During the biennium 1980-1982, an enlarged Housing Committee consisting of four members was appointed. Besides Eloise Ryder Pingry, the members included former Housing Chairman Martha Stephens Toler,  $\Theta$ —University of Missouri, building and remodeling; Catherine Terry Jennings,  $BE$ —University of Texas, house directors; and Kathryn Walsh May,  $X$ —University of Minnesota, Chairman of Chapter House Programs.

Housing seminars, led by members of the Housing Committee, Finance Committee and Headquarters staff, were



First House Board Award given at 1982 Convention in honor of Kay Walz, 3rd from left.

held for the first time at twelve province meetings in 1981. Topics of interest to all House Boards included house director relations, maintenance of established facilities, legal matters, insurance, communication with actives, and financial matters.

The success of this pilot program led to the scheduling of a one-day House Board Seminar at the 1982 Convention. Also at this Convention, a House Board Award was established. Named in honor of Catherine Kelder Walz,  $B\Delta$ —University of Michigan, Fraternity Housing Chairman 1939-1970, the award was given for the first time to Beta Nu House Board, Ohio State University.

Begun in 1981, *Keys to Housing* has evolved as a manual for everyone involved in the housing area. The first sections, Personal Safety and Fire and Security, were distributed at the 1982 Convention, followed by the section on Fund Raising in the fall. The House Board and House Director sections were distributed at the 1983 Province Meetings, and the House Chairman and Committee sections were sent to the House Boards in 1984. Current Fraternity Housing Chairman Deborah Wamser Russell Miller,  $\Gamma E$ —University of California, Los Angeles, edited the final two sections—Building, Remodeling and Decorating and a revised Finance Section—for distribution in 1985.

House Board workshops were again held at the 1983 Province Meetings, and an extended House Board Seminar, attended by representatives of twenty-eight House Boards, was a highlight of the 1984 Fraternity Convention. Members of the Housing Committee during the 1982-1984 biennium were Kay Smith Larson,  $BII$ —University of Washington, Chairman, and Elizabeth Bennett Hamilton,  $BN$ —Ohio State University, House Directors; LaRue Moss Schreib,  $\Gamma E$ —University of Pittsburgh, House Keys; Jane Bothwell Waddill,  $BE$ —University of Texas, fund raising; and Joyce Wilson Carson,  $\Delta X$ —San Jose State University, Chairman of Chapter House Programs. The five days of House Board workshops at the 1984 Convention were led by these members of the Housing Committee, along with members of Finance Committee and Headquarters staff. A cookbook of favorite chapter recipes, to be given to house directors, was also distributed at that Convention. It was edited by Elizabeth Bennett Hamilton,  $BN$ —Ohio State University, who had also developed "Our Key to the House," a semi-annual newsletter for house directors.

The process of increasing the communication and cooperation among House Boards, Advisory Boards, chapters, and the Fraternity has been strengthened during the 1980s by changes in Fraternity Bylaws which now include chapter



Presidents, Treasurers, and House Chairmen, and the House, Finance and Chapter Council Advisers as ex-officio members of the House Board. An annual joint meeting between the House and Advisory Boards of the chapter is highly recommended, and the House Boards are expected to invite all initiated members of the active chapter to their Annual Meeting at which the Trustees of the Corporation or Association are elected, as they are members of the corporation. Emphasis continues to be on increasing communication with the House Boards toward the goal of making them aware of the Fraternity as a whole and their important part in it.

Ever-increasing costs of goods and services have mandated that House Board members become better business women and that the Housing Committee continue to study the financial and organizational aspects of their operations in order to suggest ways to run the business of chapter housing more efficiently. Personal contact with each of the Boards and a continuation of seminars and workshops at Province Meetings and Conventions are more important than ever, as the big business of chapter housing becomes more complex. Legal issues concerned with the hiring and firing of employees, changes in tax laws, rising insurance costs, the importance of security in our facilities, and the decreasing number of volunteer hours available from our members due to the changing position of women in the work force have all added to the burdens placed on our House Boards today.

As we enter the next decade of Kappa history, members of the Housing Committee are challenged by these issues and are looking for new ways to help the House Boards carry on the business of providing and maintaining a continuity of facilities for the chapters. Our Kappa homes—whether meeting rooms on campus or large houses—continue to be watched over by some of the most caring and dedicated women in the Fraternity—our House Board members.



## Membership

After the decline in rush enrollment during the late 1960s and early 1970s, interest in Greek life was rekindled by the mid-seventies. Through extension to additional campuses and increasing numbers of women attracted to the Greek system, the rush enrollment figures grew at an average rate of 4,240 rushees each year on campuses where we have Kappa chapters. Rush registration peaked during 1981-1982 at 56,995, declined by 1,000 the next year, and is remaining level at 54,000-55,000 per year.

Statistics are based on 94 chapters and campuses in 1975 and 113 for 1985. Rush enrollment for 1983-1984 showed a 45% increase over 1974-1975; 54,097 women indicated a desire to join a Greek group during 1983-1984, compared to 37,270 in 1974-1975. A resurgence in rush registration resulted in dramatic increases in Kappa membership. During the past ten years, the total active members increased 62%, from 6,621 in 1975 to 11,029 in 1985. The total initiated members rose 33%, from 98,209 in 1975 to 129,968 in 1985.

From 1975 to 1982, pledge numbers increased at an average annual rate of 290 with the largest number reaching 3,731 in 1982. During the years 1983-1985, an average of 3,660 women have been pledged annually to Kappa Kappa Gamma. Including the colonization rushes for Zeta Mu, Virginia Polytechnic Institute and State University, and Zeta Nu, University of California, San Diego, the 1985 total of 3,835 Kappa pledges represents a 44% increase over the 1975 total. Pledge numbers have grown because of extension, higher enrollment on individual campuses, and the use of Quota/Total by most campus Panhellenics. Our chapters work hard to pledge the full quota, and very few now consider self-limiting, which denies some women the privilege of joining a Greek group and unnecessarily limits the number of excellent potential Kappas who could be pledged. Kappa continues to be a strong advocate of the NPC recommended Quota/Total, rather than guaranteed bidding in an effort to provide the opportunity for pledging to all those interested and to keep the groups on any one campus even in numbers.

*Keys To Membership Selection* (KTMS), the membership manual first written by Kay Smith Larson, BII—University of Washington, continues to be the primary resource used by chapters and alumnae reference chairmen and committees. Every spring issue of *The Key* contains the latest listings of chapter formal rush dates, Membership Chairmen and Membership Advisers, and all alumnae Reference Chairmen. In addition, a reference form is published in every issue of *The Key*.

While skits for rush parties remain popular and have become quite polished, the purpose has shifted away from simple entertainment to a creative and informative rushing tool. Chapters are designing skits and programs which present a strong message about Kappa and the benefits offered. The most popular programs for rush parties are skits based on musicals, Kappa Picker groups, and slide shows. Preference parties remain traditional, focusing on the beauty and inspiration of Kappa with an effective use of songs and symbolism.

A Reference Study Committee was appointed by the Council in 1981. A questionnaire was developed by this Committee and 400 copies were sent to chapters and alumnae groups; 280 responses were received and compiled. A report was then submitted to Council in 1983. With two exceptions, all responses indicated that our reference process should be retained. Based on the questionnaires, the Committee recommended that the release-promise process be discarded, some minor revisions be made on the member-





ship data form (reference form), a reference be valid for two years, and a newsletter be sent to Membership Advisers twice each year.

The Key Girl Program has become more firmly established, as active and alumnae discover the benefits of working together to find information on rushees from their home areas. The program is networking Kappa-style in order to increase the number of references sent from all over the United States and Canada.

Trends during the past decade include more sophomores enrolling in rush and fewer freshmen on a number of campuses. Most chapters are setting a minimum grade average requirement for pledging and involving the Scholarship Committee to a greater degree in membership selection. Rookie workshops for first-time rushers and thorough planning of workshops for all chapter members during the term prior to formal rush are standard practices in rush preparation.

Alumnae continue to be an integral part of membership selection through submitting references, serving as Membership Advisers, and providing assistance in a variety of ways during rush. Alumnae Reference Committees and Area Reference Committees assist chapters in the selection of new members by obtaining information on qualified area women who will be attending college and sending complete references on them before rush begins. Fifty-four State Reference Chairmen (SRCs) act as liaisons between chapters and the alumnae for those areas in the states where there are no organized associations or clubs; the SRC is appointed by the PDA in consultation with the PDC and Assistant to the Director of Membership, and she serves for two years. 438 alumnae Membership Reference Chairmen chair reference committees for organized associations and clubs, while forty-four Area Reference Committees (ARCs) have been formed in twenty-one states. The ARCs were first developed in 1974, and they serve those areas where the number of alumnae is fewer than ten.

Each year, approximately thirty-five chapters received rush assistance from an alumna with special training and expertise in rush. This form of networking and support furthers the sharing and implementation of party ideas, polishes rush techniques, provides an on-the-scene resource for the clarification of procedures, and makes available needed help to a chapter with few alumnae in the area.

Legacies are one of our greatest joys and deepest concerns. In ten years, Kappa legacies enrolled in rush increased greatly. On some campuses, more legacies have been enrolled in rush than the total Panhellenic quota allowed for each group. According to current Fraternity policy, chapters send a legacy letter to the closest Kappa relative and describe the chapter legacy policy if the reference is received ten days prior to the beginning of rush. As the Fraternity grows older, there will be increasing numbers of legacies in rush. Efforts continue to educate alumnae that legacies are not automatically extended bids and that the chapter and the legacy must be happy with the choice.



## 1985 MEMBERSHIP STATISTICS

STATISTICAL COMPARISON	81-82	82-83	83-84	84-85
Registered for rush, campuses with KKG	56,995	55,824	54,097	54,607
Pledged on campuses with KKG chapters	30,202	30,694	32,372	32,482
Percentage pledged of those registered	53%	55%	60%	60%
Pledged by Kappa in formal rush & colonizations	3,527	3,462	3,357	3,635
Pledged by Kappa in open rush	204	226	191	234
Pledged by Kappa in colonization rush			(122)	
Repledges reported to Headquarters	32	39	30	(34)
TOTAL NUMBER PLEDGING KAPPA	3,731	3,688	3,548	3,869

In 1975, twelve chapters had deferred rush; in 1985, twenty-two chapters were on a deferred rush system, and four more chapters planned to move to deferred rush in 1986.

Mock selection meetings were presented at a number of Province Meetings in 1985 in order to show the alumnae how chapters handle the intricacies of rush in a fair and thoughtful manner! Through *The Key*, Province Meetings, General Conventions, and mailings, we continue to inform actives and alumnae about the complexities of rush today, promote the reference process, and provide education on membership policies and procedures.

Directors of Membership during the past decade are:

Marian Klingbeil Williams, Θ—University of Missouri  
 Juliana Fraser Wales, BN—Ohio State University  
 Cynthia McMillan Lanford, ΓII—University of Alabama

Rushing statistics demonstrate that our chapters are maintaining tremendous strength in rush by pledging the women they desire most to carry on Kappa traditions and high ideals.





### Personnel

The six-point Personnel program came into being just prior to 1975, and we have been building on the six points for the last ten years. Personnel carries the following responsibilities within the chapter as its "people" committee;

1. Spirit and Morale
2. Big/Little Sister Program
3. Pledge Conferences
4. Inspiration Week
5. Education of standards
6. Maintenance of standards

The composition of the Personnel Committee has not changed during the decade as determined by the *Fraternity Bylaws*. Serving on Personnel are the First Vice-President as Chairman, Pledge Chairman, one member-at-large elected from the active chapter, Chapter President, and an alumna adviser. One representative may be elected from and by each class. Most chapters use the larger committee, as allowed by the Bylaws, due to the larger size of the chapters during the past ten years.

The emphasis placed on the committee system by the Fraternity during this period has positively affected Personnel in that each member is responsible for at least one of the major areas of the program. As a result, more creativity has evolved in the planning of spirit and morale events/projects. Some large chapters have sub-committees for spirit and morale which are chaired by a member of Personnel and work under the direction of Personnel. Sub-committees of this type have evolved due to the growing size of the chapters. The Big/Little Sister program continues to be a major part of the Personnel committee and the chapters. The late seventies and early eighties have brought more organization to this area, as chapters have seen the need to educate Big Sis-



ters regarding their responsibilities. Booklets which include ideas and directions for Big Sisters, meetings of Big Sisters, and Family Trees have given this program more structure.

The "time crunch" for many members due to their working off the campus, extracurricular activities, and studies has meant that Inspiration Weeks are not always a week in length. A day or two may now be reserved for studies or other activities, but the traditional activities continue.

The 1980s have brought a greater awareness of hazing, and some acceptable activities of the past Inspiration Week and the Big Sister program have been replaced. The activities which are no longer acceptable were found to cause or possibly cause embarrassment to individuals and did not contribute positively to the growth of young women, a goal of Kappa Kappa Gamma. Pledge conferences are held three times during the pledge period in order to inform and listen to the pledges.

Standards workshops have been the most widely used method of educating members and pledges of the standards and expectations of Kappa from its members. Exchanges of opinions have led to greater understanding by all. The responsibility of educating our members also includes informing the members about such issues as alcohol awareness, legal liability, drug information, and eating disorders. Just as alcohol and eating disorders have been concerns of society during this period, they have been concerns which Kappa Kappa Gamma has addressed through issues of *The Key*, resource information sent to the chapters annually, Province Meetings, and General Conventions.

The main issues faced by Personnel since 1975 are alcohol abuse, drug use and abuse, stealing, academic dishonesty, eating disorders, financial delinquency, attendance, emotional problems, house rule violations, scholastic attitude, hazing, and general attitude. Fraternity continuity and strength of accomplishment have been maintained through an acceptance of those values we know as Kappa standards, and Personnel has proven a major program by which our members learn to measure individual and group actions. Through personnel programming in chapter life, we articulate our standards and gain understanding of the appropriate expectations of Fraternity membership. Kappa is its members and sisterhood binding us together in the sharing of Kappa ideals.

Serving as Directors of Personnel have been:

Caroline Cole Tolle, ΔΔ—Miami University  
 Rebecca Stone Arbour, ΔΙ—Louisiana State University  
 Jan Singleton McAllister, ΔΡ—University of Mississippi



## Chapter Awards

Biennial awards are presented to chapters at each General Convention. Each award has specific criteria which must be fulfilled. At the 1976 General Convention, awards were given in the following categories:

Chapter-Advisory Board Relations  
Finance  
Gracious Living  
Cultural Program  
Scholarship Improvement  
Greatest All-Around Improvement  
Fraternity Education  
Chapter Publications  
Scholarship  
Pledge Training  
Panhellenic  
Advisory Boards  
Efficiency  
Standards

Five new chapter awards have been added during the past decade:

- 1978 History, in honor of the Fraternity History Committee Membership Selection
- 1980 Personnel
- 1982 House Board, in honor of Catherine Kelder Waltz, BA—University of Michigan, former Chairman of Housing
- 1984 Philanthropy, in honor of Miriam Austin Locke, ITI—University of Alabama, former Chairman of Graduate Fellowships

The chapter publications award was changed in 1980 to include criteria for overall excellence in the public relations program, as well as the chapter publication. In 1982, the name of the history award was changed to the Heritage Award. In addition, each province also presents awards established by Province Officers and by alumnae groups.

## Chapter Convention Awards

### 1976

Chapter/Advisory Board Relations .. Beta Chi Chapter, University of Kentucky  
Finance (Unhoused) ..... Lambda Chapter, University of Akron  
(Housed) ..... Omega Chapter, University of Kansas  
Gracious Living (Unhoused) .. Delta Beta Chapter, Duke University  
(Housed) .. Beta Nu Chapter, Ohio State University  
Cultural Program ..... Beta Lambda Chapter, University of Illinois  
Scholarship Improvement (Small Campuses) ..... Gamma Kappa Chapter, College of William and Mary  
(Large Campuses) ..... Delta Omicron Chapter, Iowa State University  
Greatest All-Around Improvement .. Beta Mu Chapter, University of Colorado

Fraternity Education .. Gamma Iota Chapter, Washington University  
Chapter Publications ..... Theta Chapter, University of Missouri  
Scholarship (Small Campuses) ..... Gamma Phi Chapter, Southern Methodist University  
(Large Campuses) ..... Upsilon Chapter, Northwestern University  
Pledge Training ..... Epsilon Mu Chapter, Clemson University  
Panhellenic ..... Beta Theta Chapter, University of Oklahoma  
Advisory Boards ..... Gamma Phi Chapter, Southern Methodist University  
Efficiency (Unhoused) ..... Epsilon Delta Chapter, Arizona State University  
(Housed) ... Epsilon Gamma Chapter, University of North Carolina  
Standards ..... Gamma Alpha Chapter, Kansas State University

### 1978

Chapter/Advisory Board Relations ..... Gamma Iota Chapter, Washington University  
Finance (Unhoused) ..... Epsilon Omicron Chapter, University of California, Davis  
(Housed) . Gamma Beta Chapter, University of New Mexico  
Advisory Boards ..... Theta Chapter, University of Missouri  
Cultural Program ..... Delta Delta Chapter, McGill University  
Pledge Training .... Beta Upsilon Chapter, West Virginia University  
Scholarship Improvement ..... Delta Mu Chapter, University of Connecticut  
Beta Tau Chapter, Syracuse University  
Scholarship (Small Campuses) ..... Epsilon Epsilon Chapter, Emory University  
(Large Campuses) ... Beta Delta Chapter, University of Michigan  
Chapter Publications ..... Gamma Alpha Chapter, Kansas State University  
Fraternity Education ... Gamma Kappa Chapter, College of William and Mary  
\*History (New award) ..... Chi Chapter, University of Minnesota  
\*Membership Selection (New award) ..... Gamma Phi Chapter, Southern Methodist University  
Panhellenic ..... Epsilon Lambda Chapter, University of Tennessee  
Greatest All-Around Improvement ..... Gamma Pi Chapter, University of Alabama  
Gracious Living (Unhoused) ..... Delta Phi Chapter, Bucknell University  
(Housed) ..... Gamma Alpha Chapter, Kansas State University  
Efficiency (Unhoused) ..... Epsilon Delta Chapter, Arizona State University  
(Housed) ..... Delta Sigma Chapter, Oklahoma State University  
Standards ..... Gamma Delta Chapter, Purdue University

### 1980

Chapter/Advisory Board Relations ... Beta Xi Chapter, University of Texas  
Finance (Unhoused) .. Gamma Omega Chapter, Denison University  
(Housed) . Gamma Beta Chapter, University of New Mexico







## IV. PROVINCES

### PROVINCE GROWTH AND CHANGE

In the beginning, there were three. It was the Convention of 1881 that divided the Fraternity's seventeen chapters into Alpha, Beta and Gamma Provinces although the areas covered were far different from current boundaries. Delta was added in 1890; Epsilon and Zeta in 1906, extending Kappa's boundaries to all borders of the country. In 1914, the number of provinces jumped to ten, with reassignment of some chapters to other areas. Lambda and Mu were added in 1930, and so the provinces remained for forty years.

The obvious need for change in geographical distribution and equalization of responsibility was evident by the time of the Fraternity's Centennial, and Nu, Xi, Omicron and Pi Provinces were created in 1971. A number of new chapters in the Northeast brought about the addition of Rho in 1979.

With the continuing growth in numbers of chapters and alumnae groups, a committee was appointed in 1983 to study possible further division and redistribution. The Chairman was Gay Chuba Barry, ΔA—Pennsylvania State University, Fraternity Vice President. The strengths and weaknesses of the current system were assessed and financial concerns were considered. In June 1984, the committee report was presented to Convention.

It was decided to add province personnel, rather than change boundaries. A program was instituted in Beta Province, where five of the nine chapters were placed under the direction of the Province Director of Chapters (PDC) East and four under the PDC West. This was quickly followed by a similar division in Theta Province, where alumnae strength had grown extensively. East and West Province Directors of Alumnae (PDAs) now share the direction of the fifty-five alumnae groups in Texas and Louisiana. With the installation of Zeta Nu Chapter at the University of California, San Diego, Kappa Province has also taken on a 5/4 division of responsibility for the PDCs North and South. Division of responsibility rather than alteration of borders seems to be the best answer for future growth and province apportionment.

### PROVINCE MEETINGS

Each province meets every two years, during the non-Convention year. Province Meetings are an opportunity for the Kappa story to reach more actives and alumnae, exchange ideas, experience sisterhood beyond the local level, express and propose changes, share concerns, and recognize chapter and alumnae successes. Workshops on topics of specific interest to the province are held, and two Fraternity representatives attend as resource people. The general themes of Province Meetings over the past ten years reflect the trends of Fraternity thinking and programming:

1977 The Significance of You  
1979 The Kappa Formula (K2G = Fraternity)  
1981 Room to Grow  
1983 Growing Expectations  
1985 Kappa Spirit—The Key to the Future

In 1981, each province observed the International Year of the Disabled Person. In 1985, rehabilitation grants were given to each province to award to a worthy cause determined by province vote. 1985 also marked a change in the province meeting format, as business meetings were reduced from three to two, with voting taking place during the second business session.

