

## News from Senator

# BOB DOLE



(R - Kansas)

SH 141 Hart Building, Washington, D.C. 20510

FOR IMMEDIATE RELEASE  
DECEMBER 1, 1989

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DOLE ON MALTA: BUSH HAS ALL  
THE CARDS, GORBACHEV THE  
HEADACHES  
YWCA - WOMEN ACHIEVERS  
NEW YORK CITY  
DECEMBER 1, 1989

LET ME START BY INTRODUCING MYSELF. I AM ELIZABETH DOLE'S HUSBAND. THE SECRETARY OF LABOR IS IN POLAND TODAY, ON THE FRONTLINE OF THE FREEDOM REVOLUTION THAT IS SWEEPING ACROSS EASTERN EUROPE. IT IS ONE OF THE GREAT CHAPTERS OF 20TH CENTURY HISTORY.

SHE WAS LOOKING FORWARD TO SPEAKING TO THIS DISTINGUISHED AUDIENCE, BECAUSE SHE KNOWS SO WELL THE GREAT WORK THE Y.W.C.A. DOES AND THE KIND OF LEADERSHIP IT PROVIDES FOR AMERICA'S WOMEN.

WOMEN: BIG LEAGUE PLAYERS

FOR HER, LET ME ALSO CONGRATULATE THE NEWEST MEMBERS OF THE ACADEMY OF WOMEN ACHIEVERS. AND AS I THINK ABOUT IT, NO ONE IS MORE QUALIFIED TO SPEAK ABOUT WOMEN ACHIEVERS THAN I AM. IN FACT, IN MY PERSONAL AND PROFESSIONAL LIFE, I AM SURROUNDED BY REMARKABLE WOMEN: ELIZABETH, OF COURSE; MY SENATE COLLEAGUE FROM KANSAS, NANCY KASSEBAUM; MY CHIEF OF STAFF, SHEILA BURKE; AND THE HEAD OF MY POLITICAL ACTION COMMITTEE, JOANNE COE.

IN MY OFFICE, MY ARMS CONTROL EXPERT IS A WOMAN: MY BUDGET AND APPROPRIATIONS PERSON IS A WOMAN: MY TRADE ADVISOR IS A WOMAN.

IN FACT, MY OFFICE IS FERTILE RECRUITING GROUND FOR THE FOUNDING CHAPTER OF THE "NATIONAL ORGANIZATION FOR MEN". POLITICS AND BUSINESS MAY BE ROUGH AND TUMBLE, BUT THERE IS NO DOUBT WOMEN ARE BIG LEAGUE PLAYERS. THE RECENT, FIRST-TIME EVER, LIVE T.V. BROADCASTS OF THE BRITISH PARLIAMENT CONFIRMS WHAT WE ALL ALREADY KNOW: THAT WOMEN ARE CENTER-STAGE IN WORLD AFFAIRS, TOO. I ALMOST PITY THOSE POOR LABOR MP'S THAT PRIME MINISTER THATCHER RUNS OVER EVERY DAY.

SHE HAS GIVEN REMARKABLE LEADERSHIP TO HER NATION, AND TO THE CAUSES OF FREEDOM IN THE WORLD AND COMMON SENSE IN DEMOCRATIC GOVERNMENT.

VIOLETTA CHAMORRO

I ALSO WANT TO MENTION ANOTHER REMARKABLE WOMAN, WHOSE INSPIRATIONAL STORY IS FINALLY BEING HEARD: VIOLETTA CHAMORRO, THE COURAGEOUS EDITOR OF THE ONLY FREE NEWSPAPER IN NICARAGUA, LA PRENSA -- WHO HAS BEEN CHOSEN TO LEAD THE DEMOCRATIC COALITION WHICH IS CHALLENGING DANIEL ORTEGA'S MARXIST TYRANNY.

MRS. CHAMORRO -- WHO I MET AGAIN RECENTLY IN WASHINGTON -- HAS SEEN HER HUSBAND ASSASSINATED; HER FAMILY TORN APART BY POLITICAL DIFFERENCES;

AND THE NEWSPAPER THAT IS HER LIFE'S WORK UNDER ALMOST DAILY ASSAULT FROM ORTEGA'S CENSORS AND GOON SQUADS. YET SHE REMAINS ALMOST SERENE IN HER DETERMINATION TO GIVE EVERYTHING SHE HAS, INCLUDING RISKING HER OWN LIFE, TO TRY TO BRING FREEDOM TO NICARAGUA.

LEADERS

HAPPILY, WE ARE -- AT LONG LAST -- APPROACHING THE POINT WHERE WE STOP THINKING ABOUT REMARKABLE WOMEN LEADERS, AND START SEEING THEM AS REMARKABLE LEADERS, PERIOD. REMARKABLE LEADERS WHO HAPPEN TO BE WOMEN. AND, HAPPILY, TOO.....THE DAYS OF ADDRESSING A WOMEN'S AUDIENCE WITH A SO-CALLED "WOMEN'S SPEECH" ARE OVER. OF COURSE, THERE WILL ALWAYS BE SPECIFIC CONCERNS FOR WOMEN, BUT MOST OF YOUR ISSUES TODAY ARE MAINSTREAM ISSUES: YOU CARE ABOUT THE DEFICIT, AND THE DRUG CRISIS, THE ENVIRONMENT, FOREIGN AFFAIRS, AGRICULTURE, OR WHATEVER. SO LET ME SPEND A FEW MINUTES ON WHAT MAY BE MATTERS OF INTEREST TO MOST OF YOU.

ON THE HOME FRONT, THE GOOD NEWS IS CONGRESS HAS ADJOURNED FOR THE YEAR. I KNOW IT IS FASHIONABLE TO SAY CONGRESS HAD A "POOR" YEAR, BUT I WOULD SAY THE JURY IS STILL OUT. WE HAVE COMPLETED THE FIRST HALF OF THE 101ST CONGRESS WITH MUCH MORE LEFT TO DO IN THE SECOND HALF. IN MY VIEW WE HAD A PRETTY SOLID 1989.

DRUGS

WE TOOK A GIANT BI-PARTISAN STEP FORWARD BY FULLY FUNDING MAJOR NEW ANTI-DRUG AND CRIME PACKAGES. THE PRESIDENT PROVIDED THE LEADERSHIP ON THIS DOMESTIC CRISIS BY INTRODUCING THE FIRST-EVER NATIONAL STRATEGY FOR THE WAR ON DRUGS AS WELL AS A COMPREHENSIVE ANTI-CRIME PROPOSAL -- MORE PRISON SPACE, MORE FUNDING FOR LAW ENFORCEMENT, MORE EDUCATION AND TOUGHER, STIFFER PENALTIES NOT ONLY FOR THE PUSHER, BUT FOR THE USER, TOO. IF WE ARE REALLY SERIOUS ABOUT WINNING THE WAR ON DRUGS AND FIGHTING CRIMINALS PREYING ON THE INNOCENT, IT IS TIME TO CHANGE OUR PRIORITIES. IT'S TIME TO MAKE A BIGGER COMMITMENT TO EDUCATION AND TREATMENT; AND TO DRUG TESTING, AND WHATEVER ELSE IT TAKES TO GET THE JOB DONE. THE FEDERAL GOVERNMENT CAN HELP, BUT IT CAN'T DO IT ALONE. WE NEED HELP -- FROM THE STATES, FROM THE CHURCHES, FROM THE PRIVATE SECTOR, AND PARENTS AND FROM YOU, AMERICA'S LEADERS.

