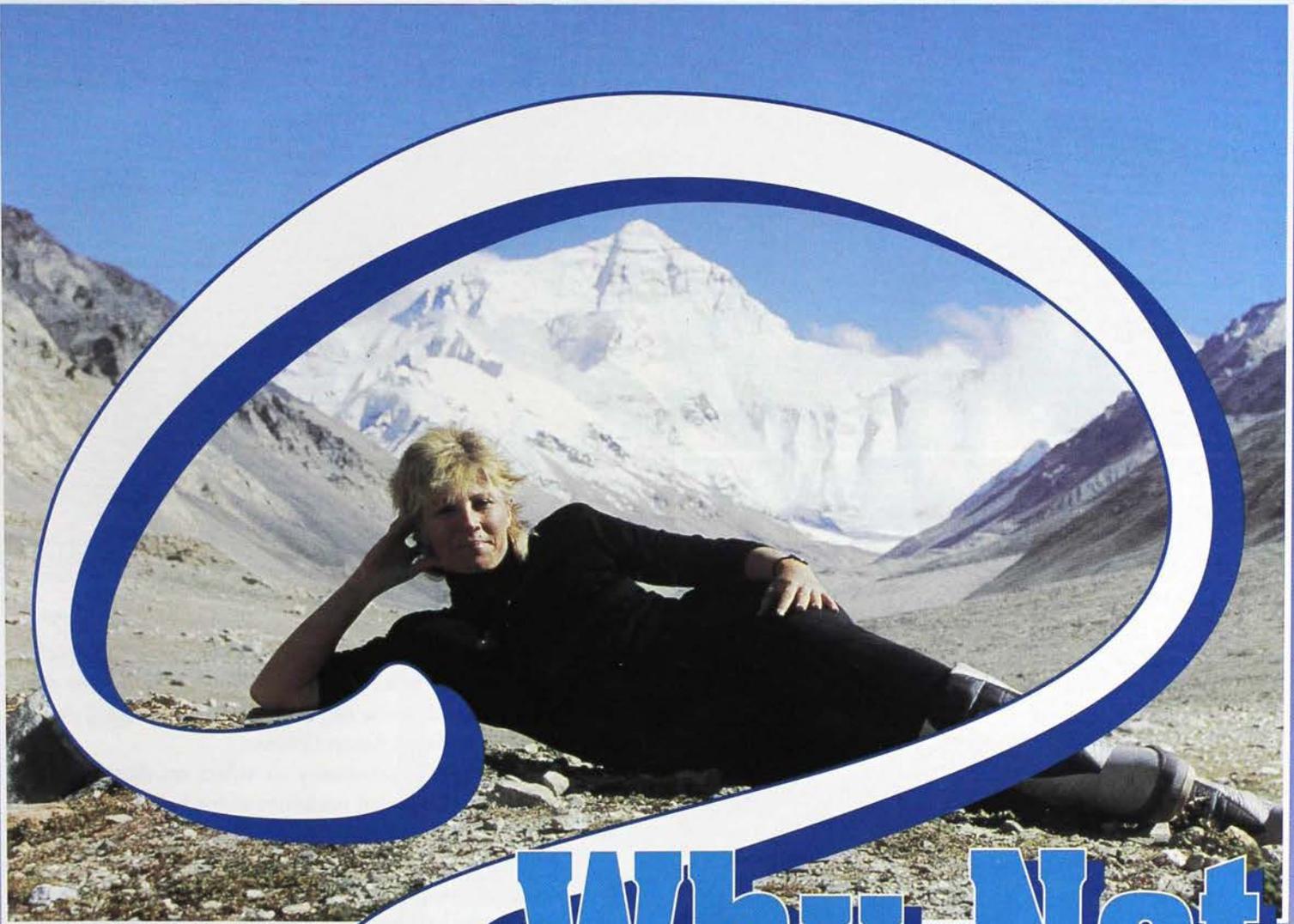


the **Key**
KAPPA
KAPPA GAMMA

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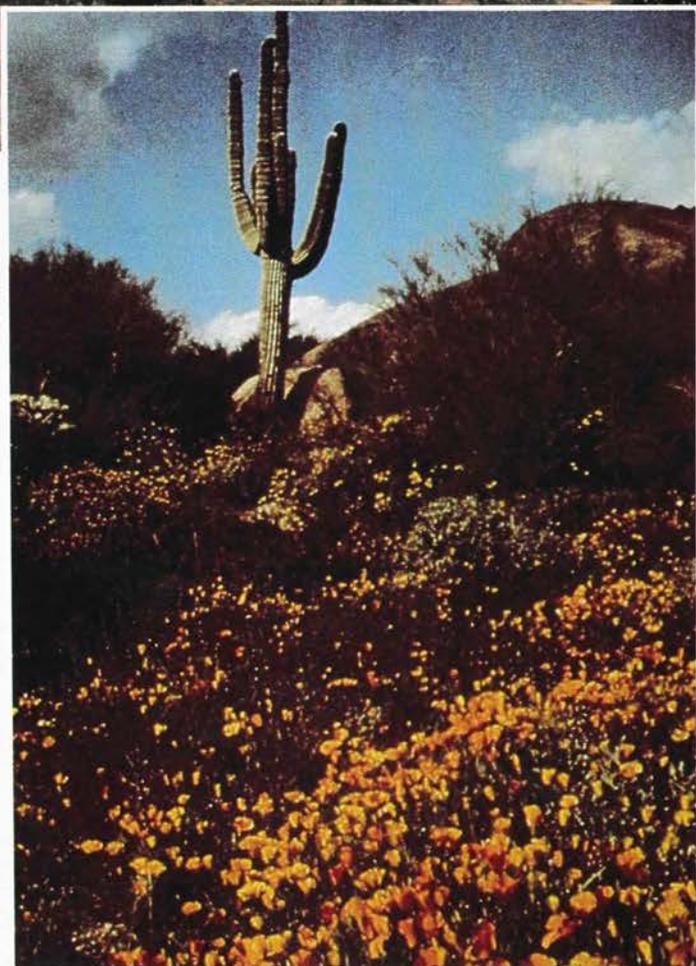
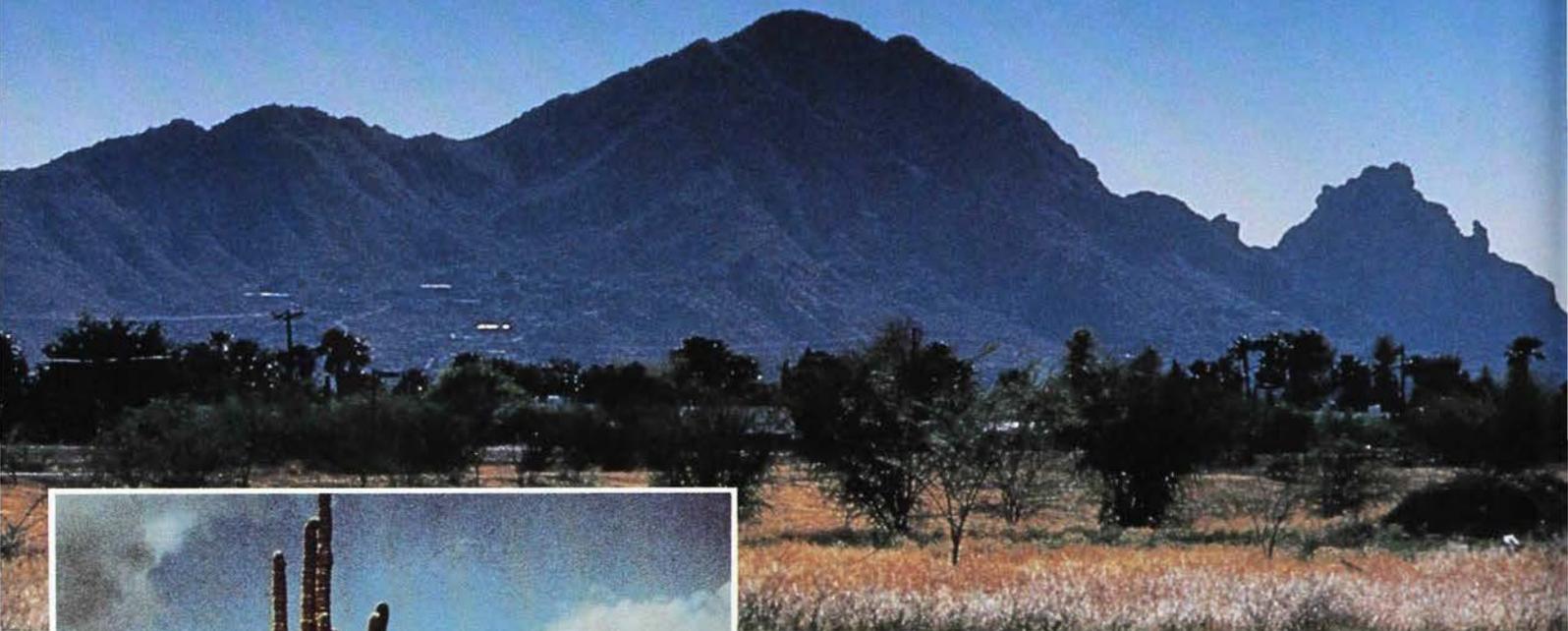


Why Not

**Climb Mountains
Explore Frontiers**

**Kappas Face Challenges with Strength
and Imagination**

CALL TO CONVENTION



Kappa Kappa Gamma invites YOU to be a part of the 59th Biennial Convention, June 23-28, 1992, at the PHOENICIAN RESORT in ARIZONA'S Valley of the Sun. You are invited to make new friendships and renew the old, as you experience a deeper understanding of Kappa Kappa Gamma.

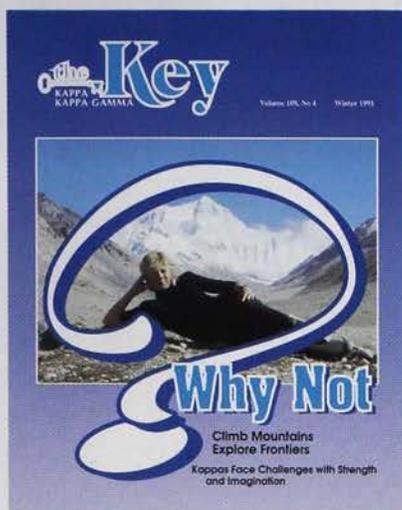
You will have the opportunity to reflect on those past accomplishments and honored traditions which have given us permanence, strength, and stability during our past 122 years as we met the challenges of current issues. We will share visions and dreams for Kappa's continued growth as a vital, living organization, ever-changing, ever-growing. You will want to be a part of this exciting once-in-a-lifetime Kappa experience!

You will participate in the decision-making process, elect officers for the next biennium, and transact business which will shape the future of the Fraternity.

I call on you to come to Convention, to share the warm and friendly experience of Kappas together under the Kappa-blue skies of Arizona. Come and share your own special sunshine with other Kappas. You will have the opportunity to examine the vital role Kappa Kappa Gamma plays throughout your life and to experience, Kappa — A Lifetime of Sunshine!

Kay Smith Larson, Washington,
Fraternity President

the Key



ON THE COVER

The Mt. Everest climb of Donna deVarona, UCLA, symbolizes the challenges Kappas have been facing and conquering since 1870.

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

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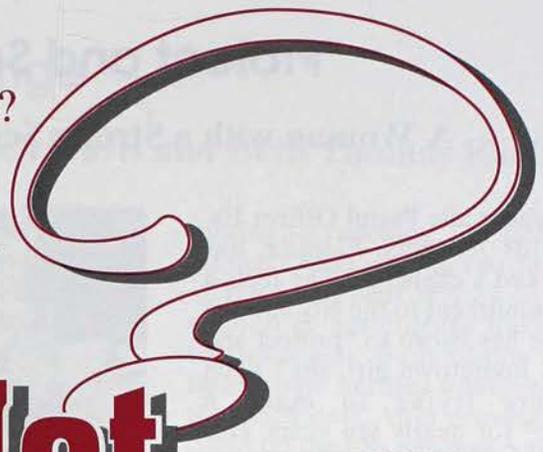
Letter Styles: K1 K2 K3 K4 K5 K6

Actual letters are 4 3/4" high, and placed as shown in above photo. Foreground fabric is satin stitched to background fabric, heat applied and stitched through shirt for long life. Samples shown here are approximately 1/3 actual size.

Who . . . ME? Climb Mount Everest?
 Manage a ranch? Choose a military life?
 Pioneer new fields for women? Join
 police force? Earn one of the navy's
 highest awards? Supervise productivity
 for Rockwell Shuttle as a behavioral
 psychologist?

Well . . .

Why Not



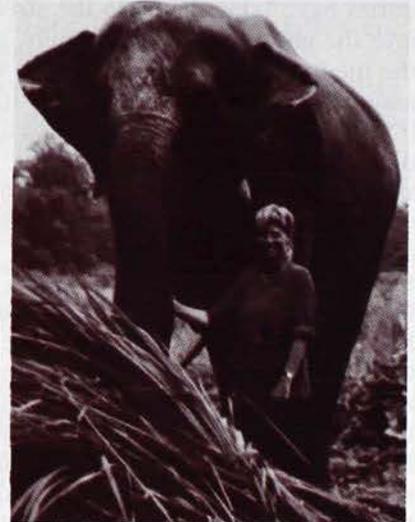
It wasn't all that long ago that women boarded a ship saying, "Why not go to the new world?" Later they ignored the male opinion that their intellects could not stand the strain of a college education. Why not enroll? A world war didn't faze them. Why not don slacks, slip a hair-do into a "snood," and work in an aircraft factory? The traditional role of teacher suddenly acquired new vistas. Why not be a teacher-astronaut?

There are no challenges that women cannot face and conquer. After all, who has the dexterity, speed, ingenuity, and guile to get a baby to swallow a spoonful of strained spinach! Challenges range from routine to spectacular, usual to rare, but we face them with curiosity and determination. Why not climb Mount Everest?

Women face challenges well because they are adaptable creatures; they know how to go with the flow. They are also persons of vision: planners, designers, builders, constructors. Women examine the past, assess the present, jump-start the future. As they go with the flow of life they give it strength, direct its path, sweeten its passage. Meandering slowly or racing with the current, they fill a void, cut a channel, join with another stream, become a powerful ocean current.

Going with the flow does not equate with being swept along with the tide. Quite the contrary. It means recognizing new opportunities, finding ways to apply one's abilities, discovering ways to make things work, accepting new challenges and using one's energy and resources to create satisfactory responses.

The type of challenge to be faced changes with the times, but for more



than 100 years women have faced the challenges inherent in entering formerly all-male territories. From the time women enrolled in universities, it has become a natural extension that they would advance into positions which would challenge a male-dominated work force.

The *Kappa Professional Directory* lists thousands of members, many of whom are successful in formerly male-dominated professions . . . some traditional, some newer and more unusual.

Whatever the challenges to be faced, the task can be managed more easily when starting from a firm foundation. The ideals and standards of Kappa reinforce the ethics of an indi-

vidual and the will to strive toward worthwhile goals. The support and encouragement of a "cheering section" of sisters boosts morale in times of doubt. The skills learned in chapter and alumna life are put into practice in a new environment.

The heritage of Kappa Kappa Gamma is based on women who faced the challenges of their times with strength and imagination. From the constancy of their heritage, Kappas will continue to face current and future challenges, building on the past, learning from the present, and planning for the future. They can and do climb mountains - both figurative and real. Why not?

— Lois Catherman Heenehan, *Adelphi*

"Protect and Serve" the Community

A Woman with a Strong Sense of Self . . . Estelle Taylor Abrams

Fort Lauderdale Patrol Officer Estelle Taylor Abrams, *Florida*, has never shirked a challenge. She feels a strong commitment to the city and the people she has sworn to "protect and serve." A hometown girl, she's been "out there trying to make a difference" for nearly ten years. Her duties have taken her into the streets, into the ghettos and occasionally, into the media. In the mid-80s, Estelle was assigned to crime-scene duty. With a liberal arts degree and an associate degree in criminal justice, she responded to each call armed not only with her service revolver but also a Polaroid camera and a notebook. All too often she was confronted with the broken bodies of foster children who had been placed in custodial care by the state. Horrified by the bureaucratic inadequacies, Estelle took her photos and stories to the press. Today, at least in the City of Fort Lauderdale, suspected child abuse calls placed to the state must be investigated within 24 hours and a police officer must accompany the responding social worker on the initial home visit. Deaths of children in foster care have fallen dramatically, and Officer Abrams is justifiably proud of the part she played.

In the spring of 1982, Estelle had just transferred to Florida Atlantic



Officers Estelle and Larry Abrams "on the beat."

University and was awaiting the start of nursing classes when she read an ad for police cadets. She'd grown up in a law enforcement family and vividly recalled the many times her father had proclaimed that "women have no business in uniform." She didn't tell him of her change in plans until after she passed the entrance exam. She entered the Police Academy with a class of 12 women and 40 men. The federal government had mandated that local authorities recruit women, but no standards for performance had been established. Women had to pass the same rigorous physical test as men. Athletic and agile, Estelle toughed it out to score 85 percent — better than many of her male counterparts.

Initial reaction to her as a member of the force was mixed. While some men simply ignored her presence, the more liberal adopted a wait-and-see attitude. Strangely, the younger male officers were more antagonistic than seasoned veterans, and many remain so. As Estelle sees it, "It's difficult to remember that some woman raised them that way!" All rookies are expected to prove themselves, but women are still eyed more cautiously. Dealing with the public can also pose challenges unique to female officers, such as the day an irate "gentleman" insisted on talking to a "real cop" and, when shown her badge, replied, "At least they did a pretty paint job!"

Estelle has now been recognized as one of the team but there is still at

least one aspect with which the force has not yet come to grips . . . motherhood. Pregnancy of an officer is treated as an "off-duty injury," a fact that amuses her husband, Larry, himself an officer! It's not so funny to Estelle - expecting her second child any day now - who must spend nine months chained to a desk, not even allowed to leave the building for lunch for fear of further "injury"!

Ten years after her fateful career switch, would Estelle recommend law enforcement to other women? "Definitely, as long as the woman has a strong sense of self. Women not only have a place in law enforcement, they suffer fewer injuries, take fewer foolish chances, are more intuitive, more sensitive and more detailed. In a profession that is 95 percent non-aggressive, women simply work smarter." But she also warns, "You are an officer first, but the day you forget that you're a woman, you compromise yourself and risk getting hurt physically and emotionally."

For Estelle Abrams, community service is a way of life which includes her activity as Vice President of the Fort Lauderdale Alumnae Association. Whether she remains a police officer or translates her experience in another direction, her devotion to her hometown will remain paramount. This Kappa accepts challenges as a daily routine and always rises to the occasion.

— Lucy Quist Mullins, *Cincinnati*

The Key Needs Volunteers to Sell Advertising

The staff of *The Key* needs additional help in soliciting ads for the magazine. Kappas who are willing to volunteer time for telephoning prospective advertisers should contact Susan Schmitt, Business Manager, by letter or phone.

Qualifications? A basic knowledge of advertising, printing, and marketing. Please volunteer now if you have time during the day and would assist in producing revenue for *The Key* while making new friends by phone and fax. Expenses will be paid.

For more information, call Susan at (404) 441-0946, or write her at 4001 Wetherburn Way, Norcross, GA 30092.

Ride the Range

Continuing the Frontier Spirit . . . Linda Mitchell Davis and Beth Thomas Phillips

Ride the range and run the business . . . why not? Linda Mitchell Davis, *Cornell*, and Beth Thomas Phillips, *Oregon State*, find satisfaction in continuing family traditions as cattle ranchers.

Linda grew up in the drought and dustbowl of the early 1930s and was raised on the family's New Mexico ranch. She became interested in "why we are in the business of providing food for citizens of the world" and decided that rather than one of the "practical Western agricultural schools of the 40s" she wanted to attend Cornell and study agricultural economics.

Before her senior year Linda returned home to find care for her blind grandmother. Her husband-to-be, a World War II veteran, had been waiting patiently during her years in the East but now she chose marriage rather than continuing college. She received an associate degree in agricultural science, the only woman who was in that phase of Cornell's agricultural school.

Included in her college memories are the special Kappa friendships. She says that was quite an interesting era of diversity when fuzzy-cheeked freshmen, World War II veterans, and Africans from the Gold Coast were all studying agriculture.

This mother of six and grandmother of six is research committee chair-

man for the Cattlemen's Beef Promotion and Research Board and a member of the national executive committee. Of this 111-member board only six are women. Linda began ranching as a hard-working cowboy, learned the industry from the ground up, and became involved in many related aspects and associations devoted to ranching. All led to her being chosen as 1990 Cattleman of the Year by her peers — an honor she cherishes.

The Davises, members of the National Cattle Growers Association and fourth generation ranchers, were quite excited that their CS Cattle Company was featured on the PBS program, *Great Family Ranches of the West*.

Asked about obstacles in a ranching life, Linda acknowledges that it is difficult to obtain capital for going into business because bankers are reluctant to lend money to inexperienced women. Living 210 miles from Albuquerque and major hospitals, she must keep up with Red Cross and first aid advancements although medical and health care fields have always interested her. With true frontier spirit Linda declares, "I never had any thought of changing careers."

Another daughter of a pioneering family of cattlemen, Beth Phillips grew up outside Baker, OR. When she left for Oregon State to major in animal husbandry, with visions of re-

turning to ranching, her father said, "If that's what you want to do, do it."

While opportunities today for women in agriculture have grown tremendously, Beth admits that she faced some hurdles when she joined the ranch staff. After proving that she could do the job, she was accepted as part of the team and her skills were recognized and appreciated.