#### Province Meetings

Year	Province	Time and Place	Hostess Groups
1977	Alpha	March 4-6 Toronto, Ontario	Beta Psi Chapter—University of Toronto Toronto Alumnae Association
	Beta	April 22-24 Valley Forge, PA	Beta Alpha Chapter—University of Pennsylvania Philadelphia Alumnae Association
	Gamma	April 15-17 Granville, OH	Gamma Omega Chapter—Denison University Newark-Granville Alumnae Clubs
	Delta	February 25-27 Ann Arbor, MI	Beta Delta Chapter—University of Michigan Ann Arbor Alumnae Association
	Epsilon	April 16-17 Bloomington, IL	Epsilon Chapter—Illinois Wesleyan University Bloomington/Normal Alumnae Association
	Zeta	March 25-26 St. Louis, MO	Gamma Iota Chapter—Washington University St. Louis Alumnae Association
	Eta	April 21-24 Denver, CO	Beta Mu Chapter—University of Colorado Denver Alumnae Association
	Theta	April 1-3 Austin, TX	Beta Xi Chapter—University of Texas Austin Alumnae Association
	Iota	March 4-6 Seattle, WA	Beta Pi Chapter—University of Washington Seattle and Lake Washington Alumnae Associations
	Kappa	April 15-17 Los Angeles, CA	Delta Tau Chapter—University of Southern California Los Angeles Alumnae Association
	Lambda	March 25-26 Chapel Hill, NC	Epsilon Gamma Chapter—University of North Carolina Piedmont-Carolina Alumnae Club





Mu	April 15-17 Clemson, SC	Epsilon Mu Chapter— Clemson University Clemson and Greenville Alumnae Clubs
Nu	March 25-27 Nashville, TN	Epsilon Nu Chapter—Vanderbilt University Nashville Alumnae Association
Xi	February 25-27 Tulsa, OK	Delta Pi Chapter—University of Tulsa Tulsa Alumnae Association
Omicron	April 1-3 Iowa City, IA	Beta Zeta Chapter—University of Iowa Iowa City Alumnae Association
Pi	April 21-23 Corvallis, OR	Gamma Mu Chapter—Oregon State University Corvallis-Albany Alumnae Association



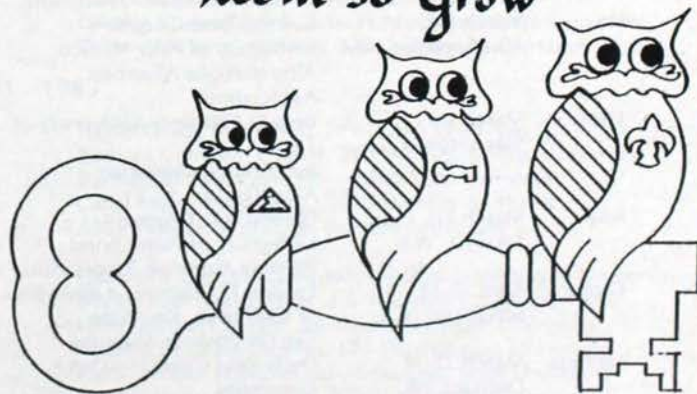
Year	Province	Time and Place	Hostess Groups
1979	Alpha	March 1-3 Canton, NY	Beta Beta Deuteron Chapter— St. Lawrence University St. Lawrence Alumnae Association
	Beta	April 6-8 Pittsburgh, PA	Delta Xi Chapter—Carnegie- Mellon University Pittsburgh-Pittsburgh South Hills Alumnae Associations
	Gamma	April 27-29 Akron, OH	Lambda Chapter—University of Akron Akron Alumnae Association
	Delta	February 23-25 Bloomington, IN	Delta Chapter—Indiana University Bloomington Alumnae Association
	Epsilon	April 19-22 Evanston, IL	Upsilon Chapter— Northwestern University North Shore Alumnae Association
	Zeta	April 19-22 Manhattan, KS	Gamma Alpha Chapter—Kansas State University Manhattan Alumnae Association
	Eta	April 19-22 Laramie, WY	Gamma Omicron Chapter— University of Wyoming Laramie Alumnae Association
	Theta	March 30-April 1 Fort Worth, TX	Epsilon Alpha Chapter—Texas Christian University Fort Worth Alumnae Association
	Iota	March 1-3 Pullman, WA	Gamma Eta Chapter— Washington State University Pullman Alumnae Association
	Kappa	April 19-22 Tempe, AZ	Epsilon Delta Chapter—Arizona State University Tempe-Mesa and Phoenix- Scottsdale Alumnae Associations
	Lambda	March 30-April 1 Williamsburg, VA	Gamma Kappa Chapter— College of William and Mary Williamsburg Alumnae Club
	Mu	April 6-8 Miami, FL	Delta Kappa Chapter— University of Miami Miami Alumnae Club
	Nu	March 30-April 1 Lexington, KY	Beta Chi Chapter—University of Kentucky Lexington Alumnae Association
	Xi	March 22-24 Stillwater, OK	Delta Sigma Chapter— Oklahoma State University Stillwater Alumnae Club
	Omicron	April 6-8 Minneapolis, MN	Chi Chapter—University of Minnesota Twin Cities Alumnae Association
	Pi	April 6-8 Eugene, OR	Beta Omega Chapter— University of Oregon Eugene Alumnae Club





Year	Province	Time and Place	Hostess Groups
1981	Alpha	Feb. 26-March 1 Syracuse, NY	Beta Tau Chapter—Syracuse University Syracuse Alumnae Association
	Beta	March 20-21 State College, PA	Delta Alpha Chapter—Pennsylvania State University State College Alumnae Club
	Gamma	April 24-26 Cincinnati, OH	Beta Rho Deuteron Chapter—University of Cincinnati Cincinnati Alumnae Association
	Delta	March 6-8 Hillsdale, MI	Kappa Chapter—Hillsdale College Alumnae from surrounding towns
	Epsilon	April 3-5 Madison, WI	Eta Chapter—University of Wisconsin Madison Alumnae Association
	Zeta	March 27-28 Lawrence, KS	Omega Chapter—University of Kansas Lawrence Alumnae Association
	Eta	April 3-5 Colorado Springs, CO	Delta Zeta Chapter—Colorado College Colorado Springs Alumnae Association
	Theta	February 28 Lubbock, TX	Delta Psi Chapter—Texas Tech University Lubbock Alumnae Association
	Iota	March 5-7 Walla Walla, WA	Gamma Gamma Chapter—Whitman College Walla Walla Alumnae Association
	Kappa	April 23-25 Marina Del Rey, CA	Epsilon Xi Chapter—California State University, Northridge San Fernando Valley and Los Angeles Area Alumnae Associations
	Lambda	March 22-27 Bethesda, MD	Gamma Psi Chapter—University of Maryland Washington, D.C.-Suburban Maryland Alumnae Association
	Mu	April 10-12 Athens, GA	Delta Upsilon Chapter—University of Georgia Athens Alumnae Club
	Nu	April 3-4 Tuscaloosa, AL	Gamma Pi Chapter—University of Alabama Tuscaloosa Alumnae Club
	Xi	March 20-22 Little Rock, AR	Epsilon Theta Chapter—University of Arkansas, Little Rock Little Rock Alumnae Club
	Omicron	April 2-4 Des Moines, IA	Gamma Theta Chapter—Drake University Des Moines Alumnae Association
	Pi	Feb. 27-March 1 Davis, CA	Epsilon Omicron Chapter—University of California, Davis Sacramento Valley Alumnae Association
	Rho	April 10-11 Amherst, MA	Delta Nu Chapter—University of Massachusetts Boston Intercollegiate Alumnae Association
1983	Alpha	March 10-12 Montreal, Quebec	Delta Delta Chapter—McGill University Montreal Area Alumnae Association
	Beta	April 14-16 Carlisle, PA	Epsilon Omega Chapter—Dickinson College Carlisle Area Alumnae Association
	Gamma	April 8-10 Oxford, OH	Delta Lambda Chapter—Miami University Oxford Area Alumnae Association
	Delta	March 25-27 Lafayette, IN	Gamma Delta Chapter—Purdue University Lafayette Alumnae Association
	Epsilon	April 14-16 Monmouth, IL	Alpha Deuteron Chapter—Monmouth College Monmouth Alumnae Association
	Zeta	March 24-26 Columbia, MO	Theta Chapter—University of Missouri Columbia Alumnae Association
	Eta	April 8-10 Salt Lake City, UT	Delta Eta Chapter—University of Utah Salt Lake City Alumnae Association
	Theta	March 10-12 New Orleans, LA	Beta Omicron Chapter—Tulane University New Orleans-New Orleans West Alumnae Associations
	Iota	March 4-6 Vancouver, BC	Gamma Upsilon Chapter—University of British Columbia British Columbia Alumnae Association
	Kappa	April 14-16 Santa Barbara, CA	Epsilon Psi Chapter—University of California, Santa Barbara Santa Barbara Alumnae Association
	Lambda	February 25-27 Charlottesville, VA	Epsilon Sigma Chapter—University of Virginia Charlottesville Alumnae Club
	Mu	February 25-27 Tallahassee, FL	Epsilon Zeta Chapter—Florida State University Tallahassee Alumnae Association
	Nu	March 25-27 Oxford, MS	Delta Rho Chapter—University of Mississippi Northern Mississippi Alumnae Club and Memphis, TN Alumnae Association
	Xi	March 4-6 Norman, OK	Beta Theta Chapter—University of Oklahoma Norman Alumnae Club
	Omicron	April 8-10 Ames, IA	Delta Omicron Chapter—Iowa State University Ames Alumnae Club
	Pi	February 25-26 San Jose, CA	Beta Eta Deuteron Chapter—Stanford University Palo Alto Alumnae Club
	Rho	March 17-19 Storrs, CT	Delta Mu Chapter—University of Connecticut Storrs Area Alumnae Association

**"Room To Grow"**







## province meeting—1985

Year	Province	Time and Place	Hostess Groups
1985	Alpha	March 8-10 New York City, NY	Psi Deuteron Chapter—Cornell University New York City Alumnae Association
	Beta	April 12-14 Lewisburg, PA	Delta Phi Chapter—Bucknell University Delaware Alumnae Association
	Gamma	April 19-21 Columbus, OH	Beta Nu Chapter—Ohio State University Columbus Alumnae Association
	Delta	February 15-17 East Lansing, MI	Delta Gamma Chapter—Michigan State University Lansing-East Lansing Alumnae Association
	Epsilon	April 12-14 Champaign, IL	Beta Lambda Chapter—University of Illinois Champaign-Urbana Alumnae Association
	Zeta	March 15-17 Lincoln, NE	Sigma Chapter—University of Nebraska Lincoln Alumnae Association
	Eta	March 1-3 Albuquerque, NM	Gamma Beta Chapter—University of New Mexico Albuquerque Alumnae Association
	Theta	March 1-3 San Antonio, TX	Beta Xi Chapter—University of Texas San Antonio Alumnae Association
	Iota	March 1-3 Tacoma, WA	Epsilon Iota Chapter—University of Puget Sound Tacoma Alumnae Association
	Kappa	April 12-14 San Diego, CA	Epsilon Pi Chapter—University of California, Riverside San Diego Area Alumnae Association
	Lambda	March 22-24 Durham, NC	Delta Beta Chapter—Duke University Piedmont-Carolina Alumnae Club

Mu	March 29-31 Atlanta, GA	Epsilon Epsilon Chapter—Emory University Atlanta Alumnae Association
Nu	February 22-24 Auburn, AL	Epsilon Eta Chapter—Auburn University Auburn Alumnae Club
Xi	March 1-3 Fayetteville, AR	Gamma Nu Chapter—University of Arkansas Fayetteville Alumnae Club
Omicron	April 12-14 Fargo, ND	Gamma Tau Chapter—North Dakota State University Fargo-Moorhead Alumnae Association
Pi	February 22-24 Corvallis, OR	Gamma Mu Chapter—Oregon State University Corvallis-Albany Alumnae Association
Rho	February 22-24 Hanover, NH	Epsilon Chi Chapter—Dartmouth College New Hampshire Alumnae Club

## PROVINCE OFFICER RESPONSIBILITIES

Province Officers are the links between the active chapter and alumnae officers and the Council. They are climate builders, close-at-hand resources, educators on Fraternity Policy—part of a team and representative of Kappa in all they do.

The Province Director of Chapters (PDC) works with and visits the chapters, Advisory Boards, and House Boards to educate, guide and direct them toward an understanding of their roles in upholding the Fraternity Bylaws, Standing Rules and Policies. Under the supervision of the Director of Chapters, she encourages and guides chapter officers in planning their programs and building their chapters.

The Province Director of Alumnae (PDA) works with and visits the alumnae clubs and associations in order to guide their officers toward a better understanding of their roles in building and maintaining alumnae support. She helps them learn their resources and recognize the value of alumnae strength in membership under the supervision of the Director of Alumnae. Both officers maintain written contact with their groups and work together to plan and preside over Province Meetings.

## ASSOCIATE COUNCIL SEMINAR

Because the Province Officers work closely with each chapter and alumnae group in her province, they are important links between the membership and Council. In 1967, the concept of the Associate Council was instituted, and the Province Officers meet with Council for special training every year. In 1975, the Fraternity program team attended Associate Council Seminar (ACS) for the first time. It was an opportunity for all Kappas directly involved in programming to get together, and it has enhanced the education of the province officers in the various program areas, as well as afforded the program chairmen with up-to-date needs, concerns, and interests. Since 1975, Fraternity resource people have been a part of ACS.

Each ACS is themed to reflect the directions needed:

- 1977 Kappa Is My Bag
- 1979 Everything's Coming Up Kappa
- 1981 Kappa Campus
- 1983 Kappa Trends
- 1985 The Right Stuff



In addition to meeting with Council members and the Fraternity Program Team ACS also permits the province officers

the opportunity to meet with Fraternity Standing Committee Chairmen, members of the Headquarters Staff, and each other.

## PROVINCE OFFICERS

### 1977 - 1979

#### Province Directors of Chapters

Lorna Jean Telfer, ΔΔ—McGill University  
Suzanne Peterson Fream, BT—Syracuse University  
Juliana Fraser Wales, BN—Ohio State University  
Sare Schnaiter Lugar, ΓΔ—Purdue University  
Doris Hudson Bellish, ΔO—Iowa State University  
Helen Kutscha Gyllstrom, Y—Northwestern University  
Carolyn Steele Stauffer, I—DePauw University

Lynda Smith Gamble, ΔH—University of Utah  
Patricia Boyd Adams, ΔI—Louisiana State University  
Mary Beth Kuhlman Hutsiniller, ΓH—Washington State University  
Kay Reid Tension, EΔ—Arizona State University  
Catherine Axline Williams, AΔ—Monmouth College  
Juliana Warner Deeds, BN—Ohio State University  
Virginia Anding La Charité, ΓK—College of William and Mary

Linda Dickey Hilsabeck, BΘ—University of Oklahoma  
Kathryn Welsh May, X—University of Minnesota  
Patricia Maness Kriz, BM—University of Colorado

Carol Allen Baugh, BA—University of Pennsylvania  
Shirley Merz Arther, ΓP—Allegheny College  
Juliana Fraser Wales, BN—Ohio State University  
Carol Lash Armstrong, ΔA—Miami University  
Marianne Bebout Beck, BT—Syracuse University  
Jane Weinhausen Ullom, EZ—Florida State University  
Barbara Rossiter Huhn, PΔ—Ohio Wesleyan University  
Lynda Smith Gamble, ΔH—University of Utah  
Roberta Whitfield Brown, ΔΨ—Texas Tech University  
Sandra Berglund King, ΓH—Washington State University  
Beverly Shumaker Scanlon (Blew), ΓZ—University of Arizona  
Deborah Wamser Russell (Miller), ΓΞ—University of California, Los Angeles  
Catherine Axline Williams, AΔ—Monmouth College  
Juliana Warner Deeds, BN—Ohio State University  
Janet Dickerson Sanford, ΓK—College of William & Mary  
Cynthia McMillan Lanford, ΓΠ—University of Alabama  
Joyce Wilson Carson, ΔX—San Jose State University  
Kathryn Welsh May, X—University of Minnesota  
Patricia Ball Hillyard, ΔX—San Jose State University  
Judith Farnham Preston, Φ—Boston University

Marion Smith Davey, BΨ—University of Toronto  
Shirley Merz Arther, ΓP—Allegheny College  
Carol Lash Armstrong, ΔA—Miami University  
Ann Stafford Truesdell, PΔ—Ohio Wesleyan University  
Janet Anderson Warrick, ΔΓ—Michigan State University  
Sally Altman Giauque, K—Hillsdale College  
Jane Weinhausen Ullom, EZ—Florida State University  
Catherine Bernotas Gelhaar, E—Illinois Wesleyan University  
Barbara Rossiter Huhn, PΔ—Ohio Wesleyan University  
Barbara Love Sarich, ΓI—Washington University  
Dolly Clinton Thute, Σ—University of Nebraska  
Kathleen Kline Gerner, BΞ—University of Texas

#### Province Directors of Alumnae

A Mary Sexton Brooks, ΓΔ—Purdue University  
B Anne Adams Marocchi, ΓE—University of Pittsburgh  
Γ Nancy Harrington MacFarlane, ΔI—Louisiana State University  
Δ Joyce Frederick Christensen, ΓΩ—Denison University  
Beatrice Douglass Todd, M—Butler University  
E Catherine Bernotas Gelhaar, E—Illinois Wesleyan University  
Z Betty Jane Barnes Edwards, ΓΘ—Drake University  
Barbara Rossiter Huhn, PΔ—Ohio Wesleyan University  
H Nancy Nelson Schwartz, BA—University of Illinois  
Θ Shirley Younkin Shreve, ΓA—Kansas State University  
I Jane Fields Strohecker, BK—University of Idaho  
K Jean Stratton Robinson, BM—University of Colorado  
Λ Josephine Kirby Shaw, BΞ—University of Texas  
M Carolyn Jones Laurie, PΔ—Ohio Wesleyan University  
N Nona Proctor Watson, ΓN—University of Arkansas  
Betty Jane Parks Gary, ΔP—University of Mississippi  
Ξ Irene Bond Cook, BΘ—University of Oklahoma  
O Molly Morony Cox, ΔO—Iowa State University  
Π Ann Fletcher Colvin, ΓH—Washington State University

### 1979 - 1981

A Marjorie Bock Fergusson, BT—Syracuse University  
B Barbara Cranston Granat, ΔΓ—Michigan State University  
Γ Lee McDonald Cassier, PΔ—Ohio Wesleyan University  
Δ Beatrice Douglass Todd, M—Butler University  
E Catherine Bernotas Gelhaar, E—Illinois Wesleyan University  
Z Lynn Latham Chaney, ΔI—Louisiana State University  
H Nancy Nelson Schwartz, BA—University of Illinois  
Θ Eloise Moore Netherton, BΞ—University of Texas  
I Carmelyn McMahon Johnson, BK—University of Idaho  
K Barbara Coates Turner, ΔH—University of Utah  
Vera Lewis Marine, ΔZ—Colorado College  
Λ Josephine Kerby Shaw, BΞ—University of Texas  
M Carolyn Jones Laurie, PΔ—Ohio Wesleyan University  
Susannah Erck Howard, EZ—Florida State University  
N Betty Jane Parks Gary, ΔP—University of Mississippi  
Ξ Willie Long Oates, ΓN—University of Arkansas  
O Molly Morony Cox, ΔO—Iowa State University  
Mary Canaday Laughlin, ΓΘ—Drake University  
Π Ann Fletcher Colvin, ΓH—Washington State University  
Ruth Hopper Bailey, ΓΩ—Denison University  
P Patricia Coffee Gesell, ΔA—Pennsylvania State University  
Wilma Winberg Johnson, ΔN—University of Massachusetts

### 1981 - 1983

A Judith Grady McKibben, PΔ—Ohio Wesleyan University  
B Barbara Cranston Granat, ΔΓ—Michigan State University  
Γ Barbara Bidlack Page, BN—Ohio State University  
Carol Aspell Messmore, Λ—University of Akron  
Δ Alice Wallace White, Δ—Indiana University  
E Catherine Bernotas Gelhaar, E—Illinois Wesleyan University  
Nancy Voorhees Laitner, ΓΔ—Purdue University  
Z Lynn Latham Chaney, ΔI—Louisiana State University  
Virginia Bonville Thomas, ΓI—Washington University  
H Patricia Clark Hawkins, ΔI—Louisiana State University  
Θ Eloise Moore Netherton, BΞ—University of Texas



Roberta Whitfield Brown, ΔΨ—Texas Tech University  
 Dee Dee Brown Matthews, EN—Vanderbilt University  
 Deborah Wamser Russell Miller, ΓΞ—University of California, Los Angeles  
 Mary Shumate Cumberpatch, ΓΨ—University of Maryland  
 Dorothy Colvin Harvey, ΓΕ—University of Pittsburgh  
 Cynthia McMillan Lanford, ΓΠ—University of Alabama  
 Kathleen Powers Randall, ΓΠ—University of Alabama  
 Joyce Wilson Carson, ΔΧ—San Jose State University  
 Lynn Jolley Letcher, ΓΙ—Washington University  
 Patsy Bredwick Levang, ΓΤ—North Dakota State University  
 Nancy David Bengtson, Δ—Indiana University  
 Judith Farnham Preston, Φ—Boston University

Marion Smith Davey, ΒΨ—University of Toronto  
 Dusty Elias, ΓΡ—Allegheny College  
 Peg Porter Cardamone, ΔΑ—Pennsylvania State University  
 Ann Stafford Truesdell, ΡΔ—Ohio Wesleyan University  
 Sally Altman Giauque, Κ—Hillsdale College  
 Catherine Bernotas Gelhaar, Ε—Illinois Wesleyan University  
 Gail Simpson Owen, ΑΔ—Monmouth College  
 Barbara Love Sarich, ΓΙ—Washington University

Dolly Clinton Thute, Σ—University of Nebraska

Marilyn Bosse Whiteside, Δ—Indiana University

Shirley Stone Marinkovich, ΒΠ—University of Washington  
 Molly McKinney Schulze, ΒΜ—University of Colorado  
 Mary Shumate Cumberpatch, ΓΨ—University of Maryland  
 Jane Marie Boswick, ΔΒ—Duke University  
 Dorothy Colvin Harvey, ΓΕ—University of Pittsburgh  
 Jennie Miller Helderman, ΓΠ—University of Alabama  
 Sue Darby Gaston, ΓΝ—University of Arkansas  
 Sally Kiehne Kelby, Χ—University of Minnesota  
 Sandie Philippi Maki, ΓΜ—Oregon State University  
 Janice Franklin Larson, Α—University of Akron

Cathy Thompson Carswell, Ε—Illinois Wesleyan University  
 Peg Porter Cardamone, ΔΑ—Pennsylvania State University  
 Barbara Holzka Judge, ΔΑ—Pennsylvania State University  
 Anne Stafford Truesdell, ΡΔ—Ohio Wesleyan University  
 Melinda Stein Morton, Υ—Northwestern University  
 Gail Simpson Owen, ΑΔ—Monmouth College  
 Betsy Stilwell Strain, Σ—University of Nebraska  
 Joan Cook Cohen, ΒΜ—University of Colorado

Marilyn Bosse Whiteside, Δ—Indiana University  
 Mary Shuford Johnson, ΒΠ—University of Washington  
 Molly McKinney Schulze, ΒΜ—University of Colorado  
 Thelma Muesing Dahlen, Χ—University of Minnesota  
 Beverly Shumaker Scanlon Blew, ΓΖ—University of Arizona  
 Susannah Erck Howard, ΕΖ—Florida State University  
 Jennie Miller Helderman, ΓΠ—University of Alabama  
 Sue Darby Gaston, ΓΝ—University of Arkansas  
 Sally Kiehne Kelby, Χ—University of Minnesota  
 Sandie Philippi Maki, ΓΜ—Oregon State University  
 Janice Franklin Larson, Α—University of Akron

Θ Catherine Terry Jennings, ΒΞ—University of Texas  
 Ι Mary Lou Griffith Gardiner, Θ—University of Missouri  
 Κ Vera Lewis Marine, ΔΖ—Colorado College  
 Λ Sara Foster Williamson, ΓΨ—University of Maryland  
 Μ Susannah Erck Howard, ΕΖ—Florida State University  
 Ν Sharon Ann Gafford Ritz, ΒΘ—University of Oklahoma  
 Ξ Franne Tyrrell Gathright, ΒΞ—University of Texas  
 Ο Beverly Estabrook Essel, ΔΑ—Miami University  
 Π Jean Elliott Koch, ΠΔ—University of California, Berkeley  
 Ρ Wilma Winberg Johnson, ΔΝ—University of Massachusetts  
 Υ Gene Griswold Omundson, Υ—Northwestern University

## 1983 - 1985

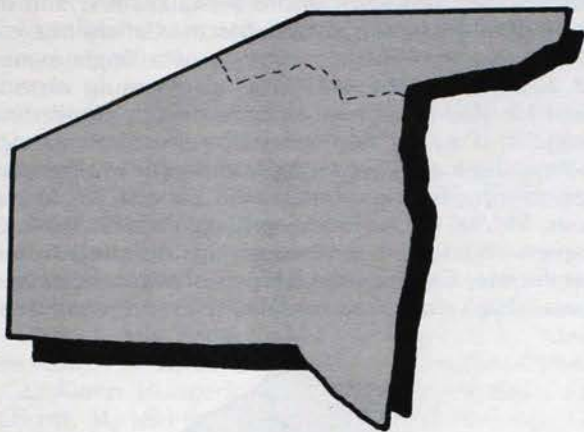
Α Jo Newport Brodeur, ΓΗ—Washington State University  
 Β-Υ Dell Chenoweth Stifel, ΒΡΔ—University of Cincinnati  
 Β-Ε Suzanne Lovell Hadsell, ΡΔ—Ohio Wesleyan University  
 Γ Alice Wallace White, Δ—Indiana  
 Δ Nancy Voorhees Laitner, ΓΔ—Purdue University  
 Ε Virginia Bonville Thomas, ΓΙ—Washington University  
 Ζ Judy Berry Duffek, Ε—Illinois Wesleyan University  
 Η Sharon Larson Smith, ΒΜ—University of Colorado  
 Carolyn Steele Stauffer, Ι—DePauw University  
 Θ Catherine Terry Jennings, ΒΞ—University of Texas  
 W-Pauline Lawhon Brooks, ΒΞ—University of Texas  
 E-Alice O'Connor Gorman, ΔΝ—University of Massachusetts  
 Ι Mary Lou Griffith Gardiner, Θ—University of Missouri  
 Κ Vera Lewis Marine, ΔΖ—Colorado College  
 Λ Marty Hay Streibig, Δ—Indiana University  
 Μ Susannah Erck Howard, ΕΖ—Florida State University  
 Ν Sharon Ann Gafford Ritz, ΒΘ—University of Oklahoma  
 Ξ Franne Tyrrell Gathright, ΒΞ—University of Texas  
 Ο Beverly Estabrook Essel, ΔΑ—Miami University  
 Π Mary Marsh Givens, ΒΑ—University of Illinois  
 Ρ Gene Griswold Omundson, Υ—Northwestern University