MALTA: DOLE SUGGESTS US/USSR  
ANTI-DRUG EFFORT

LET'S FACE IT, DRUG ABUSE IS AN INTERNATIONAL NIGHTMARE, WITH FEW COUNTRIES UNSCATHED. IN FACT, IN A LETTER TO PRESIDENT BUSH THIS WEEK, I HAVE SUGGESTED THAT HE AND MR. GORBACHEV USE THEIR MALTA MEETING TO AGREE ON A JOINT EFFORT ON A MAJOR HUMANITARIAN PROJECT: I SUGGESTED A COMBINED US-USSR EFFORT TO DEAL WITH DRUG AND ALCOHOL ABUSE.

(MORE)

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#### CHILD CARE

CONGRESS ALSO MADE A START ON CHILD CARE. CHILD CARE IS A PRIORITY ISSUE, BUT THE DEBATE CONTINUES OVER HOW TO ADDRESS IT. DO YOU DO IT WITH TAX CREDITS, WHERE THE PARENTS MAKE THE DECISION? OR DO YOU TURN IT OVER TO SOME A GOVERNMENT BUREAUCRACY THAT DICTATES WHAT TO DO.

LET ME SUGGEST THAT WHATEVER THE FEDERAL GOVERNMENT DOES IT WILL NOT SOLVE THE PROBLEM. AGAIN WE NEED BUSINESSES, CHURCHES, CLUBS AND MOST OF ALL THE PARENTS TO GET INVOLVED.

#### DAYCARE - THE "Y" WAY

FOR EXAMPLE: THE YWCA AND THE YMCA DESERVE GREAT CREDIT FOR THEIR DAY CARE INITIATIVE HERE IN NEW YORK. WITH 10 SITES THROUGHOUT THE 5 BOROUGHES, YOUR DAY CARE FACILITIES ARE PROVIDING AFFORDABLE, QUALITY DAY CARE TO THE PEOPLE WHO NEED IT MOST.

NO QUESTION, WE NEED TO PROVIDE CARE FOR CHILDREN OF WORKING MOTHERS; WE NEED TO KEEP THAT CRUCIAL INVESTMENT IN THE WORKFORCE. BUT IN MY VIEW, WE SHOULD DO IT WITH MINIMAL BUREAUCRATIC RED TAPE AND GOVERNMENT INTERFERENCE. I DO NOT BELIEVE WE HAVE TO INVENT THE MOST EXPENSIVE NEW SPENDING PROGRAM JUST TO DEMONSTRATE CONCERN ABOUT CHILD CARE.

#### PORTABLE PENSIONS

AS MORE WOMEN ENTER THE WORKFORCE, AND AS THIS WORKFORCE BECOMES INCREASINGLY MORE MOBILE, WE WILL NEED TO TAKE A CLOSE LOOK AT OUR PENSION LAWS TO SEE IF IT MAKES SENSE TO ALLOW PENSION BENEFITS TO BE TRANSFERRED FROM JOB-TO-JOB. BY ALLOWING A TRANSFER -- BY MAKING PENSION BENEFITS "PORTABLE," IN OTHER WORDS -- WORKERS WOULD BE ABLE TO CARRY OVER VALUABLE BENEFITS THAT THEY HAVE ACCRUED IN PREVIOUS JOBS.

LET'S FACE IT: THE DAYS WHEN PEOPLE SPEND THEIR ENTIRE LIVES WITH A SINGLE EMPLOYER ARE NEARLY OVER. THE STATISTICS SHOW THAT AMERICAN WORKERS -- BOTH MALE AND FEMALE -- WANT MOBILITY -- AND THAT THEY WILL SWITCH JOBS ANY NUMBER OF TIMES DURING THE COURSE OF THEIR WORKING LIVES.

IF THE SECRETARY OF LABOR WERE HERE TODAY, SHE WOULD TELL YOU THAT HER DEPARTMENT IS NOW STUDYING A WIDE-RANGE OF OPTIONS ON THE ISSUE OF PENSION PORTABILITY.

SHE WOULD ALSO TELL YOU THAT THIS ISSUE IS A VERY COMPLICATED ONE -- THE TERM "PENSION PORTABILITY" MEANS DIFFERENT THINGS TO DIFFERENT PEOPLE.

BUT I KNOW THAT PENSION PORTABILITY IS A HIGH PRIORITY ITEM AT THE DEPARTMENT OF LABOR -- AND I LOOK FORWARD TO THE RESULTS OF THE DEPARTMENT'S STUDY.

#### HEALTH

WITH THE UNFORTUNATE TOTAL REPEAL OF THE CATASTROPHIC HEALTH CARE LEGISLATION, THE ISSUE OF EMPLOYERS' RESPONSIBILITY FOR AND FUNDING OF RETIREE HEALTH CARE WILL HAVE INCREASING IMPORTANCE. AND WHILE THERE IS BI-PARTISAN AGREEMENT THAT CONGRESS MUST REVISIT MAJOR HEALTH POLICY ISSUES SUCH AS LONG-TERM AND CATASTROPHIC CARE NEXT YEAR, BUDGETARY CONSTRAINTS COMBINED WITH RELUCTANCE TO RELY ON SELF-FUNDING MECHANISMS WILL MAKE EFFECTIVE FEDERAL LEGISLATION EVEN MORE DIFFICULT TO ENACT.

SO THESE ARE SOME OF THE ISSUES CONGRESS WILL BE LOOKING AT COME 1990. MEANWHILE ALL THE WORLD WILL BE WATCHING

#### MALTA: BUSH AND GORBACHEV

THIS WEEKEND THE WHOLE WORLD WILL BE WATCHING A COUPLE OF SHIPS IN THE MEDITERRANEAN, AS GEORGE BUSH AND MIKHAIL GORBACHEV MEET FACE-TO-FACE IN THE FLOATING SUMMIT.

IN MY VIEW, GOING INTO THE HISTORIC SUPERPOWER MEETING, THE PRESIDENT HAS NEARLY ALL THE CARDS, AND IT LOOKS LIKE GORBACHEV HAS ALL THE HEADACHES. GEORGE BUSH IS A VERY POPULAR PRESIDENT, AND THE AMERICAN PEOPLE ARE UNITED BEHIND THE DRAMATIC DEVELOPMENTS INSIDE THE IRON CURTAIN.

GORBACHEV, MEANWHILE, IS STRUGGLING TO KEEP THE SOVIET UNION ON ITS FEET, MUCH LESS THE COMMUNIST EMPIRE. HIS ECONOMY IS A BASKETCASE, WITH LONG LINES, A HUGE DEFICIT AND CONSUMER PATIENCE AT AN END.

AT THE SAME TIME, SOVIET REPUBLICS ARE THUMBING THEIR NOSE AT MOSCOW, DEMANDING DEMOCRATIC REFORMS AND SELF-DETERMINATION.

WITH FREEDOM BREAKING OUT ALL OVER, AND THE WORLD FINALLY COMING TO THE REALIZATION THAT THE SOVIET UNION IS UP TO NO GOOD IN CENTRAL AMERICA, THERE IS NO REASON FOR PRESIDENT BUSH TO GO TO MALTA WITH A BASKET FULL OF GOODIES FOR GORBACHEV.

THE BOTTOMLINE IS, COMMUNISM IS IN SHAMBLES. IT DOESN'T WORK. LIKE YOU, I'LL BE WATCHING THE MEETING IN MALTA WITH GREAT INTEREST, AND I AM CERTAIN YOU JOIN ME IN WISHING ALL THE BEST TO PRESIDENT BUSH AS HE REPRESENTS THE FREE WORLD THIS WEEKEND.