Living on her husband's family ranch, Beth and Frederick encourage their sons Ryan, 8, and Clay, 4, to work the ranch right along with their parents. For Beth, this means spending much of her time on horseback, covering the vast ranch acreage in search of any of the 3800 cattle that may have gone astray or been injured.

"I learned to respect boundaries and differences in individuals while living with my Kappa sisters," says Beth. She utilizes these lessons in her ranch work as well as in membership in the Oregon and the National Cattlewomen's Associations.

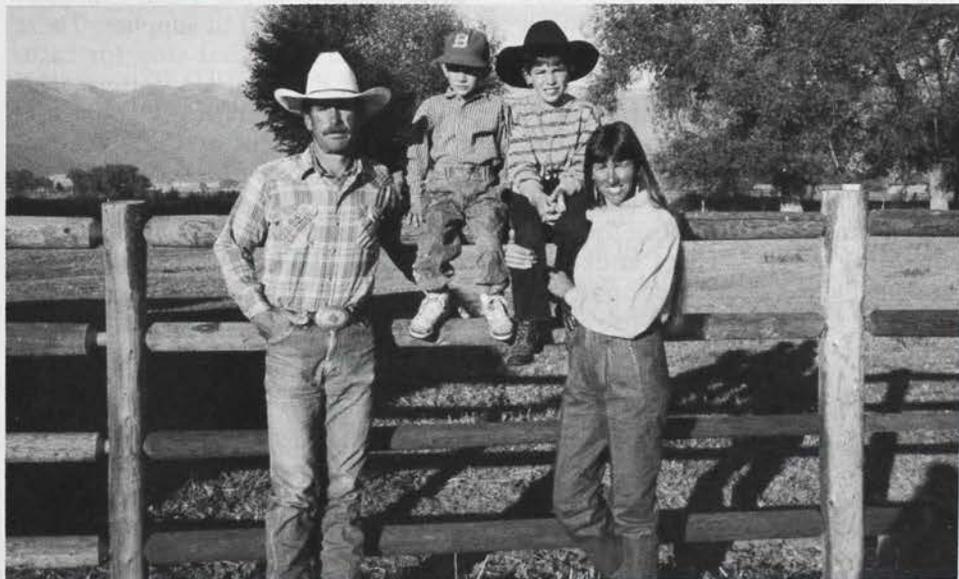
Ranching could be lonely for the wife who awaits her husband's return, Beth says. However, by working with her family those long days that last until sunset are fulfilling for everyone.

"I can't think of anything I'd rather do," Beth says. That's about the best recommendation you could get for any job.

— Carol Lash Armstrong, *Miami (OH)*



1990 Cattleman of the Year — Linda Davis



Home on the ranch — Beth Phillips and her family

Enhance Military Service with Feminine Ingenuity

Applying Kappa Lessons in People Skills . . . Kay Paull Pike and Suzanne Reames Rosson

Why Not

How do you compare Kappa with the United States Army? They both offer camaraderie and experiences in group living, according to two Kappas who related their experiences in the Gulf War. "You can't compare 50 in the Kappa house at Wisconsin with 50 on each floor of the barracks at Fort McCoy," says Kay Pike, laughing at the lack of emphasis on gracious living in military service. "Getting along with people has the same importance anywhere," says Suzanne Rosson, and both women agree that Kappa gave them a good background in people skills.

Captain Kay Paull Pike, *Wisconsin*, and Staff Sergeant Suzanne Reames Rosson, *Tulsa*, both members of the National Guard, were called to active duty and sent overseas, one to Saudi Arabia, the other to Germany. Their experiences differed but their reactions could be those of any woman involved in the Gulf crisis.

"The military always intrigued me," says Suzanne, "maybe because I have always been oriented toward serving people." She had considered the Air Force nursing program; then a chance conversation with friends at a high school reunion encouraged her to enlist in the Oklahoma National Guard. That was 16 years ago. Her husband is also in the Guard, a captain of the 279th Infantry. Kay joined the guard at the age of 27 and now, nine years later, says, "I always looked for a challenge. I have always been very patriotic. I should have joined in school!"

Thankfully, war casualties were light. However, the army was ready to handle all eventualities, in part, because of the work of these and other women. Kay, a nurse in obstetrics and gynecology, arrived in Landstuhl, Germany, and was assigned to one of the three major hospitals providing emergency medical care for the troops.

Suzanne, who is the first Oklahoma Guard woman to hold the position of full-time supply sergeant, was bivouacked in the desert near the border juncture of Iraq and Kuwait. Constant trips through the desert were involved in carrying out her responsibilities



Kay Pike in Italy — Operation Desert Shield.



Arms full of "wiggly, giggly children," Kay is welcomed home on Mother's Day.



Suzanne Rosson during a 17-hour convoy into the desert. "We arrived in total darkness under threat of terrorist activity."



Homecoming day for Suzanne. She has resumed duties as state-side full-time supply sergeant.

ity of keeping the three medical treatment platoons of her 145th Company (Medical/Clearing) in supplies. These platoons are the first stop for casualties after the front aid stations. This company was specifically requested for the assignment by the State Department because of its efficiency and proficiency.

Although a call to active duty must always be expected, "Initially it was rotten," says Kay who has three children ages 5, 3, and 1. She received the call on her baby's first birthday. The military practice of "hurry up and wait" took over, and she did not leave until a month later, allowing her to spend Christmas at home and see the baby's first steps. She arrived in Germany in mid-January, just as the "shield" became "storm." Her husband John managed his business, the

three children, and family dog for the four months of Kay's absence. She remembers that, "Emotionally it was like dying. One day you're here, the next you're gone." Kay also remembers telling her husband, "It's not like a PTA meeting. You can't just say you're unable to go."

Suzanne also left three children at home, ages 19, 10 and 9, with her husband managing the home front. She can laugh now at what she refers to as "a one-hour course on which bills to pay first" and recalls with amazement that the family dogs, neither of which had ever had a litter, each had 10 puppies the week she left! Both women greatly appreciated the support networks that sprang from neighbors and family who helped with child care and meals.

The military has much to offer

young women, Kay and Suzanne agree. "I have been dealt with fairly in treatment and in promotions," Kay states firmly, adding, "I think that the army has been in the forefront of treating women equally. There are increasing numbers of women in the army and the variety of their roles is also increasing. They are not expected to be cooks and nurses." Commenting on current debates regarding women in combat, Kay believes, "Whoever goes into combat should meet the same standards and be able to perform equally."

Women in combat is appropriate in some cases," says Suzanne. "I don't quite see them in infantry units. I, personally, would be afraid that a woman might let her partner or squad down." From her viewpoint, there are fewer positions open to women; women must work harder to be recognized; the enlistment criteria is more stringent, requiring high school gradu-

ation and a higher score on the enlistment test. Suzanne notes that the first women in her unit were very careful in selecting new recruits, feeling that they would be judged by those they chose. *Your character shall be the criteria of hers.*

There seems to be no question that women can lead the military life successfully and put their ingenuity to work. Suzanne's mother, Jean Grant Reames, a Tulsa charter member, wrote of a mission into the desert when Suzanne had to obtain important supplies. The truck overheated when a belt broke and Suzanne used her boot strings to rig a temporary belt which got them to their destination. She also discovered the corrosion on a battery could be removed by pouring Pepsi on it!

Devising ways to get the job done is not new to women, whether it's fixing a truck belt or getting a baby to eat strained spinach. Suzanne is back

in Broken Arrow, OK, returning field gear, conducting clothing inventories, restoring back-up supplies...much like returning the family clothing and sleeping bags to their proper places after a camping vacation. Kay is once again labor-and-delivery nurse at Meriter Hospital, Madison, WI, cooking, cleaning, listening to the dog bark. Their husbands and families welcomed them home and eased them back into "normal" family routines. It isn't all easy.

"War changes lives," Kay says. "You are what happens to you." The ability to adapt, to stretch, to accommodate, to snap back, are qualities of strength and resilience. They are not peculiar to women, but they are qualities put to good use in the great variety of challenges women meet today and anticipate in the future.

— Lois Catherman Heenehan, *Adelphi*

Conquer the Final Frontier

Fitting into the World of Aerospace . . . Karen Whitney

Dr. Karen Whitney, *Washington*, may not be an astronaut, but she is part of the vital ground operations that make the United States space program so successful.

Karen is Manager of Productivity for Rockwell Shuttle Operations, the company to which NASA awarded the privatization of the shuttle program. Officially known as STSOC, Space Transportation System Operation Contract, the shuttle operations are responsible for developing "manned space flight." The first flight under the contract was in August of 1988.

Responsible for overseeing programs like recognition efforts, employee suggestions, and cost savings, as well as productivity and quality control for the 2400 employees at the Houston facility, Karen's path to success in this traditionally male, highly technical field came in a roundabout way. Initiated into Kappa at the University of Washington, Karen later transferred to Scripps College where she received her bachelor's in psychology. At Purdue she completed her master's in economics as well as her doctorate in psychology and counseling. She was a faculty member at the University of Houston-Clear Lake,



Karen Whitney with astronaut Curt Brown.

where she received tenure as an associate professor. In January of 1986, Rockwell was awarded the NASA contract, a portion of which required productivity and quality control. Karen was tapped to fill this vital position coordinating employee interaction. She admits that entering the aerospace industry at the managerial level as a behavioral scientist rather than an engineer was viewed with skepticism by some who were unsure if a female psychologist would fit into the tightly knit aerospace environment.

It is her Kappa-developed social skills which Karen credits for overcoming some of the hurdles she faced.

She noted that her chapter days taught her the importance of teamwork and adapting gracefully to any situation. Working on parade floats and being involved with the college panel of *Mademoiselle* magazine taught the benefits of organization and the skill involved in successfully bringing together different personalities to combine talents for a single cause.

Karen Whitney has indeed conquered a final frontier by demonstrating her ability to succeed in a traditionally male-dominated field, not in spite of being a woman, but because of it.

— Angela K. Scruggs Thurman, *Texas A&M*

Break New Ground for Women in Law

Sitting on the Federal Bench . . . Carol Bagley Amon

Why Not

For United States District Judge Carol Bagley Amon, *William and Mary*, being a woman in a traditionally male-dominated profession has had both advantages and disadvantages.

Carol was one of 20 women who graduated from the University of Virginia Law School in 1971, the first year there had been more than three women in any one UVA law school class. At that time, she said, being a woman practicing law meant being placed under a microscope of sorts.

"We stood out. Our successes were noted. And if we had failures, they were egregious, too," she says.

In the past twenty years, according to Carol, as law school classes have attained parity between male and female students, woman attorneys have achieved virtually equal standing with men.

"I think women have a very bright future in the law because we're moving toward a time when people don't distinguish between men and women," she says. "In public service that's true. In private practice there still may be some resistance from clients who don't want a woman representing them."

A biology major at William and Mary, for most of her undergraduate years Carol had no intention of becoming a lawyer. With the encouragement of her cousin, however, she became interested in the law and applied to the University of Virginia.

"Out of 17 members living in the Kappa house that year, three went to law school, which was a little unusual in those days," she says, adding that Kappa helped finance her law school education with a scholarship.

Carol graduated from UVA in 1971 and spent two years as a staff attorney at COMSAT (the Communications Satellite Corporation). She then worked as a staff attorney for the Department of Justice's Narcotics Task Force.

In 1974, she and husband Thomas, also an attorney, moved to New York where Carol joined the office of the US Attorney for the Eastern District of New York. As a federal prosecutor she dealt with cases involving espionage, terrorism, narcotics, and money laundering.



Carol Amon and her proud family.



Confirmation hearings begin for Judge Amon.

After successfully prosecuting a case with international ramifications involving weapons trafficking, Carol was given the John Marshall Award for outstanding legal achievement by the Attorney General of the United States. She proudly cites this case as one of the most memorable trials she has prosecuted.

Recommended for a federal judgeship by New York Senator Alphonse D'Amato, Carol went to Washington for senate committee hearings in the summer of 1990. She was sworn in as a federal judge on Sept. 24, 1990, by Judge John Bartels who, at age 92, is the Eastern District Court's acting senior judge.

"It was very, very exciting to be

nominated for the federal bench," she says. "It was a progression that was what one would hope for."

Carol lives just a five-minute walk from the federal courthouse with her husband and three sons, who keep her busy with their daily activities. She admits that having such an active lifestyle sometimes keeps her up until late in the night reading opinions, briefs, and legal journals, but she says the extra work is highly rewarding.

"Being a federal judge is probably the best job in the country," she proudly notes.

Carol's pride in her work was reflected some years ago by her father's pride in her and appreciation of her Kappa experience. In 1978 Mr. Bagley

read the career section of *The Key* which focused on "Women in Law." He was prompted to write about Carol, then chief of the fraud section of the Eastern District of New York. Mr. Bagley mentioned the many distinguished women he had read about in *The Key* and said, "... each time I visit the campus of William and Mary I am drawn by a nostalgic magnet to the corner of Richmond Road and Duke of Gloucester Street where I stand and gaze at the Kappa house and let my mind go back in time to the many visits with my daughter and her Kappa sisters."

— Kimberlee Lucas, *Vanderbilt*

Venture into Space Science

Interning at NASA ... Bethney Zafren



Aerospace is not a commonly chosen field of study for most women. However, Bethney Zafren, after four summers of employment at NASA Headquarters in Washington, D.C., enthusiastically advocates space sciences as a fascinating, enriching, and exciting career for women.

Bethney, a resident of Vienna, VA, and a senior member of Zeta Mu, *Virginia Tech*, claims that her choice of a biology major was heavily influenced by her knowledge of NASA. She began working as an intern under the chief program scientist of the space life sciences division during her last semester of high school. Making such a positive impression, Bethney has been invited back every summer since to work in that division.

The space life sciences division focuses on space biomedicine and the effects of zero gravity on humans, as opposed to space flight and other engineering areas of NASA. It is also involved in studies of the biosphere (that area surrounding the earth which can support life), controlled ecological life support systems, and the related effects of a space environment on plants. Research and study of space life sciences are in the preliminary stages, while the "first medical mission" dedicated to this science field was conducted last June. Beth-



Bethney prepares for "Cosmic Galaxy" Rush Skit at Virginia Tech.

ney distinctly remembers this event and says "When I first came to work for NASA four years ago, it seemed like this mission...was so far away. I never thought I'd be at NASA four years later watching [it] go up."

During Bethney's high school internship, she conducted research for an educational project that would offer supplementary space life sci-

ences for high school biology classes to raise interest in the field. She says, "NASA seems to be losing a generation of space scientists" and must educate young people and capture their interest in the field. It has been rewarding for her to see that work pay off with the recent establishment of space science education classes in New Mexico.

NASA and Kappa have been central parts of her life, and Bethney feels they have overlapped in a complementary fashion. "NASA has had a big impact on me as far as teaching people and leadership skills, responsibility, efficiency, and organization. I feel that I am able to take that back to Kappa. It has made me more ambitious...and has made me want to become more involved in the chapter."

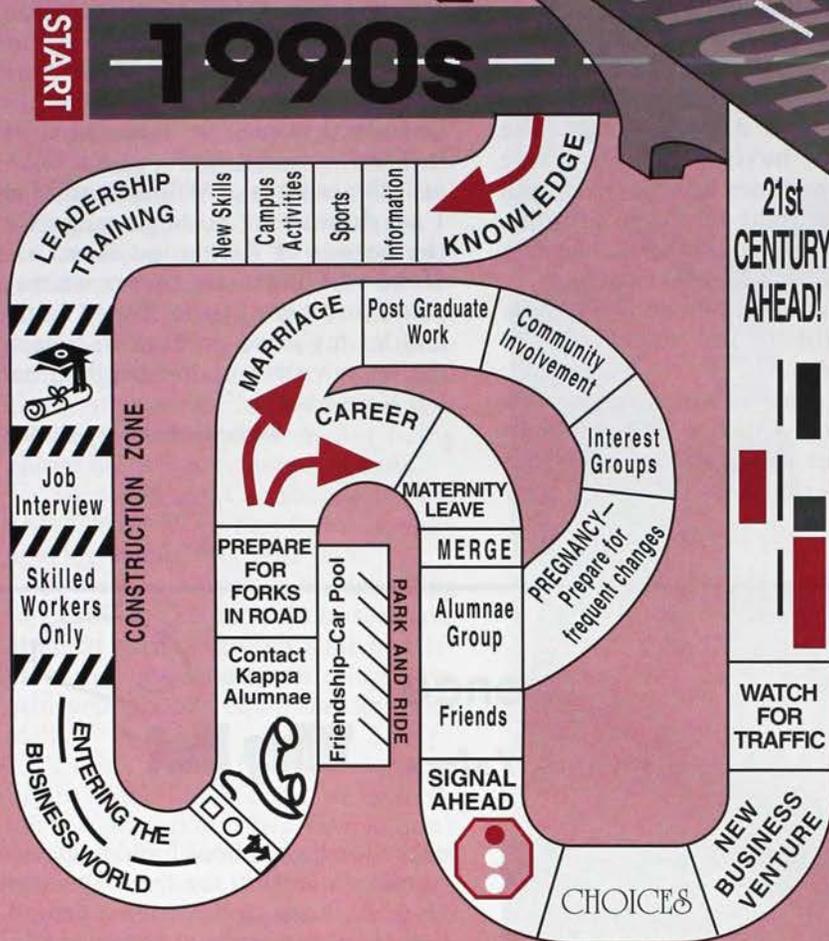
Currently Rush Chairman of Zeta Mu, Bethney is looking forward to practicing her learned skills and space knowledge for Rush...she plans to use pictures of stars and galaxies as scenery and decorations for a "Cosmic Galaxy" skit.

What does the future hold? Since NASA has heavily influenced her career goals, it is no surprise that Bethney hopes to pursue a career in space life sciences or related field while also earning her graduate degree.

— Joanna Scungio, *Washington & Jefferson*

The Challenge of Choosing Change

by Marjorie Cross Bird, Colorado



The events of 1991 have made it clear that we live in a world of rapid change. Change is now the one constant. It is said that it is much better, easier, yet much less common, to choose change rather than to let change choose you. Therein lies the challenge.

Change will continue to be a common factor as we approach the 21st century. It will occur at an increasing rate; the ripple effects caused by the impact of major changes will result in countless small changes. Changes for women may be the most significant yet. Our challenge is not just to be ready when changes occur but to foresee needs and help changes occur more smoothly. What we learn, expect and plan today will be the future we deal with tomorrow. What we experience in Kappa can be a major force in those expectations and plans.

To see how that may come about, let's take a trip into the future with Amy, a composite woman of the nineties and the 21st century. As we accompany her on this journey, road signs will aid her progress.

Now entering the 90s with junction to the 21st century.

Observe signs. Prepare for complexity on this route.

Entry ramp to knowledge and information. *Veer right.*

Training wheels required. Construction in process . . . *skills and leadership.*

Skilled workers only.

Prepare for forks in road.

On ramp. *Diversity ahead.*

Friendship. *Increased car pool lane.*

Leveland 2 miles. *Population slowing.*

Amy enters college, a serious student. She becomes a Kappa pledge. She is quickly involved in sports, campus and chapter activities. She learns new skills, time management.

In her junior year Amy is elected chapter President. She is a good organizer, delegates responsibility, is good with people, emphasizes skill building aspects of Kappa and builds good leadership.

She graduates with a foreign language major and a business minor.

Amy starts work with a big international company.

She is contacted by the Kappa alumnae and finds them a great source of help and information.

She marries Bill. They decide to postpone having a family.

Amy feels the need for friends and interests outside the workplace and joins a Kappa alumna group. She is interested in its "Safehouse Program" and "Skills School."

The company offers her training in international law because of her knowledge of foreign languages.

Amy works with attorneys more and more frequently. The firm allows for flexible work hours.

 **They decide to start a family.**

Bill and Amy apply for maternity/ paternity leave. A baby girl is born.

Amy returns to her job and now works almost exclusively with attorneys. She is promoted to manager of international legal services.

 **After a time Amy longs for more control of her time . . . time with her child and for volunteer interests.**

Amy has an idea.

Via the CHOICES program, Amy finds a Kappa in real estate. She inquires about the availability of prime office space near her company's headquarters. She discusses her idea with Bill. Amy tells her boss about her idea and gives notice. Amy leases an entire floor, sublets it to attorneys and provides a staff of support personnel for them. Many are from the junior alumnae group. Amy handles the business end and employs two capable 70-year-old Kappas as assistants to schedule and supervise the staff. The venture is a success. Amy has more time for family, Kappa, and volunteer work.

 **In the year 2063 Amy celebrates her ninetieth birthday.**

She feels and acts like a 70-year-old.

The aging process has slowed. The "graying of America" has taken place; many are living to be more than 100.

Amy headed her expanding business until she was 72; many of her contemporaries also held top positions. Her interest in Kappa never abated.

Kappa's use of technology and careful application of volunteer time as well as Amy's flexibility in adapting her skills to meet her changing needs enabled her to serve on Council on three separate occasions. Her expertise was invaluable.

Amy has planned her will to provide for family and bequests to those organizations, like Kappa, which have made a positive impact on her life and whose values she respects.

She now serves on several senior citizen advisory councils . . . experienced people are certainly considered appreciating assets. Her knowledge and skills include the wisdom and balance derived from family, her many friendships, and interests. SHE THRIVES ON CHANGE.

AMY ALSO THRIVES ON CHALLENGE. Seeing a need, she put together a package — her personal abilities, her learned skills, the network of friends and associates which she had built, her willingness to take a chance and work hard — and created a business which satisfied her needs as well as providing a service and employment for others.