## 1985 - 1987

Α Alyson Conner Deans, ΒΨ—University of Toronto  
 Β-Ε Carolyn Horner Wilson, ΒΥ—West Virginia University  
 Β-Υ Suzanne Lovell Hadsell, ΡΔ—Ohio Wesleyan University  
 Γ Carolyn Willis Kincannon, ΓΔ—Purdue University  
 Δ Nancy Voorhees Laitner, ΓΔ—Purdue University  
 Ε Judy Berry Duffek, Ε—Illinois Wesleyan University  
 Ζ Carolyn Steele Stauffer, Ι—DePauw University  
 Η Martha Bybee Mills, ΒΞ—University of Texas  
 Θ-Ε Pauline Lawhon Brooks, ΒΞ—University of Texas  
 Θ-Υ Betty Webb Clark, ΓΗ—Washington State University  
 Ι Carole Cathcart Siegler, ΓΘ—Drake University  
 Κ-Σ Sally Hamilton Staub, ΔΡ—University of Mississippi  
 Κ-Ν Deborah Wehle Anderson, ΕΗ—Auburn University  
 Λ Carolyn Stitt Spurgeon, ΔΠ—University of Tulsa  
 Μ Marietta Kimball Stroud, ΓΝ—University of Arkansas  
 Ν Claire Hale Tyra, ΒΚ—University of Idaho  
 Ξ Mary Marsh Givens, ΒΑ—University of Illinois  
 Ο Gene Griswold Omundson, Υ—Northwestern University  
 Ρ



## PROVINCE HISTORIES



### Alpha

#### Province Directors of Alumnae

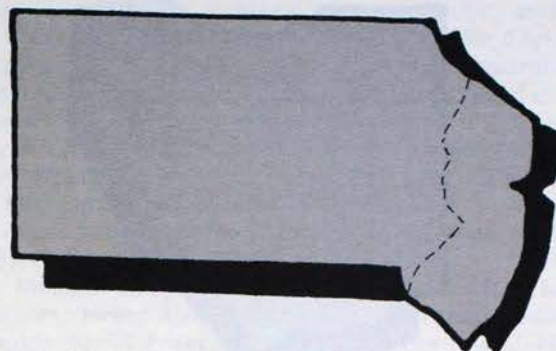
Mary Sexton Brooks, ΓΔ—Purdue University  
 Marjorie Bock Ferguson, BT—Syracuse University  
 Judith Grady McKibben, PΔ—Ohio Wesleyan University  
 Alyson Conner Deans, BΨ—University of Toronto

#### Province Directors of Chapters

Lorna Jean Telfer, ΔΔ—McGill University  
 Carol Allen Baugh, BA—University of Pennsylvania  
 Marion Smith Davey, BΨ—University of Toronto  
 Cathy Thompson Carswell, E—Illinois Wesleyan University

Truly international in flavor and style, Alpha includes two Canadian Provinces, Quebec and Ontario, New York State in the United States, and all of England. Restructured in 1979 when Rho Province was formed, Alpha now consists of five chapters: Beta Beta Deuteron—St. Lawrence University; Beta Tau—Syracuse University; Psi Deuteron—Cornell University; Beta Psi—University of Toronto; and Delta Delta—McGill University. Changes experienced by Alpha Province over the past ten years are not, however, limited to those of geography, for Alpha has witnessed a renaissance of the Greek spirit and a renewal in Fraternity pride and service. The accomplishments and achievements are many, as actives and alumnae have returned to taking the lead on the campus and in the community. Alpha is particularly proud of its numerous alumnae who have excelled in their chosen professions, such as the 1978 Alumnae Achievement Award Winner, Thora McIlroy Mills, BΨ—University of Toronto, and the 1984 Alumnae Achievement Award Winner, Jean Rowe Casselman Wadds, BΨ—University of Toronto.

Nowhere does the resurgence of the spirit of Kappa in Alpha show more visibly than in service to the Fraternity. Many alumnae have chosen to devote their volunteer time to Kappa: two Fraternity Chairmen (Judith Reamer Cox, Ψ, and Suzanne Peterson Fream, BT), three Chapter Consultants (Janeen Gould, BB<sup>Δ</sup>, Sue Wolcott, Ψ<sup>Δ</sup>, Sarah Hanlon, Ψ<sup>Δ</sup>), and two Traveling Consultants (Janeen Gould, BB<sup>Δ</sup>, Margot White, BΨ).



### Beta

#### Province Directors of Alumnae

Anne Adams Marocchi, ΓE—University of Pittsburgh  
 Dell Chenoweth Stifel, BPΔ—University of Cincinnati  
 Carolyn Hornor Wilson, BY—West Virginia University

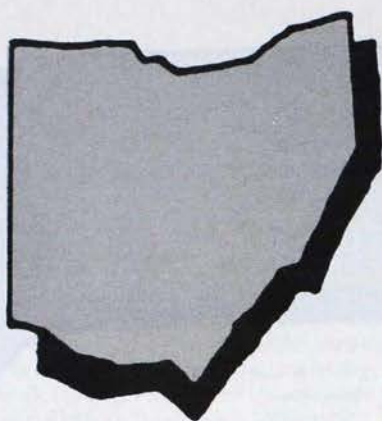
#### Province Directors of Chapters

Suzanne Peterson Fream, BT—Syracuse University  
 Shirley Merz Arther, ΓP—Allegheny College  
 Dusty Elias, ΓP—Allegheny College  
 Margaret Porter Cardamone, ΔA—Pennsylvania State University  
 Barbara Holzka Judge, ΔA—Pennsylvania State University

The installation of four chapters (Epsilon Omega, 1979, Zeta Beta, 1980, Zeta Iota, 1982, Zeta Lambda, 1984) during the past decade increased the total number of Beta chapters to nine and brought about changes in the organization of Beta Province. In 1984, Beta became the first province to have two Province Directors of Chapters: the PDC-East works with Delta Phi—Bucknell University, Epsilon Omega—Dickinson College, Zeta Beta—Lafayette College, and Zeta Iota—Villanova University, while the PDC-West provides assistance to Gamma Rho—Allegheny College, Gamma Epsilon—University of Pittsburgh, Delta Alpha—Pennsylvania State University, Delta Xi—Carnegie Mellon University, and Zeta Lambda—Washington and Jefferson College. Growth and trendsetting are the Beta bywords for both activities and alumnae in the three states which comprise Beta: Delaware, New Jersey, and Pennsylvania.

Fraternity service characterizes the Beta spirit, as evidenced by the evergrowing number who are devoting their abilities and energies to Kappa: three Fraternity Chairmen (Lois Catherman Whittaker Heenehan, BΣ, Gayle Gianinny, ΓP), Patricia Coffee Gessell, ΔA, seven Chapter Consultants (Kay Scholberg, ΔΦ, Dusty Elias, ΓP, Lola Nashashibi, ΔΦ, Linda Pierson, ΔA, Linda Grebe, ZB, Susan Berg, EΩ, Maureen Kelly, ZB), four Traveling Consultants (Gayle Gianinny, ΓP, Kay Scholberg, ΔΦ, Wendy Paxton, EΩ, Maureen Kelly, ZB), former Fraternity President Rheva Ott Shyrook, BA, and a member of Council since 1976, Gay Chuba Barry, ΔA. Equally outstanding in Beta are its three Alumnae Achievement Award Winners: Jane McCormick, ΔA, Ruth Johnson Holden, ΔA, and Muriel Matson Kennedy, ΓP. Beta also claims former Council Officer and the recipient of the 1982 Loyalty Award, Ruth Hoehle Lane, Φ—Boston University.





## Gamma

### Province Directors of Alumnae

Nancy Harrington MacFarlane,  $\Delta I$ —Louisiana State University  
 Lee McDonald Cassier,  $P\Delta$ —Ohio Wesleyan University  
 Barbara Bidlack Page,  $BN$ —Ohio State University  
 Carol Aspell Messmore,  $\Lambda$ —University of Akron  
 Suzanne Lovell Hadsell,  $P\Delta$ —Ohio Wesleyan University

### Province Directors of Chapter

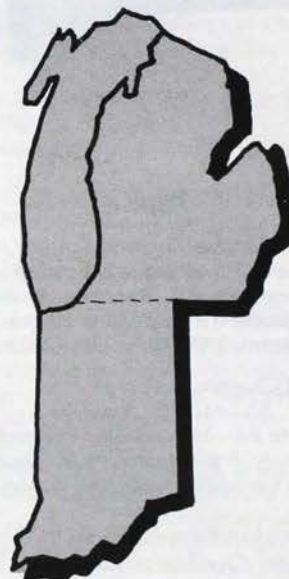
Juliana Fraser Wales,  $BN$ —Ohio State University  
 Carol Lash Armstrong,  $\Delta\Lambda$ —Miami University  
 Ann Stafford Truesdell,  $P\Delta$ —Ohio Wesleyan University

Gamma Province actives are wearing their keys and Fraternity sportswear more often, as better dress codes have quickly become the look of the '80s. Members are more career-oriented, and many actives are paying part or all of their college and Kappa expenses. There is more interest given to graduate programs and an increase in participation in sports. Many advisers are now working women or have young children, but strong Advisory Boards remain a Gamma strength, and the seven House Boards are heading toward the mainstream. The chapters in Gamma are definitely competitive and consistently rank in the top groups on their campuses. Rush programs continue to be strong, with heightened attention to legacies. While social programs receive the major emphasis in Gamma chapter life, greater scholastic awareness has been growing throughout the past decade. Today, Gamma has seven chapters: Lambda—University of Akron, Rho Deuteron—Ohio Wesleyan University; Beta Nu—Ohio State University, Beta Rho Deuteron—University of Cincinnati, Gamma Omega—Denison University, Delta Lambda—Miami University, and Zeta Kappa—Bowling Green State University, installed in 1983.

As Gamma has grown, her tradition of excellence has been maintained. Gamma Province members continue to serve the Fraternity in a variety of positions and each Council during the past decade has seen at least one Gamma member: Sally Moore Nitschke,  $BN$ , Caroline Cole Tolle,  $\Delta\Lambda$ , Jane Lindsay Koke,  $\Gamma\Omega$ , Betsy Molsberry Prior,  $BN$ , Jean Lee Schmidt,  $\Delta\Lambda$ , and Juliana Fraser Wales,  $BN$ . In addition, Gamma has produced two Traveling Consultants (Sally Lemker,  $BP^3$ , Kimberly Schlundt,  $\Delta\Lambda$ ), seven Chapter Consultants (Maribeth McErlean,  $\Delta\Lambda$ , Jane Wertz,  $BN$ , Gretchen VanderVeer,  $BP^3$ , Kristin Jensen,  $\Delta\Lambda$ , Heather Hering,  $P^3$ ,

Carol Tesner,  $\Delta\Lambda$ , Susan Hobson,  $P^3$ ), nine Chapter Program Chairmen and Standing Committee Chairmen (Lois Baird Jeffrey,  $\Delta\Lambda$ , Lou Alexander Helman,  $\Delta\Lambda$ , Leslie Larman Sukys,  $BP^3$ , Carol Lash Armstrong,  $\Delta\Lambda$ , Diane Miller Selby,  $BN$ , Barbara Rossiter Huhn,  $P^3$ , Catherine Schroeder Graf,  $BN$ , Margaret Easton Seney Meeker,  $P^3$ , Judith Brown Black,  $BN$ ), three Alumnae Achievement Award Winners (Susan Burrows Swan,  $BN$ , Ruth Parry Owens,  $\Delta\Lambda$ , Susan Harrell Black,  $P^3$ ), former Fraternity Presidents, Mary Turner Whitney,  $BP^3$  and Sally Moore Nitschke,  $BN$ ; and the 1984 recipient of the Loyalty Award, Martha Galleher Cox,  $P^3$ .

Since Gamma Province consists of a single state, Ohio, the delegates to the 1985 Province Meeting were able to adopt for 1984-85 a province philanthropy project: "Kidney Kamp." It is a joint alumnae-active effort and a Kappa first. Gamma alumnae have a long tradition of raising money for philanthropy, having given in 1985 alone \$6,500 to Fraternity funds, \$18,900 to community projects, and \$8,300 to Gamma chapters. While two alumnae groups disbanded during the past decade, Gamma now consists of seven alumnae associations, seven clubs, and one area reference committee.



## Delta

### Province Directors of Alumnae

Joyce Frederick Christensen,  $\Gamma\Omega$ —Denison University  
 Beatrice Douglas Todd,  $M$ —Butler University  
 Alice Wallace White,  $\Delta$ —Indiana University  
 Carolyn Willia Kincannon,  $\Gamma\Delta$ —Purdue University

### Province Directors of Chapters

Sarah Schnaiter Lugar,  $\Gamma\Delta$ —Purdue University  
 Marianne Bebout Beck,  $BT$ —Syracuse University  
 Janet Anderson Warrick,  $\Delta\Gamma$ —Michigan State University  
 Sally Altman Giauque,  $K$ —Hillsdale College  
 Melinda Stein Morton,  $Y$ —Northwestern University

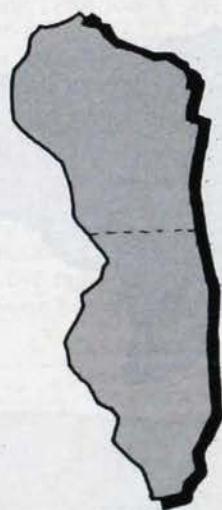
Delta Province alumnae are divided into thirteen associations, twenty-one clubs, and three area reference committees, and paid membership increased from 1100 to 1400 during the past decade. Philanthropy is a great source of pride in Delta, and the alumnae raise monies through the sale of paper products, plants, flowers, notepaper, recipe books; salad luncheons, holiday parties, auctions, garage sales, ice-skating parties, bus trips, bridge marathons. The recipients of philanthropy include all kinds of rehabilitation organizations (institutes, hospitals, specialized schools, spe-



cial camps), shelters for abused women and children, and ANAD, as well as aid to the seven Delta chapters: Delta—Indiana University, Iota—DePauw University, Mu—Butler University, Kappa—Hillsdale College, Beta Delta—University of Michigan, Gamma Delta—Purdue University, and Delta Gamma—Michigan State University.

Alumnae serve as advisers and House Board members for the chapters and give them much time and devotion. Due to the increase in working and professional women and young mothers, many groups have had to vary their meeting times and formats in order to accommodate the Delta volunteers. Special interest groups, programs to fit the particular needs of members, and fun social gatherings for lunch and dinner characterize the bonds of Kappa friendship in Delta. Magazine sales have been record-setting and several alumnae groups have been recognized for magazine sales awards at General Conventions: Lafayette, Richmond, East Lake-Porter County, Battle Creek.

The list of Delta notable alumnae has grown during the past ten years: five Fraternity Officers and Chairmen (Marjorie Matson Converse,  $\Gamma\Delta$ , Eloise Ryder Pingry,  $\Gamma\Delta$ , Barbara Tranter Curley,  $\Delta\Gamma$ , Sarah Schnaiter Lugar,  $\Gamma\Delta$ , Nancy Voorhees Laitner,  $\Gamma\Delta$ ), seven Traveling Consultants (Paula Barclay,  $\Delta$ , Karen Hungerford, M, Karen Lushbaugh,  $\Gamma\Delta$ , Nancy Olcott, M, Jennifer Young,  $\Delta$ , Pamela Anthop,  $\Gamma\Delta$ , Bonnie Griswold,  $\Delta\Gamma$ ), former Fraternity President, Frances Fatout Alexander, I, and a record-breaking six Alumnae Achievement Award Winners: Anne Elder, I, Jane Pauley Trudeau,  $\Delta$ , Shelby Detrich Rector, B $\Delta$ , Margaret Hillis,  $\Delta$ , Nancy Ham Ostrander, M, and Robin Wright, B $\Delta$ .



## Epsilon

### Province Directors of Alumnae

Catherine Bernotas Gelhaar, E—Illinois Wesleyan University  
Nancy Voorhees Laitner,  $\Gamma\Delta$ —Purdue University

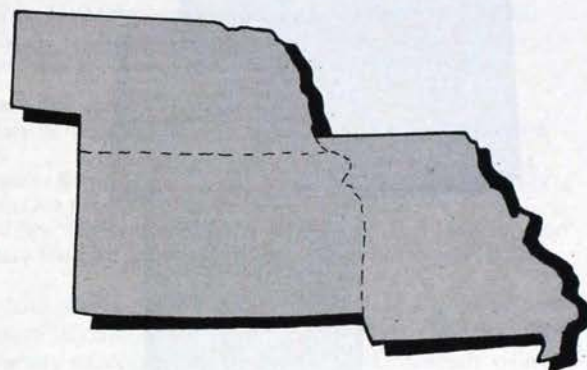
### Province Directors of Chapters

Helen Kutscha Gyllstrom, Y—Northwestern University  
Jane Weinhausen Ullom, EZ—Florida State University  
Catherine Bernotas Gelhaar, E—Illinois Wesleyan University  
Gail Simpson Owen, A $\Delta$ —Monmouth College

Epsilon grew from five to six chapters during the past decade: Alpha Deuteron—Monmouth College, Epsilon—Illinois Wesleyan University, Eta—University of Wisconsin, Upsi-

lon—Northwestern University, Beta Lambda—University of Illinois, and Zeta Epsilon—Lawrence University, installed in 1982. In addition to chapter growth, five new alumnae groups have been added and membership in the twelve alumnae associations, eighteen alumnae clubs, and one area reference committee has increased 5%. The Christmas Sharing Program and Rose McGill Fund remain favorite philanthropic projects, flower and plant sales being the most popular and successful alumnae fund raisers.

Epsilon is justly proud of its Alumnae Achievement Award Winner, Elizabeth Baumann Cook, Y, and 1976 Loyalty Award Recipient, Mary Agnes Graham Roberts, Y. Many Epsilon Kappas have continued to contribute greatly to Kappa throughout the decade: Sigrid Ruedel Crane, Y, Parliamentarian; Melissa Kemp, Y, and Suzette Gotta, H, Chapter Consultants; Helen Kutcha Gyllstrom, Y, former Chairman of Chapter Social Programs; Catherine Bernotas Gelhaar, current Chairman of Chapter Programs.



## Zeta

### Province Directors of Alumnae

Betty Jane Barnes Edwards,  $\Gamma\Theta$ —Drake University  
Barbara Rossiter Huhn, P $\Delta$ —Ohio Wesleyan University  
Lynn Latham Chaney,  $\Delta\Gamma$ —Louisiana State University  
Virginia Bonville Thomas,  $\Gamma\Gamma$ —Washington University  
Judy Berry Duffek, E—Illinois Wesleyan University

### Province Directors of Chapters

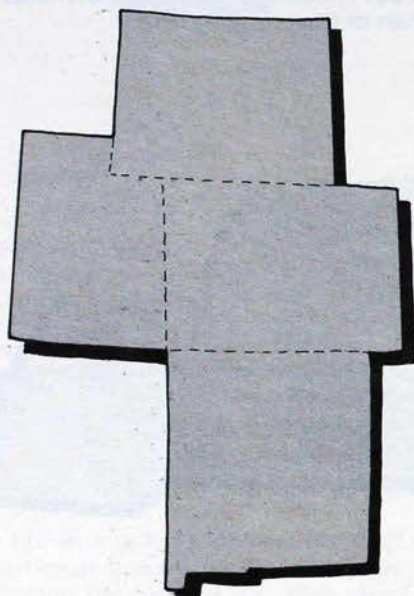
Carolyn Steel Stauffer, I—DePauw University  
Barbara Rossiter Huhn, P $\Delta$ —Ohio Wesleyan University  
Barbara Love Sarich,  $\Gamma\Gamma$ —Washington University  
Betsy Stilwell Strain,  $\Sigma$ —University of Nebraska

The past decade in Zeta has been one of growth, both physical and spiritual. The addition of Zeta Zeta at Westminster College in 1982 brought the number of chapters up to six: Theta—University of Missouri, Omega—University of Kansas, Sigma—University of Nebraska, Gamma Alpha—Kansas State University, Gamma Iota—Washington University. Three chapters, Theta, Omega, and Sigma, celebrated their centennials. The enthusiasm of all six groups is characterized by a perpetuation of heritage and freshness of change.

While the history of Zeta over the past decade cannot be summed up by a list of awards won, there is great pride in the many chapter honors received at the past four General Conventions and in the numbers of Kappa alumnae whose



contributions reflect the creativity and commitment of Zeta Province members: five Traveling Consultants (Deborah Kelley, Θ, Kelly Riggs, Σ, Jaime Ogden, ΖΖ, Krista Harms, ΓΑ, Mary Sterner, Θ), seven Chapter Consultants (Gay Linville, ΓΑ, Susan Duncan, Θ, Jane Chastain, ΓΙ, Kelly Riggs, Σ, Donna Towers, ΓΑ, Cathy Hove, Σ, Wendy Wiseman, Σ); three Alumnae Achievement Award Winners (Carey Boone Nelson, Θ, Adele Coryell Hall, Σ, Kay Cronkite Waldo, Ω), five Fraternity Committee Chairmen (Martha Young Miller, Θ, Martha Stephens Toler, Θ, Marian Reis Harper, ΓΙ, Kelly Riggs, Σ, Lynn Jolley Letcher, ΓΙ), former Director of Philanthropies, Marjorie Moore Keith, ΓΑ. Zeta Province had a special thrill at the 1984 Convention when Martha Galleher Cox, P<sup>A</sup>—Ohio Wesleyan University, received the Loyalty Award and Marian Klingbeil Williams, Θ, was installed as Fraternity President.



**Eta**

**Province Directors of Alumnae**

Nancy Nelson Schwartz, BA—University of Illinois  
Patricia Clark Hawkins, ΔΙ—Louisiana State University  
Sharon Larson Smith, BM—University of Colorado  
Carolyn Steele Stauffer, Ι—DePauw University

**Province Directors of Chapters**

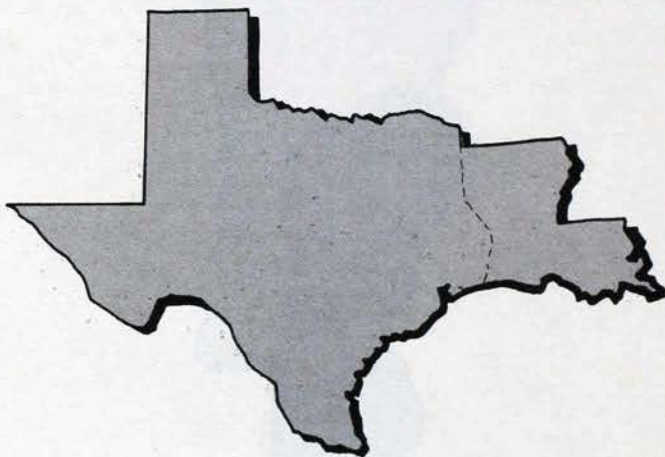
Lynda Smith Gamble, ΔΗ—University of Utah  
Dolly Clinton Thute, Σ—University of Nebraska  
Joan Cook Cohen, BM—University of Colorado

Eta consists of seven alumnae associations, nine alumnae clubs, eight area reference committees, and six chapters: Beta Mu—University of Colorado, Gamma Beta—University of New Mexico, Gamma Omicron—University of Wyoming, Delta Zeta—Colorado College, Delta Eta—University of Utah, and Epsilon Beta—Colorado State University. Decided increases in membership are reflected both by growing chapter size and the number of paid alumnae members.