#### WOMEN IN THE WORKFORCE

LET ME JUST CONCLUDE BY SAYING THAT AMERICA IS NOW IN A RECORD 84TH CONSECUTIVE MONTH OF ECONOMIC EXPANSION. SINCE 1984, WE HAVE CREATED OVER 20 MILLION NEW JOBS -- AND OVER HALF OF THOSE JOBS HAVE BEEN FILLED BY WOMEN.

AMONG SMALL BUSINESSES -- RESPONSIBLE FOR THREE OUT OF FIVE NEW JOBS CREATED IN AMERICA --WOMEN-OWNED BUSINESSES ARE GROWING AT A RATE FIVE TIMES THAT OF MALE-OWNED -- REPRESENTING THE LARGEST INCREASE IN THE MOST SIGNIFICANT AREA OF OUR ECONOMIC EXPANSION.

TODAY, WOMEN COMPRISE THE MAJORITY OF WORKERS IN FINANCE, INSURANCE, REAL-ESTATE, BANKING, AND HEALTH AND LEAGAL SERVICES.

THE NUMBER OF WOMEN PROFESSIONALS -- LAWYERS AND DOCTORS, FOR INSTANCE -- HAS ALMOST DOUBLED SINCE 1972. AND THE NUMBER OF WOMEN IN MANAGERIAL JOBS HAS ALMOST TRIPLED.

#### BARRIERS

STILL BARRIERS REMAIN. THOSE FOOLISH ENOUGH TO MAINTAIN ROADBLOCKS TO WOMEN IN MANAGEMENT AND OTHER SIGNIFICANT POSITIONS ARE ONLY SHORTCHANGING THEMSELVES. TOGETHER WE WILL KEEP WORKING AND TO KEEP KNOCKING DOWN THOSE BARRIERS.

IN THE END, HOWEVER, YOUR SUCCESS WILL BE JUDGED NOT BE THE ACHIEVEMENT OF POWER FOR POWER'S SAKE. RATHER, YOU WILL BE JUDGED BY HOW YOU USED THAT POWER, WHAT WE STOOD FOR, AND THE DIFFERENCE -- THE POSITIVE DIFFERENCE -- YOU MADE IN THE LIVES OF OTHERS. AND THAT'S SOMETHING WORTH FIGHTING FOR.

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YWCA *Salute*  
TO WOMEN ACHIEVERS

1989



Sixteenth Annual  
Salute To Women Achievers  
Luncheon

honoring the  
1989 Class of the  
Academy of Women Achievers

Keynote Speaker

**Elizabeth H. Dole**  
United States Secretary of Labor

Friday  
December First  
Nineteen Hundred and Eighty-Nine

Sheraton Centre Hotel  
Seventh Avenue at 53rd Street

Reception: 11:45 am  
Luncheon: 12:30 pm

## The YWCA of the City of New York

The YWCA of the City of New York  
610 Lexington Avenue  
New York, NY 10022  
(212) 735-9700

The YWCA of the City of New York was founded in 1870, when working women were considered "pitiabile creatures," according to the strict rules of respectability that governed the society of the day. Only 200,000 women were employed in Manhattan, and few earned more than four or five dollars a week. The YWCA was the first agency in the city to address the needs of these "self-supporting girls," and it has remained on the cutting edge of women's issues ever since.

Prophetically, the YWCA/NYC opened the first typing instruction class for women, breaking down a barrier that had held them back from working in offices because it was considered "too arduous." The YWCA also pioneered the first free circulating library for women, the first employment bureau for women, and the first business and professional center for women.

Within 50 years of its founding, the YWCA had become one of the major social service agencies in the New York metropolitan area, concerning itself not only with the needs of working women, but also with the needs of the poor, disadvantaged women and their children, immigrants, and the unemployed.

Later, as women began to enter the managerial structures of corporations, the YWCA/NYC helped with classes, special courses, and conferences. The Salute To Women Achievers Luncheon and the Academy of Women Achievers were created to call attention to their accomplishments.

It is a distinguished past, solid yet flexible, innovative yet measurably effective. We have accomplished important work, work of which we can be proud – proud to have achieved, and proud to carry on.

Today, as yesterday, The YWCA of the City of New York works

for a stronger community and stronger families, responding with flexibility and compassion, never veering from its focus on the building of character, confidence, competence, and self esteem. The YWCA of the City of New York is the largest of 500 YWCA's throughout the world, with over 15,000 members and an annual budget of \$5.7 million.

It was the first agency in the City to offer on-site infant and toddler care for disadvantaged teen mothers preparing for their high school equivalency exams and the first in the nation to offer an organized program that enables disabled girls to meet successful disabled women who act as role models and mentors. The YWCA, in cooperation with the YMCA, is the largest provider of day care in the entire City, with ten centers located in all five boroughs. It also has programs for teenage mothers, for young fathers, for Asian immigrants, for homeless families, and for newly widowed or divorced mid-life women who must re-enter the workforce after being homemakers for many years.

In addition, the YWCA is much in demand to present workshops and training sessions at a wide variety of social service agencies, community centers and schools.

The convictions that have distinguished The YWCA of the City of New York throughout the past also guide us into the future: the conviction that personal development is the birthright of every individual; that programs must be accessible, available, and affordable if all but the staunchest aspirants are not to lose heart; that flexibility, innovation, responsiveness, and compassion have been and must remain hallmarks of our past and future.

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**Lenore Parker**, Executive Director

## The YWCA: Building for Our Second Century

In 1982, the board and staff of The YWCA of the City of New York entered into the development of a long-term plan. Our goal was to discern and enumerate appropriate ways for the YWCA/NYC to address women's needs, community issues, and the needs of specific population groups. The result was our vision for the future – a vision dependent upon the full realization of three objectives, which are the underpinnings of the Building for Our Second Century campaign:

- To provide the kinds of programs women and girls need to develop their potential in many different directions
- To increase total income by 5% per year over inflation and earmark 50% of the annual endowment income to subsidize special and start-up programs
- To develop the human, physical, and technological resources necessary to implement the plan and meet the challenges of the future

With the articulation of these objectives, the Board of Directors and the Board of Trustees of The YWCA of the City of New York committed themselves to the implementation of the vision. The Building for Our Second Century Fund was authorized, with a goal of \$14,000,000. The first \$6.5 million of the goal has already been achieved by selling the air rights to our midtown facility; the remaining \$7.5 million is being raised through the capital campaign, with \$3.7 million currently committed. This campaign presents unique partnership opportunities:

- An opportunity for our corporate neighbors, our members, and our friends throughout the city to join together to strengthen our community
- An opportunity to ensure this historic institution's ability to build on its distinguished past
- An opportunity to enable the YWCA to continue serving the needs of the people of the City of New York

### Campaign Leadership

Honorary Chairmen

**Albert H. Gordon**  
**Mary F. Rockefeller**

Co-Chairmen

**JoAnn S. Delafield**  
**Frederic V. Salerno**  
**William I. Spencer**

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**H. Marshall Schwarz**

Campaign Cabinet

**William M. Ellinghaus**  
**Donald C. Platten**

Advisory Committee Chairman

**Constance A. Tate**

Academy of Women Achievers Chairman

**Marjorie L. Hart**

## Keynote Speaker

The YWCA of the City of New York is pleased and proud to welcome Senator Bob Dole as keynote speaker at its Sixteenth Annual Salute To Women Achievers Luncheon. Originally, Labor Secretary Elizabeth Dole was to have addressed the audience. However, the President

asked her to make a fact-finding trip to Poland from November 29 to December 2, and the Senator most generously agreed to speak in his wife's stead. We are delighted to have him with us.



**Senator Bob Dole**

Senate Republican Leader  
 Kansas Senior Senator  
 Senate Finance Committee  
 Senate Agriculture Committee  
 Senate Rules Committee

Senator Bob Dole, one of America's most respected and best known leaders, has a distinguished record of public service that spans almost four decades.