Recharge batteries. *Wide shoulders.*
Upgrading in process.
Shift gears.
Entering 21st century.
Major interchange ahead.

Be prepared for frequent changes.

Merging highway.
Watch for increased traffic.

Balance needed? *Next exit.*
Flashing light. *Signal ahead.*

Go!

Flexibility . . . *Right lane.*

Aging process . . . *slowing.*

Lifelong learning center.
Go easy, right turns only.

The challenge is whatever it may be perceived to be. The mountain you climb, the life pattern you create is your choice, your challenge. Why not?

Pioneering in the field of
sports broadcasting . . . Donna deVarona

Climb Mount Everest

Why Not?



"We traveled through China, Thailand and Nepal . . . the beauty of the area was literally breathtaking; it was mystical . . . The people are very spiritual . . . when they looked into my eyes I felt as if they could see right into my soul . . . as if they could tell if I was good or bad . . . Mt. Everest was very peaceful . . . after I finished my stories, I began my climb with a guide . . . I started out with my backpack, but my guide ended up with his and mine . . . he would hop up a few hundred feet, sit and smoke a cigarette while I struggled to put one foot in front of the other . . . it was one of the most physically exhausting experiences of my life."

Sitting in a small, windowless ABC-TV Sports office on the opposite side of two oversized desks is Donna deVarona—UCLA, Olympic Gold Medalist, television sports broadcaster, lecturer, philanthropist, author, political activist, mother, wife, and sports enthusiast. Donna hangs up the phone, laughs, and moves to position herself squarely in front of me, "Now, we can talk," she says with enthusiasm. She exudes strength, grace, and warmth despite the rainy, dismal New York City day.

"The funniest moment of the Mt. Everest trip occurred when I had to tape my on-camera script shortly after arriving at the base camp; I thought the producer was joking," she says with a grin.

"My body really didn't have time to adjust to the altitude and I thought



Hosting synchronized and competitive swimming for the 1984 Summer Olympics, Donna deVarona was co-hostess of a daily late-night wrap-up for ABC-TV.

I'd never get my lines memorized. There is not much data on the effects of altitude, but I sure felt it," she laughingly recalls. Donna traveled with an ABC Sports crew to cover the first all-female U.S. team who would later climb to the top of Mt. Everest. For three months prior to the trip, she trained intensely with weightlifting and bicycling in addition to regular swimming workouts; however, she re-

members being in awe of the individual strength of the female climbers. Interviewing the women and monitoring their preparations, Donna discovered that while a diverse group, all were dedicated to the team effort. Cooperation and responsibility were criteria for team selection. She adds, "It's a matter of always maximizing individual strengths for the benefit of the team; climbing is a dangerous sport and doesn't allow for any hot dogging."

Donna is no stranger to team efforts, nor to ground-breaking records. In 1960, while holding world records in 400 meter individual medley and freestyle relay events, she became the youngest member (at 13 years) of the United States Olympic Swimming Team and went on to win gold medals in those events during the 1964 Tokyo Olympics. Donna's professional career began in 1965 when she became the first female sports commentator for "ABC Wide World of Sports" and covered national swimming championships. Her association with ABC Sports continued and she was assigned the 1968, 1972, and 1976 Summer Olympics before briefly moving to a local New York City news station followed by a five-year stint with NBC Sports. In 1983, Donna returned to ABC as an on-air commentator and served as assistant to the president for ABC Sports from 1983 to 1985. Currently, she has a contract with the network for twelve sports pieces per year and works on special projects.

The career progression appears effortless, and even glamorous, but Donna recalls the frustration of contending with the male-dominated field of sports broadcasting. "I felt very limited during the early years of my career," she says somberly. Donna points out that she mainly covered events related to swimming or sports deemed more "female oriented," and often felt as if she were banging her head against the wall. She explains, "I just wanted the same opportunities as my male counterparts . . . I wanted to investigate a variety of stories, but I guess they thought that audiences weren't ready for women in those roles."

While the number of women in broadcasting, specifically the sports field, has increased, the percentages are still grim. "I don't mean to sound callous or bitter, but it is a very tough business for women," Donna observes. She cites the virtual lack of women in upper management and the scrutiny applied to a woman's physical appearance, as well as reporting savvy. Donna does not believe women have to be "beauty queens," but must be extremely knowledgeable and persistent. "Women in the business *have* to be better, especially in sports broadcasting, because society still views sports largely as a man's world."

Statistics concur with Donna's comments. The University of Missouri School of Journalism conducted a five-year study and concluded that women in the broadcast field hold a significantly small percentage of decision-making positions. In 1989, while women represented 52 percent of the population, less than six percent of news media top management positions were held by women. Another related study revealed that female reporters in network news covered fewer stories (22.2%-CBS, 14.4%-NBC, 10.5%-ABC) and women were the subjects of even fewer news pieces (13.7%-ABC, 10.2%-CBS, 8.9%-NBC). "I've often wondered if I would have been better off in news than sports, but I love sports, and that's what has kept me in the business," Donna says reassuringly.

Despite occasional doubts, Donna's persistence has paid off for herself and women entering the sports broadcast field. She points to the 1984 Los Angeles Summer Olympics as one of her ideal working situations. "It was exhilarating," she recalls with a big smile. "The pace was grueling,

but I really felt as if I had my hand in everything." She says, "A person who wants a nine-to-five lifestyle won't last long in this business . . . Some days it's twelve hours, others it may be two . . . flexibility is important." The odd hours also benefit Donna when she spends time with her young children, John David, 3, and Joanna Katherine, 2. She acknowledges that a nanny and weekly house cleaner enable her to continue her erratic schedule.

With a degree in political science, Donna has combined a love of sports and politics to earn her reputation as a respected political activist for women, sports, and fitness in general.

During the 1972 Terrorist Hostage Crisis in Munich, Donna remembers peeking out of a women's lodge closest to the lodge ambushed by the terrorists and relaying her observations by walkie-talkie to ABC sportcasters.

Donna has continued her commitment to the Olympic movement by serving in various consulting capacities for Presidents Ford, Carter, and Reagan, as well as the U.S. Congress. She has participated in International Olympic Congresses, spoken before the International Olympic Academy, and created the concept of the Olympic Spirit Team, a group of past Olympians. Nationally, Donna co-founded the Women's Sports Foundation, an organization focused on women's sports and fitness, worked extensively for the passage of Title IX, legislation ensuring equality in women's sports opportunities, and served five terms as a member of the

President's Council on Physical Fitness and Sports.

Donna's awards are too numerous to list. The International Women's Sports Hall of Fame, 1964 Outstanding Female Athlete of the World, the first female recipient of the Gold Medallion Award which is given to a former swimmer for significant achievement in science, art, business or government, and a 1980 Kappa Alumnae Achievement Award are a few highlights. When asked to name her favorite accomplishment, Donna asks "besides the gold medals?" and without hesitation replies the Special Olympics. Donna was instrumental in organizing the first International Special Olympics Games and takes special pride in bringing it to television. She adds "I have always been very involved in children's issues, and try to do as many speeches and activities as possible . . . they're our future."

So how *does* she do it all? "I've always exercised. Now because of time constraints, it usually means swimming at the YMCA several times a week, but it gives me energy. Besides that . . . it's focus, mental focus." She quietly says with a smile, "energy and mental attitude . . . that's what it's all about, isn't it?"

"At the end of my Mt. Everest climb, my crew was preparing to leave and the climbers asked me to stay with them . . . just that they asked was special . . . they really made me feel as if I belonged to their team . . . it was a perfect end to an incredible experience."

— Lisa Morris, *Allegheny*



Donna deVarona, consultant to Presidents Ford, Carter, and Reagan, created the concept of the Olympic Spirit Team — a group of former Olympians.

Solve Real Problems **Why Not**

Jump-starting Technology in the Naval Fleet . . . Mary Donley Lacey

"I decided to go into engineering because I was interested in it, not because I wanted to be different. I was good at math and seemed to be able to relate facts from diverse areas to solve problems. That's what engineering is all about . . . trying to solve real problems, using and developing the resources of nature in ways that are useful. It involves the ability to think and associate diverse concepts. Women ARE better at dealing with diversity than men, so why are so few women in engineering?"

Mary Donley Lacey, *Maryland*, who works for the U.S. Navy, was raised to believe that she could make a difference and that the only limitations in her life would be those she put upon herself. Within that framework she continues to ask questions and seek answers, to face and respond to challenges in all phases of her life. As the middle daughter of five, she recognizes that all of them chose diverse careers not to be different, but because of their diverse interests.

Having taught herself Algebra I in the eighth grade, Mary then took all the science and math offered in high school along with all the art and art history electives she could schedule. Sports, dramatics, student council and National Honor Society gave Mary the opportunity not only to learn the usual subject matter, but also an arena in which to test her wings in leadership. Kappa membership offered a non-threatening environment to nurture her skills and growing understanding of the diversity of the world. "This was in direct contrast to the engineering curriculum which was structured to intensify my focus and hone skills in what most would consider obscure, narrow disciplines," Mary realizes.

With a degree in mechanical engineering and "an unrecognized minor in art...[since] the engineering department would not recognize minors in certain 'non-technical' areas," Mary continued with graduate studies in modal analysis and control theory . . . the means of describing the way physical bodies tend to behave and vibrate, and how those motions can be

controlled. A year after graduating from Maryland she married Joe Lacey, her high school sweetheart, a CPA specializing in small business management.

"Engineering is not a gender occupation — even though our society has labeled it as such," Mary asserts. "Trying to solve real problems through thought and associating diverse concepts is not a whole lot different from many other occupations: for example, being a mother, a teacher, a nurse or a volunteer."

Mary believes that "The basic tools of engineering, the language used to communicate, and the structured thought processes all involve mathematics (and) science and math are under-emphasized in our elementary and high school curriculums. Societal norms negatively reinforce these areas for girls in junior and senior high school. College situations are no better." She notes that there is a decline in women entering engineering careers. Having peaked in the mid-eighties at about 12 percent, it dropped to less than one percent when she entered the program at Maryland in the seventies. Hispanics and African-Americans are even more under-represented than women.

Is there a "glass ceiling" in engineering careers for women? It depends on your area of involvement, Mary believes. "Engineering involves theorizing, making, testing, and managing and producing. When it comes to the "technical" side — theorizing, making, and testing — engineers don't really care if you're white, black, female or have three arms if you're good at it. Women are adequately represented but the salaries average less than on the management/corporate side."

On the higher paying management side, "engineers tend to believe (and behave as if) managers are there to cut through the administrivia and stay out of scientific progress and production," Mary states. One of her first lessons as a supervisor was that the more she worked FOR her employees, the more they worked for her. She makes a very poignant statement:

"It disappoints me terribly when I see women engineers moving into, and up through, management ranks who look only up - and discount the valuable contributions of those who chose to stay on the slower technical track."

Reflecting on her own advancement, Mary says, "I shattered the ceiling in my organization as a technical expert and didn't know it. A few years later I shattered the management ceiling, but the technical expert in me refused to admit it. Hard work and smart work put me in good positions to take opportunities and advance."

Recognizing that she is on her way, although not yet where she wants to be, Mary tries to keep her technical skills "up to snuff." She increasingly finds that her engineering training to think and the skills developed in leading diverse groups have phenomenal management impact. She cites statistics which show that until the last few years more than half of the CEO's of *Fortune* 500 companies were engineers, even though less than 30 percent of the 500 were scientific/ engineering oriented companies.

Mary tries to live her basic philosophies by setting good examples. She seeks junior employees (women, men and minorities) for a quick cafeteria lunch or a ten-minute discussion on a technical problem that concerns them. The realization that someone three or four management levels above them is interested in their work and career aspirations builds confidence and a desire to achieve. Management training seminars for new supervisors, help with job applications or rewriting technical proposals, talks on the history of women in science and engineering help build skills in junior employees and keep communications open between the working and management levels. "It makes good business sense and it's a lot of fun!" says Mary.

From helping needy students to managing twenty projects and a \$50 million budget, Mary takes things in stride. Her recent 16-month tour at the Pentagon placed her in charge of those 20 projects and a mammoth budget as she ran the Navy Advanced Technology Demonstration . . . a pro-

gram designed to jump-start technology breakthroughs and apply them to Navy problems . . . or, as Mary says, "to get the technology out to the fleet." These projects include:

- * developing synthetic red blood cells that could be forward deployed in the battlefield at room temperature

- * using optical techniques to process data instead of the current electronic computer techniques

- * investigating the use of high voltage electrical impulses to break down pollutants, undertaken in cooperation with Canada and the EPA

- * developing high tech signal pro-

cessing techniques to jam enemy missiles, torpedoes and electronic surveillance systems.

Mary describes her role as that of a "glorified matchmaker between the Fleet and the technologists," since these projects were cooperative efforts between Navy laboratories, universities, and private industry.

Despite her busy work-life, Mary maintains close ties to Kappa. As House Adviser and then House Board President, she recalls her chapter days as House Chairman saying, "I was the only one who knew how to fix toilets...it's really pretty easy." She has

served on the Fraternity Finance Committee and boasts of her Kappa family . . . sisters-in-law who are Kappas. Daughters Ann 10, and Meg 7, complete the Lacey family and keep Mary's "spare time" filled as Girl Scout troop leader along with other family activities.

From assisting with the Fraternity computer system to switching electronic computer techniques to optical systems, Mary Lacey knows how to solve real problems and sets the example to show that women ARE better at dealing with diversity.

— Lois Catherman Heenehan, *Adelphi*



The Wise Award for Engineering Achievement (one of the Navy's highest awards) was presented to Mary Lacey in recognition of her engineering achievements and contributions to the safety of Fleet personnel. Presented by the admirals, this award recognized not only her technical engineering accomplishments, but also her commitment to the entry of, development, and advancement of women in science and engineering as well as her volunteer efforts, both work related and in the community. The nominating statement points out that "She takes it upon herself to challenge those around her to capitalize on the potential and talents of women." Mary and her family are pictured with Vice Admiral J. Guy Reynolds after the presentation.

Go with the Flow!

Why Not

Doing Whatever the Mind Is Set to Do . . . Jacqueline Ganim

Seizing opportunities as they occur is what Jacqueline Ganim, *Emory*, envisions when she recommends that women "Go with the flow!" In 1879 this meant entering college, proving academic fitness for university work, helping to fill some of the voids resulting from the Civil War. Our founders went with the flow. Approaching the twenty-first century, going with the flow means anything today's woman chooses.

"You can do whatever you set your mind to. Don't let sex, age, size limit you; limits are self-imposed." Jackie credits her father with instilling these values and patterns which she applies to all she does. And she has done a lot!

NYNEX Corporation has been Jackie's employer since her graduation from *Emory* ten years ago. Human resources development for New York Telephone, a NYNEX company, was her first position, followed by analytical support, new venture planning and business policy integration for NYNEX Development Company. In 1986 Jackie became strategic marketing analysis manager for NYNEX International.

"Be flexible when opportunities come," says Jackie. In 1987 she demonstrated her flexibility by leaving for Hong Kong on 24 hours notice to assume her new position as vice president and managing director of NYNEX International's Asia/Pacific market. Reporting directly to the company's U.S.-based president, Jackie completed negotiations and signed the contract for the company's first project in China within six months of her arrival.

American businesswomen in Asia face a particular challenge, but one which Jackie feels is not clearly defined. She recommends determining the level of responsibility of the person with whom you are dealing. Those who operate at a higher level of management and who are better educated have a deeper understanding and acceptance of American culture.

A knowledge of national history shows that Asian countries differ in their views of women's roles. Taiwan,



Jackie enjoys shopping in Hong Kong.

Hong Kong, and the People's Republic of China have strong traditions of women in high places, from dowager empresses in the past to Communist Party women today. Korea and Japan do not have a tradition of powerful women in the work-place but women do control the purse strings at home. In Muslim countries such as Malaysia and Indonesia there are religious barriers which prevent the ascension of women.

"First you are viewed as a foreigner." This is the primary thought in the minds of those with whom you are dealing, Jackie notes. If you represent a large company which they respect, that will be enough to get you in the

door. Other strategies are needed to maintain interest and respect.

"Find keys to keep their interest. Understand the industry as a whole. Recognize the state of the technologies. Understand your company's big picture. Asians like to see vision and long-term commitment." These are factors that Jackie considers essential in maintaining good business strategies in terms of the mechanics of the job.

Human relations are equally important — a value stressed by Jackie's mother. "My parents are Lebanese and Italian. They were partners in bringing up my brother and me," Jackie says with a smile in her voice, describing some of what she has learned. "My relationships overseas are permanent friendships. My basic value system — be kind to people and understand what is important to them — transcends all cultures."

"Develop sustained relationships. Look for a mentor in the country in which you are working. The American Chamber of Commerce is an excellent source for assistance." Jackie believes that it is also essential to step outside your own cultural barriers. For example, learn how to react to a "dumb remark," one that is based on a lack of understanding of another culture. She advocates developing the confidence not to take it personally.

"Your overall attitudes are measured based on how you handle things you hate to do." This is true at any point in any career. It is vital to con-



Promoting use of the New York Yellow Pages — Jackie and her NYNEX staff.

sider all aspects of your job as being of real importance whether you like doing them or not. Recognize that you will never do everything well and that you have no control over some things. She adds, "The things that you do well, *do exceptionally well* and do them to be remembered."

Everyone dreams of the ideal job. It is not easily found. Jackie recommends getting different types of experiences. Work for a small company. Work for a large corporation. Understand their systems. Don't try to turn the place upside down. Find a niche where you fit in and build from there. Make alliances within the company. Maintain your flexibility and don't limit the location or area in which you will work.

Far from limiting her working area, Jackie sets personal goals to share the importance of being a global citizen. She feels that she was fortunate to attend a high school in Buffalo, NY, supervised by Europeans and thus met all kinds of people with varied religious and cultural backgrounds. This enabled her to build on her own heritage, an opportunity which might have been lost in another setting. "The only way to truly respect and appreciate being an American is to experience other cultures," Jackie believes. "Other nations know and care about us. We have so much to learn from them. We should start teaching our young people about other cul-

tures at an early age. If we look closely at ourselves we will see what we need to learn from others — for example, how Asian cultures take care of their old people."

The old maxim that you get out of something as much as you put into it is one that Jackie has found to be true in business and in Kappa. While studying for her M.B.A. at New York University and working for NYNEX International, she was granted an educational leave to study at the University of International Business and Economics in Beijing, China. NYNEX was very supportive of her study leave and she reciprocated by preparing a market analysis of cellular telephony under company sponsorship.

In all her travels, Jackie has enjoyed looking for and finding Kappas. Her chapter experience was brief; because she was a sophomore pledge and graduated a year early she had only two years of chapter experience. But during her stay in Beijing she wore her Kappa sweatshirt while walking on the Great Wall of China and met another Kappa at the summer Palace. In Hong Kong a recent graduate of Colorado College had a list of all Kappas in the area. She called Jackie and they had a wonderful time putting together a Kappa Christmas luncheon. Most recently, in dealing with her advertising agency, Jackie found a young woman she

liked very much. She turned out to be a Kappa. Of course!

As director of advertising, promotions and public relations for NYNEX Yellow Pages, Jackie oversees the creation and operations of television, radio, and print advertising to encourage people to use the NYNEX Yellow Pages. The company has an award-winning campaign, and the job is exciting. Jackie found it hard to come back from overseas and find that she still had to face the usual challenges but she gives the company top marks in helping with the adjustment. Kappa was also there to help with the transition since her friends in New York are mostly Kappas; thus, she is giving back to the Fraternity as Second Vice President of the New York City Alumnae Association. She feels a special commitment to bring members in their forties back into active participation in the group.

Rising young executive, dedicated Kappa, global citizen, at age 30 Jacqueline Ganim is a very adaptable young woman of the nineties. Following her own advice to "Go with the flow!" she accepts the challenges of the decade and the coming new century. Her intelligence, good business sense, sensitive human relations, and respect for all cultures enable her to surge ahead of the crowd as she moves steadily toward continuing accomplishments and success.

— Lois Catherman Heenehan, *Adelphi*



"Be kind to people and understand what is important to them," — Jackie Ganim.

In Memoriam

Honoring those we have loved and lost.



Names which appear in this listing are from information received by Headquarters from June 27, 1991 to September 30, 1991.