Many different types of activities have taken place in Eta during the decade, most noticeably in the alumnae area. Clubs of ten members and association up to 400 have worked hard to provide inspiration and incentives. The more popular projects have been the selling of Christmas greens and wrapping paper to support scholarships as well as Kappa and local philanthropies, but many groups began voluntary service projects in their communities. The six

Advisory and House Boards are filled with interested alumnae, many of whom drive great distances in order to work with the actives.

One of the most important images of Eta is found in its active-alumnae interaction; the increase of alumnae help to the chapters has brought forth closer relationships; actives and alumnae are enjoying each other, as Eta continues to produce fine actives and caring alumnae. Eta is especially proud that the Fraternity President, Marian Klingbeil Williams, Θ, is a resident in the Province. Other Eta alumnae of note during the past decade include former Fraternity President Eleanore Goodridge Campbell, BM, with Fraternity Chairmen (Janice Harenberg Stockhoff, ΓΒ, Sue Douglas Christensen, ΔΗ, Nan Kretschmer Boyer, BM, Patricia Blair Waller, ΓΒ, Betty Jane Burton Perkins, ΓΒ, Marjorie Cross Bird, BM), four Traveling Consultants (Janice Harenberg Stockhoff, ΓΒ, Barbara Laitner, BM, Dianne DeLayo, ΓΒ, Katherine McDonald, ΔΖ), eight Chapter Consultants (Barbara Laitner, BM, Ann Osborn, ΓΟ, Donna Waite, ΓΟ, Jan-nie Gustafson, BM, Timandra Atkinson, BM, Katherine Hugg, ΓΒ, Sheila Cloyes, BM, Katherine McDonald, ΔΖ). Marjorie Cross Bird, BM, has served on the Fraternity Council, the current National Panhellenic Conference Delegate for the Fraternity is from Eta Province Phyllis Brinton Pryor, BM.



**Theta**

**Province Directors of Alumnae**

Shirley Younkin Shreeve, ΓΑ—Kansas State University  
Eloise Moore Netherton, ΒΞ—University of Texas  
Catherine Terry Jennings, ΒΞ—University of Texas  
Pauline Lawhon Brooks, ΒΞ—University of Texas  
Alice O'Conner Gorman, ΔΝ—University of Massachusetts  
Martha Bybee Mills, ΒΞ—University of Texas

**Province Directors of Chapters**

Patricia Boyd Adams, ΔΙ—Louisiana State University  
Roberta Whitfield Brown, ΔΨ—Texas Tech University  
Kathleen Kline Gerner, ΒΞ—University of Texas  
Marilyn Bosse Whiteside, Δ—Indiana University

The word which best describes Theta Province over the past ten years is growth. Today, Theta boasts eight chapters: Beta Xi—University of Texas, Beta Omicron—Tulane

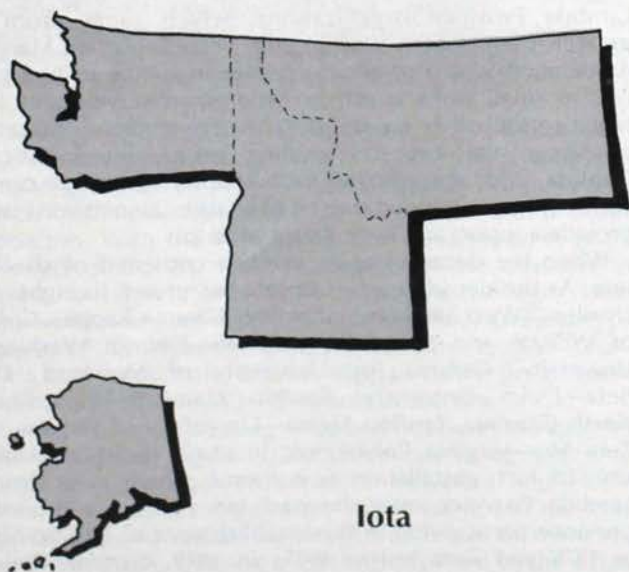


University, Gamma Phi—Southern Methodist University, Delta Iota—Louisiana State University, Delta Psi—Texas Tech University, Epsilon Alpha—Texas Christian University, Epsilon Rho—Texas A&M University, and Epsilon Upsilon—Baylor University. Growth also characterizes the alumnae area, for two Province Directors of Alumnae became necessary in 1984 in order to handle the numbers of alumnae groups. After all, Theta includes all the square miles in Texas, Louisiana, and Mexico, an area which makes Theta just slightly larger than Western Australia! There are presently a total of fifty-six alumnae groups, and Theta is still growing.

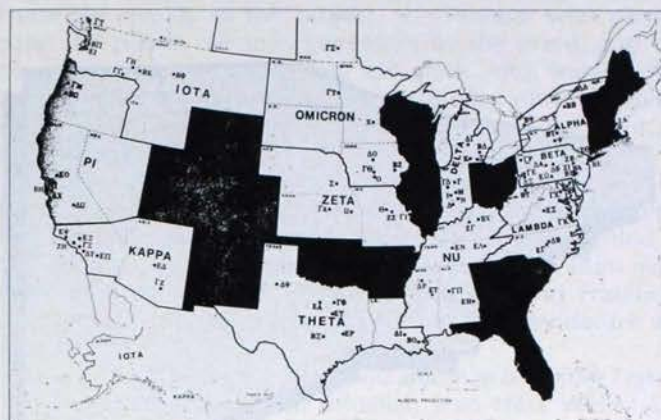
Theta gives more to philanthropy than any other province and has the most alumnae and initiated Kappas. On an average, Theta gives 12% of the total aid given Kappa chapters by the Fraternity and 33% of the total alumnae contributions to Fraternity philanthropies. But money is only a small part of alumnae contributions; thousands of hours are contributed in service as well as in providing assistance to the active chapters. Some members drive as far as ninety miles in order to participate in Kappa activities and projects. Every chapter has outstanding and conscientious Advisory and House Boards.

The eight Theta chapters receive numerous campus awards yearly and every chapter consistently pledges quota during rush. At the last General Convention (1984), every chapter received an award! Considering that two of the chapters, Epsilon Rho and Epsilon Upsilon, were colonized and installed during the past decade, Theta is justly proud of its active members and their commitment to excellence.

Theta's proud list of Kappas during the last decade is literally a Fraternity roll call: a 1980 Alumnae Achievement Award Winner, Jane Dole Jones,  $\Delta I$ , three Fraternity Chairmen (Lynn Latham Chaney,  $\Delta I$ , Catherine Terry Jennings,  $B\Xi$ , Margaret Ann Ackerman,  $\Delta\Psi$ ), twelve Chapter Consultants (Carol Dryden,  $\Gamma\Phi$ , Mimi Barry  $\Gamma\Phi$ , Susan Hardie,  $\Gamma\Phi$ , Christie Grizaffie,  $BO$ , Melanie McNutt,  $\Gamma\Phi$ , Jayna Boyd,  $\Delta\Psi$ , DeDe Ramoneda,  $\Delta Z$ , Jill Hamman,  $\Delta\Psi$ , Carol McCurry,  $EP$ , Margaret Ann Ackerman,  $\Delta\Psi$ , Rene Hedges,  $BO$ , Katherine Chamberlain,  $BO$ ), two Traveling Consultants (Mary Flo Squires,  $\Gamma\Phi$ , Cynthia Hollingshead,  $\Gamma\Phi$ ) and former Fraternity President Louise Little Barbeck,  $\Gamma\Phi$ . Currently serving on the Fraternity Council are Rebecca Stone Arbour,  $\Delta I$ , and Eloise Moore Netherton,  $B\Xi$ .



Iota



Iota

#### Province Directors of Alumnae

Jane Fields Strohecker,  $BK$ —University of Idaho  
Carmelyn McMahon Johnson,  $BK$ —University of Idaho  
Mary Lou Griffith Gardiner,  $\Theta$ —University of Missouri  
Betty Webb Clark,  $\Gamma H$ —Washington State University

#### Province Directors of Chapters

Mary Beth Kuhlman Hutsinpillier,  $\Gamma H$ —Washington State University  
Sandra Berglund King,  $\Gamma H$ —Washington State University  
DeeDe Brown Matthews,  $EN$ —Vanderbilt University  
Shirley Stone Marinkovich,  $BII$ —University of Washington  
Mary Shuford Johnson,  $BII$ —University of Washington

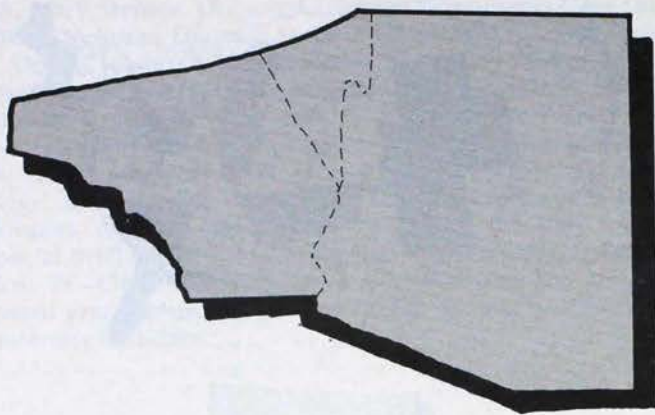
In Iota, the past ten years have passed quickly, with outstanding accomplishments by all seven chapters; Beta Pi—University of Washington, Beta Phi—University of Montana, Beta Kappa—University of Idaho, Gamma Gamma—Whitman College, Gamma Eta—Washington State University, Gamma Upsilon—University of British Columbia, and Epsilon Iota—University of Puget Sound. The number of women going through rush has risen and resulted in larger pledge classes, bigger chapters, and the filling of quota. Total programming has had a marvelous effect on involving the active members in chapter life, improving scholastic performances, and permitting members to participate more fully in campus organizations and sports.

The Advisory Boards and House Boards have been invigorated, and Beta Pi and Gamma Eta burned their mortgages in 1976. The Beta Phi chapter house is now listed on the National Register of Historic Places.

Alumnae in Iota have been organized for sixty-six years and the Province includes the States of Washington, Idaho, Montana, and Alaska, and the Canadian Province of British Columbia. Covering an area of over 400,000 square miles, Iota has thirteen alumnae associations, ten clubs, and three area Reference Committees. Although spread out over many miles, Alumnae have a close feeling of sisterhood. They lovingly support the seven active chapters and have a record of outstanding service and fund raising.

The many achievements by Iota Kappas are reflected in the inspired leadership that the 1980 Loyalty Award Winner, Helen Snyder Andres Steiner,  $BII$ , Kappa's ranking Grand President, continues to give. Iota is equally proud of the 1982 Alumnae Achievement Award Winner, Patricia Long Harris,  $BII$ , former Chapter Consultant Diane Gourley Hogle,  $\Gamma H$ ; the former Director of Alumnae, Ann Fletcher Colvin,  $\Gamma H$ ; and the current Fraternity Vice-President, Kay Smith Larson,  $BII$ .





## Kappa

### Province Directors of Alumnae

Jean Stratton Robinson, BM—University of Colorado  
Barbara Coates Turner, ΔH—University of Utah  
Vera Lewis Marine, ΔZ—Colorado College  
Carole Cathcart Siegler, ΓΘ—Drake University

### Province Directors of Chapters

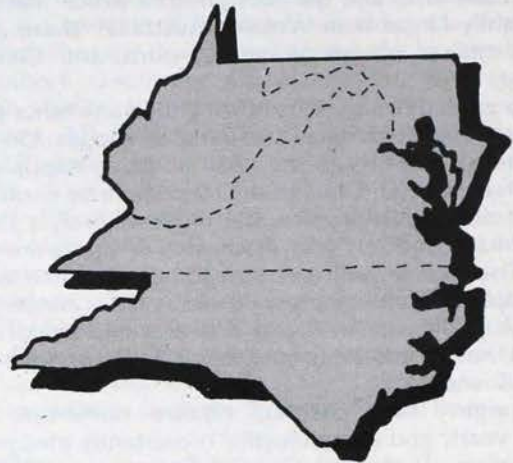
Kay Reid Tennison, EΔ—Arizona State University  
Beverly Shumaker Scanlon (Blew), ΓZ—University of Arizona  
Deborah Wamser Russell Miller, ΓΞ—University of California, Los Angeles  
Molly McKinney Schluzer, BM—University of Colorado  
Thelma Muesing Dahlen, X—University of Minnesota

With the addition of Zeta Nu—University of California, San Diego, in 1985, Kappa Province now elects two Province Directors of Chapters: the PDC-North works with Gamma XI—University of California, Los Angeles, Delta Tau—University of Southern California, Epsilon Xi—California State University, Northridge, Epsilon Pi—University of California, Riverside, and Epsilon Psi—University of California, Santa Barbara, while the PDC-South works with Gamma Zeta—University of Arizona, Epsilon Delta—Arizona State University, Zeta Eta—University of California, Irvine, and Zeta Nu—University of California, San Diego. Consisting of all of Arizona, the southern half of Nevada, Southern California from Bakersfield to San Diego, and all of the Hawaiian Islands, Kappa Province has twenty-three alumnae associations, ten clubs, and two area reference committees, and has hosted the 1976 and 1984 General Conventions.

Together, the actives and alumnae promote and support both the Fraternity and the Greek system and have a distinguished record in philanthropic donations to Kappa and local organizations. Groups have won many awards at General Conventions, and the last five Convention delegations have seen record numbers in attendance: Kappa Province's average of twenty in attendance per Convention over the past decade represents the consistently largest group to enjoy the hospitality and sisterhood of a Fraternity gathering.

Individual honors and outstanding contributions to the Fraternity are typical of Kappa Province: three Alumnae Achievement Award Winners (Donna DeVarona, ΓΞ, Loretta McCarthy, ΓZ, Doris Born Monthan, ΓZ), five Fraternity Officers and Committee Chairmen (Deborah Wamser Russell Miller, ΓΞ, Kay Reid Tennison, EΔ, Sue Cornell Ryan, EΔ,

Kimberly Roundtree Lien, ΓΞ, Leanne Burk Parry, ΔT), two Chapter Consultants (Katherine Goodyear, EΔ, Valerie Silkwood, EΨ), and three Traveling Consultants (Kimberly Roundtree Lien, ΓΞ, Leanne Burk Parry, ΔT, Katherine Goodyear, EΔ).



## Lambda

### Province Directors of Alumnae

Josephine Kirby Shaw, BΞ—University of Texas  
Sara Foster Williamson, ΓΨ—University of Maryland  
Marty Hay Streibig, Δ—Indiana University  
Sally Hamilton Staub, ΔP—University of Mississippi

### Province Directors of Chapters

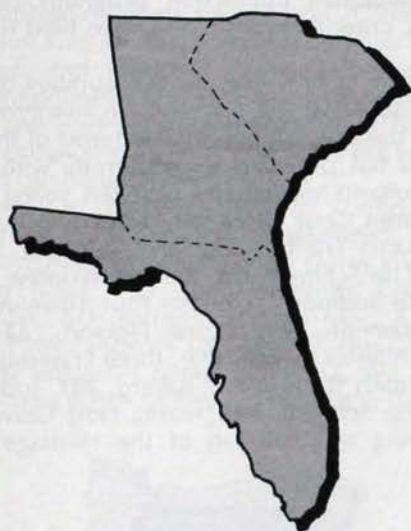
Catherine Axline Williams, AΔ—Monmouth College  
Mary Shumate Cumberpatch, ΓΨ—University of Maryland  
Jane Marie Boswick, ΔB—Duke University  
Beverly Shumaker Scanlon Blew, ΓZ—University of Arizona

Stretching from the shores of the Atlantic Ocean to the Allegheny Mountains, Lambda Province includes the District of Columbia, Maryland, North Carolina, Virginia, and West Virginia. Diversity in landscape is mirrored in the numerous Lambda Province organizations, which range from the greater metropolitan Washington, D.C.-Suburban Maryland Association which provides chapter assistance to two chapters to small clubs which provide equal service and assistance to the other six chapters. Active-alumnae interaction has been the key to handling geographic logistics in Lambda, and, accordingly, each chapter in a small campus community is assigned one or two larger associations which provide support and even financial help.

When the decade began, Lambda consisted of six chapters. As the decade ends, Lambda has grown to eight: Beta Upsilon—West Virginia University, Gamma Kappa—College of William and Mary, Gamma Chi—George Washington University, Gamma Psi—University of Maryland, Delta Beta—Duke University, Epsilon Gamma—University of North Carolina, Epsilon Sigma—University of Virginia, and Zeta Mu—Virginia Polytechnic Institute and State University. In fact, installation is a theme which runs through Lambda Province over the past ten years, for the entire province participated in the establishment of Epsilon Sigma in 1976 and Zeta Mu in 1985; in 1979, Gamma Chi and Gamma Psi jointly celebrated their fiftieth anniversaries.



The distinguished roster of Lambda Kappas who have been active in the Fraternity over the past ten years includes: six Fraternity Chairmen (Carolyn Hornor Wilson, BY, Dorothea Lowendick Bitler, EΓ, Jean Dale Brubeck, ΓK, Janet Dickerson Sanford, ΓK, Virginia Anding La Charité, ΓK, Mary Shumate Cumberpatch, ΓΨ), two Alumnae Achievement Award Winners (Mary Sproul, ΓX, Jane Cahill Pfeiffer, ΓΨ), nine Chapter Consultants (Fabian Griffin, EΓ, Mary Sue Hogan, ΓK, Dorothea Lowendick Bitler, EΓ, Sara Black, ΓK, Corinne Mani, ΔB, Willa Jones, EΓ, Elizabeth Meyer, EΣ, Elizabeth Klebe, BY, Cynthia Turner, ΓK), five Traveling Consultants (Elizabeth Klebe, BY, Nancy Trbovich, ΓK, Talby Hardy, EΣ, Barbara Cole, ΓK, Cheryl Pierpont, ΓΨ), the 1984 recipient of the Loyalty Award, Pauline Tomlin Beall, ΓX, and former Fraternity President, Frances Fatout Alexander, I—DePauw University.



**Mu**

**Province Directors of Alumnae**

Carolyn Jones Laurie, P<sup>Δ</sup>—Ohio Wesleyan University  
Susannah Erck Howard, EZ—Florida State University  
Deborah Wehle Anderson, EH—Auburn University

**Province Directors of Chapters**

Juliana Warner Deeds, BN—Ohio State University  
Janet Dickerson Sanford, ΓK—College of William and Mary  
Dorothy Colvin Harvey, ΓE—University of Pittsburgh  
Susannah Erck Howard, EZ—Florida State University

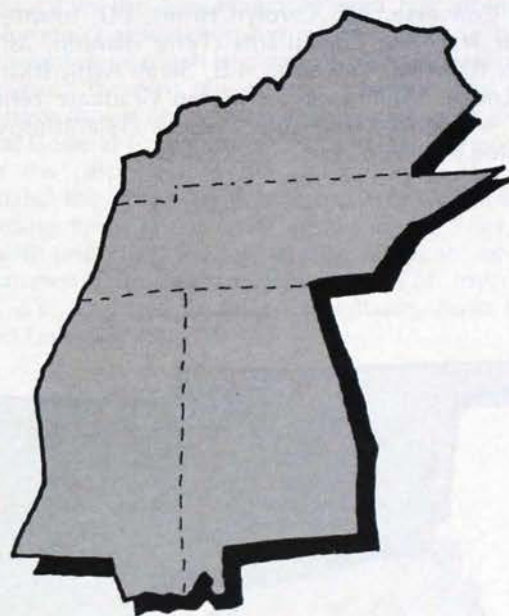
Covering the states of Florida, Georgia, and South Carolina, Mu has witnessed growth in both the chapter and alumnae group areas. Over the past decade, Mu has added six new clubs, one area reference committee, and one new association. With the 1978 installation of Epsilon Phi at the University of Florida, Mu's number of active chapters increased to eight: Delta Epsilon—Rollins College, Delta Kappa—University of Miami, Delta Upsilon—University of Georgia, Epsilon Epsilon—Emory University, Epsilon Zeta—Florida State University, Epsilon Kappa—University of South Carolina, and Epsilon Mu—Clemson University.

Expansion and increasing membership have brought Mu challenges on all fronts: communication, costs, overscheduling, resource pool to serve on Advisory and House Boards. But, having captured the Kappa spirit, Mu has in its own way enjoyed rethinking how to continue to strive and grow in the 1980s. Interest in philanthropy led to the establishment of a Province Philanthropy Award in 1981; the

award is not just for raising money, for the criteria also include the quality of the project, the number who participate, the public relations generated by the event, and the concern shown for those less fortunate. And, indeed, Mu has doubled its contribution to Fraternity philanthropies, while continuing to support local charities and the eight active chapters.

Another new award established during the decade reflects how Mu has accepted the challenge of communication. In 1983, the Jan Stamper Award was first presented to the chapter with the best skills for communication with their alumnae, advisers, Province Officers, and Fraternity counterparts. In 1985, every chapter was a contender for the award!

One of Mu's most distinguished alumnae is former Fraternity President and current Ritualist, Jean Hess Wells, ΔY. Other outstanding Mu alumnae include four Alumnae Achievement Award Winners (Jane Blalock, ΔK, Wicke Oliver Chambers, ΔY, Judy Ford Stokes, EE, Hollis Stacey, ΔE), one Fraternity Chairman (Carol Engels Harmon, ΔK), nine Chapter Consultants (Jane Julian, EM, Frances Davis, ΔY, Carol Nichols, ΔY, Lisa Kinch, EZ, Virginia Monfort, ΔY, Linda Vaughn, ΔY, Anna Fowlkes, EK, Mary Carnegie, ΔK, Lisa Mendenhall, EM).



**Nu**

**Province Directors of Alumnae**

Nona Proctor Watson, ΓN—University of Arkansas  
Betty Jane Parks Gary, ΔP—University of Mississippi  
Sharon Ann Gafford Ritz, BΘ—University of Oklahoma  
Carolyn Stitt Spurgeon, ΔII—University of Tulsa

**Province Directors of Chapters**

Virginia Anding La Charité, ΓK—College of William and Mary  
Cynthia McMillan Lanford, ΓII—University of Alabama  
Jennie Miller Helderman, ΓII—University of Alabama

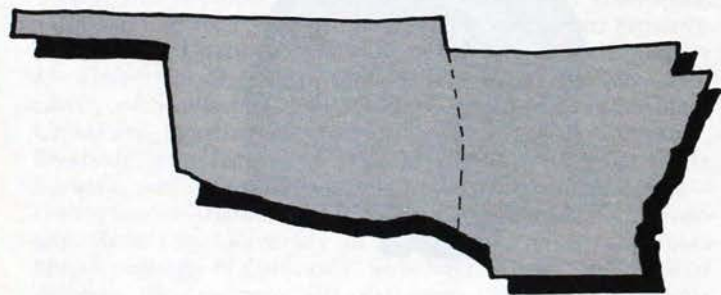
Nu Province spirit has been captured in a toast written for the 1979 Province Meeting by Miriam Austin Locke, ΓII: "We drink this toast to our beloved Fraternity whose ideals and traditions have given us: Light to guide us, Courage to uphold us, and Love to unite us." Consisting of eight chapters, Nu has experienced both chapter growth and painful loss during the past ten years. Established in 1977, Epsilon Tau—Mississippi State University, petitioned the Council in



1984 to accept its charter due to an increasingly difficult campus situation; Epsilon Tau will always have a warm and special page in Nu annals. The installation of Zeta Gamma—Centre College in 1980 and the celebration of the diamond jubilee of Beta Chi—University of Kentucky in 1985 represent a rich blend of old and new: Gamma Pi—University of Alabama, Delta Rho—University of Mississippi, Epsilon Eta—Auburn University, Epsilon Lambda—University of Tennessee, Epsilon Nu—Vanderbilt University.