A tough, common sense conservative from America's heartland, Senator Dole has earned national acclaim with his leadership for budget responsibility, tax reform, a sound Social Security system, quality and affordable health care, rights for the disadvantaged and persons with disabilities, and for a better future for rural America.

Also respected as a master legislator, he was unanimously reelected by his Republican colleagues to a third term as their Senate Leader on November 28, 1988.

Bob Dole was first elected to the United States Senate in 1968, after serving four consecutive terms in the House of Representatives. From 1981 to 1984, he was Chairman of the powerful Senate Finance Committee, where he was instrumental with President Reagan in laying the foundation for America's strongest economic recovery in thirty years.

Born and raised on the plains of western Kansas, Bob Dole has been a fixture on the Agriculture Committees ever since he came to Washington in 1961. In fact, he has often been called the voice of American agriculture on Capitol Hill.

During the second World War, Bob Dole left premedical studies at the University of Kansas to enlist in the Army. Rising quickly to a position of command, he became a platoon leader in the legendary Tenth Mountain Division in Italy. In 1945, he was gravely wounded on the battlefield and was later twice decorated for heroic

achievement. His decorations include two Purple Hearts and a Bronze Star with Oakleaf Cluster.

As a result of his injuries, Bob Dole spent thirty-nine months in hospitals fighting for his life, an experience that helped make him a lifelong advocate for veterans and individuals with disabilities. In 1948, he was honorably discharged from the Army with the rank of Captain.

At age 26, Bob Dole entered public office for the first time when he was elected to the Kansas House of Representatives. Two years later, he became Russell County's prosecuting attorney, an office he held until his 1980 election to Congress. Senator Dole later became Republican National Chairman and President Gerald Ford's running mate in the 1976 Presidential election. In the past two Senate elections in Kansas—1980 and 1986—Bob Dole won every one of the state's 105 counties.

Senator Dole was born in Russell, Kansas on July 22, 1923, the eldest son of Doran and Bina Dole. He attended local public schools and later the University of Kansas. After the war, he continued his education at the University of Arizona at Tucson and at Washburn Municipal University in Topeka, from which he earned his bachelor's and law degrees.

Senator Dole is married to Elizabeth Hanford Dole, President Bush's pick to be America's new Secretary of Labor. She also served in Ronald Reagan's cabinet as Secretary of Transportation, only the seventh woman in history to hold a cabinet post. Senator Dole also has a daughter, Robin, who resides in Washington, D.C.

## Addendum

### Luncheon Committee

**John H. Bryan, Jr.**  
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**Thomas Petner**  
 Vice President-News  
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 Susanne Freeman  
 Carla Schiller Harwitt  
 Christine Houston  
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 International Brotherhood of  
 Electrical Workers  
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 Sherry Manetta  
 Linda Pavony Mastrangelo  
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 Service Employees International  
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 Ruth Shields  
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 J. Walter Thompson USA  
 Towers, Perrin, Forster & Crosby, Inc.  
 United Food and Commercial Workers  
 International Union, AFL-CIO, CLC  
 UniWorld Group  
 WWOR News

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*Program*

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*Welcome*

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Introduction  
Class of 1989, Academy of Women Achievers  
Jean Way Schoonover  
Geoffrey A. Thompson

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*Remarks*

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Marjorie L. Hart

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*Videotape Presentation*

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Ten Stories. . . Standing Tall

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*Introduction*

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Margaret B. Lowe

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*Keynote Address*

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Elizabeth H. Dole

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*Closing*

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Geoffrey A. Thompson

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*Luncheon*

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Fusilli Pasta Primavera

Breast of Chicken Chasseur Sauce  
Vichy Carrots with Dill  
Sautéed Stringbeans with Walnuts

Frozen Raspberry Souffle in Sauce Framboise  
Coffee/Tea/Brewed Decafe

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*Luncheon Chairs*

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**Jean Way Schoonover**  
General Chair



**Geoffrey A. Thompson**  
Corporate Chair

Jean Schoonover has spent her career in public relations, all at the same company. Briefly an English teacher and trade publication editor, Mrs. Schoonover joined Dudley-Anderson-Yutzky in 1949. In 1970 she and her sister, Barbara Hunter, bought D-A-Y from the former partners. As chief executive officer, Mrs. Schoonover was instrumental in quadrupling the firm's billing and doubling its staff and client roster.

D-A-Y was acquired in 1983 by Ogilvy & Mather, and Mrs. Schoonover continued as chairman until 1988, when the office was renamed Ogilvy & Mather Public Relations.

A senior vice president of Ogilvy & Mather U.S., Mrs. Schoonover is also vice chairman, The Ogilvy Public Relations Group, the fourth largest international public relations organization in the world, with 50 offices in 26 countries. Her responsibilities now include supervision of O&M PR offices in Atlanta, Chicago and Houston, as well as expanding international marketing public relations business. In that capacity she recently conducted seminars at O&M PR offices in Hong Kong, Singapore, Kuala Lumpur, Barcelona, Milan and London.

Always active professionally, Mrs. Schoonover has been an officer or committee chair of Public Relations Society of America, Women Executives in Public Relations, the Public Relations Seminar and the Women's Forum.

An alumna of Cornell University, she has served on the Board of Trustees, the Chairman's Committee on Restructuring the Board, the Cornell University Alumni Council and its public relations advisory committee.

She is a member of the executive committee of the U.S. Department of Defense Advisory Committee on Women in the Services (DACOWITS) and chairs the career development subcommittee.

Herself a member of the YWCA Academy of Women Achievers, she has been active in its development from the start. Other honors include the Big WEAL Award from Women's Equity Action League, the National Headliner Award from Women in Communications Inc., the Leadership Award of the International Organization of Women Business Owners, the Matrix Award of New York Women in Communications, and the Advertising Woman of the Year Award from the American Advertising Federation.

She is married to Raymond Schoonover and has three married children.

Geoffrey A. Thompson is president and chief executive officer of Marine Midland Banks, Inc. and its principal subsidiary, Marine Midland Bank, N.A. He is also a member of the Board of Directors of both companies and of The Hongkong and Shanghai Banking Corporation.

Mr. Thompson joined Marine in May 1981 as administrative vice president in charge of the Bank's Corporate Planning and Development unit. He was promoted to senior vice president in 1982 and, a year later, became executive vice president and chief operating officer of Marine's Consumer and Commercial Banking Sector. In 1984, Mr. Thompson was named sector executive for Consumer and Commercial Banking.

Mr. Thompson was named a Marine Midland director in July 1986, at which time he was also designated to become president and chief operating officer. He was elected to that position in December 1986, named chief executive officer of the Bank in December 1987, and CEO of the holding company in April 1988.

Prior to joining Marine, he was president of GECC Financial Services, Inc., a subsidiary of General Electric Credit Corporation. Earlier he was a vice president at Citibank, N.A.

Mr. Thompson holds an M.B.A. degree from the Harvard Business School, and a B.A. from Columbia College. He is a resident of Niantic, Connecticut.

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### Special Thanks

The YWCA of the City of New York is deeply grateful to the Luncheon Chairs, Co-Chairs, Leading Benefactors, Benefactors, Patrons and all those whose support contributed to the success of this 16th Annual Salute To Women Achievers. We particularly wish to acknowledge the following special support:

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**Marjorie L. Hart**  
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Congratulations, and welcome to the Academy of Women Achievers of The YWCA of the City of New York. We are very proud to have you join our ranks.