Akron, U. of - A

Jones, May Rinehart, '10, d. 10/90
Keating, Geraldine Thomas, '32, d. 8/91
Pierce, Ann Allen, '13, d. 6/91
Wise, Mary Young, '48, d. 1/91

Alabama, U. of - ΓΠ

Fidler, Alice Gardiner, '27, d. 8/91
Tiller, Laurie, '36, d. 12/89

Allegheny C. - ΓP

Fletcher, Helen Bennett, '35, d. 9/91

Arizona, U. of - ΓZ

Richards, Dorothy Llewellyn, '31, d. 4/91

Arkansas, U. of - ΓN

Lichlyter, Audrey Curtis, '26, d. 3/86
Love, Janet Gray, '62, d. 6/91
Slankard, Elizabeth McAntire, '30, d. 1/91
Smith, Emma Buerkle, '25, d. 9/91

Butler U. - M

Burns, Jessie Strickland, '30, d. 7/91
Overpeck, Mary Stierwalt, '31, d. 7/91

Cincinnati, U. of - BP³

Stegeman, Fritzi-May Baker, '24, d. 7/91
Voige, Edith Schott, '29, d. 6/91

Colorado C. - ΔZ

Randolph, Elizabeth Craven, '46, d. 9/90
Striegler, Helen Moe, '61, d. 7/91

Colorado, U. of - BM

Esmiol, Lucile Pattison, '15, d. 8/91
Strong, Florence Lomax, '18, d. 7/91

Cornell U. - Ψ⁴

Dunsmore, Madeline, '25, d. 9/91

Denison U. - ΓΩ

Bowman, Margaret Galloway, '29, d. 8/91
McDonald, Isabelle Cooper, '29, d. 8/90

DePauw U. - I

Barnes, Elizabeth Cook, '27, d. 6/91
Craft, Elizabeth Pomeroy, '37, d. 9/91
Harrison, Elizabeth Barber, '31, d. 8/91

Drake U. - ΓΘ

Quisenberry, Dorothy Penman, '35, d. 4/91

George Washington U. - ΓX

Norwood, Pauline Giffen, '40, d. 8/91

Hillsdale C. - K

Miller, Valerie Thacker, '53, d. 8/91

Idaho, U. of - BK

Christensen, Virginia Newton, '41, d. 12/90
Nelson, Margaret Rosenheim, '41, d. 9/90
Schumacher, Alice Ficke, '21, d. 4/88

Illinois, U. of - BA

Barto, Harriet Thompson, '13, d. 4/91
Heffron, Lyda Lindberg, '25, d. 5/91
Lycan, Janet Brown, '25, d. 7/91

Indiana U. - Δ

Brady, Gertrude, '11, d. 6/91
Cope, Mildred Kemmer, '41, d. 7/91
Moss, Rhoda Toothill, '33, d. 8/91
Wasmuth, Ione Butler, '19, d. 4/90

Iowa State U. - ΔO

VanHon, Karen Green, '58, d. 4/91

Iowa, U. of - BZ

Verstegen, Faith Gaynor, '40, d. 4/91

Kansas State U. - ΓA

Griffith, Virginia Stott, '23, d. 8/91
Kayser, Kathryn, '17, d. 12/89
Place, Peggy Paddock, '39, d. 7/91
Rutter, Vivian Herron, '16, d. 6/91

Kansas, U. of - Ω

Hazen, Flavia Hay, '33, d. 7/91
Reno, Leah Floyd, '22, d. 7/91
Stevens, Crosby Seymour, '33, d. 2/91

Kentucky, U. of - BX

Dunn, Sarah Shelby, '25, d. 7/91
Gaver, Mary Molloy, '29, d. 9/91
Park, Elizabeth Kimbrough, '19, d. 7/91
Wilkinson, Martha Davis, '42, d. 7/91

Maryland, U. of - ΓΨ

Clarke, Ruth Thompson, '39, d. 7/91
Parker, Margaret Wisner, '29, d. 6/91

Michigan State U. - ΔΓ

Cline, Sara Drake, '85, d. 8/90
Eggert, Helen McConnell, '30, d. 7/91
Linder, Patricia Ronan, '33, d. 8/91

Michigan, U. of - BΔ

Laclaire, Mary Monger, '55, d. 8/91
McOmber, Janet Jackson, '34, d. 4/91

Minnesota, U. of - X

Hartman, Mary Johnson, '39, d. 2/91
Schoening, Louise Bohmer, '31, d. 1/91
Thiss, Betty Bosshard, '27, d. 3/91
Wold, Jessie Aslakson, '34, d. 7/91

Missouri, U. of - Θ

Cunningham, Jane Jones, '37, d. 11/90
Sargent, Edith Arcularius, '22, d. 6/91

Monmouth C. - A⁵

Kelly, Ruth Graham, '34, d. 10/90
Livingston, Augusta Lucas, '34, d. 1/91

Montana, U. of - BΦ

Farmer, Olive Dobson, '18, d. 6/91
Hanley, Eleanor Reynolds, '34, d. 7/91
Lyons, Virginia Graybeal, '32, d. 7/91
Reardon, Katherine Trailkill, '33, d. 7/91
Schilling, Mary Freeburg, '34, d. 7/90

Nebraska, U. of - Σ

Frank, Jean Minnick, '41, d. 8/91
Goulding, Alice Sprague, '32, d. 8/91
Selby, Margheretta Burke, '12, d. 8/91

New Mexico, U. of - ΓB

Johnston, Marita Gilbert, '38, d. 6/91
Plueger, Ruth Detienne, '32, d. 1/80

Northwestern U. - Y

Coyle, Nan Moffett, '60, d. 7/91
Jones, Mary Gent, '22, d. 4/91
King, Helen Shepherd, '19, d. 4/91
Rogers, Kathryn Metzgar, '27, d. 7/91

Ohio State U. - BN

Laird, Jean Westcott, '32, d. 6/91

Ohio Wesleyan U. - P³

Gordon, Olive Dunne, '40, d. 1/91
Lance, Helen Falke, '25, d. 10/87

Oklahoma, U. of - BΘ

Huff, Barbara Lemmon, '44, d. 7/91

Oregon State U. - ΓM

Byrne, Marion Selberg, '32, d. 5/91
Reed, Mary Kollins, '42, d. 9/91

Pennsylvania State U. - ΔA

Boulton, Marilyn Myers, '54, d. 11/85
Shedd, Elizabeth Musser, '41, d. 7/91

Pittsburgh, U. of - ΓE

Merchant, Sara Jones, '30, d. 9/91
Starkey, Frances Rock, '23, d. 10/90

Purdue U. - ΓΔ

Lowe, Elizabeth Morrow, '30, d. 5/91
McCloud, Janice Swank, '22, d. 4/91
Rosell, Charlotte Canaday, '26, d. 9/90

Rollins C. - ΔE

Fought, Sarah Dickinson, '32, d. 7/91
Greene, Wilhelmina Freeman, '32, d. 9/91

Southern Methodist U. - ΓΦ

Houghton, Dorothy Wright, '57, d. 3/91
Sanders, Nancy Hill, '57, d. 7/91

Stanford U. - BH

Woodruff, Pauline Wilson, '29, d. 5/91

Syracuse U. - BT

Baker, Virginia Culver, '34, d. 6/91
Brink, Dorothy Gates, '31, d. 6/91
Pring, Eleanor Flowers, '31, d. 9/91

Texas Tech U. - ΔΨ

Collette, Susan Bryan, '53, d. 4/91

Texas, U. of - BΞ

Chainski, Margaret Heye, '26, d. 6/90
Joyner, Gladys Ardis, '20, d. 7/91
Passmore, Elizabeth Knox, '30, d. 6/91

Toronto, U. of - BΨ

Philp, Muriel Hewson, '18, d. 6/91

Utah, U. of - ΔH

Jackson, Naomi Atkin, '52, d. 10/90
Mariani, Geraldene Thompson, '49, d. 4/91
Robertson, Mary McKenna, '43, d. 6/91
Westcott, Helen Skidmore, '38, d. 9/91

Villanova U. - ZI

Macaluso, MaryEllen, '82, d. 6/91

Washington State U. - ΓH

Gholson, Edith Helliesen, '22, d. 9/91
Hoop, Mary Keron, '40, d. 4/91

Washington U. - ΓI

Simmons, Victoria Chandler, '29, d. 8/90

Washington, U. of - BII

Wallace, Sue Carpenter, '58, d. 7/91

West Virginia U. - BY

Batson, Nancy Dunkin, '42, d. 4/91
Moore, Martha, '18, d. 2/91
Reese, Mary Chapman, '34, d. 8/91
Scott, Bessie Bell, '11, d. 10/88

Whitman C. - ΓΓ

Carpenter, Helen Harper, '18, d. 1/48
Dunsford, Carol Hill, '35, d. 2/62
Gustella, Edith Ford, '40, d. 10/90
Kirkman, Elizabeth Peters, '20, d. 5/91
Thompson, Mercedes Dow, '22, d. 2/65

Wyoming, U. of - ΓO

Omodt, E. Margaret Stone, '38, d. 6/91
Sims, Mary Klett, '37, d. 5/91

INACTIVE CHAPTERS

Manitoba, U. of - ΓΣ

Wells, Genevieve Corrigan, '28, d. 11/90

North Dakota State U. - ΓΤ

Powell, Margaret Rulon, '47, d. 6/91

Pennsylvania, U. of - BA

Harshberger, Jane, '27, d. 9/91

Swarthmore C. - BI

Bonner, Catherine Cudlip, '22, d. 8/91

Elizabeth Kimbrough Park, BX-U. of Kentucky, died in July of 1991. She served the Fraternity as Vice President 1940-42, Province President 1933-37, and Undergraduate Scholarships Chairman 1936-1940.

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

*Thank you
for your
support!*



Kappa Gamma Foundation
Box 2079
Columbus, Ohio 43216

I want to support the
Kappa Kappa Gamma

enclosed is my gift of \$100.00

Checks should be made payable to

Name _____ Pay to _____

Address _____

City _____ State _____ Zip _____

Phone _____

Signature _____

Date _____



Thank you for your



Kappas Helping Kappas through Rose McGill

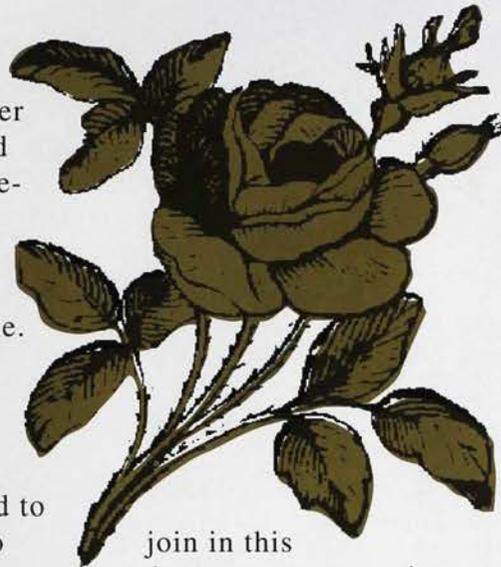


You can read a newspaper any day in any city and find a story about someone in need. You may think that this is the world outside of yours, but it's not. There are Kappas who fit that profile. And, there are Kappas who are being helped by other Kappas.

Seventy years ago, the Rose McGill Fund was started to assist a University of Toronto Kappa who was a victim of tuberculosis. Today, this fund assists Kappas far and near who need emergency and confidential aid to survive a crisis.

Twenty years ago, Rose McGill was associated with helping Kappas with a debilitating physical condition. Today assistance is directed to members facing homelessness, substance abuse recovery, domestic violence, and abandonment as well as chronic and terminal illness. There is no end to the need.

"Kappas helping Kappas" has been a theme of the Fraternity since its inception. We are there for each other. Now we need each other more than ever. Won't YOU



join in this endeavor to create or improve the quality of life for a sister? Give to the Rose McGill Fund. Here's how:

Magazine Agency

Renew subscriptions or buy new issues through the Magazine Agency. Simply dial 1-800-KKG-ROSE and place your order. Encourage big subscribers to do the same—your hairdresser, physician and dentist.

Holiday Sharing

Adopt a Rose McGill recipient for the holidays. Fill her days with a sense of belonging and warmth. Gifts of needed items for survival, happiness, and love are what this program, developed in 1964, is all about.

Outright Gifts

A gift to the Kappa Kappa Gamma Foundation directed to the Rose McGill Fund will provide necessary resources to meet the expanding needs of our members. Gifts of cash, appreciated property, and bequests are desperately needed if we are to keep pace with the increasing number of Kappas in need of assistance.

Look around you and witness what Kappa is all about. Kappas helping Kappas. Think about the testimonials on page 22. They are real and the Rose McGill Fund is a part of the lifeblood of our sisterhood as well as the lifeblood of real people.

Thank you for caring in this holiday season.



Season's Greetings



Share the Vision . . .

Preparing Kappa for Tomorrow

— *through* —

LIFESKILLS

...Developing leaders to meet tomorrow's challenges.

Through the Lead to Succeed regional seminars, KKT and ATO prepare collegians for leadership roles as undergraduates and beyond. This unique partnership recognizes the need for training women and men to work together in the dynamic, changing world of business and the professions.

...Assisting women to meet tomorrow's challenges with confidence and success.

Recognizing the importance of self-esteem in achieving life goals, Kappa is preparing a program for collegians and alumnae to enhance their sense of belonging, competency, and feeling of self-worth.

FINANCIAL ASSISTANCE

...Kappas helping Kappas in times of need.

Today's Kappas face societal challenges of unemployment, family violence, homelessness, and poverty. For every Kappa the Rose McGill Fund helps, many more go wanting for lack of funding. Rose McGill needs to be illuminated by the spirit of holiday caring and sharing all year.

...Kappas helping Kappas realize educational goals.

Difficult economic times and the ever increasing cost of higher education have strained Kappa's ability to provide scholarship aid sufficient to the need.

Increasing numbers of members who are returning to school and collegians seek financial assistance from the Foundation.

HERITAGE MUSEUM

...So that the past shall endure beyond the present.

Kappa Headquarters, home of the Heritage Museum, stands proudly as the crown jewel of the Columbus Historic District. Restoration of the Grand Parlor to its original Victorian elegance is underway.

Kappa's ability to dream currently outpaces its ability to fund the dream.

In the *short* term, Kappa NEEDS:

- seed money for its new, innovative projects
- support for maintaining and expanding existing projects.

In the *long* term, Kappa NEEDS:

- endowment to underwrite and perpetuate current and future programming.



Canadian Foundation Board of Directors: Bea Ramsay, Linda Fischer, Martha Crase, Alice Stoneman and Victoria Hyndman meet in Toronto.

Canadian Foundation Is Formed

Canadian Kappas will now be able to enjoy a charitable deduction for gifts made to the Kappa Kappa Gamma Foundation of Canada. Formed in March 1991, the Foundation will provide graduate scholarships for Canadian Kappas. Members of the Board of Directors represent both Eastern and Western Canada: Victoria Frost Hyndman and Carol Lee, *British Columbia*; Cynthia Price, *McGill*; Beatrice Thorkelson Ramsay, Martha Stewart Crase, Linda Fischer, Alice Stoneman, and Diane Taylor, *Toronto*.

"Our goal is to build an endowment to fund graduate scholarships," says Vicki Hyndman, President of the Foundation. "We hope to raise \$100,000 in the next three years with at least \$20,000 coming in by May 1992. It is our hope to present our first scholarship at Convention in Scottsdale this summer."

Directors of the Canadian Foundation will work closely with the Board of Trustees of the Kappa Kappa Gamma Foundation to provide a wide range of giving opportunities for Kappas around the world who are Canadian citizens, and thus, subject to laws governing charitable giving in Canada.

For more information, contact Vicki Hyndman (604) 263-2195.

Magazine Funds Help Kappas in Need

Rose McGill Kappas have eloquently expressed their gratitude and appreciation for Confidential Aid:

"This check is one of the constants in my life . . . I don't know where I'd be without you."



"I would not have survived without Kappa's help."

"I thought of all the Kappas who through the years have built this remarkable fund. The strength of our Fraternity is astounding, and the fineness of its goals an inspiration. I am so fortunate to be a member of Kappa Kappa Gamma."

"... Thank God you were there when I needed you, and thank God I don't need you any more."

"I am so thankful to receive my wonderful checks from Rose McGill. They have been true lifesavers."

There is little doubt from the above quotations of the value and differences that Rose McGill aid has made in the lives of several generations of Kappas. They illustrate the need for continuing generosity by Kappas for the future of this unique fund for Kappas.

Order or renew subscriptions of your favorite magazines through the **Rose McGill Magazine Agency**. Remember, subscriptions make wonderful gifts year-around!

Call Toll-free all 50 states and Canada: **1-800-KKG-ROSE**.

Charge to **MasterCard** or **Visa** or make check payable to:
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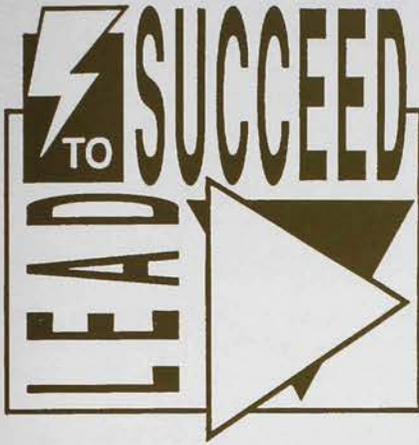
Bequests

Bequests, large and small, have played an important role in the ability of Kappa to provide services to members over the years. These gifts have funded special programs, scholarships, emergency aid, and restoration projects. They have also enabled Kappa to establish lasting memorials in the name of each benefactor.

Whatever your means, you will have an estate. By executing a valid will, you ensure the right to distribute your personal property to the persons or institutions of your choice. In 1990, over \$6 billion was gifted to organizations within the United States through a bequest.

Consider including Kappa in your will. A bequest to the Kappa Kappa Gamma Foundation may be designated for financial assistance, educational programming, the Heritage Museum or for unrestricted support. If you already have a will, you may wish to include Kappa by adding a codicil.

For more information regarding bequests, please contact Kappa Kappa Gamma Foundation (614) 228-6515, P.O. Box 2079, Columbus, OH 43216.



KKΓ and ATΩ Joint Leadership Conference Sites Selected

Plans are being finalized for 14 regional conferences which will provide opportunities for leaders of KΚΓ and ATΩ chapters to meet and work together in highly interactive weekends during January, February, and March. As participants, Kappas will practice leadership techniques with students from other colleges and universities and develop skills to help them succeed as current or future officers.

Included in the programs will be: training in leadership styles, communication skills, goal setting, group problem-solving, and team building.

Each Kappa chapter may send six participants to a meeting which will be located within five driving hours of the campus.

1992 Leadership Training Schedule

January 31-February 2—Jekyll Island, GA
 January 31-February 2—Nashville, TN
 February 7-9—Phoenix, AZ
 February 7-9—Alexandria, VA
 February 14-16—Galveston, TX
 February 14-16—Fresno, CA
 February 21-23—Oklahoma City, OK
 February 21-23—Denver, CO
 February 21-23—Yakima, WA
 February 21-23—Pittsburgh, PA
 February 28-March 1—St. Louis, MO
 February 28-March 1—Albany, NY
 March 6-8—Indianapolis, IN
 March 6-8—Minneapolis, MN

Message from the President

Commit Yourself to a Dream

Women historically have been controlled by the demands and expectations of others. However, dating back to our six founders at Monmouth College in 1870, those of us who are members of Kappa Kappa Gamma have been encouraged to dream and to have the courage to pursue that dream wherever it may lead us. One of the greatest joys of life is to be in search of one thing and discover another. We have had the support of our Kappa sisters, our Fraternity standards, values, and ideals as we have dared to dream. It has been that support at all times of life, whether it be in celebration or crisis, which has sustained us.

In this issue, we again have the opportunity to read about Kappas like each of us who have taken risks during their lives. They reflect measures of change in our country, and how exciting to be a part of it! Just think, in the 1950s, women made up only 20 percent of college undergraduates, in contrast to 54 percent today, while 66 percent did not complete their degree. In the last biennium, 80 percent of our undergraduates *completed* their degrees, a much higher percentage than the general population of undergraduates. And, this does not include those many Kappas who returned to complete their degrees after raising a family. Yes, the dream of an education continues to be even stronger for women in the 1990s than it was in the 1870s as that is the first step in realizing a larger dream whether that is the career of being a professional volunteer, mother and wife, or working out of the home.

No matter what our journey in life, we must realize that we are as strong and powerful as we allow ourselves to be. We can set our own course of action. The most difficult part of any endeavor is taking that first step, making the decision to begin. We need to remember that today really *is* the first day of the rest of our life, and ahead of us stretch numerous opportunities if we look at them as such.



Everything in our lives is an opportunity for learning. Sometimes our most painful experiences open doors that must be opened before we can take our next steps. We are a process, and the key to living that process is learning.

The dream that we have for ourselves today is ours alone, but Kappa Kappa Gamma provides the sunshine to brighten the days of our lifetime journey. Then we will be the sunshine to brighten the world around us as we make challenging choices in our lives. These choices make it possible for us to achieve contentment and satisfaction in life.

Remember to, "commit yourself to a dream . . . Nobody who tries to do something great but fails is a total failure. Why? Because she can always rest assured that she succeeded in life's most important battle — she defeated the fear of trying."

— Kay Smith Larson, Washington
Fraternity President

The Quest for Kappa Blues

"The colors of the Fraternity shall be light blue and dark blue."

"The colors of the Fraternity shall be light blue and dark blue." Descriptions of the Fraternity coat-of-arms specify that the blues are hues of azure, defined as "the clear blue color of the unclouded sky; sky blue." How can we represent those blues accurately? How should we assign specific hues out of all the varying shades of blue in ink and paint? How can we assure that the exact blues will be used for all renderings? Are we being true to our history? What a dilemma! How to solve the mystery?