Covering a four-state area, Alabama, Kentucky, Mississippi, and Tennessee, Nu chapters have led the way in trendsetting on their campuses. Epsilon Nu was instrumental in getting Vanderbilt University to change the nature of awards to Greek groups from kegs of beer to more appropriate trophies, Beta Chi convinced Panhellenic to eliminate a point system for the determination of participation in campus events which was creating overscheduling for all Greek groups, and Epsilon Tau convinced Sigma Chi to upgrade the nature of Derby Days.

Notable Nus over the decade include: two Council members (Jan Singleton McAllister, ΔP, Cynthia McMillan Lanford, ΓII), two Alumnae Achievement Award Winners (Kate Jackson, ΔP, Anne Armstrong Thompson, BX), a Council assistant (Kathleen Powers Randell, ΓII), six Chapter Consultants (Gretchen Nash, BX, Deborah Wehle Anderson, EH, Cynthia Converse, BX, Carolyn Hines, ΓII, Josette Baxter, EH, four Traveling Consultants (Terre Blanton, ΔP, Laurie Schmidt, BX, Leah Yelverton, ΓII, Sarah Avril, BX), Miriam Austin Locke, ΓII, former Chairman Graduate Fellowships and for whom the Fraternity Chapter Philanthropy Award was named in 1984.



## Xi

### Province Directors of Alumnae

Irene Bond Cook, BΘ—University of Oklahoma  
Willie Long Oates, ΓN—University of Arkansas  
Fanne Tyrrell Gathright, BΞ—University of Texas  
Mariette Kimball Stoud, ΓN—University of Arkansas

### Province Directors of Chapter

Linda Dickey Hilsabeck, BΘ—University of Oklahoma  
Joyce Wilson Carson, ΔX—San Jose State University  
Lynn Jolley Letcher, ΓI—Washington University  
Sue Darby Gaston, ΓN—University of Arkansas

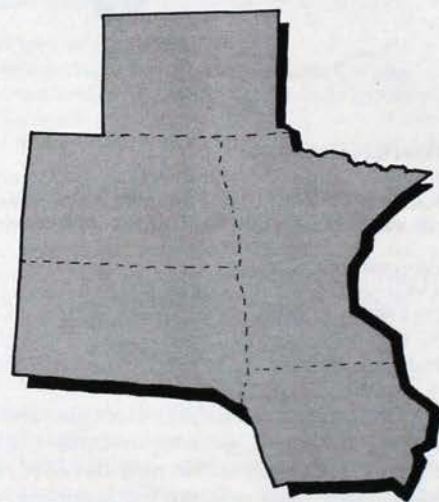
The four chapters of Xi continue to excel in rush, scholarship, and philanthropy: Beta Theta—University of Oklahoma, Gamma Nu—University of Arkansas, Delta

Pi—University of Tulsa, Delta Sigma—Oklahoma State University. Philanthropy is also a significant area of interest among the twenty-one alumnae groups in Arkansas and Oklahoma and includes volunteer service as well as fund raising.

The greatest achievement over the past decade has been in the area of alumnae-active relations. Advisers and House Board members give their time freely and willingly and are always available to assist the four chapters. The results of the dedication of these alumnae were highly visible at the 1984 Convention when every Xi chapter won an award!

The challenges to Xi have been many, but they have been met with hard work, enthusiasm, and a strong sense of commitment to Fraternity ideals. At the University of Arkansas, a challenge from an affirmative action group resulted in a reaffirmation of the purposes, standards, and constitutional rights of Greek organizations. All chapters have promoted active-alumnae interaction programs, established high scholastic criteria for rush, and have held ritual workshops.

Outstanding in Xi Province are the number of alumnae who continue to serve the Fraternity in numerous capacities. Although the smallest province in terms of the number of chapters, Xi has provided the Fraternity with the most Chapter Consultants during the past ten years: Elizabeth Points, ΔΣ, Caren Cook, BΘ, Patti Gilliard, BΘ, Alexandra Stanley, ΔΣ, Nancy Trimble, ΔΣ, Sandy Edwards, ΔΣ, Nancy Dodson, BΘ, Lisa Schmidt, BΘ, Barbara Wooley, ΔΣ, Laura Jackson, ΔΣ. In addition, Xi boasts four Traveling Consultants (Lisa Schmidt, BΘ, Laura Jackson, ΔΣ, Connie Lienhard, ΔΣ, Allyson Coffee, BΘ), three Fraternity Chapter Program Chairmen (Deidre Ray Ballard, BΘ, Judith Patton Forney, ΔΣ, Lisa Schmidt, BΘ); Barna Hurt Graves, ΓN, is presently serving as Chairman of the Heritage Museum Board.



## Omicron

### Province Directors of Alumnae

Molly Morony Cox, ΔO—Iowa State University  
Mary Canaday Laughlin, ΓΘ—Drake University  
Beverly Estabrook Essel, ΔΛ—Miami University  
Claire Hale Tyra, BK—University of Idaho

### Province Directors of Chapters

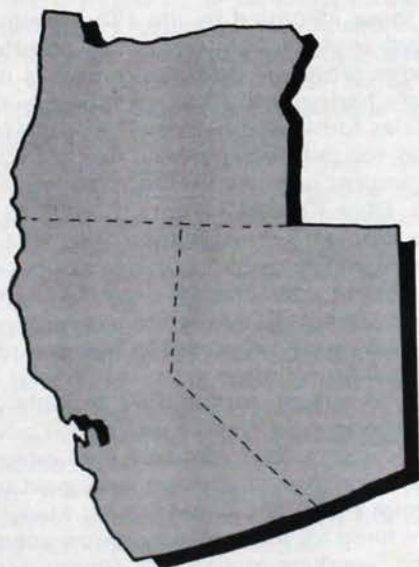
Kathryn Welsh May, X—University of Minnesota  
Patsy Bredwick Levang, ΓT—North Dakota State University  
Sally Kiehne Kelby, X—University of Minnesota

More and more, Omicron actives are facing the problem of having to work part time in order to finance their educa-



tion, but total programming, improved adviser recruitment, better officer training, and more creative Fraternity education programs have resulted in a renewed emphasis on scholarship, increased member participation, and better understanding of Fraternity standards. The most serious problem which Omicron has faced during the past ten years has been a decline in the number of women enrolled in rush; declining rush registration figures led to the closing of Gamma Sigma Chapter, University of Manitoba, and Gamma Tau Chapter, North Dakota State University, and eventually to the loss of all organized alumnae groups in Manitoba, Canada. Today, Omicron has four chapters: Chi—University of Minnesota, Beta Zeta—University of Iowa, Gamma Theta—Drake University, and Delta Omicron—Iowa State University. The Province is large geographically and expands over a land mass which encompasses the states of Iowa, Minnesota, North Dakota, South Dakota, and the Canadian Province of Manitoba. While organized numbers are not large, Omicron does have five alumnae associations, six clubs, and four area reference committees, and Omicron Kappas are known for their warmth, friendliness, and quality of events. After all, long distances and a winter which lasts from October until April dictate attendance at meetings and limit the number of projects which can be undertaken.

While small in numbers, Omicron continues to provide the Fraternity with outstanding members: two Alumnae Achievement Award Winners (Mary Durey Poole, X, Beverly Broughton Bajus, ΓΣ), four Fraternity Chairmen (Molly Morony Cox, ΔO, Katherine Walsh May, X, Karen Bosch Miller, X, Patsy Bredwick Levang, ΓT), two Chapter Consultants (Carla Vossler, ΓT, Lisa Reilly, X), two Traveling Consultants (Karen Bosch Miller, X, Jane Figge, BZ).



Pi

#### Province Directors of Alumnae

Ann Fletcher Colvin, ΓH—Washington State University  
Ruth Hopper Bailey, ΓΩ—Denison University  
Jean Elliott Koch, ΠΔ—University of California, Berkeley  
Mary Marsh Givens, BA—University of Illinois

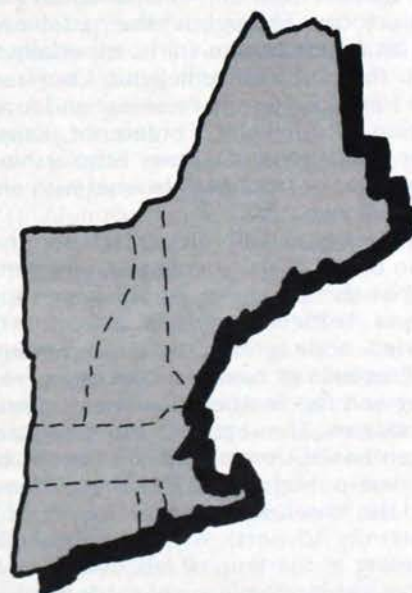
#### Province Directors of Chapters

Patricia Maness Kriz, BM—University of Colorado  
Patricia Ball Hillyard, ΔX—San Jose State University  
Nancy David Bengston, Δ—Indiana University  
Sandie Philippi Maki, ΓM—University of Oregon

While growth in Pi has been moderate during the decade, the changes have been dramatic. When Beta Eta Deuteron was reinstated at Sanford University in 1978, the number of Pi chapters was increased to six: Pi Deuteron—University of California, Berkeley, Beta Omega—University of Oregon, Gamma Mu—Oregon State University, Delta Omega—California State University, Fresno, Epsilon Omicron—University of California, Davis. The challenge of change, yet maintaining unity and spirit, found expression in interchapter relations, increasing numbers of women enrolled in rush, renewed discussions of standards and values, adoption of Total Quota, and open awareness of societal problems which are affecting college life. The lack of university support on some campuses remains a problem, but heightened interest in ritual, scholarship, and the pledging of legacies shows that Pi chapters are responding enthusiastically to the opportunities afforded by Greek life.

Covering the vast area of Oregon, Northern California, and Northern Nevada, the twenty Pi alumnae groups excel in supporting Fraternity and local philanthropies through magazine sales. They have also been instrumental in helping the chapters begin philanthropy programs and are presently helping the chapters deal with special housing taxes. While working women are becoming more and more of a factor in alumnae life, the establishment of an eight-group area council in the San Francisco area has attempted to make alumnae participation more compatible with outside demands and done much to promote alumnae interaction.

Throughout the past ten years, Pi chapters and alumnae groups have shown an increase in the number of awards received at General Conventions, evidence of the positive effects of the responses to the challenges of the decade. Individuals, too, have demonstrated renewed interest in contributing time, talent, and energy to the Fraternity. Pi points with pride to these outstanding alumnae: two Fraternity Chairmen (Dorothy Barbour Brassey, ΓM, Joyce Wilson Carson, ΔX), and two Chapter Consultants (Anna Corotto, BH<sup>a</sup>, and Laura Riesen, ΓM).



Rho

#### Province Directors of Alumnae

Patricia Coffee Gesell, ΔA—Pennsylvania State University  
Wilma Winberg Johnson, ΔN—University of Massachusetts  
Gene Griswold Omundson, Y—Northwestern University



#### Province Directors of Chapters

Judith Farnham Preston, Φ—Boston University  
Janice Franklin Larson, Λ—University of Akron

Rho is the Fraternity's newest province. Formed from Alpha in 1979, Rho includes all six New England states: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont. Hence, Rho is both the youngest province and the smallest geographically, but Rho consists of more individual states than any other province and Rho has the greatest number of new chapters established during the past decade! Of Rho's six chapters, three were originally based in Alpha Province: Delta Mu—University of Connecticut, Delta Nu—University of Massachusetts, and

Epsilon Chi—Dartmouth College, which was installed in 1978. Since Rho was born, three more chapters have been established: Zeta Alpha—Babson College, Zeta Delta—University of Vermont, and Zeta Theta—Trinity College.

Formation and birth mark Rho's six years, and with the newness has come a resurgence of Fraternity interest and enthusiasm on the part of alumnae. Two members of Zeta Alpha Chapter have been Chapter Consultants: Celia Bumstead and Erica Proctor. Heritage is part of Rho, exemplified by the 1982 Loyalty Award Winner, Ruth Hoehle Lane, Φ. Rho is already part of the Kappa mainstream and making its mark upon Fraternity life, personified by having one of its own a member of the present Council: Wilma Winberg Johnson, ΔN.

## V. INTERFRATERNITY COOPERATION AND SPIRIT

One of Kappa's greatest sources of pride in the broad spectrum of fraternal interaction remains the 1891 invitation to six other groups to create a permanent Panhellenic association. Being the first woman's Greek group to attempt to unify all groups in a Panhellenic spirit of cooperation, Kappa remains in the forefront of participation and involvement in Greek affairs today. Throughout the past decade, Kappa has promoted an interfraternity spirit, especially through commitment to the National Panhellenic Conference (NPC). In honor of a former Fraternity President and former Chairman of the National Panhellenic Conference, Kappa established in 1983 the Edith Reese Crabtree Scholarship for graduate study in the field of student personnel with emphasis in the area of Panhellenic.

The decade began with the Interfraternity Bicentennial Celebration of 200 years of college Greek letter fraternities (1776-1976) at the birthplace of Phi Beta Kappa: Williamsburg, Virginia. Leaders from social and professional fraternities attended and agreed there was merit in meeting together. Problems of common concern were Title IX, ERA, Little Sister and Big Brother movements, and current economic conditions. The report of the American College Fraternity Bicentennial Commission on the "Fraternity for the Year 2000" was published in 1977. The Williamsburg gathering proved the impetus for and forerunner of AFA (Association of Fraternity Advisers), which subsequently formed and began meeting at the time of NIC (National Interfraternity Conference) yearly meetings. AFA has continued to grow and thrive and exert an influence significant to fraternity leaders; Kappa is proud to be an AFA member.

One of the first NPC responses to the dynamic social changes which accompanied the resurgence of interest in Greek membership in the past ten years was the creation of an ad-hoc Committee on Ethics in 1977. Concerns of NPC

included those identified by the 1976 meeting in Williamsburg as well as alcohol abuse, hazing, and the need to upgrade pledge programs. NPC reaffirmed its earlier position to eliminate hazing and asked each member group to enforce policies forbidding hazing. The *NPC Manual of Information* was revised for a tenth edition, and a guideline for training campus rush counselors was written by Barbara Laederach, Delta Gamma Sorority; her "Rush Counseling—A Positive Program" remains today the best resource and the one most widely used on college campuses. Because of a rise in student consumerism, namely, suing any and all persons even remotely involved in a controversial situation, all NPC groups were cautioned to use due process and allow for appeal procedures.

Institutional budget cuts in 1977 brought about further significant changes. In some cases no PH advisory personnel was provided by the institutions; volunteer alumnae advisory boards or alumna advisers were paid by Panhellenic in an attempt to fill personnel losses. Many graduate students were hired for minimal sums on an annual basis to do PH advising, resulting in a lack of continuity as well as erratic counseling caused by a lack of experience and training. Men began serving as advisers to both men's and women's fraternities, along with other student activities. The problem of fraternity advisory personnel continued throughout the decade.

In 1978, NPC endorsed the concept of a Center for the Study of the College Fraternity to offer the following services:

1. Provide a resource library
2. Establish an educational panel qualified to speak to changing issues
3. Conduct quality research that speaks to the contributions the



Greek community can make to the development of young adults

4. Publish newsletters to share research information
5. Provide consultations with qualified consultants.

In addition, NPC dues were raised from \$75.00 per group plus \$2.25 per active chapter to \$100.00 plus \$2.75 per active chapter. "How to for College Panhellenic" was updated, and the first anti-hazing statement endorsed by all NIC members was passed at the joint NIC/AFA meeting in Toronto, which also commemorated 100 years of fraternity life in Canada.

Recognizing that women aged 45-65 had limited access to group insurance, NPC adopted in 1979 a group insurance program providing major medical, hospital indemnity, and life insurance for its member groups. Resolutions were also passed in 1979 to encourage chapters to hold parties in the college community or near enough so that overnight accommodations would not be necessary.

The NPC-NAWDAC (National Association of Woman Deans, Administrators, and Counselors) Liaison Committee was adjudged still relevant in 1979 and a joint statement on alcohol abuse was published. For the first time, a representative officer from NPHC (National Pan-Hellenic Council) attended. The long-standing major concern of the women's groups remained hazing. The first resolution against hazing practices was issued in 1969 and reaffirmed biennially by NPC. Finally, in 1979, NIC (National Interfraternity Conference) issued a policy statement condemning hazing, rendering the support long sought by NPC, which again reaffirmed its position; this time, NPC was joined by AFA (Association of Fraternity Advisers), FEA (Fraternity Executives Association) and CFSA (College Fraternity Secretaries Association).

Campaigns were waged in all fraternity journals against hazing; administrations issued statements and exacted policy statements from the men's and women's fraternities on the campus; campus legislatures began taking definitive action against hazing. Actions and situations constituting hazing were specifically defined.

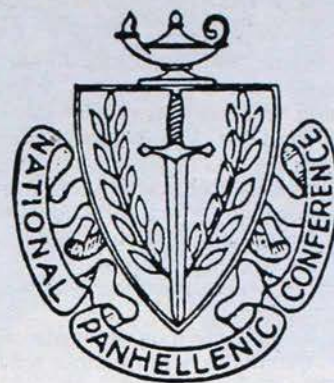
Kappa adopted a NPC policy which states: "all the members of Kappa Kappa Gamma are committed to abide by and uphold the Unanimous Agreements of a National Panhellenic Conference as set forth in the current *NPC Manual of Information* and to support the resolutions of the National Panhellenic Conference."

The 46th Session of NPC was noted for its one-day Fraternity Adviser Symposium, held in conjunction with the NPC meeting. Advisers were invited to consider values, legal issues, education of the academic community, professional growth of the fraternity adviser, management by agreement, and campus needs. While the Symposium was a highly successful venture, it has not been repeated. However, the status of the Ethics Committee was changed from an ad-hoc committee to a NPC Standing Committee.

By 1980, NPC discovered a new problem to face; stress management; but concerns with alcohol abuse, hazing, and an increase in the number of male PH advisers continued. Active chapters showed improved attitudes towards Panhellenic participation, but too many PH delegates were found to be carrying the load alone. Over-scheduling of Panhellenic activities emerged as a serious problem on many campuses, and there was a significant increase in the number of charges brought for rush infractions.

At the 1981 NPC meeting, two amendments to the Unanimous Agreements were passed:

1. When an NPC chapter is installed on a campus with the approval of the proper authority, it shall become a regular member of the College Panhellenic Association.



2. No fraternity member shall suggest to any rushee that she refuse a bid from another group or suggest that a rushee list only one choice on her preference card.

In addition to these two amendments, Alumnae Panhellenic dues were raised from \$8.00 to \$10.00, existing major regional conferences were endorsed, and a service for the installation of new Panhellenics was used for the first time at Centre College when Kappa Kappa Gamma, Kappa Alpha Theta, and Delta Delta Delta went on campus at the same time.

While economic concerns, alcohol abuse, big brother groups, hazing, and apathy mark the concerns of 1980, this year also represents identified increased support of the Greek system among administrators, and 22 campuses with no previous experience with Greek life made inquiries about the positive impact of sororities and fraternities on campus life.

The years 1981 to 1982 were dominated by well-attended regional and area conferences, as well as housing issues. A NPC Housing Survey in 1982 indicated that the greatest percent of housing remained the traditional chapter house with the fraternity owning both the house and the land. New housing was usually university-owned PH buildings or dormitory sections with suites for chapter rental. Priority for extension was being given to those campuses where the university provides housing.

NPC dues were again raised, to \$250.00 per group plus \$6.00 for each collegiate chapter. It was further resolved that only those Alumnae Panhellenics affiliated with NPC are authorized to use the word "Panhellenic" to designate the name of their organization.

While over thirty campuses established new Panhellenics between 1981 and 1983, budget restrictions reducing the number of fraternity advisers continued to be a major NPC concern. The Quota-Plus method of bid-matching was removed as a policy, and the Quota-Total concept was reaffirmed, while it was recommended to discontinue all forms of guaranteed bidding. NPC also recognized the need for better education on continuous open bidding, hazing, problems arising from rush competition, and commuter school special problems.

When NAWDAC (National Association of Women Deans, Administrators, and Counselors) voted to disband the NPC-NAWDAC Liaison Committee in 1983, a NPC Liaison Committee was formed. Also, an ad-hoc committee on central services recommended the establishment of an office for NPC for the central and accessible storage of records, together with a permanent address for banking, IRS, and other legal purposes.



Among the many actions taken by NPC in 1983, it is of special interest to note the following:

- a bylaw amendment: "NPC groups must have as a pledge no woman who has broken her pledge with, or has had her pledge broken by another NPC fraternity on the same campus until after the expiration of one calendar year from the date she was originally pledged."
- a Compact amendment: "No woman student shall be asked to join a fraternity during any school recess except during a formal rush period and the ensuing continuous open bidding held immediately prior to an academic term."
- reaffirmed position to recommend early fall formal rush periods.
- reaffirmed 1972 resolution to look with disfavor on auxiliary groups to men's fraternities because those activities are in conflict with NPC policies.
- decision to appoint a NPC representative to the Board for the Study of the College Fraternity.
- committee to study the procedure for handling rush infractions.
- authorized the eleventh edition of the *NPC Manual of Information*.

Despite decreases in college enrollments in the fall of 1983, Greek membership continued to increase. Concern with eating disorders, litigation, hazing, and co-ed membership in Greek groups were the pressing issues in 1983, but 25 new campus Panhellenics sought NPC recognition.

The move towards conservatism among many students in 1984 brought a desire among collegiate chapters for more structure and rules. The general growth pattern of the early 1980s and active extension programs by NPC groups led to greater demands for better student conditions in chapter houses, need for the development of educational programs in the area of crisis emergency management, and attention to the career-oriented woman. Major concerns in 1984 and 1985 included: over-programming, date-rape, failure to recognize some traditions as hazing, increase in litigation, decreasing enrollment in some regions and a declining number of freshmen in rush, move towards raising the legal drinking age and a questioning of the effectiveness of alcohol awareness programs, increased use of cocaine and other controlled substances on campus. The use of computers in rush has had varying results. The most significant trend facing NPC today is the increasing numbers of Administration-Greek Relationship Statements, which require signatures of compliance.

While NPC statistics for just the past ten years are not available, we do have the results of a study of membership for the past 20 years:

- 96% increase in total NPC membership
- 113 new collegiate chapters
- 46% increase in Alumnae Panhellenic chapters.