Since 1978, when the Academy was formed as an integral part of the Salute Luncheon, the YWCA has encouraged corporations, and labor, professional, non-profit and government organizations to recognize their woman achievers. As we celebrate this sixteenth year of the Salute To Women Achievers with a record number of honorees, we wish to thank the 429 supporting organizations that have shared our vision and brought the roster of membership to 1,299 of their outstanding women executives.

The YWCA is most pleased to host this celebration. We believe the Academy will provide you with a unique opportunity to be in contact with the leading women in business, and to serve the New York Community as your resources and inclination suggest.

We look forward to your membership in the Academy and offer you every good wish for continuing achievement.

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**Leandra H. Abbott**  
 Leandra Abbott is a dedicated and creative public affairs professional whose contributions to her Company and community are outstanding. She continually demonstrates a keen insight, sensitivity and a high level of accomplishment.

**Charlesanna G. Adams**  
 Charlesanna Adams, a social worker, applies social work skills, values, and ethics in serving housing applicants and residents. She is a member of the National Association of Social Workers, the N.A.A.C.P., a member of the N.Y.C.H.A. Police Civilian Complaint Review Board and a graduate of the Top 40 Program, an executive training program, N.Y.C.

**Susan E. Alderton**  
 Susan Alderton has attained the position of Vice President, Treasurer of NL Industries, a \$1.7 billion worldwide chemical company. In performing her duties in an exemplary manner, she has well-served the cause of women as a role model for other women in her company, the industry and the finance profession.

**Joan S. Allen**  
 The higher the position, the more we are given the chance to contribute. This is the real reward of success.

**Susan K. Beckett**  
 Susan Beckett has earned the respect of her colleagues at NBC and throughout the industry for her skills as a deal-maker and her delivery of revenues to NBC. She is a strong role model as an active and prominent professional woman and mother.

**Paula Bennett**  
 A successful leader in the retail industry and one who has made tremendous contributions to the growth of Tiffany & Co. A woman of great style and ability and an inspiration to all professional women.

**Patricia Bowers**  
 Pat displays constant concern about all of our employees and their families. She always attempts to find a way to provide the support as well as the benefits needed when our employees are under duress. The women's movement has somewhat belatedly focused on the stresses created by wanting it all. Pat Bowers has helped our company to help provide it for all our employees by introducing cafeteria benefits so that we could implement dependent care allowances. Patricia Bowers is a caring human being and a model for all employees she trains and administers. Her constant intellectual curiosity is exhibited by her receiving her law degree while in our employ and continuing to pursue another advanced law degree. . . a Masters in Taxation. She is deservant of this recognition.

**Leslie Boyd-Lasley**  
 Leslie Boyd-Lasley has established an effective and efficient accounting and reporting organization to serve the varied needs of all Holiday Corporation hotel brands. She provided superior support services instrumental in the execution of several significant transactions (over \$500 million aggregate gross proceeds) resulting in the sale and/or refinancing of hotel operations.

**Nancy Brennan-Lund**  
 As Group Director-Marlboro, Nancy Brennan-Lund is responsible for setting the overall direction in advertising and merchandising programs for the world's largest selling cigarette. Through her creative energy and strategic thinking, she has demonstrated leadership skills which have contributed to growth in volume and market share of Philip Morris tobacco products.

**Toby Levering Burroughs**  
 Dean Witter Financial Services is pleased to honor Toby L. Burroughs as a recipient of the 1989 YWCA Salute To Women Achievers. Toby is recognized as an effective and respected leader and manager who carries out her responsibilities with integrity, dedication and enthusiasm. She is a seasoned, experienced senior marketing professional who has made a significant contribution to the firm.

**Carole A. Campbell**  
 Carole considers it a privilege to be able to enjoy maximizing her life experiences on a personal, professional and social level. Carole definitely will not be categorized as one who reaches the golden years and does not recognize what a wonderful life she has experienced.

**Sharon F. Canner**  
 Sharon Canner, with equal measures of diligence and intellect, has placed the National Association of Manufacturers in the forefront of public policy debate on health care. As a recognized authority on employee benefits, and a confident administrator in her own right, she serves industry well through industry's premier trade association.

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 The New York Hilton and  
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**Beverly A. Carlson**  
 Beverly Carlson has risen through the ranks of Hilton Hotels Corporation to achieve the position of Resident Manager of the New York Hilton and Towers, one of the largest hotels in the world. She is the first female to be named Resident Manager since the Hotel opened 26 years ago.

**Patricia R. Carucci**  
 As Vice President and Director of Human Resources for The Lincoln Savings Bank, Patricia has been a leader in introducing key benefits and keeping the morale of the Bank up in these changing times. Through her professionalism and dedication, she has gained the respect of the entire organization as well as the respect of individuals throughout the industry.

**Elvira L. Catalli**  
 Elvira Catalli, in her role of Administrator or Trustee of the various pension, health and welfare funds, has maximized the benefits for her Union members.

**Emelda M. Cathcart**  
 At a time of uncertain progress for women and minorities, Mel Cathcart has helped shape a clear vision of what can be achieved. As Time Warner Director of Corporate Contributions, her leadership is making a difference both inside and outside of the corporation, and creating new reasons for hope.

**Genevieve M. Cervera**  
 Genevieve Cervera has become a true role model for other business women and has moved through the ranks of The Phoenix learning her business from the ground up: from a secretary in the Law Department in 1969 to the Manager of the New York Midtown Brokerage Office in 1986. She does everything with such an abundance of energy it is no wonder her Brokerage Office has maintained its #1 ranking since 1987.

**Alice Chappell**  
 Alice Chappell is the first American woman president of a Japanese company. She contributes to awareness of crystal as art. She is involved with charitable organizations, donating her time and gallery facilities. She offers job opportunities to women in the arts. She improves international business, as well as creative relations.

**Mangalam Chidambaram**  
 Manny Chidambaram has been an asset to the securities industry in two respects. As a regulatory expert, she has become a critical resource to the top management of Kidder, Peabody. By achieving a senior management position, she has become a role model for many women entering the financial services industry.

**Agnes M. Cizek**  
 Agnes Cizek has spent almost twenty years working closely with Touche Ross professionals in almost all phases of the Firm's activities, including close liaison with successive Managing Partners, Management Committees, and Boards. She entered Touche Ross as a secretary in 1970 and worked up to her present position.

**Linda Jennifer Clark**  
 High standards and her dedication to excellence have been the driving force for Linda Clark. Her poised and professional approach has earned her the respect and admiration of her colleagues and friends. Linda played a major role in the merger of Doyle Dane Bernbach and Needham Harper & Steers in 1986. Her accomplishments and expertise have made her an asset to DDB Needham.

**Katherine S. Cochrane**  
 Katherine Cochrane's determination and example add to those of a generation of American women whose shared vision is a society which allows every individual to realize fully his or her unique personal and professional capabilities.

**Abby Joseph Cohen**  
 Abby Cohen's timely, erudite and consistently accurate forecasts distinguish her in the highly dynamic investment banking field. She upholds the highest standards of excellence and integrity in every facet of her life and is a pleasure to know and work with.

**Martha Wadsworth Coigney**  
 Martha Wadsworth Coigney is President of the International Theatre Institute both worldwide and in the United States. She was president of the National Theatre Conference from 1983-1986, on the Executive Commission of the U.S. National Committee for UNESCO (1975-1980), served on the Professional Theatre panel for NYSCA and the International of the NEA. She was person of the year, National Theatre Conference, 1986.