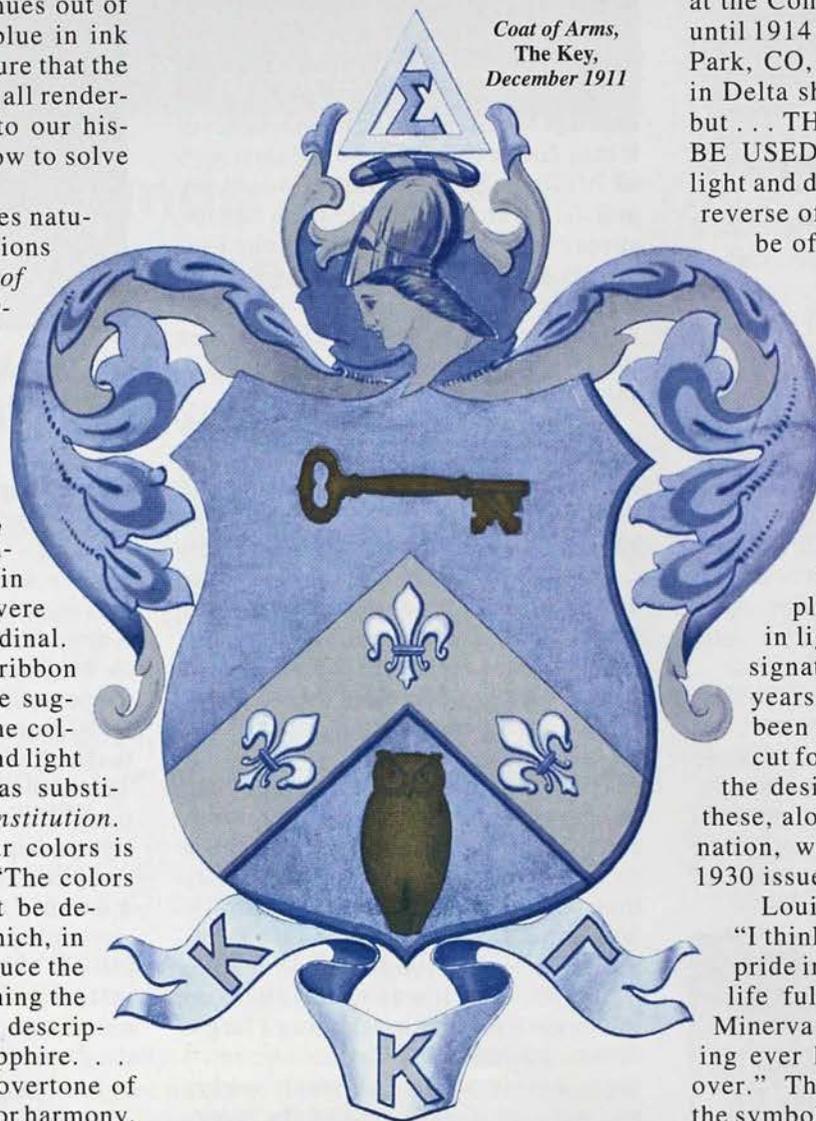
The quest for Kappa blues naturally leads to early descriptions of our colors in the *History of Kappa Kappa Gamma 1870-1930*. It states that an early Secretary of Alpha Chapter said the colors, two blues, were adopted in 1871-72. Kate Hight, Delta, said she was pinned with the colors, two blues, in 1875. However two members of Epsilon, initiated in the same year, said they were pinned with cream and cardinal. (All agreed that gros-grain ribbon was used.) In 1878, at the suggestion of Delta Chapter the colors were changed to navy and light blue. By 1890, "dark" was substituted for "navy" in the *Constitution*.

Further insight into our colors is provided by that history. "The colors of our Fraternity can best be described as those shades which, in light and dark tones reproduce the 'soft velvety blue approaching the cornflower in shade.'— the description of our jewel the sapphire. . . . Turquoise blue . . . is an overtone of our blues. According to color harmony, . . . it may be combined as a third tone with the dark and light blue which follow the color of the sapphire . . . Nature in her great sweeps of beauty introduces turquoise in the zenith [the highest point of the sky] and in the sea . . ."

A water color by Marc J. Rowe, an authority on heraldry, was reproduced in the December 1911 *Key* and the design was approved by mail vote in February 1912. The Convention of 1912 voted to alter the design by hav-

ing "the shape of the key conform to one inch measurement" and "to allow the six Greek letters to appear on the badge."

Today the "official Kappa blues" are based on the blues of this water color and have been matched to Pantone



*Coat of Arms,
The Key,
December 1911*

Matching System colors #286 (dark and light blue – azure) and #299 (turquoise, sigma of the current pledge pin). All reproductions of Kappa blues are to be matches of these two colors. Instructions for proper color reproductions will be available from Headquarters after January 1, 1991

End of story, right? Wrong! Solving this mystery brought focus on a confusion in terminology which has reigned for years. Another term for

"coat-of-arms" is crest, correct? No! Actually the crest is defined as only that portion at the very top of the coat-of-arms. The wording in the *Bylaws* describes shield, crest, motto, and mantling of the coat-of-arms: "Crest: Resting on the helmeted head of Minerva a wreath of azure and silver, thereon a Sigma in Delta in azure hues."

But wait, the Sigma within the Delta, referred to in the technical description of the crest is our pledge pin . . . true? No! . . . wait!

The Sigma-in-Delta design, was adopted as a symbol of the Fraternity at the Convention of 1894. It was not until 1914 that the Convention in Estes Park, CO, determined that the Sigma in Delta should be the pledge pin . . . but . . . **THE TWO BLUES WERE TO BE USED DIFFERENTLY . . .** the light and dark of the pledge pin are the reverse of the crest. The delta was to be of dark blue enamel.

A letter from Cleora Clark Wheeler, *Minnesota*, Grand Registrar 1904-06, dated May 4, 1975, states very clearly the difference between the two. "The crest is at the very top of the coat of arms. In our design it is the very peak, the Sigma-in-Delta. And it is the signature, not the pledge pin. The delta must be in light blue, not dark blue. The signature had been in use for 18 years and the pledge pin had not been adopted in 1912." Die were cut for this coat of arms to protect the design by Cleora Wheeler and these, along with an article of explanation, were published in the April 1930 issue of *The Key*.

Louisa Stevenson Miller wrote "I think the thing we took the most pride in was that Kappa sprang into life full-grown and finished, like Minerva from the brow of Jove. Nothing ever had to be changed or done over." This is not necessarily true of the symbols and insignia of the Fraternity. Nevertheless, although it has taken some time and effort to assign specific shades for "Kappa blues" and recognize that the light blue delta and dark blue sigma of the crest are the reverse of the pledge pin, there is no question that the ideals and purposes of the Fraternity have remained constant during its 121 years of growth and development.

Pledged Member

First Phase Completed of New *Kappa Notebook*

The Kappa Notebook, Kappa's member education manual, has been totally revised and is now available through Fraternity Headquarters. Each 1991 fall pledge has received a binder containing a booklet, the first of three which will complete the manual. This booklet is a guide for pledges which emphasizes the privileges and responsibilities of Kappa membership and highlights the relevance of the Fraternity's purposes for young women of today. Other topics include organization of the Fraternity, history and heritage, Kappa's philosophy of academic achievement, and the National Panhellenic Conference.

Two additional booklets to educate members about all phases of membership will be completed in 1992 and added to the notebook. Upon initia-

tion, an undergraduate will add a new booklet which explains her responsibilities as a participating chapter member. This section will outline expectations of the individual and her chapter, the role of a member in chapter events such as the election of officers, initiation, and membership selection. Fraternity history will be woven throughout the text which discusses educational programming and provides an introduction to alumna life and the Kappa Kappa Gamma Foundation.

Members will receive a third booklet at the time they assume alumna status. This booklet will include the rewards of being a participating alumna member, the importance of alumnae to the operations of the Fraternity and the various roles they play, the structure

of alumnae associations, and more about the Kappa Kappa Gamma Foundation.

Expanding and rewriting *The Kappa Notebook*, which was published in 1972 with the last revision and reprinting in 1979, has been a goal for years. A communications audit conducted in 1990 by the Hirst Company confirmed that the revision should "present a realistic look at the Fraternity and provide a guide for membership."

Juliana Fraser Wales, *Ohio State*, Fraternity Vice President, Gay Chuba Barry, *Penn State*, Publications Chairman, Jan Harenberg Stockhoff, *New Mexico*, Public Relations Chairman, and Deborah Dye Coleman, *Ohio State*, Communications Department Manager worked closely with professional writer, Denise Tessier, to determine the contents of each booklet. Graphic Designer, Linda Atkins Lange, *Cincinnati*, and the Headquarters Communications Department prepared graphics and layout. Photographs are limited to those of the Founders and only timeless graphics will be used in all sections to present a sophisticated look and prevent dating the manual. The use of high quality paper and a sturdy vinyl binder will make this a resource Kappas can use for a lifetime.

Any member may order the new notebook through Fraternity Headquarters for \$10. The binder and pledge booklet will be sent initially. The undergraduate and alumna booklets will be distributed in the summer of 1992.



The Fraternity Council is finalizing exciting plans for the 59th Biennial Convention of Kappa Kappa Gamma. June 23-28, 1992, is the time, "Kappa - A Lifetime of Sunshine" is the theme, and the Phoenician Resort, straddling the borders of Phoenix and Scottsdale in Arizona's Valley of the Sun, is the place.

What better setting for such a celebration than the locale boasting more sun-filled days than any other in the United States. June daily temperatures average in the high 80s, with afternoon humidity reaching only 17 percent.

First-time visitors to the great Southwest will marvel at the mix of statuesque mountains, majestic reserves of desert, old territorial architecture, and sleek skyscrapers.

Memorable are the adobe bricks, red tile roofs, and pastel washes on homes and commercial buildings alike. Visitors remember especially the Saguaro cactus (sa-wa'r-ho),

Kappa ... A Lifetime of Sunshine

Arizona's Valley of the Sun Beckons ... Why Not Come to Convention?

which grows naturally nowhere else in the world. It is no coincidence that the name of these stately cacti translates into "sentinel," as they seem to stand guard over this sun-splashed valley.

Listed among "The Leading Hotels of the World," the Phoenician is nestled at the base of Camelback Mountain. The resort has outstanding meeting facilities, a spectacular cactus garden, and seven swimming pools interconnected with waterfalls. Sculptures by important contempo-

rary artists are installed in specially designed fountains, reflecting pools, planters, and gardens.

The tradition and spirit of Arizona provide the perfect backdrop for renewal of those warm feelings that the tradition and spirit of Kappa provide each member from pledging through all the years of her life. Come bask in the glow of Arizona's sunshine and celebrate "Kappa - A Lifetime of Sunshine"!

Take Kappa Kappa Gamma Wherever You Go

Wherever your pursuit of pleasure or success takes you, there's no better traveling companion than your Kappa Kappa Gamma Classic Visa. It's the card to carry around the block or around the world.

The Card For You.

We want you to try the Kappa Kappa Gamma Card, and to entice you, First Tennessee Bank has agreed to waive the annual fee for the first year. Even after that, your annual fee will be only \$18. Cards with comparable features frequently have annual fees of \$25 or more!

Compare our low 16.9% Annual Percentage Rate with the interest rates of cards you're carrying now. It is one of the lowest available. And, if you choose to pay your balance in full each month, you can avoid interest charges on purchases altogether.

As a Kappa Kappa Gamma cardholder you'll be entitled to free membership in the Premier Travel Club. Whenever you make your travel reservations through Premier Travel Club and pay for them with your Kappa Kappa Gamma Card, you'll qualify for a 5% cash bonus. Plus, you'll get \$250,000 free travel accident insurance on all trips charged to your card.

And, there's more. You'll save every time you rent a car with your special member discounts from Hertz, National and Avis anywhere in the USA.



Your Premier Travel membership also means you'll be able to use our 24-hour travel message service for those times when it's hard to make connections. And, if you're ever stranded away from home without your card, we can provide you with up to \$1,000 emergency cash and an airline ticket home.

The Card For Us.

Every time you use your Kappa Kappa Gamma Card you'll be showing your pride in the Fraternity.

And, of course, every time you make a purchase with your card, First Tennessee will make a contribution to the Fraternity at no cost to you. The more we use our cards, the more our Fraternity will benefit.

The Time Is Now.

Call the toll-free number today to apply, and start putting your credit card to work for Kappa Kappa Gamma.



Please call 1-800-669-7474 ext. 041 to request an application.

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Ourselves

01/26/82

TAKING AFFIRMATIVE ACTION

We have seen the enemy . . .

by Gwen Powell Adams, Idaho

As draft after draft of Civil Rights bills lurch through the legislature before collapsing in a cloud of filibustering, women continue to fight against pay inequities, stereotyped roles, and the "old boy network."

Always a closet revolutionary myself, I harbored more than a little bitterness that women had to work twice as hard to get half as far as most male executives.

Now that I am a branch Equal Employer Opportunity (EEO) Officer in a *Fortune* 500 company, I have seen the big Affirmative Action picture, and it isn't pretty. If my Kappa sisters are set on succeeding in business, they must know that the biggest obstacle in achieving status equity with the male population is:

Ourselves.

A student told me about a discussion in her ethics class. "Can a company have Affirmative Action (AA) and Equal Employment Opportunity (EEO) at the same time?" As a clerk in our human resources department, the student told her teacher she worked for a company that had both. Her teacher said it is impossible for a company to have both affirmative action and equal opportunity.

That professor is correct. Equal employment opportunity is based on the concept that employers will hire and treat their employees without regard for sex, race, color, religion, age, veteran status, or handicap. Employment decisions will be performance-based and dependent on skills, abilities, and potential. Affirmative action is a corrective measure, a police ac-

tion to ensure that equal employment opportunity exists.

Unfortunately, to do this, affirmative action programs often focus on the very aspects that EEO is supposed to ignore. Companies set goals to achieve work-force parity, and these goals are based on sex, race, color, etc. One major misconception is that affirmative action means quotas. Quotas are usually set totals that a company must reach. Goals are more flexible and don't force employers to hire lesser qualified, inexperienced workers simply because their sex or race fits a goal on a piece of paper. Affirmative action goals are based on statistics of the available workers in the local population.

Where women are concerned, the biggest obstacle is not sex discrimination by males sitting on the top rungs of the corporate ladders. The obstacle is women.

Affirmative action statistics take into consideration the local female population; the number of those women who can work; the number of those women who *want* to work; the number of those with the skills required; and the education available to give them the skills required. Those kinds of numbers are crunched and toyed with until an availability percentage is achieved.

The percentage for each skill level tells the company what percent of its executives should be female, what percent of its technicians should be Hispanic, and so on.

This percentage is the big hurdle. Congress can pass the new Civil Rights Act, women's groups can

storm the White House, but it is up to us (women) to change that percentage. Why does my company goal for executive positions say that fewer than 20 percent of the available female work-force have the skills needed? Why do the statistics indicate that fewer than 10 percent are available for hire in skilled crafts and operator positions?

STRIKE ONE: Women were denied professional positions for so long that many entering the work-force lack the seasoning and professional grooming that companies seek.

STRIKE TWO: Women often do not pursue further education as men do. Many blame this on the "child-bearing" years. Whatever the cause, women do not seem to participate in seminars and workshops as much as men. Attendance at a Fred Pryor or American Management Association (AMA) training seminar can often reflect the distribution of the industry. Attendees at most, such as supervisory skills, contract law, financial management, etc., are still primarily males. A workshop for personnel officers, or EEO professionals, however, will usually show a high concentration of females and ethnic groups.

A female professional who steps into the executive washroom without being able to discuss Japanese management style, the American with Disabilities Act, advantages of a 50Mhz 486 microprocessor, TQM, or whatever current trends and technology affect that particular market, has already taken a back seat to the next man who will be hired to work with her.

It is true that women are still far from being seen as equal not only in the non-traditional roles as crafts "people" and trades "persons," but also as professionals. I work with the statistics every day at my company. I see where we are lacking female representation, yet I review the applications and the interview results, too, and I ask "Where are the qualified women?"

STRIKE THREE: Too many women fall into the trap of believing they are not as good. They get caught up in the "poor me" routine, dwelling on the hurdle before them instead of seeking ways around it. We can only keep chipping away at male bigotry and those "old boys," but we can take steps to make it constantly harder for women to be ignored.

As educated women who have

benefited from our association with Kappa Kappa Gamma, I encourage you, my sister professionals, to take an active, positive stance in developing and providing for the development of others. To succeed we must be well-read, dedicated to continuing the learning process, and hopeful for the future.

By directing young women to vocational training, higher education, and awareness of self-worth, we can forge change in spite of adversity.

In the March 1886 edition of *The Golden Key* (Vol. III, No. 3) a description of Kappa's early years stated:

"The earliest records show that the chief business of our Alpha [chapter] was to send its characteristic idea into every suitable place, and to make use of every advantageous method that it could originate or find."

Perhaps Kappas can again seek those places and those advantages to extend their ideas of quality living to the American labor force.

Gwen Powell Adams is assistant manager of Human Resources for Johnson Controls World Services, a large government services contractor located in Silverdale, WA. She holds a master's degree in human resource management and development and coordinates employee assistance programs including drug and alcohol awareness programs, conducts discrimination and sexual harassment investigations, participates in union negotiations, and writes or formalizes most of the company policies. The Johnson Controls facility is on a Navy submarine base which is complete with library, theatre, gym and banks, prompting Gwen to say, "I guess I never outgrew the campus atmosphere." A journalism major who prefers working with people rather than paper, Gwen enjoys performing in the local symphony and kayaking and backpacking with her husband.

Kappa Force 2000

The Bureau of Labor Statistics projections for the U.S. Workforce 2000 show that the female percentage of the workforce will almost equal that of males. In 1976 women accounted for 40.5 percent of workers aged 16 and over. In

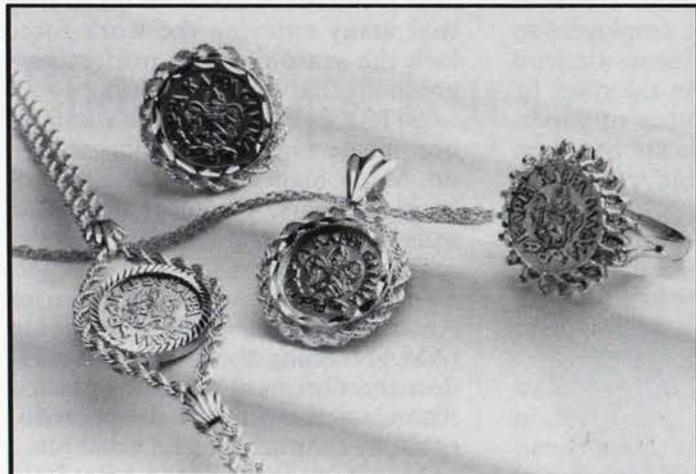
1988 that percentage was 45 percent, and by 2000 the Bureau expects it to be nearly 48 percent.

The number of women in the workforce has steadily increased since World War II, but even more noticeable is the increase in working mothers. Currently more than 50 percent of women with children (ages 6 and under) are working.

In the 70s only one-third were working. As women eagerly anticipate this growth, knowing that employers will have to acknowledge them and their special needs (maternity leave, day care, job sharing), they should also note the anticipated increase in educational requirements. Today only 22 percent of occupations require a college degree; however, the Bureau of Labor Statistics estimates that of all the jobs created by the year 2000, more than 50 percent will require some post-high school education, and 33 percent will require a college degree. The manufacturing industry in particular anticipates a labor shortage of skilled and well educated workers.

In short, for women the jobs will increase, but without the level of skill and education required, their chances of getting those jobs will not.

(Statistics taken from the "Bulletin to Management" series (1991), a publication of the Bureau of National Affairs, Washington, D.C.)



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The Glass Ceiling Commission

Senate Minority Leader Robert Dole (R-Kansas) has introduced legislation to form a "Glass Ceiling" commission. If approved, the commission will examine problems faced by women and minorities unable to climb the corporate ladder. The bill (S 1711) states that the commission would recommend ways to eliminate barriers to women and minorities, and establish a national award to businesses that make substantial efforts to increase advancement opportunities for these groups.

Achieve Campus Recognition . . .

Why Not?

Congratulations to the following undergraduates who were honored during the 1990-91 academic year. The Fraternity is also proud of those who were selected by departmental and college honoraries, awarded scholarships, and who served in campus leadership positions. The list of honors was compiled by Martha Timmins, Colorado, from the Annual Honors Report received from Chapter Public Relations Chairmen by the June 1991 deadline.

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Mona Saint, Chairman
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Heather Kellner, Alpha Pi Mu

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Elizabeth Pfeiffer, Psi Chi

West Virginia-BY
Karen Lovitch, Order of Omega

PANHELLENIC/GREEK AWARDS

Arkansas-ΓN
Chapter Excellence

Baylor-EY
Outstanding Service

Bucknell-ΔΦ
Rika Schmidt, Outstanding
Leadership
Chapter Excellence

Calif., Berkeley-Π^Δ
Greek Week Champions

Calif., Davis-EO
Debbie Burk, Greek Woman
of the Year

Calif., Los Angeles-ΓΞ
Erica Hoegh, Greek Woman
of the Year

Calif., Riverside-EΠ
Karina Dahlke, Student
of the Year
Letty Osegura, Outstanding
Leadership on Campus

Calif., San Diego-ZN
Outstanding Chapter

Moving in . . . another year begins for Gamma Zeta-Arizona.