In keeping with NPC growth, change, and responses to member needs, Kappa has continued to play an important role in the interfraternity world. In 1985, Kappa acquired membership in National Association of Student Personnel Administrators (NASPA), bringing the total number of Kappa memberships in other organizations to ten:

- AFA (Association of Fraternity Advisers)
- CFEA (College Fraternity Editors Association)
- COE (Central Office Executives)
- CSCF (Center for the Study of College Fraternity)
- IRAC (Interfraternity Research and Advisory Council, Inc.)
- NASPA (National Association of Student Personnel Administrators)
- NAWDAC (National Association for Women Deans, Administrators, and Counselors)
- NIF (National Interfraternity Foundation, Inc.)
- NPC (National Panhellenic Conference)
- NPEC (National Panhellenic Editors Conference)

In addition, Kappa participates regularly in the following regional conferences:

- MIFCA/MAPCA (Mid-America Interfraternity Council Association/ Mid-American Panhellenic Council Association)
- NEPC (Northeast Panhellenic Conference)
- SEPC (Southeast Panhellenic Conference)
- SWPC (Southwest Panhellenic Conference)
- WRPC (Western Regional Panhellenic Conference)

### KKG NPC Area Advisers 1976-1985

#### College Panhellenics:

- Marjorie Matson Converse, ΓΔ—Purdue University: Maine, New Hampshire, Vermont, upper state New York, Nova Scotia, Ontario, Quebec, eastern Pennsylvania
- Phyllis Brinton Pryor, BM—University of Colorado: Colorado, Utah, Wyoming, New Mexico
- Jean Hess Wells, ΔΥ—University of Georgia: Georgia and South Carolina

#### Alumnae Panhellenics:

- Marian Schroeder Graham, BΦ—University of Montana: Arizona, Colorado, New Mexico, Utah, Nevada

### KKG Positions in International Greek Affairs 1976-1985

#### Trustee, NIF:

- Phyllis Brinton Pryor, BM—University of Colorado

#### Chairman, NPC College Panhellenics Committee:

- Phyllis Brinton Pryor, BM—University of Colorado

#### NPEC Chairman, 1983-1985:

- Diane Miller Selby, BN—Ohio State University

#### CFEA Awards Chairman, 1984-1986:

- Diane Miller Selby, BN—Ohio State University

#### AFA Chairman, AFA/NPC Liaison Committee:

- Adlon Dohme Jorgensen, BA—University of Illinois

#### NPC Representation to AFA/NPC Liaison Committee:

- Phyllis Brinton Pryor, BM—University of Colorado

### National Panhellenic Conference Publications

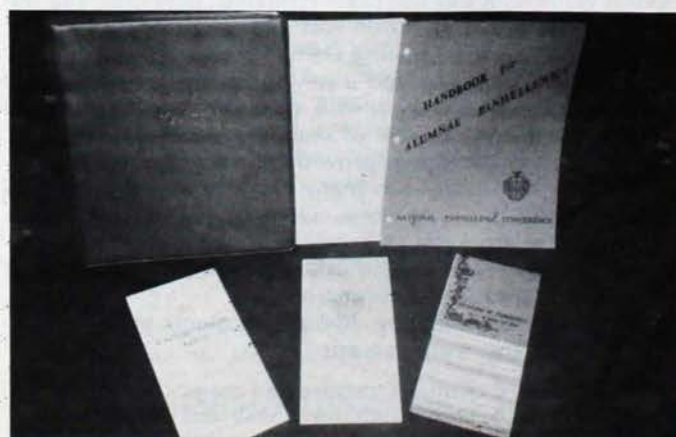
1977 Know Your NPC

1982 Handbook for Alumnae Panhellenics

1984 NPC Manual of Information, 11th edition

### Kappa Panhellenic Affairs Committee

- Pauline Tomlin Beall, ΓΧ—George Washington University
- Cynthia Mitchell Chambers, ΔΖ—Colorado College
- Martha Galleher Cox, PΔ—Ohio Wesleyan University
- Suzanne Peterson Fream, BT—Syracuse University
- Linda Pierson Henkleman, ΔΑ—Pennsylvania State University
- Adlon Dohme Jorgensen, BA—University of Illinois
- Cherry Moslander Ridges, ΔΗ—University of Utah
- Marilyn Maloney Riggs, Ω—University of Kansas
- Nancy Nelson Schwartz, BA—University of Illinois







Converse, Jorgensen holding 1985 NPC Adviser Award, Pryor.



1983 NPC: Adlon Jorgensen, Nitschke, Converse, Londa Jorgensen, Wells, Selby, Pryor, Cameron.

## NATIONAL PANHELLENIC CONFERENCE (NPC) MEETINGS AND DELEGATIONS 1976-1985

Session	Dates	Place	Presiding NPC Officer	KKG Delegates and Alternates
45	Oct. 16-19, 1977	Tulsa, OK	Gwendolyn McKeeman, Delta Zeta	Phyllis Brinton Pryor, BM—University of Colorado, Delegate Marjorie Matson Converse, ΓΔ—Purdue University Sally Moore Nitschke, BN—Ohio State University Jean Hess Wells, ΔY—University of Georgia Kay Smith Larson, BII—University of Washington
Interim	Dec. 3-6, 1978	Overland Park, KS	Adele Williamson, Phi Mu	Phyllis Brinton Pryor, BM—University of Colorado, Delegate Marjorie Matson Converse, ΓΔ—Purdue University Marian Schroeder Graham, BΦ—University of Montana Jean Hess Wells, ΔY—University of Georgia
46	Oct. 21-25, 1979	White Sulphur Springs, WV	Adele Williamson, Phi Mu	Phyllis Brinton Pryor, BM—University of Colorado, Delegate Marjorie Matson Converse, ΓΔ—Purdue University Jean Hess Wells, ΔY—University of Georgia Sally Moore Nitschke, BN—Ohio State University
47	Nov. 1-4, 1981	Denver, CO	Minnie Mae Prescott, Kappa Delta	Phyllis Brinton Pryor, BM—University of Colorado, Delegate Marjorie Matson Converse, ΓΔ—Purdue University Jean Hess Wells, ΔY—University of Georgia Sally Moore Nitschke, BN—Ohio State University
48	Nov. 2-5, 1983	Scottsdale, AZ	Mary Barbee, Sigma Sigma Sigma	Phyllis Brinton Pryor, BM—University of Colorado, Delegate Marjorie Matson Converse, ΓΔ—Purdue University Jean Hess Wells, ΔY—University of Georgia Sally Moore Nitschke, BN—Ohio State University
49	Oct. 23-26, 1985	Miami, FL	Cynthia McCrory, Alpha Sigma Tau	Phyllis Brinton Pryor, BM—University of Colorado, Delegate Marjorie Matson Converse, ΓΔ—Purdue University Jean Hess Wells, ΔY—University of Georgia Marian Klingbeil Williams, Θ—University of Missouri

Betty Sanor Cameron, BN—Ohio State University, Executive Secretary, and Diane Miller Selby, BN—Ohio State University, Editor of *The Key*, also attended all NPC Meetings during the past decade.



1985 NPC Delegation: Front row, Selby, Converse, Cameron. Back row: Wells, Williams, Pryor.



# VI. KAPPAS ON CAMPUS

## CHAPTER LIFE

As Greek members reasserted leadership and influence on the college campus during the past ten years, Kappa active chapters underwent unparalleled growth and change. Involvement in student organizations and worthwhile community projects resulted in new goals and a reassessment of chapter objectives: open communication, selective participation, large-scale fund raising, career education, informative programs, efficient management techniques, and redefinitions of meaningful chapter-life experience. The many and complex challenges of the past ten years led Kappa chapters to become progressive forces of change and improvement in reestablishing the prestige of membership in Greek life. Group and individual honors reflect only a part of the accomplishments of the decade, as chapters dealt successfully with promoting a positive image of the Fraternity.

Because of the numerous and varied successes and achievements, it is not possible to include in this volume each chapter history. However, *The Key* and chapter newsletters document and preserve the impressive records compiled during the decade. From an overall historical perspective, the past ten years show that Kappa active members have excelled in every aspect of the campus scene, and pride in being a Kappa has reached an all-time high. Each chapter has experienced deeper appreciation of Fraternity heritage and contributed significantly to a renewal of the meaning of wearing a Greek-letter badge. At the end of the decade under review, it may be truly written that each chapter, old and new, has captured the spirit of Kappa.

## KAPPA FIRSTS AND FOREMOSTS

Kappa actives are right in the mainstream of females entering formerly male-dominated arenas. Kappas are "female firsts" in leadership positions on campus and nationally, in R.O.T.C., and in athletics. They are also very active in initiating and developing programs which address women's needs and the future of women. This trend is growing stronger. Kappas are also very visible in broadcasting and all avenues of the media.

Another area where Kappas' names appear in formerly male interests is that of scholastic honor societies, which also demonstrates how Kappas are entering majors which are new to female orientation.

The fact of these "female firsts" seems the major trend of the decade. However, we should not overlook Kappa philanthropies and other Kappa interests such as travel, queen titles, and cultural involvement. Balloon derbies and marathons were the strongest contenders for philanthropic activities.

## Kappa Firsts

As the world in general has been experiencing women making their way to the forefront of many areas previously dominated by males, so the Kappa world in particular is full of those who have been recognized as the first women to be chosen for certain top positions. This past decade has seen the numbers grow. Some of our Kappa "First Females" from 1975 to 1985 were:

- Angela Scanlan, ΓΑ—Kansas State University  
First woman elected Kansas State University's student body president.
- Barbara O'Connell, ΖΖ—Westminster College  
First woman in the history of Westminster elected to serve as President of the Student Government Association.
- Vicki Sandoe, ΔΑ—Pennsylvania State University  
First woman to hold office as vice-president of Penn State's undergraduate Student Government and the first Greek to hold an executive office.
- Suzanne Jean, ΔΚ—University of Miami  
Appointed first woman Speaker of the Senate at the University of Miami.
- Gwen Hare, ΓΜ—Oregon State University  
First female director of the Oregon State University Great Decisions Program (a current events/foreign policy class for 2,000 students annually).
- Cathy Reiman, Δ—Indiana University  
First female President of the Student Athletic Board, whose programs support intercollegiate athletics and have a membership of 400 students.
- Jennifer Hart, ΒΡΔ—University of Cincinnati  
First woman ever elected to the presidency of the Cincinnatus Society (activities honorary) in its 70 years (many of those years having been men-only membership).
- Connie Pelton, ΓΑ—Kansas State University  
Elected first woman President of the National American Junior Hereford Association (predominately male organization).
- Marla Johnson, ΔΣ—Oklahoma State University  
First female to be elected 4-H President in Oklahoma, a 148,000-member organization.
- Julie Fisher, ΖΖ—Westminster College  
One of six students and the first and only female to be chosen to attend a four-week internship at Wetterau, Inc., of St. Louis, Missouri.
- Claudia Mae Swafford, ΕΑ—University of Tennessee  
First female recipient of the Alcoa Internship, which was in the public relations office of the Aluminum Company of America, Pittsburgh office.
- Linda Snowden, ΑΔ—Monmouth College  
First girl at Monmouth to do a business internship in hospital administration.
- Paula Petkoff, ΒΔ—University of Michigan  
First student ever (male or female) to speak at a University of Michigan graduation.





Many Kappas have been involved in initiating creative programming to benefit women now and in the future:

The Women's Coordinating Council was formed on the University of Tennessee campus as a result of emphasis on women's programming. On the same campus, Panhellenic worked to provide programming for women through seminars on careers, decision-making, receptions honoring outstanding women on campus, and support for women's athletics. On another campus, a Kappa was the Student Government Association's Director of Women's Affairs Public Interest Research Group, a project dealing with sex-based discrimination in the banking industry. These are merely samples of the many programs which are now in effect on campuses through Panhellenics, through student governments, and through Kappas. These programs are addressing needs and interests of women and are speaking out for their benefit. Kappas are increasingly involved in such programs.

Female "Firsts" definitely made headlines when Kappas took commands in R.O.T.C.:

Lisa Johnson, IT—North Dakota State University

Selected as the first woman to be an Army R.O.T.C. Battalion Commander at North Dakota State.

Allyson Saunders, EZ—Florida State University

Youngest ever (male or female) to be appointed to the rank of Lieutenant Junior Grade (LTJG) in the Midshipman Battalion of the Navy R.O.T.C. at Florida State.

Evelyn Aguilar, BII—University of Washington

In the Air Force R.O.T.C. with plans to continue to pilot training.

Dee Cocke, ΔΨ—Texas Tech University

Voted "Most Outstanding Angel Flight Commander" in a four-state region and nominated as "Most Outstanding Commander" in the nation.

Ellen McElrath, EH—Auburn University

National Angel Flight administrative assistant.

Martha Upchurch, BΞ—University of Texas

Chosen Little Colonel to represent the Texas and Louisiana province in competition for the title of Little General. (She is in the University of Texas Angel Flight.)

Kappas have also been "First Women" to be given athletic scholarships, and they continue to be recognized in sports fields new to Kappa publicity:

Ann Jackson Ellis, ΔI—Louisiana State University

First woman at Louisiana State to receive a tennis scholarship and the first time in the history of interscholastic tennis that someone was first in doubles three years in a row.

Fairfax Fullerton, BO—Tulane University

One of the first two women to ever receive a full tennis scholarship at Newcomb—awarded solely on the basis of ability.

Debbie Thorpe, BY—West Virginia University

One of the first four women at West Virginia to receive a scholarship in women's volleyball.

Jan Moller, AΔ—Monmouth College

One of the women participating in soccer for the first time ever in Monmouth College history.

Intramural Sports Team, Epsilon Delta Chapter—Arizona State University

Won the first banner ever awarded a women's sports team at Arizona State in the intramurals program.

### Kappa Foremosts

This past decade has seen even more involvement of Kappas in sports—both those traditionally familiar to women and those usually populated by men. They have starred as individuals, on teams, in intramurals, in varsity competition, and nationally. It is not necessary to list each one here because they have been reported in *The Key*, but it is interesting to look at a composite of the sports activities to see the variety. The picture includes lacrosse, volleyball, soccer,



# Kappas On Campus











Rush



McCullough



Snider



Freeman



Dodson

tennis, gymnastics, hockey (field and ice), track, skiing, swimming, synchronized swimming, golf, crew, cross-country, distance running, bowling, basketball, softball, baseball, water polo, rugby, sailing, skating, precision skating, diving, and unicycling.

Also reported in increasing numbers were organizations on campuses which promote athletics through recruiting, cheerleading and performances at sports events. Cheerleading and pompon girls squads have always included Kappas and this trend remained the same during the decade. What has been appearing that seems new are Kappa names listed as a basketball official, director of intramurals programs, on athletic boards, and on faculties as physical education teachers or coaches.

This decade has certainly also been the one in which health and fitness have come to dominate the scene. We have begun to see organized on campuses aerobics classes which are attended regularly by Kappas and which, in some cases, are taught by Kappas. On one campus, it was a Kappa who served as Director of the Pre-Health Careers Alliance.

### Sports

A major ingredient in most sports events is competition, and Kappa chapters and individuals are the holders of many titles and records. There are those chapters who have been overall intramural champions for several years and those individuals whose accomplishments are unsurpassed. Again, it would be impossible to list all in an overview, but they were covered in issues of *The Key*. But the following Kappas do stand out in this sports composite, particularly in view of the fact that several of the sports are new to female involvement:

Lori Rittenhouse, ΔA—Pennsylvania State University  
Barefoot waterskiing competitor

Caryl Van Pelt, BII—University of Washington  
Nation's leading shot putter of the year and number 2 among American women, also 6th in the country in discus

Charla Lineman, ΓE—University of Pittsburgh  
First place in Pittsburgh Collegiate Bodybuilding and Couples Competition.

Sue Rose, Tracy Girolami, Laurie Clark, BII—University of Washington

Sole representatives from the West Coast to the United States Intercollegiate Squash Championships in March, 1980. Sue was number 10 in the nation in squash, Tracy in the top 20.

Beth McCullough, ΓP—Allegheny College  
Named to the Academic All-American First Team in softball by the College Sports Information Directors of America.

Kassie Segmiller, ΔΞ—Carnegie-Mellon University  
Only woman to reach the 1,000-point mark and all-time high scorer of women's varsity basketball team.

Angie Snider, Ω—University of Kansas  
Named Big Eight women's basketball Player of the Week in February 1983 and Kansas 1980 Female Athlete of the Year; played on the U.S. National team which went to Cuba, Venezuela, and Brazil.

Brenda Goldsmith, EP—Texas A&M University  
1975 winner of the Intercollegiate Tucker Invitational Golf Tournament, 1976 winner of the Women's Southern Amateur, the Texas State Intercollegiate, and the Texas A&M Women's Invitational; 1977 low amateur in the Women's International and second low amateur in the U.S. Women's Open.

Anne Rush, BX—University of Kentucky  
Kentucky State Amateur Champion in 1978 (youngest to win the title since 1969) and on a full golf scholarship.

Nancy Yeargin, ΔE—Rollins College  
Ranked number 1 in the South in women's singles and in women's doubles; member of the All-American tennis team of 1976; Junior Federation Cup team for 1976; 1975 Wightman Cup team; participant at the 1976 U.S. Open at Forest Hills; and 1977 Florida Women's Hard Court Singles and Doubles champion.



Molly Morris,  $\Pi^{\Delta}$ —University of California, Berkeley  
California Women's Doubles and San Francisco City Girls  
Doubles titles.

Marian Kremer,  $B\Delta$ —University of Michigan  
1981 ranked number 10 nationally in the 18-and-under division  
for singles and number 1 for doubles; held Tennessee state  
title for two years; in 1980, won the 21-and-under indoor  
individual singles and doubles titles and the girls 18-and-  
under doubles title.

Kathleen Cummings,  $BM$ —University of Colorado  
U.S. Junior Federation Cup team and went to the finals of the  
\$30,000 Avon Futures Tournament.

Lindley Peterson,  $\Delta$ —Indiana University  
Big Ten record-holder in the 50 and 100-yard backstroke and  
400 medley relay; qualified for the AIAW Nationals for four  
years.

Katy McCully,  $B\Delta$ —University of Michigan  
Held all the varsity freestyle swimming records and individual  
medley records and won nine individual Big Ten crowns.

Pam Moore,  $B\Delta$ —University of Michigan  
Ranked sixth nationwide in the 60-yard dash and held four  
individual and three group school records.

Stephanie Phillips,  $\Delta P$ —University of Mississippi  
World Champion Baton Twirler—12 Florida state  
championships, two Southeastern regional championships,  
three national titles, and one world championship title; on a  
band scholarship for her abilities to spin one, two, and three  
batons.

Kimberly Gracy,  $\Gamma A$ —Kansas State University  
Miss Majorette of Kansas and the Kansas State Strut Champion  
and Solo Champion.

Jill Heggie,  $\Delta N$ —University of Massachusetts  
Gymnast

Becky Boylan,  $BII$ —University of Washington  
Gymnast

Lisa Spain,  $\Delta Y$ —University of Georgia  
Competed in Wimbledon in 1982 and in the U.S. Open.

In this decade, more reports were received about Kappas  
who have achieved great acclaim and many honors in the  
equestrian field:

Cynthia Holmgren,  $EY$ —Baylor University  
Ranked first in Texas in Western Pleasure and Western  
Horsemanship.

Barbara Davis,  $B\Theta$ —University of Oklahoma  
Holds the seat of Grand Champion in Western Pleasure of the  
Oklahoma Amateur Horse Show.

June Warren,  $\Delta I$ —Louisiana State University  
State champion in hunt seat in 1975 and 1976; 1977 Louisiana  
State Championship; first place at the Dixie National.

Nancy Murfin,  $\Gamma A$ —Kansas State University  
Reigned three consecutive years as the American Junior  
Quarter Horse Association World Pole Bendint Champion.

Pam Moffat,  $\Delta\Omega$ —California State University at Fresno  
High Point Owner/Amateur Rider for the Fresno Appaloosa  
Club and Central California Regional Champion in Western  
Riding and Trail.

Susan Luckett,  $EN$ —Vanderbilt University  
Saddlebred champion.

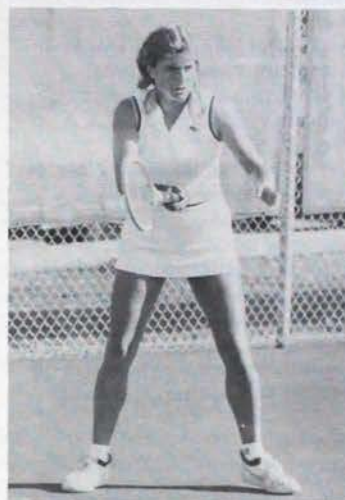
Ann Michelle Hucek,  $I$ —DePauw University  
World champion in Saddlebred Horses at the Kentucky State  
Fair; two-time Southern Champion (Montgomery, Alabama);  
two-time National Champion (Montgomery and St. Louis,  
Missouri); two-time International Champion (Springfield,  
Illinois).

### Leadership

Sports are not the only area in which Kappas have been  
active. Many campus activities attract Kappa talent. Mem-  
bers are active in organizations which promote women;  
promote athletics; recruit new students and athletic partici-  
pants; organize special events such as Orientation Week,  
Greek Week, Parents Weekend, Homecoming, etc. They are  
rush counselors, tour guides, campus hostesses, residence



Hughes and Thompson



Cummings



Froman



Gold



Hucek



halls advisers and assistants, yearbook editors, and on several different publications staffs. They are also on student judiciary committees, student union boards, alumni relations boards, student foundations, senates, and on committees dealing with specific problems such as parking and university development.

And they are leaders as chairmen of such groups, as elected student body officers, as officers of their respective schools and departments, and as directors on boards. Notice of all these leadership positions does not always get to *The Key*, but the following gives a sample of Kappa leadership through the past decade:

- Jennifer Watkins, ΓΔ—Purdue University  
President of the Purdue Student Union Board 1983-1984 (the third female president since 1924).
- Denise Dreiseszun, ΕΔ—Arizona State University  
Student body president of the sixth largest university in the nation (Arizona State University).
- Nancy Olcott, Μ—Butler University  
Elected president of the YMCA at Butler, the campus-wide organization which coordinates many campus events.
- Anne Murphy, ΓΞ—University of California at Los Angeles  
Selected Director of Health Advocate Programs at U.C.L.A.
- Janie Strauss, ΒΞ—University of Texas  
The only student chosen to serve on the committee to select the new University president; Chairman of the Texas Union Board of Directors.
- Patricia Early, ΕΝ—Vanderbilt University  
Selected the only student member of a visiting team of the Southern Association of Colleges and Schools to evaluate the self-study program at the University of Louisville.
- Melissa Pratka, ΒΞ—University of Texas  
Selected by the Governor of Texas to serve a six-year term on the Texas Commission on Services to Children and Youth.

And on the national scene:

- Jill Wurzer, ΓΑ—Kansas State University  
Staff member of International Cheerleading Foundation for three years and a director for two years.
- Cara Doyle, Η—University of Wisconsin  
National Future Farmers of America vice president from the Central Region, serving nearly a half million members in all fifty states and Puerto Rico.
- Stefanie Yova, ΔΑ—Miami University  
National President of the Intercollegiate Association of Women Students and the only student member of the Miami University Task Force on Women.
- Susan Brannan, Δ—Indiana University  
Selected chairman of the National Student Alumni Council Convention held in 1981 in Indiana for 250 members from student organizations on 50 major campuses.

One area which has seen an increase of female involvement, and thus of Kappa, is the field of communications and the media. Kappas are on the staffs of yearbooks and other campus publications, many of whom are editors. Also, each year, one can note the increasing numbers of Kappas in broadcasting. They write, produce, announce, direct, and act as anchors for campus and community radio and television shows.