## Class of 1989 Academy of Women Achievers

**Sandra D. Colony**  
 Director of Corporate  
 Communications  
 Manhattan Cable TV



**Dianne Beth Doctor**  
 Executive Producer - News  
 WWOR-TV



**Kathleen A. Dunn**  
 Assistant Commissioner,  
 Production & Planning  
 New York City Department of  
 Housing Preservation &  
 Development



**Emma Jean Davis**  
 Director of COPE, Region X  
 AFL-CIO, Committee on  
 Political Education



**Pamela DuBose**  
 Executive Vice President  
 Director, Consumer  
 Marketing  
 Burson-Marsteller



**Brenda E. Edgerton**  
 Vice President - Treasurer  
 Campbell Soup Company



**Helen Deutsch**  
 Screenwriter  
 Writers Guild of America,  
 East



**Gale Duff-Bloom**  
 Vice President and Director  
 of Investor Relations  
 JC Penney Company, Inc.



**Susan Eisler**  
 Senior Vice President,  
 Research and Market Planner  
 Lintas:New York



**Carole Jones Dineen**  
 Vice President  
 Citicorp/Citibank



**Dorothy P. Dumczus**  
 Vice President, Human  
 Resources  
 Pratt & Whitney Aircraft  
 United Technologies  
 Corporation



**Meredith M. Fernstrom**  
 Senior Vice President  
 American Express Company



**Sandra D. Colony**  
 Sandra D. Colony has distinguished herself as a leader and mentor thanks to her ability to motivate and inspire her staff and peers alike at Manhattan Cable TV. Sandy continues to pursue her commitment to women's rights' issues in her extracurricular activities as a prominent member of several women's organizations.

**Emma Jean Davis**  
 Emma Jean's family, church, union, and community gave her a great base to grow. The A. Philip Randolph Institute provided her with the opportunity to achieve a better quality of life, to be creative and exhibit her real potential. Her achievements are rewarding. Emma Jean is able to assist men and women in making a contribution to their community and to make a difference for themselves. Emma Jean believes in the A. Philip Randolph legacy in keeping the dream alive for a better life, quality education, equal opportunity, decent jobs and job opportunities, and human rights.

**Helen Deutsch**  
 Writer of screenplays for LILLI, NATIONAL VELVET and many other successful motion pictures, Helen Deutsch has significantly contributed to the motion picture art. Winner of countless awards, she has also been a journalist, poet, novelist, songwriter, television writer and teacher, a woman renowned for her talent and dedication to the craft of writing.

**Carole Jones Dineen**  
 Carole Dineen has demonstrated throughout her career that competence, thoroughness and efficiency are the hallmarks of a successful line manager. From the travel industry to banking, in the public and private sectors, Carole has consistently contributed to the bottom line, demonstrated leadership, and shown the ability to assume ever increasing responsibility.

**Dianne Beth Doctor**  
 Dianne has broken the mold in finding a way to get things done through commitment and dependability. She has pushed the TV news industry to its limits in the public interest.

**Pamela DuBose**  
 Pamela DuBose is one of Burson-Marsteller's leading consumer marketers. A 14-year Burson veteran, she now heads the New York office's fastest growing unit. She counsels on a wide range of issues, from product marketing to events and issues management. She also started the New York office of agency subsidiary Cohn & Wolfe.

**Gale Duff-Bloom**  
 Gale has achieved a successful balanced career as a business woman and mother, raising three children. She worked her way up through the ranks in JC Penney stores, the Merchandise and Marketing Departments, and as Vice President in the JC Penney Company, has earned the highest level that any woman has achieved. She has analyzed opportunities in every job, set goals, and has excelled in achieving them.

**Dorothy P. Dumczus**  
 Doty Dumczus has consistently contributed to the success of Pratt & Whitney and United Technologies Corporation. Her leadership, business acumen, sensitivity and human resources skills make her an outstanding role model for all managers within our organization.

**Kathleen A. Dunn**  
 As HPD's chief planner, Kathleen Dunn combines a zeal for neighborhood preservation with a superb grasp of the principles of housing finance which has enabled her to skillfully guide the Division of Production & Planning in the design and implementation of low and moderate income housing programs under the Mayor's 10 year plan.

**Brenda E. Edgerton**  
 Brenda Edgerton is the recently appointed Vice President-Treasurer of Campbell Soup Company. Her appointment is a recognition of her financial skills and the contribution she has made in the Treasury function at Campbell Soup Company.

**Susan Eisler**  
 As Senior Vice President, Research & Market Planner, Susan monitors consumer trends, attitudes and behavior for accounts such as Lever Brothers, Noxell and Chesebrough-Pond's. During her eight years at Lintas:New York, Susan earned seven Effie Awards, in recognition of superior results in meeting objectives. Susan has chaired Advertising Women of New York's first Addy Awards committee and has contributed to their college career conference.

**Meredith M. Fernstrom**  
 Meredith Fernstrom virtually single handedly created an innovative department at American Express Company which combines handling issues of public responsibility, consumer affairs, and management information concerning customer issues. As such she is widely recognized inside and outside of American Express Company as a leader in public responsibility and both national and international consumer affairs.

**Sara A. Fields**  
 Vice President  
 Inflight Services  
 United Airlines



**Carolyn Forrest**  
 Administrative Assistant to  
 the President  
 International Union, UAW



**Wynne M. Gannon**  
 Vice President  
 New York Life Insurance  
 Company



**Rosalind L. Fisher**  
 Executive Vice President  
 Visa U.S.A. Inc.



**Diane Forrest**  
 Vice President, Information  
 Services  
 Tambrands, Inc.



**Pamela J. George**  
 Vice President, Marketing  
 Communication  
 Arrow Electronics, Inc.



**Carol L. Fitzgerald**  
 Business Manager  
 International Brotherhood  
 of Electrical Workers



**Vivian Manning Fox**  
 Executive Director  
 Private Industry Council of  
 The City of New York



**Marie C. Gorey**  
 Vice President & Manager  
 National Sales & Marketing  
 Department  
 Johnson & Higgins



**Mary Ann Fitzgibbon**  
 First Vice President -  
 American Express Bank Ltd.  
 Senior Vice President -  
 American Express Bank  
 International  
 American Express Bank Ltd.



**Carolyn R. Fryar**  
 Senior Vice President  
 Kelly Temporary Services,  
 Inc.



**Valerie Graves**  
 Vice President, Creative  
 Group Head  
 UniWorld Group, Inc.



**Sara A. Fields**  
 Sara's years with United Airlines span increased positions of responsibility in Customer and Inflight Services and Management. Her tenacity and commitment have been evident throughout her career. She is an exemplary model because of the untiring enthusiasm and determination she projects even in the midst of difficult labor negotiations.

**Rosalind L. Fisher**  
 Rosalind Fisher has provided outstanding leadership at Visa during a period of explosive growth for the bankcard industry. As the senior executive responsible for delivery systems functions, she has been instrumental in establishing Visa's reputation as the provider of programs and services of superior quality for its members.

**Carol L. Fitzgerald**  
 Carol Fitzgerald exemplifies what it means as a woman to be a part of the Union movement in America today. She has grown because of her capabilities, integrity and concern for the people she represents to become the only woman Business Manager involved in the historic bargaining currently taking place between the Nynex Corporation and the IBEW. She deserves this award.

**Mary Ann Fitzgibbon**  
 The opportunities for women to pursue and achieve success in the career of their choice will result from the example and acceptance of other women, such as Mary Ann Fitzgibbon, who have preceded them and performed successfully.

**Carolyn Forrest**  
 Women in the workforce can look with respect and gratitude to pioneers like Carolyn Forrest. Believing that strong trade unions best serve working women, she advanced from the factory floor through her local union to a top staff leadership post in the UAW. The UAW is a better union and justice for all women workers is enhanced by her continuing achievements.