Chapter CHRONICLES

- Calif., Santa Barbara-EΨ**
Cathy Dawson, Outstanding Chapter President
WRGC Scholarship Award
WRGC Educational Programming Award
- Cal. State, Fresno-ΔΩ**
Nikki Judd, Outstanding Service
Cindi Pardini, Greek Woman of the Year
- Colorado-BM**
Tammy Helming, *Magna Cum Laude*
- Florida-EΦ**
Outstanding Campus Involvement
Outstanding Service
- Miami (FL)-ΔK**
Bhanu Phocha, Outstanding Sophomore
Outstanding Campus Involvement
- Montana-BΦ**
Shannon Frantzick, Greek Woman of the Year
- New Mexico-ΓB**
Greek Sing Champions
- North Texas-ZΣ**
Jill Knebel, Outstanding Greek
Annaliese Limb, Outstanding Panhellenic President
Cathy Schwartz, Outstanding Greek
- Oklahoma-BΘ**
Greek Week Champions
- Oklahoma State-ΔΣ**
Carla Custer, Outstanding Greek Woman
Teranne DePlois, Outstanding Greek Scholar
Angie Reding, Outstanding Greek Scholar
Tracy Tunin, Outstanding Greek Sportswoman
- Oregon State-ΓM**
Sorority of the Year
- Pittsburgh-ΓE**
Greek Sing Champions
- Puget Sound-EI**
Miranda Frost, Greek Scholar of the Year
Molly McDonald, Greek Woman of the Year
- Rollins-ΔE**
Outstanding Philanthropy
- South Carolina-EK**
Krisin Vasco, Sorority Woman of the Year
Greek Games Champions
- Southern Methodist-ΓΦ**
Monica Lozoff, Outstanding Community Service
- Texas Tech-ΔΨ**
Christal Aycock, Outstanding Greek Sophomore
- Tulsa-ΔΠ**
Stacy O'Toole, Outstanding Senior
Outstanding Spirit
- Virginia Tech-ZM**
Natalie Apetta, Greek Woman of the Year
- PHI BETA KAPPA**
(Senior Scholarship)
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- Bucknell-ΔΦ**
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- Centre-ZΓ**
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- Colorado-BM**
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- Kansas-Ω**
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Sarah Wiley
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Christine Solt
Tara Waskom
- Oklahoma-BΘ**
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Jenna Paul
Shelly Riedel
Elaine Thompson
Maria Thompson
- Puget Sound-EI**
Julie Eaton
- Purdue-ΓΔ**
Renee Robertson
- South Carolina-EK**
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Mary Tileston
- Southern Methodist-ΓΦ**
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- Tulsa-ΔΠ**
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- Virginia-EΣ**
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Kristie Hillman
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- Puget Sound-EI**
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- Arizona-ΓZ**
Kim Horn
Marcy Mills
- Arkansas-ΓN**
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- Bowling Green-ZK**
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Belinda Stitt
Lisa Tootle
- Bucknell-ΔΦ**
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Kimberly Lohman
Jill Schaeffer
- Calif., Berkeley-Π^Δ**
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Alicia Walker
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Vermont-ΖΔ
Leslie Chason
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Kim Marble

Virginia-EΣ
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Virginia Tech-ZM
Shelia Fiaher
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Washington State-ΓΗ
Lori Ronning

West Virginia-BY
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Tara Crowell
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Carol Dunn
Diana Heinzman
Anna Beth Lamb

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(Junior Scholarship)

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Yvette Campos
Ginette Chinichian

Arkansas-ΓΝ
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Mary Katherine Deweese
Sissy Goff
Miki McKenzie
Deb Miller
Cara Rose
Romney Rousseau
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Kelli Menke
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Stacy Bershak
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Jusine Witt

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Elena Donio
Gretchen Rhines

Calif., Santa Barbara-EΨ
Jennifer Harterberger
Stephanie Zoccoli

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Missy LeGrand
Stacy Todd
Ellen Uptegrove

Colorado-BM
Lawrie Bradford
Tammy Helming
Tina Jonell
Megan Lynch
Lee Trueblood

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SMU Kappas visit Traymore Nursing Home every month.

Connecticut-ΔM

Gina Cretella
Laurie Klopper
Luann Padden

DePauw-I

Midje Magdich

Florida-EΦ

Kim Cook
Lisa Cooper
Sandi Davis
Christine Dierolf
Jodi Kash
Tracie McKibben
Leisa Salvo
Deanna Stamm
Liesel Tucker
Rebecca Ware

Florida State-EZ

Lisa Boney
Erin Brumeloe
Beth Corcoran
Jennifer Higham
Carey Hopfner

Georgia-ΔY

Tiffany Brott
Heather Glover
Meredith Harper
Leigh Heidt
Kem McIntosh
Becky Towe

Illinois-BA

Pam Flewelling
Dina Grover
Deborah Halstenberg
Kim Lundgren
Linda Peter
Beth Porritt
Robin Rogus
Tracie Yonan
Mary Margaret Zellers

Maryland-ΓΨ

Karen Healy
Denise Kosineski

Miami-ΔK

Sonja Schnell

Luara Kujawa

Mississippi-ΔP

Pam Simmons

Missouri-Θ

Elizabeth Brown

Nebraska-Σ

Brooke Renard
Leah Sorenson

New Mexico-ΓB

Rachel Pecsok

North Texas-ZΣ

Shelly Anson
Amanda Dawson
Trina Key

Ohio State-BN

Jennifer Girard

Oklahoma-BΘ

Wendi Devaughn

Katy Quinn

Christi Thielke

Oklahoma State-ΔΣ

Kristi Boyett
Amy Davis
Jodi Jenkins
Lori Utter

Pittsburgh-ΓE

Julie DeSeyn

South Carolina-EK

Elizabeth Gorman
Marla Winstead
Monica Zein

Southern Methodist-ΓΦ

Allison Crain
Traci Dalton
Sarah Francis
Julie Hicks
Caroline Thurmond

Syracuse-BT

Leah Bogdan
Christy Crossland
Joanne D'Agostino
Kristen Ehrlich
Christina Klumb
Missy Leuken
Tara Marini

Karen Putney
Jen Rauchle
Tracy Schlifke
Amy Schultz

Tennessee-EA

Melanie Davis

Texas Christian-EA

Amy Balliet
Kate Brown
Michelle Satterelli

Texas Tech-ΔΨ

Wendy Berkey
Christy Light
Lea McClellan
Sally Suiter

Virginia Tech-ZM

Cassie Collins

Washington State-ΓH

Jennifer Hanson
Wendy Heines

West Virginia-BY

Diana Heinzman
Catherine Henderson
Anna Beth Lamb
Anne Zappacosta

GAMMA BETA PHI

(Sophomore Scholarship)

Arkansas-ΓN

Annie Cuni
Gay Cunningham
Stacy Harris
Heather Ligon
Laura McKuin
Laurie Rush

Baylor-EY

Susan Pedison

Georgia-ΔY

Katy Buffington

Georgia Southern-ZY

Shannon Aldridge
Christie Bennett
Christina Fly
Jodi Gaddy
Suzie Hicks
Carolyn McWilliams
Jackie Miller
Tricia Moss
Julie Parks
Julie Rhoads
Kristy Robinson
Cindy Shuman
Christy Williams

Mississippi-ΔP

Laurie Brocato

Cindy Ray

Allyson Williams

North Texas-ZΣ

Stacy Williams

South Carolina-EK

Audrey Aiosa
Rebecca Heil
Tammy Phillips
Shannon Reilly

Stanford-BH^A

Kim McCrey

Tennessee-EA

Lisa Mai

ALPHA LAMBDA DELTA

(Freshman Scholarship)

Bowling Green-ZK

Deborah Cordes
Kathy Doepker
Laura Praeger
Jennifer Rossetti
Amy Schermer
Lisa Tootle
Laura Wasserman

Bucknell-ΔΦ

Amanda Kessler
Devon Lefebvre
Kathy Wolowski

Calif., Los Angeles-ΓE

Maury Boswell

Maura Coriston

Gabrielle TerJung

Cincinnati-BP^A

Becky Dowell

Erin McKee

Alexandra Simitises

Connecticut-ΔM

Lisa Chapman

DePauw-I

Kim Quigley

Sherry Reid

Ellyn Schneider

Michelle Sims

Felicia Turner

Florida-EΦ

Wendy Bledsoe

Kim Cook

Merry Jennifer George

Tracie McKibben

Katie Mentzer

Margaret Millender

Stephanie Mollis

Jennifer Slone

Kate Sramek

Juliet Stroud

Jennifer Truitt

Liesel Tucker

Susan Villani

Georgia-ΔY

Katy Buffington

Kati Cleghorn

Heather Glover

Elizabeth Grace

Nancy Grayson

Leigh Heidt

Kim McIntosh

Paige Russell

Becky Towe

Illinois-BA

Jeanne Darrow

Lynn Hayden

Dristen Huxhold

Lisa Milburn

Michelle Munnecke

Rita Sharma

Illinois Wesleyan-E

Chris Erickson

Mari Ireland

Mi Kim

Kelly Thuet

Kentucky-BX

Rebecca Burkhard

Desiree La Charité

Jane Nall

Miami-ΔK

Cindy Babitt

Sumi Makkar

Venus Ramos

Madelyn Sanchez

Christine Tripp

Karen Voelkel

Kristin White

MaryJo Wlazlo

Mississippi-ΔP

Tracie Lee

Heather McNeer

Nebraska-Σ

Jill Bray

Kathy DeRosear

Ann Nelson

Christie Nielsen

North Texas-ZΣ

Jennifer Johnson

Autumn Rhea

Ohio State-BN

Jennifer Grau

Oklahoma-BΘ

Laura Love

Apple Newman

Shannon Richison

Leigh Swanson

Oregon State-ΓM

Jennifer Rosales

Purdue-ΓA

Kristen Lowes

Jenny Ryall

Simpson-O^A

Theresa Cannon

Holly Ivy

Adrenne Lamberti

Elizabeth Lizotte

Southern Methodist-ΓΦ

Allison Crian

Meg Cross

Amy Edwards

Marion Hodges

Jennifer Leslie

Michelle Montgomery

Shannon Saalfeld

Caroline Thurmond

Heidi Weiskopf

Texas Tech-ΔΨ

Tiffany Austin

Christal Aycock

Shannon Boedecker

Sheri Covington

Dianne Deacon

Debbie Keneda

Jennifer Lam

Kristen McGlothlin

Marcia Mosher

Amy North

Washington State-ΓH

Demery Moore

Lisa Perryman

William and Mary-ΓK

Meredith Brendley

PHI ETA SIGMA

(Freshman Scholarship)

Arizona-ΓZ

Julie Anderson

Jackie Baird

Elizabeth Buonarti

Ginette Chinchian

Missy Cnota

Courtney Graham

Kim Horn

Gabi LeCompte

Marcy Mills

Susan Monahan

Melanie Sauer

Arkansas-ΓN

Julie Hines

Deb Miller

Cara Rose

Romney Rousseau

Laura Zurborg

Bowling Green-ZK

Deborah Cordes

Jennifer Rossetti

Carrie Sampsel

Bucknell-ΔΦ

Sarah Ackley

Amanda Kessler

Devon Lefebvre

Kerry Pyle

Kathy Wolowski

Calif., Los Angeles-ΓE

Maury Boswell

Gabrielle TerJung

Carnegie-Mellon-ΔE

Sherri Riedinger

Cincinnati-BP^A

Becky Dowell

DePauw-I

Kim Quigley

Sherry Reid

Ellyn Schneider

Michelle Sims

Felicia Turner

Florida-EΦ

Kim Cook

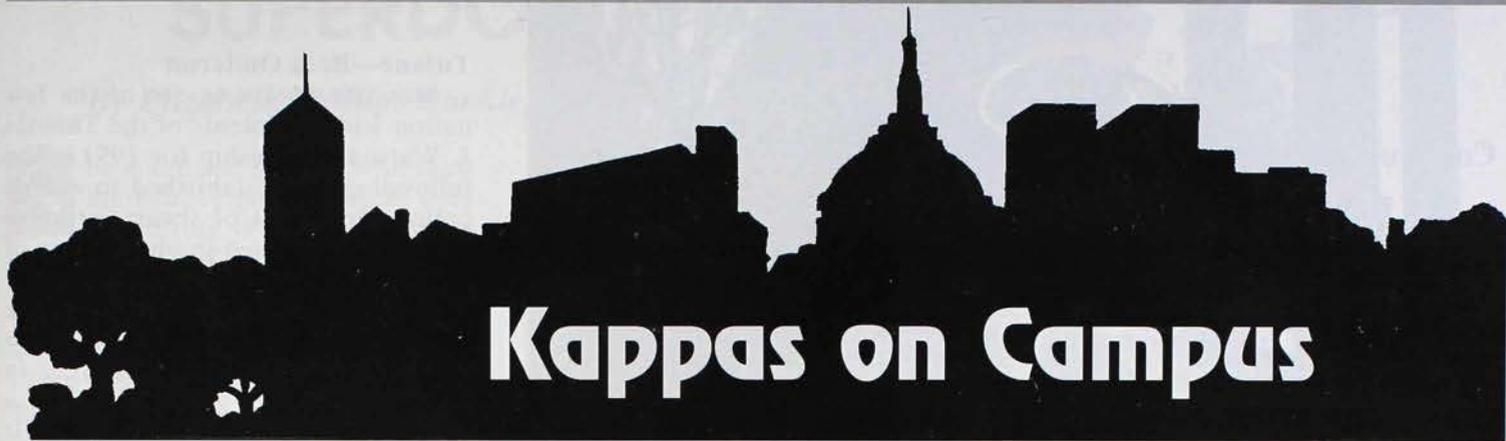
Julie Hill

Tracie McKibben

Margaret Millender

Caroline Montanus

Lisa Simpson



Kappas on Campus

by Martha Timmins, Colorado

Carnegie-Mellon—Delta Xi

Kappas joined in a community effort to build a Super Playground for Pittsburgh children. The theme of the gigantic structure, a castle with a dragon, includes slides, bars, moving steps, handicapped access, and many things to climb. Members, with recent experience in building a booth for the campus Spring Carnival, worked with families from the community in all phases of construction.

Centre—Zeta Gamma

For twenty students at Centre College the cold, dark night provided an opportunity, at least to a limited extent, to experience what it is like to be homeless. This event sponsored by Zeta Gamma, CARE, and Centre's Student Government gave the participants an idea of what it is like to spend a night without a roof over their heads. The sponsors believe that identifying with the homeless will bring about an understanding of their plight which is a necessary first step toward finding solutions.

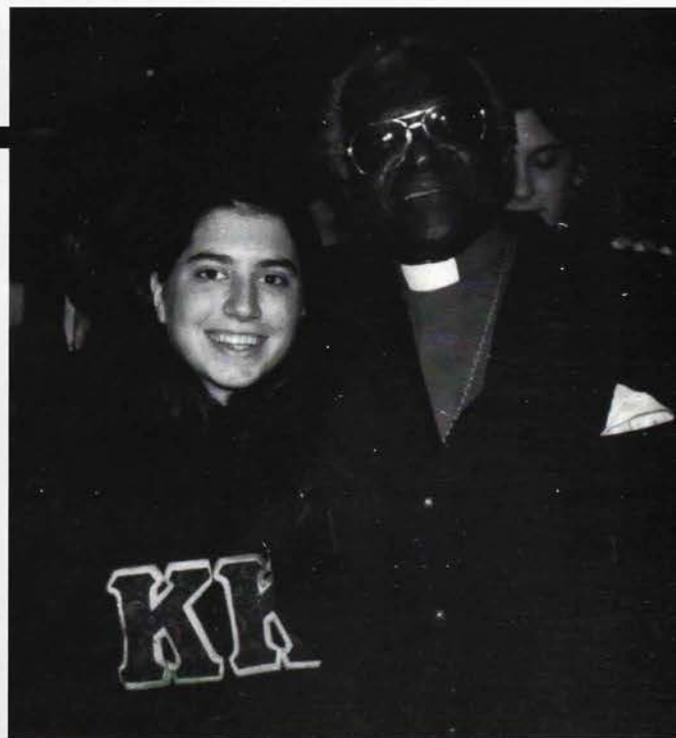
Colgate—Zeta Rho

For the second time this year, Colgate University's senior attack, Sheri Krasnoo, was named first team All-American in women's lacrosse. Sheri led the nation with 85 goals and 20 assists for 105 points in 15 games.

Illinois—Beta Lambda

While many college students rush to the beach for spring break, five Illinois Kappas spent their vacation helping the homeless in Washington, D.C. These students joined 14 others in a

- | | | |
|-----------------------|------------------------------|---------------------|
| Kate Sramek | Erika Counselor | Vermont—ZA |
| Deanna Stamm | Kathy DeRosear | Clarissa Hart |
| Liesel Tucker | Ann Nelson | Virginia—EΣ |
| Sisam Villani | Christie Nielsen | Stephanie Bibighaus |
| Florida State—EZ | North Texas—ΣΣ | Mary Kay Broecker |
| Suzanne Dearworth | Jennifer Johnson | Julia Houston |
| Kelly Fayer | Autumn Rhea | Leslie Simmons |
| Georgia—ΔΨ | Ohio State—BN | Virginia Tech—ZM |
| Nancy Grayson | Jennifer Grau | Alicia Morris |
| Ashley Jordan | Ohio Wesleyan—P ³ | Washington—BII |
| Idaho—BK | Maria O'Donnell | Sonya Caros |
| Katie Eichert | Oklahoma State—ΔΣ | Laura Colthurst |
| Illinois—BA | Terrane DePlois | Shelley Craig |
| Jeanne Darow | Paula Fleming | Shannon Dreher |
| Lynn Hayden | Angie Reding | Cristy Meyer |
| Kristen Huxhold | Tracy Rowe | Michelle Remmington |
| Lisa Milburn | Jodi Jenkins | Laura Thoms |
| Rita Sharma | Lori Utter | Aunick Wallace |
| Tracy Thomas | Oregon State—ΓM | Washington & Lee—ZT |
| Iowa—BZ | Molley Comer | Andrea Cardamone |
| Inger Hansen | Jennifer Rosales | Robyn McCord |
| Kentucky—BX | Pittsburgh—ΓE | Wendy Miles |
| Rebecca Frey Curkhard | Nicole Christoff | Megan Reece |
| Kay Yun Kim | Lisa Hertzler | William & Mary—ΓK |
| Desiree La Charité | Andi John | Meredith Brendley |
| Jane Willis Nall | Purdue—ΓΔ | Kadee Niles |
| Miami—ΔK | Kristen Lowes | |
| Kristin White | Karla Moore | |
| Mississippi—ΔP | Jenny Ryall | |
| Tracie Lee | Rollins—ΔE | |
| Heather McNeer | Cathy Sawruk | |
| Nebraska—Σ | Emily Speers | |
| Jill Bray | | |



Kappas welcome Bishop Desmond Tutu to the Emory Campus.

Construct a castle...

Why Not?



Carnegie-Mellon Kappas build a Super Playground for Pittsburgh children.

program named Alternative Spring Break. They worked at various shelters doing yard work, planting trees and flowers, painting, working with children, cooking, and even tiling a floor. The purpose of the trip was to learn more about the issue of homelessness, interact with the people, learn about approaches being used to solve the problems, and take back the knowledge to their communities.

North Texas State—Zeta Sigma

Often Kappa and Pi Beta Phi chapters plan an event to celebrate their foundings at Monmouth College. Rather than the usual type of party, the North Texas State chapters joined forces to complete a service project of cleaning the grounds of their campus.

Stanford—Beta Eta^A

Widely known for its excellent academic standards, Stanford does not always receive recognition for having a strong athletic department. Many of the athletes are members of Beta Eta^A Chapter. Kappas participate on the crew, field hockey, golf, gymnastics, sailing, soccer, tennis, track & field, and volleyball teams. Terri Whitlinger was the tennis team's co-captain last season and captured the Rolex Regional singles championship and competed in All-American singles finals championship. Of 12 women on the

volleyball team, nine are Kappas. This team is perennially ranked in the top five of the nation and has won the Pacific Ten Championship title numerous times along with traveling to the Final Four.

Tulane—Beta Omicron

Monique Meche is one of the few nation-wide recipients of the Thomas J. Watson Fellowship for 1991. The fellowship was established to enable college graduates of special promise to engage in a post-graduate year of independent study and travel abroad. She became involved in studying the right-wing movements in France while spending her junior year studying in that country. Her goal is to write a book about her research which she will continue in France and Germany during her fellowship year.

Texas—Beta Xi

Beta Xi developed a unique idea to raise money for "Project 2000." Each class chose a fund-raising leader who passed a piggy bank in chapter meetings for members to contribute their spare change. The representative from the class which donated the most money agreed to meet a live pig up close and personal. The winner "met" Chuckles, an 85 lb. potbelly pig, with a kiss to celebrate the success of the project.

University of Texas "Kiss a Pig" Philanthropy: A hog of an idea.



SUPERDOM!

By Elizabeth Phillips Runkle, Monmouth

She is tall and slender, with shining hair, bright intelligent eyes and lilting laughter. Her husband is slim and handsome and wonderfully successful. Because of her prowess as a gourmet cook, he feasts on low-calorie, low-fat, low-everything fabulously delicious fare. Although they don't say it, they give the impression that he is all things because of her. They have two immaculate, well-mannered, and intelligent children. The house is so clean, one could eat out of the trash can or sleep on the kitchen floor. No one has ever seen her in hair rollers or without makeup, and she is up every morning by five to fix her family a hot, nourishing breakfast, served on fine china in a picturesque nook.

Successful in business, she can make six presentations, soothe a flustered client, and negotiate a multimillion dollar contract before lunch. She can carpool to Cub Scouts without ruffling her hair, serve a five-course candlelight dinner for hubby, and slip into "something comfortable" without ever needing to repair her lipstick. In short, she is SUPERWOMAN, and I, for one, am sick to death of her.

She started with Donna Stone and June Cleaver, who were always perfect, but stay-at-home perfect. I had some hope of attaining stay-at-home perfect. Okay, okay, very little hope, but hope, nonetheless. But Donna and June gave way to Claire Huxtable, and no matter how hard I try, I will never achieve Claire Huxtable. She is work-full-time perfect, like our friend of the first paragraph, and her *whole family* is perfect. This is television, remember, so the script writers try to throw in some token sibling rivalry and an occasional "C" on someone's report card, but let's face it: SuperWoman has reached new heights at the Huxtables. The whole Superwoman concept is unreal. NOBODY is that good.