- Barbara Stock, Δ—Indiana University  
Co-host on the television "Midmorning" program.
- Renee Lewis, ΔΒ—Duke University  
Co-anchor of a complete guide to Duke and Durham (North Carolina) for Duke students, the first resource of its kind in the area.

### Arts

Another dimension of Kappa involvement is the world of the arts. Epsilon Iota chapter initiated a program at Puget Sound called "Sponsor the Arts at UPS." The aim was to in-

tegrate the fine arts field with the student body and to promote cultural events on campus by inviting living groups and university clubs to participate in the organization and production of a music, art, and/or drama event.

- Lori Barber, ΓΔ—Purdue University  
Piano soloist for the Purdue Symphony Orchestra.
- Shelley Haws, ΓΜ—Oregon State University  
First violinist for the Oregon State Symphony Orchestra and toured as first violinist with the America's Youth in Concert group which performed at Carnegie Hall and toured Europe for two months.
- Erin Dunivan, ΒΥ—West Virginia University  
Two awards in the prestigious Exhibition 280 for her art.
- Lisa Cobetto, ΓΡ—Allegheny College  
Wrote, produced, directed, and choreographed an original show.

Off campus, Kappas find many things to occupy their time.

- Debbie Loan, Θ—University of Missouri  
Elected to a three-year term as deacon of the first Presbyterian Church of Columbia, Missouri.
- Laurie Randell, ΔΟ—Iowa State University  
Pilot's license for single engine aircraft.
- Sharon Eisenhower, ΒΝ—Ohio State University  
The Wendy's character for Wendy's Old Fashioned Hamburgers for three years.

There are several Kappas who have reported on their experiences as models, appearing in newspapers, on billboards, on television, for the dairy farmers, etc.







### Travel

There are also many Kappas who travel during their time away from school and on study programs. At almost any time, they can be found in most of the European countries and on a Semester-at-Sea cruise. There have been some on a journalism study tour through Europe and those who have traveled during the Short Term and Winter Term trips. One Kappa went to Bangladesh to teach physical education. Some have gone to Korea, Greece, and Haiti. The following are only examples of the types of exciting experiences Kappas find through unusual travel opportunities.

Sue Ausbrooks,  $\Delta\Lambda$ —Miami University

The only Miami University student selected in 1975 to attend the University of London Summer School and one of only fifteen undergraduates in 120 people from all over the world to attend.

Donna Long,  $\Delta\Sigma$ —Oklahoma State University

Selected to go to Japan for the summer to teach conversational English.

Sharon Soroholtz,  $\Delta O$ —Iowa State University

Taught public kindergarten and a referral school for handicapped and mentally retarded children in England.

Actually, one could almost name just any country in the world and find a Kappa there or one who has been there. Washington, D.C. is the site where many Kappas go to work as political or agricultural interns, in legislators' offices, and in the business world. And there are Kappas who are active outside Washington, D.C. with the political aspects in their own local seats of state government.

### Beauty Queens

Turning another direction, we see that many women who wear the crowns of queens also wear the Kappa key. The variety of titles is endless, as are the different criteria for which the queens are selected. They represent qualities of poise, appearance, talent, and, in some cases, abilities in certain areas. Kappas are pictured as Maids of Cotton, Bluebonnet Queen, university sweethearts, Greek Week and Homecoming queens, Cherry Blossom princesses, state festival queens, Indy 500 princesses, football bowl queens, rodeo queens, state representatives for Miss America Pageants, engineer's queens, and those who reign over presidential balls.

### Scholarship

Scholastically speaking, new honoraries to carry names of Kappas have appeared over the past ten years. In addition to those honor societies which have been listed for years and which continue to select Kappas for membership, we have been introduced to the following: human development, agriculture, agriculture education, pre-med, business administration, landscape architecture, engineering, health, radio and television, natural resources, women's art, human ecology, mechanical engineering, accounting, band, chemistry, electrical engineering, chemical engineering, criminology, geology, medical technology, public administration, animal science, civil engineering, mathematical and biological sciences, metallurgy and materials engineering, floriculture, industrial engineering, telecommunications, forestry, broadcasting, zoology, earth sciences, tutoring, horticulture, aviation, aviation management, statistics, and anthropology.

Some of those we have known previously are: sociology, biology, psychology, English, journalism, education, public relations, social science, home economics, mathematics, nursing, business, music, literature, drama and theatre, foreign languages of all kinds, speech and communications, oral communications, physical education, recreation and health, advertising, physical science, history, speech, arts, classics, political science, speech and hearing, fashion, literature, art, marketing and sales management, textile arts, architecture, economics, finance, business education, government, occupational and physical therapy, dance, and forensics.

These honor societies also point out new careers for Kappas. Some not immediately recognizable through the types of honoraries are veterinary medicine, recreational therapy, studio design, criminal science, religion, creative writing, graphic design, aerospace engineering, agriculture economics, horticulture, and computer science.

Kappas have not only been recognized through selection for honor societies, they also have received many other awards. To name just a few:

Marianne Spurrier, H—University of Wisconsin

One of six photographers to receive a \$1,000 educational scholarship from Eastman Kodak Company (from 300,000 competitors).

Sue Ann Illig,  $\Delta\Xi$ —Carnegie-Mellon University

Received the Eastman Kodak scholarship on the basis of scholarship (had a 4.0 her entire freshman year in chemical engineering).

Serene Jones, B $\Theta$ —University of Oklahoma

One of only seven nationally to receive a \$2,500 scholarship from the North American Ministerial Fund.

Jean Cooper, E—Illinois Wesleyan University

Recipient of the 1976 undergraduate award in Analytical Chemistry, sponsored by the Division of Analytical Chemistry of the American Chemical Society.

Cindy Kueck,  $\Theta$ —University of Missouri

Future Business Teacher of the Month in 1976, an award sponsored by Phi Beta Lambda national business education fraternity.

Awards have also been numerous in the naming of Kappas to Dean's Lists and President's lists. Kappa scholastic achievements, both for individuals and for chapters as a whole, have been reported in greater numbers recently. Also on the increase are reports of Kappas recognized for both scholarship and service to their campuses and communities. There are many "Outstanding Woman on Campus," "Outstanding Greek Woman," "Greek Woman of the Year," "Ideal Greek Woman," "Top Ten Women on Campus," and various other titles which signify a woman's "outstanding" position on campus.



## Philanthropy

Chapter philanthropic projects of the past decade have offered a variety of activities—and of beneficiaries. Diseases and handicaps newly recognized on a national level have attracted Kappa support. There has also been a definite joining together of forces to organize events, reflected in campus-wide charitable events and Panhellenic or a fraternity and sorority joining together to promote and/or carry out a special benefit. The appearance on campuses of national fundraising agencies has been evident with large sums of money being raised.

At the same time, philanthropic work that is service appeals to many members. Some examples of service-oriented philanthropy are: DePauw's winter term projects in Haiti and Central America, teaching of skiing in handicapped programs, visits to orphanages, Big Brother and Big Sister programs, carnivals for handicapped children, volunteering at Planned Parenthood clinics, Easter egg hunts, teaching deaf children to swim, helping language-disabled children, holiday parties for Halloween and Christmas and Easter, taking people to ball games, making and taking May Day baskets to special homes. There has been new interest in environmental aid also with efforts to clean up around lakes and parks and with special projects to fix up centers and halfway houses through such work as painting them.

Beneficiaries of Kappa service and fund raising have been Easter Seals, crisis center, Meals on Wheels, camps for underprivileged and disabled children, lupus patients, child abuse, multiple sclerosis, cerebral palsy, Special Olympics, cystic fibrosis, cancer societies, girls and boys ranches, the lung associations, diabetes, adopt-a-grandparent programs, special centers for seniors and children including underprivileged and handicapped, and campus and community blood drives.

Others have benefited through Operation Santa Claus and Kids on the Block puppets, through yard clean-ups and painting for private homes owned by elderly people who cannot do these chores, through reading to a blind student, and through the refurbishing of a Discovery Center in Fresno, California, which is a participatory children's museum.

Fund raising has been the thrust of much Kappa "philanthropy." There have been a multitude of marathons, many of which are sponsored by national agencies, but some of which are organized locally by Kappas with other groups. The dance marathons seem to be the most popular of the decade. However, there were bike-a-thons, rock-a-thons with rocking chairs, volleyball marathons, ski-a-thons, walkathons, and running marathons. The other fund raiser which was introduced and grew to great popularity during the decade was the balloon derby. Many chapters chose to have other types of fund raisers for charity-fashion shows, polesitting, charity golf, human monopoly game, basketball tournaments, carnivals, track meets, television auctions, car washes, flower sales, spaghetti dinners, pancake contests, and powderpuff football. More often than not, it was reported that Greek Weeks and other special weeks were designed to provide philanthropic aid in funds and/or service. The Kappas were always tops in this participation. And many served in leadership positions in the organization of such philanthropically-oriented weeks.

Unfortunately, philanthropic service is not always singled out for awards, but service usually becomes a part of the total picture in awards on campus. However, one award deserves special mention: Cindy Knudson,  $\Gamma\Omega$ —University of Wyoming, was honored by Congress with a gold medallion for having earned over 800 hours of service in the area of

physical, personal and volunteer work and enrichment; she is only the second person in the State of Wyoming to win this award.









## VII. ROLL OF CHAPTERS

Kappa Kappa Gamma chapter names are designated by Greek letters which stand for numbers. The Greeks did not have a dating-by-number system, so they assigned letters instead. Hence A or Alpha = 1, B or Beta = 2, G or Gamma = 3, etc. In the 19th century, scholars frequently used the Greek letter system instead of numbers to show off their erudition in making the points of arguments; it is likely that our founders were accustomed to hearing points made not as first, second, but as Alpha, Beta. Even today, we often use letters when listing the points of a discussion or explanation: a, b, c.

As a Greek letter society on a college campus, our founders naturally adopted the Greek letter system for numbers, and so our first chapter is Alpha. However, Alpha Chapter did not become Alpha Chapter until 1871 when Minnie Stewart and Lou Bennett visited Knoxville, Illinois, to organize a chapter at St. Mary's Seminary. This small group became "A Chapter." Throughout 1870, the Monmouth group was simply Kappa Kappa Gamma.

As the Fraternity undertook expansion, new chapters were named by Greek letters-as-numbers. However, new chapters were also given the names of closed chapters so that the 24 letters of the Greek alphabet were always in use. As a result, we have had at least two Beta Chapters, two Gammas, two Zetas, two Nus, two Taus, and three Rhos; there were seventeen early chapters whose identity remains unknown today. As Kappa grew, the numbering-by-letter system created considerable confusion and shows how little order, much less policy, there was in the extension program. In fact, it was quite easy to start a chapter; one or two women were enough to begin a chapter and the one or two did not even have to be in attendance at a college or seminary but could be those who "might become students" on a given campus! As May Westerman,  $\Sigma$ —University of Nebraska, wrote in the *1930 History*: "... the Convention of 1878 authorized the establishment of chapters in certain institutions, apparently regardless of applications. Names were conferred upon chapters, withdrawn, and re-allotted to the utter perplexity of future historians, inasmuch as it was considered quite proper to simply tear out and destroy the record of a chapter once deceased. Just how many attempts to establish chapters at institutions . . . may have been made . . . is impossible to say."

The 1882 Convention voted a procedure for the establishment of a new chapter and chartering finally became regularized. Now chapter names could be recorded with some degree of accuracy. However, the Fraternity persisted in reusing chapter names until 1890 when the Convention decided that "all active chapters designated by the same Greek letters formerly borne by suspended chapters, be further distinguished by prefixing Beta" (i.e., two). Beta Alpha at the University of Pennsylvania was the first chapter named under the system which continues today. The decision of the 1890 Convention meant that all chapters which

had the name of an earlier one had to be renamed. Consequently, in 1890, six chapters had to put a prefix before their names: Beta Zeta, Beta Nu, Beta Beta, Beta Tau; Rho was reworked to Beta Rho and Gamma Rho (#2 Rho and #3 Rho). An accurate system for naming chapters in the order of their founding was finally achieved.

Despite the use of a regularized system, the youngest Beta chapter is Beta Kappa and not Beta Omega, while the first list, the Alpha group, does not follow any orderly listing at all: Kappa is after Tau and Sigma follows Omega. Apparently, Kappa Chapter was to be Upsilon, but at the last minute it was given the name of a closed chapter but for some unknown reason not asked to adopt the prefix Beta; Sigma was originally assigned to at least three chapters and "recalled" each time before it was given to the chapter at the University of Nebraska. Only some of the Alpha list of chapters bear Beta prefixes due to the corrections determined in 1890.

A chapter name is special and it is the Fraternity's desire and policy to preserve each chapter name on its permanent roll. When it becomes possible to reinstate a closed chapter, deuterion is affixed to the original chapter name. Deuterion is derived from the Greek *deuteros*, meaning *second* and is represented by a small delta which is added to the upper right of the chapter letters or name. Today we have seven deuterion chapters: Alpha  $\Delta$ , Monmouth College; Pi  $\Delta$ , University of California-Berkeley; Rho  $\Delta$ , Ohio Wesleyan University; Psi  $\Delta$ , Cornell University; Beta Beta  $\Delta$ , St. Lawrence University; Beta Rho  $\Delta$ , University of Cincinnati; and Beta Eta  $\Delta$ , Stanford University.

When the Fraternity exhausted the #2 list (Betas), we began the Gammas or #3 list. Since there are only 24 letters, a list in times of rapid expansion quickly reaches Omega, = 24. The Betas began in 1870, the Gammas in 1916, the Deltas in 1930, the Epsilons in 1955, and the Zetas in 1980. Our newest chapter, Zeta Nu, University of California, San Diego, is literally #6—13, the sixth chapter to bear the name Nu or Chapter 133! Nevertheless, Zeta Nu may well be Kappa's 150th chapter because we know that there were at least 17 "nameless" chapters, while other names were assigned and recalled so quickly they were never recorded. When we begin to go through the Greek alphabet for the seventh time, chapters will be assigned the prefix Eta.

Because the spirit of the Fraternity chapter naming system is chronological, all Kappa Kappa Gamma histories list the chapters in the order of their founding. And, the present volume preserves this time-honored Fraternity roll of chapters. Only for those chapters established during the past decade are charter members listed. With the exception of Gamma Rho, only the chapters which use a Gamma, Delta, Epsilon, or Zeta prefix are completely and historically accurate in reflecting the Alpha to Omega (1-24) numbering-by-letter system.



Alpha <sup>Δ</sup>	Monmouth College Monmouth, Illinois	Founded October 13, 1870 Closed 1884 Reinstated October 13, 1934 Initiates 1158
Delta	Indiana University Bloomington, Indiana	Founded October 12, 1872 Initiates 2203
Epsilon	Illinois Wesleyan University Bloomington, Indiana	Founded November 25, 1873 Initiates 1247
Eta	University of Wisconsin Madison, Wisconsin	Founded February 2, 1875 Initiates 2047
Theta	University of Missouri Columbia, Missouri	Founded April 1, 1875 Initiates 2166
Iota	DePauw University Greencastle, Indiana	Founded November 13, 1875 Initiates 2077
Lambda	University of Akron Akron, Ohio	Founded June 10, 1877 Initiates 1652
Mu	Butler University Indianapolis, Indiana	Founded January 2, 1878 Initiates 1652
Chi	University of Minnesota Minneapolis, Minnesota	Founded April 21, 1880 Initiates 1748
pi <sup>Δ</sup>	University of California, Berkeley Berkeley, California	Founded May 22, 1880 Closed 1885 Reinstated August 5, 1897 Initiates 1655
Rho <sup>Δ</sup>	Ohio Wesleyan University Delaware, Ohio	Founded November 25, 1880 Closed 1884 Reinstated May 1, 1925 Initiates 1414
Kappa	Hillsdale College Hillsdale, Michigan	Founded June 9, 1881 Initiates 1481
Beta Beta <sup>Δ</sup>	St. Lawrence University Canton, New York	Founded September 26, 1881 Closed 1903 Reinstated October 16, 1915 Initiates 1550
Upsilon	Northwestern University Evanston, Illinois	Founded April 18, 1882 Initiates 2117
Beta Zeta	University of Iowa Iowa City, Iowa	Founded May 2, 1882 Initiates 1678
Beta Tau	Syracuse University Syracuse, New York	Founded October 19, 1883 Initiates 1524
Psi <sup>Δ</sup>	Cornell University Ithaca, New York	Founded November 24, 1883 Closed 1969 Reinstated April 23, 1977 Initiates 1547
Omega	University of Kansas Lawrence, Kansas	Founded December 17, 1883 Initiates 1917
Sigma	University of Nebraska Lincoln, Nebraska	Founded May 19, 1884

Beta Rho <sup>Δ</sup>	University of Cincinnati Cincinnati, Ohio	Initiates 1855 Founded June 6, 1885 Closed 1885 Reinstated May 16, 1914 Initiates 1358
Gamma Rho	Allegheny College Meadville, Pennsylvania	Founded February 13, 1888 Initiates 1380
Beta Nu	Ohio State University Columbus, Ohio	Founded October 12, 1888 Initiates 1926
Beta Alpha	University of Pennsylvania Philadelphia, Pennsylvania	Founded March 20, 1890 Closed 1977 Initiates 917
Beta Delta	University of Michigan Ann Arbor, Michigan	Founded October 2, 1890 Initiates 1692
Beta Eta <sup>Δ</sup>	Stanford University Palo Alto, California	Founded June 10, 1892 Closed 1944 Reinstated October 21, 1978 Initiates 728
Beta Lambda	University of Illinois Urbana, Illinois	Founded April 28, 1899 Initiates 2117
Beta Mu	University of Colorado Boulder, Colorado	Founded April 5, 1901 Initiates 2319
Beta Xi	University of Texas Austin, Texas	Founded May 12, 1902 Initiates 2711
Beta Omicron	Newcomb College at Tulane University New Orleans, Louisiana	Founded May 11, 1904 Initiates 1432
Beta Pi	University of Washington Seattle, Washington	Founded February 4, 1905 Initiates 1928
Beta Upsilon	West Virginia University Morgantown, West Virginia	Founded December 22, 1906 Initiates 1332
Beta Phi	University of Montana Missoula, Montana	Founded March 20, 1909 Initiates 1339
Beta Chi	University of Kentucky Lexington, Kentucky	Founded February 12, 1910 Initiates 1681
Beta Psi	University of Toronto Toronto, Ontario	Founded May 24, 1911 Initiates 850
Beta Omega	University of Oregon Eugene, Oregon	Founded January 11, 1913 Initiates 850
Beta Theta	University of Oklahoma Norman, Oklahoma	Founded August 25, 1924 Initiates 2154
Beta Kappa	University of Idaho Moscow, Idaho	Founded February 26, 1916 Initiates 1282
Gamma Alpha	Kansas State University Manhattan, Kansas	Founded September 23, 1916 Initiates 1609
Gamma Beta	University of New Mexico Albuquerque, New Mexico	Founded April 5, 1918 Initiates 1297
Gamma Gamma	Whitman College Walla Walla, Washington	Founded April 29, 1918 Initiates 1188
Gamma Delta	Purdue University West Lafayette, Indiana	Founded January 24, 1919 Initiates 1574



Gamma Epsilon	University of Pittsburgh Pittsburgh, Pennsylvania	Founded February 21, 1919 Initiates 908
Gamma Zeta	University of Arizona Tucson, Arizona	Founded January 3, 1920 Initiates 1710
Gamma Eta	Washington State University Pullman, Washington	Founded May 7, 1920 Initiates 1326
Gamma Theta	Drake University Des Moines, Iowa	Founded April 30, 1921 Initiates 1277
Gamma Iota	Washington University St. Louis, Missouri	Founded September 10, 1921 Initiates 1050
Gamma Kappa	College of William and Mary Williamsburg, Virginia	Founded February 16, 1923 Initiates 1298
Gamma Mu	Oregon State University Corvallis, Oregon	Founded June 7, 1924 Initiates 1439
Gamma Nu	University of Arkansas Fayetteville, Arkansas	Founded April 9, 1925 Initiates 1613
Gamma Xi	University of California, Los Angeles	Founded May 8, 1925 Initiates 1570
Gamma Omicron	University of Wyoming Laramie, Wyoming	Founded February 25, 1927 Initiates 1234
Gamma Pi	University of Alabama Tuscaloosa, Alabama	Founded June 2, 1927 Initiates 1466
Gamma Sigma	University of Manitoba Winnipeg, Manitoba	Founded June 25, 1928 Closed 1976 Initiates 518
Gamma Tau	North Dakota State University Fargo, North Dakota	Founded May 3, 1929 Closed 1985 Initiates 927
Gamma Upsilon	University of British Columbia Vancouver, British Columbia	Founded May 11, 1929 Initiates 740
Gamma Phi	Southern Methodist University Dallas, Texas	Founded May 17, 1929 Initiates 1783
Gamma Chi	George Washington University Washington, D.C.	Founded June 7, 1929 Initiates 806
Gamma Psi	University of Maryland College Park, Maryland	Founded June 7, 1929 Initiates 1239
Gamma Omega	Denison University Granville, Ohio	Founded December 6, 1929 Initiates 1638
Delta Alpha	Pennsylvania State University State College, Pennsylvania	Founded October 3, 1930 Initiates 1176
Delta Beta	Duke University Durham, North Carolina	Founded October 25, 1930 Initiates 1222
Delta Gamma	Michigan State University East Lansing, Michigan	Founded November 7, 1930 Initiates 1445
Delta Delta	McGill University Montreal, Quebec	Founded November 31, 1930 Initiates 661

Delta Epsilon	Rollins College Winter Park, Florida	Founded January 8, 1932 Initiates 923
Delta Zeta	Colorado College Colorado Springs, Colorado	Founded November 4, 1932 Initiates 1318
Delta Eta	University of Utah Salt Lake City, Utah	Founded November 11, 1932 Initiates 1531
Delta Iota	Louisiana State University Baton Rouge, Louisiana	Founded December 7, 1935 Initiates 1678
Delta Kappa	University of Miami Coral Gables, Florida	Founded November 18, 1938 Initiates 785
Delta Lambda	Miami University Oxford, Ohio	Founded November 9, 1940 Initiates 1233
Delta Mu	University of Connecticut Storrs, Connecticut	Founded December 5, 1942 Initiates 970
Delta Nu	University of Massachusetts Amherst, Massachusetts	Founded December 12, 1942 Initiates 1029
Delta Xi	Carnegie-Mellon University Pittsburgh, Pennsylvania	Founded February 17, 1944 Initiates 673
Delta Omicron	Iowa State University Ames, Iowa	Founded May 18, 1946 Initiates 869
Delta Pi	University of Tulsa Tulsa, Oklahoma	Founded November 2, 1946 Initiates 753
Delta Rho	University of Mississippi Oxford, Mississippi	Founded March 15, 1947 Initiates 1132
Delta Sigma	Oklahoma State University Stillwater, Oklahoma	Founded April 12, 1947 Initiates 1262
Delta Tau	University of Southern California Los Angeles, California	Founded November 7, 1947 Initiates 1570
Delta Upsilon	University of Georgia Athens, Georgia	Founded February 14, 1948 Initiates 1407
Delta Phi	Bucknell University Lewisburg, Pennsylvania	Founded October 30, 1948 Initiates 827
Delta Psi	Texas Tech University Lubbock, Texas	Founded March 28, 1953 Initiates 1216
Delta Omega	California State University at Fresno Fresno, California	Founded November 5, 1954 Initiates 796
Epsilon Alpha	Texas Christian University Fort Worth, Texas	Founded April 12, 1955 Initiates 871
Epsilon Beta	Colorado State University Fort Collins, Colorado	Founded March 10, 1956 Initiates 830
Epsilon Gamma	University of North Carolina Chapel Hill, North Carolina	Founded November 8, 1958 Initiates 908
Epsilon Delta	Arizona State University Tempe, Arizona	Founded April 24, 1959 Initiates 673
Epsilon Epsilon	Emory University Atlanta, Georgia	Founded May 9, 1959 Initiates 683
Epsilon Zeta	Florida State University Tallahassee, Florida	Founded December 9, 1961 Initiates 734