**Diane Forrest**  
 Diane Forrest has brought professionalism and excellence to the field of information technology. She continues to focus on providing business solutions not simply state-of-the-art systems. She has been a leader in identifying opportunities where application of information technology can reduce costs, improve quality and maintain the Company's competitiveness within the Consumer Products Industry.

**Vivian Manning Fox**  
 In recognition of her outstanding contributions to economic development, human resources development, and innovative program model development in the areas of education, employment and training, Vivian Manning Fox joins the distinguished company of women inducted into the YWCA of New York's Academy of Women Achievers.

**Carolyn R. Fryar**  
 Hard work. That's Carolyn's philosophy. The application of Carolyn's philosophy has made her one of the company's most dynamic achievers. Hard work pays off. The result of Carolyn's PC-PRO (TM) System, Office Automation Hotline, and continuing new product designs have positioned Kelly Services as a leader in the industry. Hard work is recognized and encouraged by all those who report to Carolyn. She is committed to building strong employee relations by organizing management conferences, focus groups that allow for employee feedback and management skills seminars. A woman that works hard is Carolyn Fryar.

**Wynne M. Gannon**  
 Wynne Gannon is a highly regarded executive whose successful career at New York Life has been exemplified by her dedication and commitment to her job. She is currently responsible for a new Company effort in quality improvement, whose growth and development have been facilitated under her skillful guidance. Wynne has earned her reputation as an enthusiastic player on the New York Life team.

**Pamela J. George**  
 As Vice President of Marketing Communications, Pamela George has brought a heightened standard of excellence to the advertising and other communications programs of Arrow Electronics. Her insistent emphasis on quality, clarity, and innovation have earned her the high respect of her Arrow colleagues and industry peers.

**Marie C. Gorey**  
 The National Sales & Marketing Department of Johnson & Higgins has flourished under Marie Gorey's leadership. Her strong people skills have attracted highly competent professionals. Ms. Gorey's energetic management style has molded one of the best support systems the company's sales effort has ever enjoyed.

**Valerie Graves**  
 Through her commitment to creative excellence, Valerie Graves has helped bring a truthful, balanced picture of African-American culture and its contributions to the powerful image-making industry of advertising. In the process, she has helped to create visibility, opportunity and income for black artists, achievers and youth of both sexes.

## Class of 1989 Academy of Women Achievers

**Nancy H. Green**  
Senior Vice President  
The Equitable Life Assurance  
Society of the U. S.



**Pam E. Harris, Ph.D.**  
Director, Occupational  
Health Services  
Browning-Ferris Industries,  
Inc.



**Hilary L. Hinchman**  
Corporate Director/  
Advertising Services  
Sterling Drug Inc.



**Susan Casserly Griffin**  
Vice President, Information  
Services  
American Stock Exchange



**Fruzsina M. Harsanyi,  
Ph.D.**  
Vice President-Government  
International Affairs  
Combustion Engineering,  
Inc.



**Anita Hinds**  
Executive Assistant to the  
Deputy Fire Commissioner  
New York City Fire  
Department



**Moe Grzelakowski**  
Director of Research &  
Development  
AT&T



**Sandra L. Helton**  
Assistant Treasurer  
Corning Incorporated



**Karlyn C. Ippolito**  
Commercial Lines Officer  
Atlantic Mutual Companies



**Joan M. Harrington**  
Marketing Manager  
The Hartford Insurance  
Company



**Christine Hilker**  
Director of Employee  
Relations  
W.R. Grace & Co.



**Janice Tudy Jackson**  
Vice President Labor  
Relations  
World Grain Group  
Continental Grain Company



**Nancy H. Green**  
As senior vice president of Corporate Relations and president of The Equitable Foundation, Nancy Green manages and coordinates the public affairs activities of The Equitable. She has set high standards of performance for herself and others, and her record of achievement serves as an inspiration to all Equitable people.

**Susan Casserly Griffin**  
Susan's achievements in bringing together and managing a multi-functional, state-of-the-art information services division including professionals in such varied disciplines as design, photography, data processing, printing, telecommunications, architecture, library science and others are a tribute to her leadership, energy and special way of engineering a spirit of teamwork.

**Moe Grzelakowski**  
Moe is an inspirational young engineering executive. She's been married for 13 years, has two children, completed two advanced degrees as the top student while working full time, is committed to community service, achieved the highest level in R&D achieved by a woman and is one of AT&T's best bosses.

**Joan M. Harrington**  
Joan made significant contributions to the turnaround of an unprofitable, \$50 million office to a profitable \$110 million operation.

**Pam E. Harris**  
Dr. Harris is a principal in the design and development of occupational and environmental health programs for BFI and the Waste Services Industry. She has made measurable contribution to research on test systems to detect early health changes and a specialized approach to emergency chemical exposure response.

**Fruzsina M. Harsanyi**  
Dr. Harsanyi is an acknowledged authority on international trade and business/government relations. She is former chairperson of the Washington Export Council and has recently pioneered in establishing new, technology-based export licensing practices involving US/USSR trade. Dr. Harsanyi is a frequent lecturer and panelist in Washington and international business forums sponsored by such institutions as the State Department, Brookings Institute, Georgetown University, et al.

**Sandra L. Helton**  
Corning Incorporated is pleased to recognize Sandra Helton for her outstanding achievements in the Financial function. Her contributions in Treasury, Finance and Management have been a tremendous asset to Corning. She is recognized as a leader at Corning and has made significant contributions to the work environment for women.

**Christine Hilker**  
Christine Hilker, Director of Employee Relations at W.R. Grace & Co., has been a major contributor to the enhanced effectiveness and role of the entire Employee Relations function at Grace. Her managerial, team building and interpersonal skills are truly representative of her professional talents.

**Hilary L. Hinchman**  
Hilary Hinchman's carefully executed and implemented advertising and marketing campaigns have reinforced and enhanced Sterling Drug Inc.'s reputation as a manufacturer of quality pharmaceutical and consumer products. In her position as one of the company's senior executives, she serves as an inspiration and model of professional accomplishment not just to women, but to all of Sterling's employees.

**Anita Hinds**  
Anita Hinds' energy and creativity in government service have done much for the people of New York - from her early work with the handicapped, to her successful efforts as Executive Assistant to the Deputy Fire Commissioner in helping to keep the public safe from the ravages of fire.

**Karlyn C. Ippolito**  
Karlyn Ippolito brings a heightened marketing perspective and enthusiasm to the company's marketing segmentation development efforts. Under her leadership the market segmentation strategy has become an increasingly sophisticated and significant element of the overall business strategy. Additionally, as a mentor to the company's Career Development trainees, she is an excellent role model for young insurance professionals.

**Janice Tudy Jackson**  
Janice Tudy Jackson's career path at Continental Grain Company has been outstanding. She has held many different positions starting as a statistical clerk in the Commodity Research Department in 1975 and culminating in her appointment as Vice President-Labor Relations, World Grain Group in October of 1988. Janice has consistently been rated as an outstanding, high potential employee within Continental Grain Company.