NOBODY has children that are that good. And NOBODY HAS A HOUSE THAT CLEAN! Do we ever see her cleaning the kitchen? Of course not. Should we infer that a magic tornado whisks away fingerprints, cobwebs and dust? Are we to



believe she is visited by a SuperFolk cleaning team in the night led by a bald smiling giant and a tiny man swirling around in a tiny boat? Or is dirt simply too intimidated to collect anywhere near SuperWoman? I have managed to point out to my children that SuperWoman doesn't exist, especially not at our house, so they had better pick up their socks. I have about a fifty percent success rate, which for a non-SuperWoman is just about average. On the other hand, my husband is a more difficult case study.

My children are cynics: "Don't tell me that broccoli is good. It's green and even the President of the United States won't eat it." They question anything they have not personally experienced.

In contrast, my husband is a lamb in a world of wolves — especially when it comes to the SuperWoman issue. If he sees it on TV, he either believes it or buys it. By profession a real estate broker, he spends his time in model homes (where no one lives and they STILL have a cleaning crew that comes in three times a week) or in homes that are for sale. Anyone who has ever tried to sell a house will tell you that the first thing you do is ship your kids to distant relatives. Why? Because you can't fill a house

with children and expect it to stay clean. In fact, you can't fill a house with anyone and expect clean. But he doesn't know that.

Don't tell me we've come a long way. Cave women weren't expected to clean tile grout on their hands and knees with a toothbrush while wearing pearls. Mrs. Cave Woman didn't have to kill, dress, cook, and serve the meat while Mr. Cave Man sipped iced tea and watched the Neanderthal playoffs. SuperWoman isn't a figment of our imaginations. She exists—on television and in the movies, in magazines, and on billboards. She is a hard act to follow.

SuperMom doesn't have the Super-ness market cornered; she has an unmarried caped counterpart. SuperSingle differs from SuperMom only in the presence of family. In her realm there are other, equivalent Superpressures. SuperSingle is expected to work out at the gym three times a week, to be star-member-of-the-team at work, to be fresh and witty for every date, and to keep her single "Condo Beautiful" home in impeccable order. The pressures of Superdom are staggering, and those of us who struggle to achieve it risk exposure to our own deadly brand of Kryptonite.

It's called EXHAUSTION.



Our Heritage of FEMINISM

by Kim Braun Padulo, California-Riverside



It was one of those typical university lunches with a colleague. We talked about where we went to college and our experiences with graduate school. I asked a few questions about his position in our campus Counseling Services Office and we discussed some good books we had read recently. Then he asked the inevitable question: "I know you are a feminist. Why would you want to work with sororities?" Looking him in the eye, I answered calmly, "Because sororities are feminist organizations." I've learned to expect the reaction I received — the look of disbelief, the rolling of the eyes. With resignation I ignored my half-eaten sandwich, put aside his comments about little sister groups and Derby Days and spent the next hour educating my friend on the true history and underlying significance of women's fraternities.

Today's undergraduates "believe that women should have the same social, political, and economic rights as men."

Most people, including the majority of alumni and collegiate Greek members, would not consider sororities to be feminist organizations. When you think of the Women's Movement in the United States, organizations like NOW and the National Woman Suffrage Association come to mind. You are more apt to think of *Ms* magazine rather than *The Key*, and the leaders who come to mind are Elizabeth Cady Stanton, Susan B. Anthony, and Lucy Stone, not Minnie Stewart, Anna Willits, Louise Bennett, Susan Walker, Louisa Stevenson, and Jennie Boyd. And yet, our Founders were pioneers in a movement which dovetailed with the women's suffrage movement.

Women's opportunities in higher education were still limited in the days of our earliest members. The many casualties of the Civil War, both in the North and in the South, had created a situation where exclusively



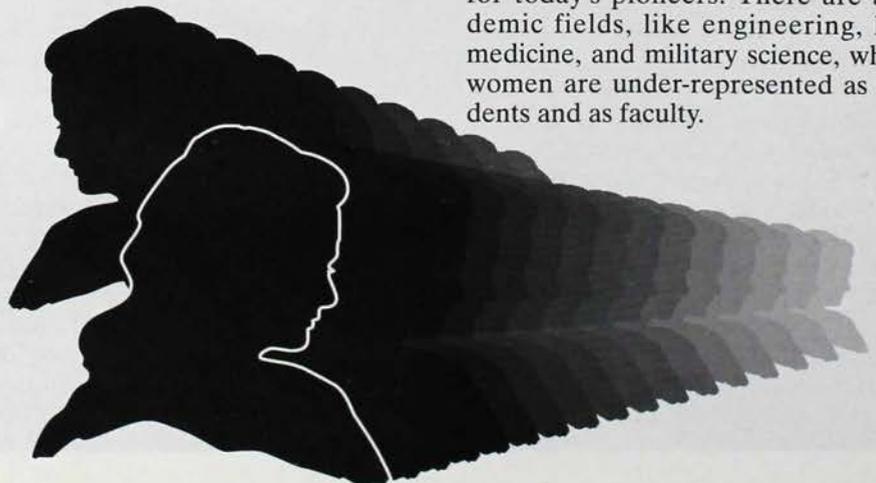
male colleges needed to admit women in order to remain financially secure (*Brubacher & Rudy*, 1976). The new woman students were not received warmly in many cases, and in fact, Kappa Alpha Theta was formed at Depauw by all four of the newly admitted woman students. Their purpose was largely to band together and support each other in a very challenging and hostile educational climate (*Baird's Manual*, 1968). Monmouth began as a coeducational campus, but early accounts (*The Golden Key*, 1886, p. 11) state that our Kappa Kappa Gamma founders were conscious of their place in history, "We are in the vanguard of a live idea — the new woman movement..."

The women who braved the rigors of higher education in the 19th century were faced with challenges which seem impossible in today's post-Title IX world. Women at Depauw were

excused from chapel because their presence disrupted the male students. Women at Monmouth were ever conscious of the need to demonstrate women's intellectual fitness for university work. "To fail a single course was practically unheard of among women students" (*The History of Kappa Kappa Gamma*, Vol II, 1977). In order to prove their fitness, women worked twice as hard in the classroom, endured the ridicule of male faculty and students, and gathered in meetings of secret societies to encourage and support one another. They were an important part of the late nineteenth century movement for women's equality.

As freedoms for women were won over the years, women's fraternities have continued to be a part of the advances. In American history's most sweeping directive with respect to the status of women in education, Title IX of the Education Amendments bill of June, 1972, finally prohibited sex bias "under any education program or activity receiving federal financial assistance" (*Brubacher & Rudy*, 1976). The benefits of single sex social fraternities and sororities were recognized to such an extent that they are specifically exempted under Title IX.

For undergraduate women, the college campus is still a challenging place. Sexism and sexual harassment did not vanish from the university scene with the passage of Title IX. There are still universities which are opening their doors to women for the first time, and women's fraternities provide encouragement and support for today's pioneers. There are academic fields, like engineering, law, medicine, and military science, where women are under-represented as students and as faculty.



The woman's fraternity helps her have the strength to try harder and to overcome the odds.

Our undergraduate and alumna members have little awareness of our feminist traditions. Today's undergraduates are unlikely to consider themselves feminists. To them, a feminist is a radical activist or a "male basher," and they do not see themselves in that way. But question them further and you will find that they believe they have just as much right to pursue an education as their male peers. They believe in equal pay for equal work. They object to sexual ha-

On the college campus today, there are very few opportunities for women to join an organization whose purpose is the support, encouragement, and leadership development of women, by women.

rassment in the classroom and in the workplace. They assume that any professional course they would like to pursue will not be denied to them because of their sex. They may not always exercise their right to vote, but they believe they should have that right. They "believe that women should have the same social, political and economic rights as men," which is Webster's definition of a feminist.

Recent studies have helped to discover differences between men's and women's developmental and educational needs. For woman students, the identification with a group of friends is crucial to the developmental process in which they are engaged in their college years. Erikson and others have theorized that the female identity is forged in relationships with others. Carol Gilligan (1982) notes that young women have difficulty finding their "voice." The awakening of their potential must, given women's more contextual mode of understanding, happen within the milieu of interdependence. The undergraduate sorority chapter provides such an environment for development. On the college campus today, there are very few opportunities for women to join an organization whose purpose is the support, encouragement, and leadership development of women, by women.

Our alumnae associations are providing an environment for the support of our members in a world where the complexity of choices present an array of challenges. A recent law school graduate approached me at an alumnae association meeting last year. We "caught up" on each other's lives, and she told me about her new job as an associate in a medium-sized law firm. She said she was enjoying the job, but was uncomfortable with the firm in some ways. There are no female partners, and she found that the best cases were being assigned to the male associates, so the path to partnership was blocked for female associates. She was shocked to find that in the 1990s there would be such blatant favoritism to men. She said that she felt very naive, and also very lucky to have gotten through undergraduate and law school without having experienced such discrimination before. Networking with Kappa alumnae, she had found that others had similar experiences in law and other professions. Sharing those experiences helped her to know that she is not alone.

We are still working toward the equality which our founders and the leaders of the nineteenth century Woman's Movement envisioned. So-called "women's issues," such as child-care and health care for women continually provide new horizons for advancement of women. The woman's

fraternity provides an organized way for us to support one another in the meeting of those challenges. The projections for changes in the workplace, the changing demographics of society, and the shifting roles of men and women mean that women's fraternities will play an even greater role in the future, shaping the leadership for the 21st century. The challenge of today's members is to keep our heritage of commitment to women's concerns alive. The journey of progress which was begun by our founders will continue to provide a path for generations of women to come. ♣

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"... Just Love Them" ... Kim Braun Padulo

Charter member and First Vice President of Epsilon Pi, *Calif.-Riverside*, Kim Braun Padulo is a strong proponent of Kappa and Panhellenic spirit. "Not just a cheerleader," she shows her dedication through her work for Kappa and the National Panhellenic Conference.

Kim has served as Chapter Council Adviser for Epsilon Pi and Zeta Nu, *Calif.-San Diego State*. She was also Province Director of Chapters for Kappa Province South from 1987 to 1991.

In 1980 Kim became Panhellenic Adviser at San Diego State University and in 1987 was honored by the Na-

tional Panhellenic Conference as Outstanding Panhellenic Adviser.

In addition to the full schedule of responsibilities involved in her campus position, Kim currently serves as executive vice president of the Association of Fraternity Advisors (AFA). She recently received an AFA Editorial Award for an article on "Sexism in Sororities" published by the organization.

Writing on "Trends in the Collegiate Greek World" for the January 1991 "News from the Blues," the San Diego Alumnae Association newsletter, Kim emphasized the importance of the love and support that Greek affiliation brings. She says that in dealing with the problems faced by today's collegians she sometimes tells chapter advisers, "If all else fails, just love them!"

by Carol Lash Armstrong, Miami (OH)

Glowing Keys



Frances Ann Rutherford Beard, Rollins and Penn State, of Essex Falls, NJ, has been named chairman of the Women's Committee of the United States Golf Association (USGA). In her two-year term, she will oversee the operations of six major championships for women.

The granddaughter of Penn State's first golf coach and the daughter of a golf pro, Ann became an avid enthusiast of golfing at an early age. By eighth grade she had won a junior title and was on boys' golf teams throughout high school. During her first two years of college, she played for Rollins, then the top women's golf team in the nation. After transferring, she represented Penn State in intercollegiate golf competition and became a semifinalist in the 1957 and 1958 Women's National Intercollegiate Golf championships.

Ann prizes the national Golf Family of the Year title the Metropolitan Golf Writers and Sportscasters awarded the Beard family in 1983. At that time, she was involved in the USGA; husband, Lee, Sr., was golfing at the local level; son, Lee, Jr., was on the University of Richmond golf team; and daughter, Kendra, was playing for Wake Forest.

The National Endowment for the Humanities (NEH) named **Phyllis Reip Graham**, Hillsdale, of Charleston, to be West Virginia's NEH/Reader's Digest Teacher-Scholar for 1991. The Endowment selects outstanding educators across the country to conduct year-long independent study projects in a humanities discipline. Each award provides a stipend up to \$27,500 to replace the teacher's salary and \$500 to the teacher's school to

purchase books for the school library.

Phyllis, an English teacher at Roosevelt Junior High School, will use the award to study the depiction of women in Appalachian and Black literature written for young adults. Phyllis said that she chose this topic because it relates to the young people in her school where there is a high percentage of minority students.

As she states, "During my teaching experience in West Virginia, I have been so impressed by the positive response of my students. I want my students to discover the richness of their cultural heritage."

Ann Husted McGregor and Lu Emerson Pansing, Nebraska, of the same 1938 Kappa pledge class, have been named Alumni Achievement Award recipients by University of Nebraska. Ann and Lu, who have re-

mained close to KKG alumnae groups and their pledge sisters, enjoyed sharing their awards ceremony with their pledge class which attended *en masse* to cheer for them.

Spending her life helping others, Ann was, for 13 years, supervisor of social work in Fresno County, CA. She then became a full-time volunteer for the United Farm Workers of America, AFL-CIO serving as a national representative as well as executive director of the Martin Luther King, Jr., Farm Workers' Fund, an educational charitable trust. She has been active as a Witness for Peace in Nicaragua; and now while in "retirement" in San Miguel de Allende, volunteers with a disabled adult self-help center, the first such facility in Mexico.

Lu has been a leader in the arts and educational fields. Among her many community activities, she has been instrumental in fund raising for the Lincoln Reading Center and the Nebraska branch of the Orton Dyslexia Society. She served on many boards including the Lincoln Board of Education, the Lincoln Campfire Girls, the Community Health Center, the Lincoln Symphony Guild and the Nebraska Chamber Orchestra. Today she serves on the board of directors of Nebraska Voters for Choice and was recently appointed vice regent for Kenmore Association, Inc.

Lucile Robinson Mann, Drake, of

RESPONSTABILITY

The printer made an error and no one caught it while proofreading! What a dumb mistake!

Not really. I like to play with words and, somewhat like Mrs. Malaprop, a character in Sheridan's *The Rivals*, create new combinations to suit myself. For instance, when the house is a mess, my desk is piled high and I am approaching a state of panic, I like to say that I have everything all properly "deranged." It may be madness, but it's my madness and I can find my way through it. I can and will clean up my own mess.

So what is responstability? Let's take it apart and see. *Response*: a reaction, as that of an organism or

mechanism to a specific stimulus. *Stability*: constancy of character or purpose; steadfastness. *Ability*: a natural or acquired skill or talent. And mixed in those letter is *Responsible*: legally or ethically accountable for the care or welfare of another; being the source or cause of something; being answerable for one's behavior through self-made moral or rational decisions; reliable. Then, putting it back together, *responstability* becomes using natural ability or talent to react in a steadfast manner to outside stimuli by making moral or rational decisions. *Responstability* is the way we, as intelligent, thoughtful, caring human beings, live our lives.

— Lois Catherman Heenehan, *Adelphi*

Omaha, has been inducted into Nebraska's Golf Association Hall of Fame. Lucile's golfing honors have been numerous during her 80 years. In 1975, she became the first woman to be elected to *The Des Moines Register* Iowa Sport Hall of Fame. In addition to thirteen state titles, Lucile won three titles in national amateur competition and was twice named to play for the United States in the Curtis Cup rivalry.

This 60-year Kappa "retired" her golf clubs five years ago after a fall which caused a back injury. However, her love for the sport remains as strong as it was 67 years ago when at age 13 she won the Des Moines City Girls' Junior Championship.

Doris Humes Ponitz, *Michigan State*, of Dayton, was named one of seven Ohioans to receive the state's highest honor — the Governor's Award.

"What's exciting about this particular honor is that it places volunteers on a par with journalists, educators, business and sports leaders," says Doris. She calls that recognition a "wonderful and progressive idea".

Since moving to Dayton from Ann Arbor, Doris has been asked to share her talents with community, regional, and national organizations numerous times. Why does she always say "yes"? Doris explains, "When you say 'yes,' you learn something."

Among her many board and executive committee roles have been chairman of the Public Television Board, chairman of Kinderconcert, vice president of Education for the American Symphony Orchestra League's Volunteer Council, and national board of the Girl Scouts. Her newest project is Kidsvoting. This innovative project will educate school children about elections and will enable them to go to the polls, vote with their parents, and have their votes tallied.

Joyce Phaneuf Summerwill, *Michigan*, of Iowa City, has received the STAR (Service to the Arts in our Area) Award from the city's Area Chamber of Commerce. Director of patient and guest relations, Joyce was cited for creating Project Art at the University of Iowa Hospitals and

Clinics. Under Project Art, the work of some 500 Iowa artists were exhibited at UIHC, and a large collection of art was assembled for UIHC patients, visitors, and staff. In addition to her work at the university, Joyce is active with the Iowa City Alumnae Association, Public Library Art Advisory Committee, and Community Theatre.

Dancer and choreographer, **Ann Van Ruren**, *Butler*, of State College, PA, has been appointed Artistic Director of the Pennsylvania Dance

Theatre. In her new position, Ann will continue to dance and choreograph as well as teach dance classes, serve as director of the apprentice program, select choreographers, choose the repertory and make financial decisions. Formerly Ann danced professionally with the Fleet Street Contemporary Dance Company in Louisville, Ky. She also danced and choreographed in New York City prior to accepting the position with the Pennsylvania Dance Theater. ♣

Kappa Is New Director of Presidential Personnel



President Bush has appointed **Constance McNeely Horner**, *Pennsylvania*, ("Profiles" *The Key*, Winter 1989), to the post of assistant to the president and director of presidential personnel. In this capacity Constance is responsible for recommending individuals for some 3,500 presidential appointments. She and her staff also work with the cabinet and agency heads to fill more than 2,000 other non-career positions in the federal government.

In May 1989 the president appointed Constance Horner to the number two position in the Department of Health and Human Services, where she served until assuming her current

assignment. As deputy secretary, she assisted the secretary in broad management and policy assignments, as well as chairing a task force charged with the development of proposals for health care financing reform. She also served as chairman of the White House Domestic Policy Council Working Group on Health. From 1985 to 1990 Constance, a New Jersey native who holds a master of arts degree in English literature from the University of Chicago, was director of the U.S. Office of Personnel Management, formerly the Civil Service Commission, which has the responsibility for 2.1 million federal employees.

Accent on Alumnae Activities

Alumna-active interaction is a top priority for many Kappa associations. **Philadelphia** honored Zeta Iota, *Villanova*, initiates at a luncheon and also welcomed 39 seniors into alumna membership at an informal dinner. The Night Owl group of the **Northern Virginia** Association held a dessert for area Kappa seniors, providing a time to network with recent graduates who currently work in the same or similar fields of study.

Tours of local or area points of interest have become a popular alumnae activity. **Fairfield County (CT)** alumnae spent an evening at the studio of sculptor Nancy LaPorte Meek, *Ohio Wesleyan*, where they learned several sculpting basics and created a Kappa owl as a first project. The **Pasadena** Association organized a tour of the restored Victorian village at Heritage Square, located between

Pasadena and Los Angeles. And **Philadelphia** alumnae raised philanthropy funds via their bus trip to the state capital.

Although not an "official" alumnae association, **Kappas in graduate school at Duke University** formed their own group. Seven of the Fuqua School of Business Class of 1991 were Kappas. Before graduating and joining firms across the country, the group had the opportunity to meet head coach of the 1991 NCAA Men's Basketball Champions, Mike Krzyzewski, father of Kappa Debbie, who was a guest speaker at the school.



Touring has become a popular alumnae activity, Philadelphia members choose an "a la carte" trip to the state capitol.



**COLUMBUS IN BLOOM
Ameriflora 1992**

**Kappa Heritage Museum
Sponsored Tour
May 14-17, 1992**

To celebrate the quincentennial of Christopher Columbus' discovery of the New World, *AmeriFlora* will be the first international floral exposition to be held in the United States. The Kappa tour includes hotel, dinner, admission to all scheduled events, and transportation while in Columbus. We will stay at the Hyatt on Capitol Square. Make your own travel arrangements to Ohio and join us! Husbands and guests are welcome. Space is limited.

\$450 per person

(plus a \$50 donation to the Heritage Museum)

To reserve your place, send \$100 deposit made out to:

Heritage Museum—AmeriFlora Tour.

Please mail reservations to:

Ruth A. Hansen: Tour

c/o Heritage Museum of Kappa Kappa Gamma
P.O. Box 2079, Columbus, Ohio 43216



The Liberty Bell draws Philadelphia alumnae during one of their many scheduled outings.

Plan a Kappa Reunion . . . **Why Not**

"I want to thank you. When we were in school, some of you encouraged me a lot. I was thinking about becoming a lab technician. One of the older Kappa actives said, 'Why a technician? Why not a doctor?'" said Oncology Radiologist, Cynthia Dabney Stevens, Delta Rho pledge class of 1961, as she spoke to her "Ole Miss" Kappa sisters reuniting after 30 years.

The importance of friendship, particularly Kappa friendship, is the recurring theme with all Kappa reunions. As one Kappa recently described her reunion, "The bonds of friendship seem even stronger now than when we were Kappa actives."

Others renewing their Kappa friendships, sharing present and past smiles and tears, include:

- *Delta Tau — Southern California — Class of 1975 . . . enjoyed being together so much they vow to reunite annually.
- *Delta Tau — Southern California — Classes of 1968-79 . . . had a spontaneous reunion upon discovering each other while attending a Southern California Family Camp session.



Kappa Kamp Out in Montana.