Epsilon Eta	Auburn University Auburn, Alabama	Founded March 23, 1963 Initiates 817
Epsilon Theta	University of Arkansas at Little Rock Little Rock, Arkansas	Founded November 9, 1963 Closed 1981 Initiates 252
Epsilon Iota	University of Puget Sound Tacoma, Washington	Founded March 5, 1966 Initiates 439
Epsilon Kappa	University of South Carolina Columbia, South Carolina	Founded February 19, 1967 Initiates 368
Epsilon Lambda	University of Tennessee Knoxville, Tennessee	Founded February 25, 1967 Initiates 532
Epsilon Mu	Clemson University Clemson, South Carolina	Founded March 7, 1970 Initiates 607
Epsilon Nu	Vanderbilt University Nashville, Tennessee	Founded October 13, 1973 Initiates 460
Epsilon Xi	California State University at Northridge Northridge, California	Founded November 16, 1974 Initiates 324
Epsilon Omicron	University of California at Davis Davis, California	Founded January 21, 1975 Initiates 324
Epsilon Pi	University of California, Riverside Riverside, California	Founded February 7, 1976 Initiates 163

#### Charter members:

Jayne Alexander; Laurie Bain; Paige Beasley; Kimberly Cluff; Ellenor Clyde; Sallyanne Cornelius; Nancy Donaldson; Pamela Ellis; Dena Farwell; Nancy Fuhrman; Suzanne Giesecke; Nancy Hill; Tamara Holton; Julie Jumper; Cynthia Kenne; Kathryn Kimball; Allison King; Heather Linn; Mary Mann; Carol McCurry; Kimberly McDonald; Lesley Myers; Sandra Renfro; Marilee Roach; Cynthia Schier; Laura Shiels; Lisa Stoeltje; Leslie Turner; Virginia VanHardeveld; Linda Yarborough

Epsilon Sigma	University of Virginia Charlottesville, Virginia	Founded October 23, 1976 Initiates 315
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Robbin Atkinson; Andrea Barton; Joann Barton; Sharon Biache; Mary Bodie; Elizabeth Bracken; Mary Brown; Carol Burins; Joanne Canoles; Kimberly Christy; Carol Close; Katherine Cole; Katherine Duguid; Julia Etheridge; Kathleen Fitzgerald; Sheryl Gibson; Charlyn Hall; Mary Holahan

Epsilon Tau	Mississippi State University Starkville, Mississippi	Founded April 16, 1977 Closed 1984 Initiates 164
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Mary June Addikson; Betty Lynn Barnes; Donna Biggs; Cynthia Bost; Mari Carley; Jolly Carson; Caroline Compton; Nancy Edge; Gina Gatlin; Valerie Gilbert; Sandra Hardeman; Deborah Hardin; Marsha Hill; Kimberly Horne; Margaret Megehee; Melanie Newton; Deborah Odum; Julie Paul; Donna Robertson; Elizabeth Ronan; Elizabeth Skewes; Amy Thigpen; Deborah Twitty; Elizabeth Watts; Sandra Webb; Elizabeth Weissinger; Hellen Wilson; Carolyn Yarbrough; Lean Yarbrough

Epsilon Upsilon	Baylor University Waco, Texas	Founded September 22, 1977 Initiates 1034
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Kathryn Bledsoe; Tamara Cox; Suzanne Craig; Sharron Cutbirth; Debra Edens; Patricia Jansky; Elizabeth Keitt; Susan King; Molly Meredith; Sara Miller; Judith Rose; Mary Seabury; Gene Smith; Karla Smith; Sabrina Walker; Helen Wiggins; Donise Wilson

Epsilon Phi	University of Florida Gainesville, Florida	Founded March 4, 1978 Initiates 292
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Victoria Barnett; Linda Birchfield; Patti Branch; Cheryl Bricker; Heidi Cranford; Julia Cirssinger; Janice Curren; Brenda Duffey; Lee Fenton; Elizabeth Fifer; Kathryn Hayes; Catherine Henderson; Susan Koon; Degeen Liston; Judith Macon; Mary Macauley; Debra McMillan; Lisa Miller; Stephanie Munz; Catherine O'Brien; Elizabeth Ogden; Ann Olszewski; Jennifer Overstreet; Maureen Pitsurdakis; Anna Prevost; Jill Richter; Stacy Scott; Amy Silverman; Jillian Spangler; Aimee Steele; Barbara Swan; Patricia Timm; Ann Trebbe; Amanda Youngblood

Epsilon Chi	Dartmouth College Hanover, New Hampshire	Founded September 30, 1978 Initiates 294
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Barbara Anderson; Ann Beringer; Kathleen Bourque; Laurie Branch; Cameron Crone; Alicia Fritz; Jill Frommer; Lizanne Galbreath; Mary Gose; Cynthia Greco; Catherine Haley; Margaret Hall; Kathryn Harper; Elizabeth Harris; Nanette Hart; Margaret Kimball; Anne Minnich; Laura Murphy; Sheila Murphy; Susan Myers; Letitia Pemberton; Sandra Perkowski; Rebecca Randall; Ingrid Schmakel; Jan Smedley; Julie Wallin; Susan Weiss

Epsilon Psi	University of California Santa Barbara Santa Barbara, California	Founded October 14, 1978 Initiates 94
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Susan Bartishen; Audrey Beim; Lisa Burnett; Elizabeth Dematei; Robin Durst; Lisa Ehrenreich; Andrea Emold; Carol Frankowski; Julie Gumucio; Susan Hite; Leslie Hyde; Kimberly Iverson; Mary Jacobs; Connie Koch; Susan Leeuweburgh; Elizabeth Love; Elizabeth McCall; Amy Menkes; Lisa Norimoto; Karen Okane; Karen Parrish; Erin Perry; Letitia Rowe; Theresa Rubcic; Susan Sampson; Sally Shoemaker; Nancy Tanimasa; Gail Thompson; Sally Trabert; Carol Warner



*Epsilon Omega* Dickinson College Founded March 10,  
Carlisle, Pennsylvania 1979  
Initiates 257

Catherine Andriadis; Susan Bacon; Nancy Bauer; Joan Brandenburg; Elise Dagostino; Susan Dague; Shelly Dalrymple; Cheryl Daugherty; Karen Ford; Lynne Forrey; Janice Friedman; Angela Gelason; Katherine Grant; Elizabeth Gray; Lynette Hewitt; Kathleen Kipp; Darcie Lolo; Sandra Lopatofsky; Ruthann Mamrak; Laura Marshall; Julie McMullen; Susan Miller; Mary Beth Monahan; Wendy Paxton; Kathleen Poole; Yvonne Schirm; Susan Shane; Joan Sommers; Elizabeth Spizzirro; Constance Tambakis; Cynthia Waldron; Donna Weir; Alison Whitmer

*Zeta Alpha* Babson College Founded February  
Wellesley, Massachusetts 16, 1980  
Initiates 133

Elisabeth Andersen; Celia Bumstead; Susan Connell; Amy Fairclough; Elizabeth Gregory; Carol Hasenfus; Kathleen Hogan; Helen Joy; Kathleen Lopas; Diane Magee; Catherine Mannix; Jane Mason; Karen Myjak; Sybil Neidecker; Dolores Paino; Linda Powers; Gail Prescott; Gretchen Schwabe; Deirdre Sisk; Pamela Will

*Zeta Beta* Lafayette College Founded April 26,  
Easton, Pennsylvania 1980  
Initiates 232

Lisa Anderson; Donna Antonicelli; Margaret Bakes; Kathleen Berejka; Alisa Bonasoni; Gail Brandstatter; Lynne Brazill; Elizabeth Bright; Susan Cassin; Jacqueline Castelnau; Maryann Condello; Veronica Deberardine; Amelia Delrio; Angela Dichiara; Mical Distenfeld; Dale Eosso; Elizabeth Fehrs; Maureen Forrester; Nancy Gifford; Gayle Githens; Stacey Gladstone; Judith Glynn; Kirlland Graham; Linda Grebe; Kathleen Gregor; Virginia Hall; Sally Harris; Theresa Heaney; Susan Helliwell; Clare Kaiser; Jacqueline Kling; Karen Larson; Mara Lurie; Elisabeth Mann; Sandra Metzger; Dianne Miller; Susan Miller; Heather Morrison; Barbara Mortimer; Mulia Mulvihill; Kathleen Galvin; Caroline Patterson; Marion Philpot; Nancy Pretzfelder; Lynn Proctor; Sarah Sheeleigh; Catherine Sigda; Sharon Suominen; Laura Thornton; Karen Tramm; Giovanna Urbani; Tine Waldmann; Susan Warner; Marie Whelan; Jane Williams; Pamela Zelman

*Zeta Gamma* Centre College Founded October  
Danville, Kentucky 4, 1980  
Initiates 121

Ellen Anderson; Jill Austin; Elizabeth Bennett; Patricia Cullock; Susan Clark; Densie Cohen; Tracey Corey; Ruth Dudley; Kathryn Dulworth; Frances Gerald; Lee Anne Groomes; Amy Hobson; Madelyn Hopson; Kimberly Turkington; Susan Johnson; Adanna Keller; Susan Kubler; Martha Maher; Cynthia McLemore; Melanie Melton; Aileen Moore; Cindi Pierce; Pamela Price; Wendy Reed; Barbara Sonntag; Charlotte Stiverson; Leslie Tassie; Sarah Valentine; Susan Weesner; Nancy Youtsey

*Zeta Delta* University of Vermont Founded October  
Burlington, Vermont 18, 1980  
Initiates 105

Anne Albert; Tracy Chandler; Debra Cockayne; Sabrina Ezickson; Wendy Foley; Deborah French; Sharon Henry; Sarah Hunt; Jamie Irwin; Lisa Kaplan; Joddi Leipner; Ellen Mahoney; Anne McDonald; Kathy Miller; Dianna Paul; Anne Price; Jane Ratliff; Sandie Sabaka; Sarah Sprague; Laura Vagts; Lenora Langan; Cynthia Sandreuter

*Zeta Epsilon* Lawrence University Founded October  
Appleton, Wisconsin 24, 1981  
Initiates 65

Alison Galbraith; Jeanna Hicks; Sara Laumann; Holly Lyon; Lisa McLarty; Elizabeth Morris; Nancy Olson; Tirzah Strom; Janine Tea; Cindy Zimmerman

*Zeta Zeta* Westminster College Founded February  
Fulton, Missouri 20, 1982  
Initiates 73

Kimberly Anderson; Anne Barbour; Jenifer Burton; Mia Donnenwerth; Tamara Evans; Julie Fisher; Maria Frick; Elizabeth Gilmore; Cathy Hill; Kristy Kurt; Stella Liong; Andrea Maddox; Alison Merrigan; Catherine Myers; Barbara O'Connell; Jaime Ogden; Melissa Ogden; Jeanné Peck; Paula Pittman; Claire Shannon; Candace Shocklie; Kellie Steen; Emmie Tak; Mamie Tak; Carole Teller; Christina Travis; Kelly Waldo; Monica Wallach; Alison Williams; Barbara Wollschlager

*Zeta Eta* University of California, Founded April 3,  
Irvine 1982  
Irvine, California Initiates 141

Pamela Bailey; Ana Bejinez; Bonnie Brown; Patricia Buote; Angela Canto; Susan Chin; Marguerite Davis; Lilian DeMonteverde; Jacqueline Fahey; Alison Fish; Nora Gamez; Emily Garcia; Gabriela Barcia; Lisa Gondek; Terri Greenwood; Gloria Gwynne; Kim Handley; Julia Hawkins; Jean Hornby; Serena Inglese; Jacqueline Johnson; Kim Kleve; Kismet Lemmons; Susanne Mellberg; Louise Nelson; Regina O'Brien; Patricia Pinedo; Carmel Purdum; Celia Rowland; Juliette Sanford; Wanda Small; Donna Smith; Susan Sommers; Sarah Steinman; Lisa Stokes; Paula Sulkis; Patricia Tau; Diane Volpp; Paricia Watkins; Gisela Wiebach; Marianna Wong; Dianna Wright

*Zeta Theta* Trinity College Founded May 2,  
Hartford, Connecticut 1982  
Initiates 71

Bonnie Adams; Lisa Anastasi; Caroline Barhydt; Martha Bonneville; Caroline Coco; Susan Cutler; Jeanne Develin; Donna Gilbert; Roberta Glaser; Anne Gurin; Catherine Hays; Lynn Hillas; Ann Johnson; Miyuki Kaneko; Katherine Klein; Joanne Matzen; Hillary Mayer; Stephanie Nichols; Michelle Parsons; Patricia Pasieka; Peyson Potter; Beverly Ravalese; Laura Rebmman; Randi Stempler; Pamela VonSeldeneck; Louisa Wright



*Zeta Iota* Villanova University Founded November  
Villanova, Pennsylvania 13, 1982  
Initiates 162

Carol Alkons; Janice Barbieri; Laurie Brennan; Catherine Burgoyne; Terry Burke; Karen Collins; Christine Conforti; Lynn Constandy; Margaret Coyle; Katherine Cucuel; Nancy Curran; Jill Cypher; Julie Cypher; Deborah D'Arcy; Laura Desiderio; Theresa Donaghue; Julia Donatelli; Kim Elinsky; Deanne Filipone; Renee French; Joan Gallagher; Kim Haggerty; Patricia Hannon; Kathleen Henneberry; Margaret Jofbauer; Mary Leahy; Suzanne Leider; Ann Lombardo; MaryEllen MacAlusa; Bernadette Mannix; Bernadette McCann; Margaret McHugh; GailMarie Miller; Laurie Miller; Theresa Mogavero; Patricia Mooney; Eileen Moriarty; Karen Neddenriep; Karen O'Donaghue; Karen Pasqua; Carolyn Perry; Suzanne Petrella; Marie Petrozziello; Dana Pfister; Patricia Ring; Mary Roach; Monica Ronan; Lynn Roth; Jean Sanferraro; Kathleen Scully; Laura Siberski; Juliann Snyder; Diane Sweeney; Tamyra Toole; Lisa Voci; Elizabeth Wallace; Mary Walsh; Mary Walter; Kathleen Wiley; Suzanne Zirpoli

*Zeta Kappa* Bowling Green State University Founded April 30,  
Bowling Green, Ohio 1983  
Initiates 123

RoseMarie Ackerman; Sandra Amos; Melissa Aschenbach; Pamela Baran; Patricia Barracato; Jennifer Bergan; Linda Birkenberger; Jennifer Booth; Siobhan Campbell; Jill Castanien; Kirstin Coulter; Jane Crow; Beth Crutcher; Anne Dabbelt; Connie DelVecchio; Susan Dufek; Kimberly Esgro; Aimee Felder; Sharon Graven; Susan Hatheway; Julie Harris; Kelley Hecky; Ann Hof; Judy Homa; Sandra Ireland; Nancy Jimenez; Karen Kettering; Diane Kragt; Roberta Lee; Cynthia Leopold; Sarah Leupp; Elizabeth Macy; Mary Madormo; Linda Martens; Maria Mauric; Sue McHugh; Arleen Meier; Marianne Miele; Kimberly Moore; Heidi Moorma; Judith Myers; Marlene Norris; Linda Olenick; Claudia Onopiak; Janet Pavasko; Lydia Perez; Holly Preston; Susan Rahrig; Lisa Ramler; Debbie Rees; Elizabeth Rolfe; Tammy Salem; Elizabeth Santner; Christine Schetter; Christi Skinner; Karen Sukert; Judith Teach; Deborah Yonders

*Zeta Lambda* Washington and Jefferson College Founded April 7,  
Washington, Pennsylvania 1984  
Initiates 62

Janet Abbey; Leslie Biddle; Susan Boyles; Grace Bruther; Karen D'Angelo; Christina Day; Desiree-Donncals; Christine Fleming; Amy Geiger; Beverly George; Diana Gourley; Janet Gresh; Willibelle Heceta; Kelle Hornberger; Elizabeth Jacobs; Denise Keefer; Jean Kois; Lee Matranga; Vanessa Mowad; Jennifer Mundorff; Margaret O'Brien; Valentina Petrone; Leigh Philips; Eileen Potts; Jennifer Sharer; Frances Smith; Deborah Stanton; Jean Wege; Katherine Wicker; Deborah Yaworski; Emily Yeager; Mary York; Heather Zimmerman

*Zeta Mu* Virginia Polytechnic Institute Founded November  
and State University 16, 1985  
Blacksburg, Virginia Initiates 72

Beth Alden; Valerie Becker; Madalyn Behneman; Sara Beiro; Tara Belcher; Stephanie Brooks; Catherine Burndette; Lori Bushkirk; Ann Marie Byers; Roberta Camden; Deana Clayborne; Gay Cook; Kerry Cowles; Magdalena Eccles; Linda Eddy; Lori Erickson; Kathleen Evans; Erin Flaherty; Diane Foraker; Andrea Freitag; Caroline Gates; Dona George; Jill Furak; Lorraine Haworth; Shelly Henry; Karen Hiser; Julie Hoag; Patricia Hopkins; Carol Irvine; Fara Jinnah; Cynthia Jones; Barbara Kalafos; Tamara Klinefelter; Lynne Kronlage; Susan Lawrence; Melody Lockhart; Cynthia Mack; Denise Matalas; Kelley Mayhew; Monica Mayo; Joyce McClure; Elizabeth McClure; Suzanne Merritt; Georgia Meyer; Amy Mitchum; Nancy Morris; Jane Mullins; Susan Murray; Sonya Napoli; Doan-Trang Thi Nguyen; Katherine Norris; Tracy Ohlsen; Lynn Overstreet; Pamela Parker; Leslie Poteet; Kim Rapp; Lynn Ratchford; Mary Regan; Tracy Reymore; Susan Robeson; Coleen Rowland; Gretchen Schmidt; Sara Schuneman; Anna Shafer; Lisa Sheffield; Beth Temple; Carol Tennery; Janet Tonner; Grace Torres; Sherri Turner; Elizabeth Walke; Pamela Wszolek

*Zeta Nu* University of California, Founded November  
San Diego 23, 1985  
San Diego, California Initiates 47

Tahereh Barnes; Joan Belzer; Ragen Bradner; Michelle Breman; Heather Bridgeman; Valerie Budinger; Kathleen Chase; Kathy Ann Criste; Heidi Detjen; Frances DuCharme; Mary Elizabeth Duffy; Tracy Elliott; Roxanne Ezzet; Valerie Flamer; Stefanie Fox; Kimberly Gibfried; Jill Gilbert; Mary Guilfoyle; Kathleen Harty; Britta Haynie; Paige Korenich; Christine Lanham; Jill Lifschiz; Michele Lindley; Julia Love; Deborah Lynd; Monika Mallick; Susan McCarthy; Kimberly Meyers; Shawn Morningstar; Maud Morris; Caroline Nawotka; Catherine Neis; Daleanne Palmer; Anne Pearson; Monica Pette; Elizabeth Plewes; Pamela Robinson; Stacie Rowe; Nameeta Sappal; Jennifer Schreiber; Paula Slade; Lynne Staley; Tamara Tico; Noreen Torres; Andrea Urbach; Deidra Wong



# EPILOGUE

The story of Kappa Kappa Gamma for the past decade has been recorded. Thousands of words carefully chosen and magnificently written give an overview of the Fraternity and the influences of the surrounding environment from 1976 to 1985. Those imprints made upon Fraternity history will have significant and far-reaching effects on her future. Historians will evaluate the impact of those endeavors and how well they chartered our course toward the year 2000.

We are deeply indebted to Virginia Anding La Charité, ΓΚ—College of William and Mary, Fraternity Historian, and her committee members who worked tirelessly in compiling this update of Fraternity history. The contributing cast of hundreds of alumnae and active members did yeomen's work to provide the necessary information. From this effort, an increased awareness for the importance of recording the daily events of the Fraternity is seen. Every pledge, active, and alumna should be made aware of the important place she has in making and shaping our history. Let us commit our energies and talents to ensure that the actions of our membership and our organization in the present take their place in our time-honored heritage.

As this decade draws to a close, it becomes increasingly evident that the events of the late 1970s and early 1980s had a tremendous effect on the growth, structure, programming, and needs of the Fraternity. The Long-Range Planning Committee accepted the challenge to undertake an in-depth look at our present status, to listen to the membership express its needs, and to make constructive and thoughtful recommendations for the future. The keen interest and dedication of Kappas on all levels—pledges, actives, and alumnae—should never be underestimated. Kappas do care about their beloved Fraternity, and their input is both necessary and invaluable.

Every decade has its moments of achievement and its challenges. For the Greek system, these past ten years have been one of prosperity in terms of growth in both membership and numbers of chapters. But, with the "good times" have come new problems worthy of our immediate attention. The next decade will be dramatically affected by our actions today. Greek groups will continue to be called upon to live up to their statements of purpose. Challenges from the communities, administrators, faculties, neighbors, and parents will demand that the Greeks become accountable for their behavior and their professed allegiance to all that is noble in brotherhood and sis-

terhood. The best public relations programs are those where the Greeks daily live their creed and truly are the positive trend setters of the college generation. Increased communication and action between the men's and women's groups must occur in order to achieve our shared goals to provide a quality of life for all members. In addition, we must move actively to tell our story accurately. We must continue to attract those who seek the benefits of the Greek experience and who will adhere to the purpose for which the groups were founded. Kappas everywhere are being encouraged to utilize their talents and resources in taking the leadership role necessary to affect positive change.

What of the future? Ongoing study and evaluation of the Fraternity will continue as the Long-Range Planning recommendations are considered, amended as necessary, and implemented. The Fraternity will remain sensitive to the changes in our host institutions and responsive to the needs of its young women.

The Fraternity is a strong and flexible organization which changes to meet the times without changing her purpose and ideals. We shall ever be current in our thinking but hold steadfast to the values and standards which guide our actions and decisions. Our greatest strength continues to lie in the many loyal and interested members who play such a vital role. Now 115 years old with 129,000 initiated members, 114 chapters and over 400 alumnae groups, Kappa Kappa Gamma stands proud of her past and looks forward to her future. Because of our great heritage, all worthwhile things are possible. Little did our Founders realize how far their light would shine.

Marian Klingbeil Williams, Θ—University of Missouri  
Fraternity President



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## NAME OR ADDRESS CHANGE

Maiden Name \_\_\_\_\_ Chapter \_\_\_\_\_

Check if you are currently: alumnae officer ☐ house board officer ☐ chapter adviser ☐

new marriage ☐ widowed ☐ divorced ☐ deceased ☐ date effective \_\_\_\_\_

Previous/current career \_\_\_\_\_

(If not already sent to CHOICES for network file)

Recent Graduates:

Did you have any job contacts resulting from senior list in *The Key*? \_\_\_\_\_

I would like: ☐ to be an adviser ☐ be on a House Board ☐ join alumnae group

☐ send a contribution ☐ apply for a scholarship ☐ write a reference

## NEW NAME IF DIFFERENT FROM ATTACHED LABEL

Title \_\_\_\_\_ Last \_\_\_\_\_ First \_\_\_\_\_ Middle \_\_\_\_\_

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Street Address \_\_\_\_\_ City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_ Foreign City and Country \_\_\_\_\_

P.S. Please notify your chapter of any change of name or address!

Fill out the form and mail (with label attached) to:  
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