- *Delta — Indiana — Class of 1950 . . . meet annually and have their own annual newsletter.
- *Rho Deuteron — Ohio Wesleyan — Class of 1950 . . . had a mini reunion for those living in the Miami, FL, area.

*Beta Rho Deuteron — Cincinnati — Class of 1980 . . . shared their weekend with families from brunch at the Kappa house to a riverboat ride.

*Beta Upsilon — West Virginia — Class of 1954-55 . . . enjoyed a homecoming football weekend together.

*Beta Upsilon — West Virginia — Class of 1962 . . . reunited at the Kappa house and insist everyone looks the same!

*Beta Phi — Montana — all classes . . . had their first annual "girls only" Kappa Kamp Out at the Kappa house.

*Gamma Mu — Oregon State — Class of 1981 . . . almost 50 percent of the pledge class reconvened for a weekend of catching-up at the Kappa house.

*Delta Rho — Mississippi — Class of 1960 . . . shared a memorable weekend at their newly remodeled Kappa home at "Ole Miss."

*Delta Alpha — Penn State — Class of 1961 . . . reunited at Cape Cod where they quickly found 30 years had evaporated and they became 20 again.



K.P. duty at the Kappa house during Oregon State reunion.

BE IN THE LIMELIGHT

TV and radio anchorwomen, radio disc jockeys, producers, reporters, — broadcast journalists — you will be in the limelight! A special call is being made for information on Kappa broadcasters. Please send photos, information, complete addresses, and phone numbers to Chari Beaudry, 1620 43rd Ave. E. #2A, Seattle, WA 98112.

Information for "Celebrating the Arts"

should be sent to Chari Beaudry, 1620 43rd Ave. E. #2A, Seattle, WA 98112. Books, albums, tapes, etc., will be forwarded later to Fraternity Headquarters for the Kappa collection. Please send photos depicting your art and the artist at work, promotional materials, reviews, as well as, complete address and phone numbers.

“To Stand by Each . . .”

At first, there were 16 of us in February of 1958 . . . Delta Alpha pledges, that is — the class of 1961. In the fall of 1958, six more joined us. We were a class much like others, I expect; but of course at our tender age, we thought we were special. We were thrilled to be Kappas on the Penn State campus and very proud of our good fortune.

Six of us were legacies (Some of us did not really know what that was but sensed its importance.), many had already become actively involved on campus, and most of us had better than average grades. We also had our share of honor society members, a Phi Beta Kappa or two, a Miss Penn State, a cheerleader, and class officers.

Best of all we had endearing and enduring friendships. Friendships of the kind that are different, for we made them and cherished them because of Kappa Kappa Gamma.

We have kept in touch for 30 years, not all of us with each other, but everyone with some. And because two of us knew that 30 years is a significant milestone, plans were made for the 30th reunion for the class of 1961.

Fourteen began the journey to Cape Cod that day in June 1991, with the same excitement and apprehension any normal human being would have after so long a time. However, we all met each other with an identical chorus of good will . . . “You look wonderful!” And then for three days, 30 years evaporated, or was it that the world stopped and we became 20 again?

Interestingly, our personalities had changed very little, even though we were now “mature” women. Perhaps that is why the period of adjustment was slight. We felt safe with one another. As a result, we shared private thoughts, dreams, and family difficulties. No one tried to solve or “fix” things, but the empathy was evident and comforting.

As you can imagine, we reminisced looking through treasured scrapbooks, yellowed with time, and found each other on the composite pictures. Two confessed to dieting before coming, five of us admitted we colored our hair to cries of . . . “It looks so natural!” and most of us need glasses.

We traveled from Florida, California, Washington, and in between to be together. It was important, for these opportunities of life-enriching occasions take on greater significance with the passage of time.

Through the years we became wives, mothers, and grandmothers. We have coped with single parenting, experienced the trials of the sandwich generation, and now most find ourselves working outside of the home.

One of us has a life-threatening illness. Several talked quietly with her about it, and all want her to know how very much we care, and how we admire her strength.

In the end, all of us will have made a difference in our own way in this world. The significance of this time cannot be measured nor put into words, but all who have been a part of a Kappa reunion surely can understand.

Perhaps we said it best to each

other and to Kappa on our last evening together when we instinctively formed the Mystic Circle. The class of 1961, “to stand by each her whole life through.”

— Gay Chuba Barry, *Penn State*

**Kappas Celebrate
75 years at Idaho**

Beta Kappas, *Idaho*, reunited on April 19-20, 1991, to celebrate their chapter's 75th anniversary. More than 200 alumnae returned to the University of Idaho campus to join the 90 actives in this diamond jubilee celebration.

In addition to honoring 75 years of chapter excellence, the reunion provided an opportunity to officially “kick off” an ambitious redecorating Beta Kappa fund drive.

Highlights of the weekend were campus tours, a chapter rush skit followed by a rousing chorus of “Oh, Pat,” pledge class reunions, and banquet. Johanna Keane Shell, banquet speaker and younger sister of two charter members, and Chapter President, Jody Fay, shared comparisons of Kappa and college life in the 1920's and 1990.

This was an anniversary celebration for all Beta Kappas to remember — bringing a new appreciation between actives and alumnae; a salute to continued Kappa excellence at the University of Idaho; and a time to rekindle and strengthen precious friendships.



1961 Delta Alphas are always “in touch.”



Idaho Kappas gather for a Diamond Jubilee.

From the "Steel City" to Sunshine and Saguaro

Twenty years ago, Sharon D'Orsie (Mack) and Jane Bilewicz Allred hugged through a tearful goodbye as their days at Gamma Epsilon Chapter at the University of Pittsburgh drew to a close.

On August 5, 1991, the Big Sis/Little Sis team was teary-eyed again.

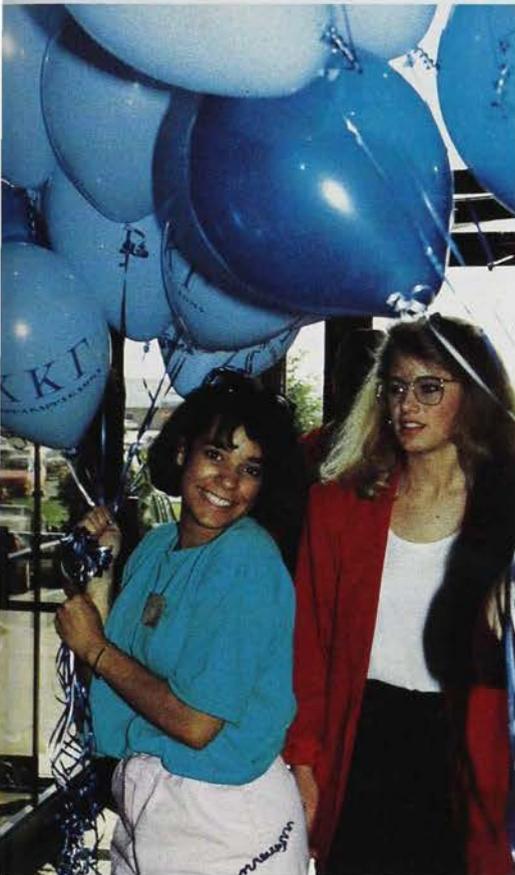
Only this time, they were tears of joy as the two reunited in Scottsdale, AZ, for a weekend of "catching up" on each other's lives. And what a weekend it was! Twenty years and two thousand miles from Pittsburgh, Sharon and Jane found that despite taking separate paths, their lives had arrived at similar points.

Sharon D'Orsie, Ph.D. lives with her husband and three children in Houston, TX, where she is president and owner of Eagle Environmental Health, Inc., a full-service industrial hygiene and environmental health consulting firm.

Jane Bilewicz Allred resides in Scottsdale, with her husband where she is president and owner of Allred Marketing, a full-service marketing, advertising and public relations company that specializes in industrial, advanced manufacturing technology clients.

How likely is it, you might ask, that two Gamma Epsilon Kappas from the "Steel City" would end up happily married in the great Southwest as chief executive officers of their own companies? Not very likely, we suspect. And if you think those parallels are amazing, you should have heard how much of the "nitty-gritty" stuff was the same! It was mind-boggling in every sense of the word.

It just goes to show that no matter how many years go by or how far the road we travel, Kappa sisters are sisters forever. Isn't there some Kappa sister you'd like to catch up on? Take



Blue and blue balloons galore for Idaho's 75th anniversary.



In the Arizona sunshine big and little sis are together again.

it from Sharon and Jane — don't hesitate. A soul mate may be waiting!

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You, too, can enjoy the privileges, friendships, and fun that come with participation in an alumnae group. Please take a moment to complete the information form and send it to Barbara Granat. She will put you in touch with your PDA and closest alumnae group.

YES, I WANT TO KNOW MORE ABOUT KAPPA ALUMNAE OPPORTUNITIES.

NAME _____
(First) (Middle/Maiden) (Last) (Husband's Name)

ADDRESS _____
(Street) (City) (State) (Zip)

TELEPHONE _____ CHAPTER _____ INT. DATE _____
(Area)

MAIL TO: Mrs. William Granat, 654 Vassar Road; Wayne, PA 19087

the **Key** Mail
KAPPA KAPPA GAMMA

Fall 1991 is a great issue of The Key! I've read it word for word and found every article interesting and educational. This issue on "seasoned citizens" was especially pertinent because [on the day it arrived] I had so enjoyed a conversation with a wonderful, inspirational 94-year-old Kappa (Kachel Green Gage, Illinois Wesleyan) at our Clearwater Bay welcome coffee. She was thrilled to tell me about her birthday celebration the previous week, the fact that she had passed her driver's license exam . . .

How much I enjoy and am inspired by the wide variety of special people in our alumnae association and [all] my many Kappa friends. I am so happy to be a Kappa and look forward to receiving my 50 year pin at the Convention at Innisbrook, FL, in 1996 with as many of my Beta Rho pledge class as I can encourage to attend. Keep up the wonderful Keys.

— Marjorie Evans Merten, Largo, FL

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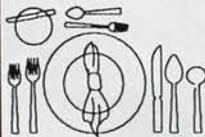
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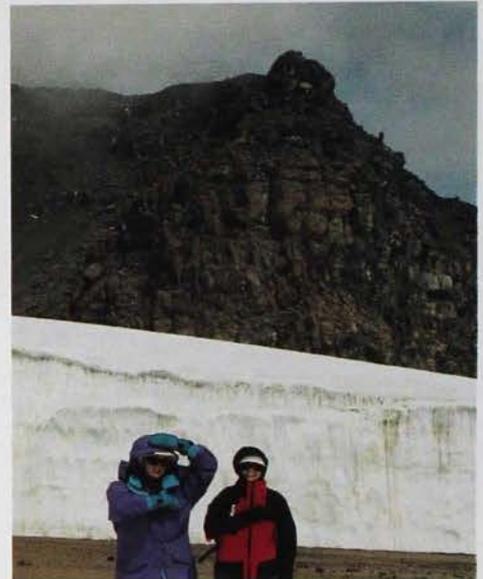
Take a Family Vacation? . . . Certainly
Plan a Camping Trip? . . . O.K.
Climb Mt. Kilimanjaro? . . .



Why Not



Kappa Keys at the top of Mt. Kilimanjaro.



Marley and Carissa pause before a glacier on their way "up."



The Meyer family meets and greets gorilla families in Kenya.

Kappa sisters Marley, Arkansas, and Carissa, SMU, Meyer and their parents spent a month in Africa visiting Kenya, Tanzania, and Zaire. After five days of hiking, camping in tents, and "roughing it" they reached the top of Mt. Kilimanjaro — the 19,342 ft. Uhuro ("freedom" in Swahili) Peak. The family enjoyed several weeks of the "typical game drives" observing elephants, rhinos, lions, gazelles, and of course the tallest living animals — giraffes. However, they must have been most captivated by the mountain gorillas as they spent the last portion of the trip tracking several families.

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Please specify chapter letters

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|------------------------------------|---|-------|-------|---|
| 10a. Plain Single Letter Guard | - | 25.00 | 11.00 | - |
| b. Plain Double Letter Guard | - | 32.00 | 13.20 | - |
| c. Chased Single Letter Guard | - | 28.00 | 13.20 | - |
| d. Chased Double Letter Guard | - | 34.00 | 16.50 | - |
| e. Crown Pearl Single Letter Guard | - | 56.00 | 31.90 | - |
| f. Crown Pearl Double Letter Guard | - | 73.00 | 48.40 | - |

NOTE: Guards available in ruby, sapphire, emerald and diamond stone combinations.
 Price available on request.

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| | | | | |
|---|--------|--------|-------|-------|
| 11. Crest Lavalier | 44.75 | 30.25 | 12.10 | 12.10 |
| 12. Crown Pearl Staggered Letter Lavalier | 105.25 | 81.05 | 60.50 | - |
| 13. GF Small Round Filigree Charm with Crest | - | 43.55 | 24.20 | 25.30 |
| 14. GF Oval Filigree Charm with Greek Letters | - | 46.00 | 26.40 | 27.50 |
| 15. Vertical Letter Lavalier | 36.30 | 26.60 | 7.70 | 12.10 |
| 16. Heart Lavalier | 37.50 | 27.85 | 12.10 | 12.10 |
| 17. Circle Lavalier | 37.50 | 27.85 | 12.10 | 12.10 |
| 18. Key Lavalier | 36.30 | 26.60 | 7.70 | 12.10 |
| 19. Pin-on-Badge Charm | 149.80 | 107.00 | 50.00 | 50.00 |

Note: The prices above do not include neckchain; add \$5.00 to above prices for 18 inch gold-filled or sterling silver neckchain.

BRACELETS

| | | | | |
|-----------------------------|-----|--------|-------|-------|
| 20. Key Bracelet with Crest | 14K | 10K | GK | SS |
| | - | 211.75 | 82.50 | 82.50 |

RINGS

Please specify ring size

| | | | | |
|---|--------|--------|-------|---|
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| 23. Imperial Onyx/Crest Ring without Pearls | 181.50 | 133.10 | 55.00 | - |
| 24. Imperial Onyx/Crest Ring with Pearls | 192.50 | 144.10 | 66.00 | - |
| 25. Blue Enamel Marquis Ring with Crest | 133.10 | 102.85 | 44.00 | - |
| 26. Mini Monogram Ring | 96.80 | 72.60 | 33.00 | - |
| 27. Vertical Incised Letter Ring without Enamel | 145.20 | 102.85 | 38.50 | - |
| 28. Scottsdale Incised Key Ring | 133.10 | 96.80 | 33.00 | - |
| 29. Philly Swirl Ring | - | - | - | - |
| a. All Sapphire | 199.65 | 151.25 | - | - |



| | | | | |
|---|--------|--------|-------|-------|
| b. All Pearl (not shown) | 181.50 | 133.10 | - | - |
| c. Alternating Sapphire/Pearl (not shown) | 193.60 | 145.20 | - | - |
| d. Alternating Pearl/Diamond (not shown) | 254.00 | 205.70 | - | - |
| e. Alternating Sapphire/Diamond (not shown) | 260.15 | 211.75 | - | - |
| f. All Diamond (not shown) | 290.40 | 242.00 | - | - |
| 30. Oval Incised Letter Ring without Enamel | 145.20 | 102.85 | 38.50 | - |
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| 32. Fleur de Lis Pin | - | 39.90 | 18.70 | 19.80 |
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| 38. Horseshoe Fob Keychain | - | - | 17.60 | - |

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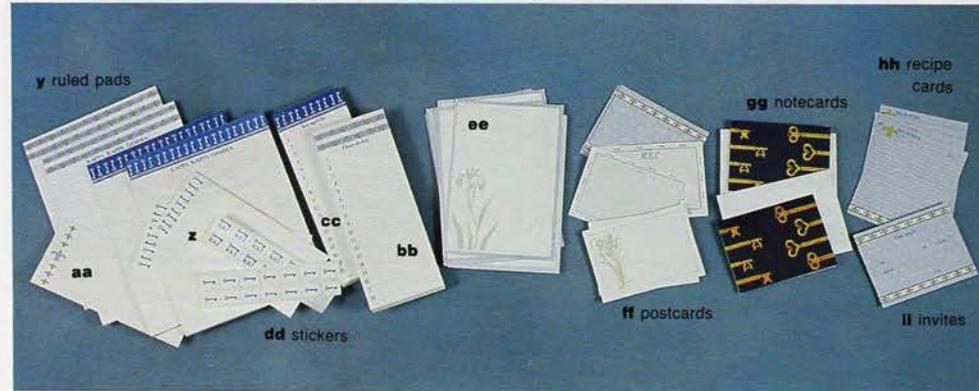
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| (b1) Sweatshirt: silk screened crest \$26 <input type="checkbox"/> White <input type="checkbox"/> Heather (b2) Tee shirt (not shown) \$16.50 <input type="checkbox"/> White <input type="checkbox"/> Lt. Blue Sweat or Tee Size, Circle one: S M L XL | | | 3 2 |
| (c) Nightshirt with crest (one size) \$19.50 | | | 2 |
| (d) Tote with embroidered crest \$19 | | | 2 |
| (e) Embroidered "Key Cuisine" apron \$15.75 <input type="checkbox"/> Royal <input type="checkbox"/> White <input type="checkbox"/> Add Cook's name: \$2.50 | | | 2 |
| (f) Cotton turtleneck <input type="checkbox"/> White <input type="checkbox"/> Royal S M L XL <input type="checkbox"/> Key only \$25.50 <input type="checkbox"/> Key & KKG \$26.75 <input type="checkbox"/> Crest \$28.50 (g) Mock turtleneck (White only) S M L XL <input type="checkbox"/> Key only \$25.50 <input type="checkbox"/> Key & KKG \$26.75 <input type="checkbox"/> Crest \$28.50 | | | 2 2 |
| (h1) QUALITY TEE top-stitched neck, elbow-length sleeves <input type="checkbox"/> White <input type="checkbox"/> Wedgewood <input type="checkbox"/> Royal (One size fits all) <input type="checkbox"/> Key only \$18.50 <input type="checkbox"/> Key & KKG \$19.75 <input type="checkbox"/> Crest \$22.00 (h2) Grey-striped shirt w/grey embr. <input type="checkbox"/> S/M <input type="checkbox"/> L/XL <input type="checkbox"/> Key only \$19 <input type="checkbox"/> Key & KKG \$19.95 <input type="checkbox"/> Crest \$22 | | | 2 2 |
| (i) Matching grey leggings <input type="checkbox"/> S <input type="checkbox"/> M <input type="checkbox"/> L \$16.50 | | | 2 |
| (j) Cotton shorts <input type="checkbox"/> White <input type="checkbox"/> Royal S M L XL <input type="checkbox"/> Key \$16.50 <input type="checkbox"/> Key & KKG \$17.50 <input type="checkbox"/> Crest \$19.50 | | | 2 |
| (k) Socks with Keys (One size) \$6.80 | | | 1 |
| (l) Iris ceramic clock (hand-painted) \$29.50 | | | 3 |
| (m) Pewter Key keychain \$7.80 | | | 1 |
| (n) Gold Key pin \$13.00 | | | 1 |
| (o1) Large Iris pewter potpourri jar \$16.00 (o2) Small Iris pewter potpourri jar \$13.00 (p) KAPPARoma potpourri <input type="checkbox"/> Vanilla <input type="checkbox"/> Peach \$2.50 | | | 2 2 1 |
| (q) Gold antiqued earrings \$12.00 | | | 1 |
| (r1) Iris bookmark \$6.50 (r2) Pewter Iris Pin \$17 (s) Small Iris Box (top is pin) \$18.95 (t) Pewter Iris Jewelry Box \$26.00 | | | 1 1 2 |
| (u) Oval pewter Iris frame 2 x 3 \$18.90 (v) 3 1/2 x 5 square frame (shown) \$29.80 5 x 7 frame (not shown) \$42.50 | | | 2 2 3 |
| (w) 14 KT JEWELRY 18" chain (shown) <input type="checkbox"/> 14 kt \$28 Key pendants <input type="checkbox"/> Small \$15 <input type="checkbox"/> Med. \$29 <input type="checkbox"/> Lg \$59 (x) Pair small earrings <input type="checkbox"/> pierced <input type="checkbox"/> clip \$37 | | | 1 1 1 |
| (y) 8 1/2 x 11 Ruled Pads: <input type="checkbox"/> Key <input type="checkbox"/> FI-d-I \$2.95 <input type="checkbox"/> with Kappa <input type="checkbox"/> without Kappa | | | 1 |
| (z) 40 matching key envelopes \$5.75 | | | 1 |
| (aa) 40 matching FI-d-I envelopes \$5.75 | | | 1 |
| (bb) Fleur-de-list 4x11" (150 sheets) \$3.50 | | | 1 |
| (cc) Key agenda 4x11" (150 sheets) \$3.50 | | | 1 |
| (dd) 42 stickers <input type="checkbox"/> KKG <input type="checkbox"/> no KKG \$3.50 | | | 1 |
| (ee) 12 Iris letter sheets, 8 envelopes \$5.95 <input type="checkbox"/> Kappa Kappa Gamma <input type="checkbox"/> no KKG | | | 1 |
| (ff) 40 postcards \$7.50 <input type="checkbox"/> Blue Iris <input type="checkbox"/> Fleur-de-lis <input type="checkbox"/> Key pattern <input type="checkbox"/> with KKG <input type="checkbox"/> no KKG | | | 1 |
| (gg) 8 "KEYS" notecards & envelopes \$5.50 | | | 1 |
| (hh) 50 Fleur-de-lis recipe cards \$5.60 | | | 1 |
| (ii) 20 Fleur-de-lis invitations & envelopes \$6.25 | | | 1 |

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