## Class of 1989 Academy of Women Achievers

**Leslie H. Jacobson**  
Senior Vice President  
Film Programming  
Home Box Office, Inc.



**Andrea Kaplan**  
Director of Corporate  
Communications  
Lang Communications Inc.



**Sarah Kelly**  
Assistant Vice President  
Metropolitan Life Insurance  
Company



**Monia Joblin**  
Vice President of Original  
Programming  
USA Network



**Lillian Vernon Katz**  
Chief Executive Officer  
Lillian Vernon Corporation



**Barbara Kennedy**  
Merchandise Vice President  
Bloomingdale's



**Christine M. Johnson**  
Director of the Office of  
Transportation Planning/  
Trans Hudson Coordinator  
Port Authority of New York  
and New Jersey



**Agnes Kazanjian**  
Reviewing Actuary  
Buck Consultants, Inc.



**Lillian Kennedy**  
Vice President  
Associate Media Director  
Bozell Inc.



**Lois Juliber**  
President, Far East Division,  
Colgate Palmolive  
Colgate Palmolive, Inc.



**Sharon M. Keilin**  
Deputy Commissioner  
New York City Department of  
Correction



**Gail W. Kislevitz**  
Director of Communications  
Amalgamated Bank of  
New York



**Leslie H. Jacobson**  
As one of the few senior executive women in the business and legal side of the media industry, Leslie Jacobson has played a unique role in the accomplishment of administrative supervision and in the substantive management of complex transactions, as well as in the active promotion of other women into positions of professional responsibility.

**Monia Joblin**  
Monia Joblin has been with USA Network for 10 years. Currently the Vice President of Original Programming, Monia was one of the first to create original programming for basic cable. She oversees independent movie and original series productions. Prior to joining USA, Monia was an Emmy award winning producer for PBS in Boston.

**Christine M. Johnson**  
Christine has played a leadership role in developing forums for addressing the regional transportation challenges of the 21st century and in coordinating and focusing the efforts of numerous agencies involved in transportation planning.

**Lois Juliber**  
Lois Juliber has shown outstanding leadership of Colgate's Far East and Canadian subsidiaries. Her performance has merited promotion to the newly-created position of President of the Far East and Canada division. Lois has played a key role in shaping Colgate's new strategic direction, an achievement that required exceptional teamwork with other corporate leaders and the ability to ignite the enthusiasm and commitment of the organization.

**Andrea Kaplan**  
For her lasting contributions to the positive portrayal of women in media, for being coach and cheerleader, mentor and creative inspiration, Andrea Kaplan has established herself as a consummate public relations professional and a champion of women.

**Lillian Vernon Katz**  
Lillian Vernon Katz has built one of America's largest and fastest growing direct mail catalog companies. She has been a role model and leader in her company, her industry and her community.

**Agnes Kazanjian**  
Agnes Kazanjian is an accomplished Reviewing Actuary in a highly technical and complex industry. A professional who has dedicated her career to making the highest quality of work a standard, her zealous pursuit of excellence has helped Buck Consultants maintain its position as pension actuarial and employee benefits leader.

**Sharon M. Keilin**  
Sharon Keilin heads New York City's \$1.4 billion jails construction program, which has doubled the number of city jail beds in 6 years and includes 4 more facilities now in development. One is a barge-based floating detention center, the nation's first in modern times and an idea she pioneered.

**Sarah Kelly**  
Sarah Kelly brings to her position the highest personal, professional and ethical standards. She is an outstanding example for all and enjoys the high regard and respect of her peers and associates. Sarah continues to make a considerable contribution to Met Life's success.

**Barbara Kennedy**  
Barbara Kennedy has contributed greatly to the success of Bloomingdale's and to the retail industry. She is a business leader who exemplifies a combination of business and managerial expertise, coupled with creativity, professionalism and sensitivity. Through her high standards; her quest for excellence, and her personal and professional commitment; she has won the respect of her peers, the Bloomingdale's management and her industry.

**Lillian Kennedy**  
Lillian's insightful mind and strong spirit, her charm and her wit are matched only by her exceptional capacity to motivate and ability to lead. She is a friend to all of those who know her, and an inspiration to all who work with her and learn from her.

**Gail W. Kislevitz**  
By introducing such techniques as customer focus groups and employee recognition programs at the Amalgamated Bank, Gail Kislevitz has both management and clerical staff believing that our commitment to service quality will equal customer satisfaction and therefore generate greater earnings.

### Class of 1989 Academy of Women Achievers

**Carol Kociela**  
 Regional Corporate Banking  
 Executive Vice President  
 Marine Midland Bank



**Teri S. LeBeau**  
 Business Director  
 Chemicals & Metals  
 Department  
 Dow Chemical U.S.A.



**Alice Beebe Longley**  
 Vice President, Industry  
 Specialist  
 Donaldson, Lufkin & Jenrette



**Susan Phillis Kucsma**  
 Vice President  
 Marsh & McLennan  
 Worldwide



**Teresa M. LeGrand**  
 Vice President - Corporate  
 Audit Staff  
 General Electric Company



**Julie Loven**  
 Assistant Vice President  
 American Home Assurance  
 Company



**Judy Latta**  
 Partner  
 Coopers & Lybrand



**Judith K. Levine**  
 Program Director  
 Management Trainee Program  
 Empire Blue Cross and Blue  
 Shield



**Joyce M. Lynem-Williams**  
 Regional Manager  
 Business Operations  
 Xerox Corporation



**Joan P. Leader, Ph.D.**  
 Group Director, Regulatory  
 Affairs  
 Pfizer Central Research  
 Pfizer Inc.



**Sara Levinson**  
 Executive Vice President,  
 New Business Development  
 MTV Networks



**Rhonda S. MacQueen**  
 Vice President, Division  
 Director-New York Financial  
 Printing Division  
 R.R. Donnelley & Sons  
 Company



**Carol Kociela**  
 As Regional Corporate Banking Executive, Carol administers all relationships for large, Western corporate clients. She supervises a professional staff of over 25 and is directly responsible for a portfolio of almost \$200,000,000 in assets. Under her leadership Marine Midland has led or participated in the largest buyout transactions in this area. In addition to the Corporate Banking Group, her direct reports include Commercial Mortgage, Canadian Banking, and Correspondent Banking. In a traditionally male-dominated field, Carol has been on a fast track based on her knowledge, expertise, and abilities. For women aspiring to advanced careers, Carol is an excellent role model.

**Susan Phillis Kucsma**  
 With intellect, superb organizational skills, and high professional standards, Susan has enabled our firm to better meet increased demands from clients for information and data. Her initiatives have better prepared our professional staff to provide risk management advice, services, and transactions as we experience an explosion of information.

**Judy Latta**  
 In 1981, Judy attained the highest professional credentials as an actuary, Fellowship in the Society of Actuaries, and was promoted to Vice President at her prior employer. After joining Coopers & Lybrand in 1984, she quickly exhibited a combination of strong consulting skills, good business sense and a sense of professional commitment within the office and actuarial profession. In 1986, Judy was admitted into the Coopers & Lybrand partnership and assumed client service and staff development leadership roles.

**Joan P. Leader**  
 Joan Leader has worked in all areas of drug development: research discovery, conduct of clinical trials, data collection and analysis, preparation of international drug registration applications and negotiation with regulatory agencies during the drug development and approval process. She has contributed to development of systems for the facilitation of the collection, recording and presentation of clinical data, and has facilitated the understanding of the drug development process among colleagues within the corporation and more widely within the industry association.

**Teri S. LeBeau**  
 Teri LeBeau began her career in the Company's sales training program. Over a period of twenty years, she has advanced through the sales and marketing management ranks and now directs a business with annual sales of \$700 million.

**Teresa M. LeGrand**  
 In recognition of Teresa's track record of significant achievements and leadership in Financial Management, she was elected a General Electric Company Vice President and selected to lead the Company's worldwide Auditing function. GE's Corporate Audit Staff has long played an important role in training and developing future financial and business leaders.

**Judith K. Levine**  
 Through Judith Levine's significant contributions to Empire Blue Cross and Blue Shield, in her leadership of both technical training and the Management Trainee Program, she has influenced and touched the lives and careers of numerous employees. In addition, she has had a key role in enabling Empire to capitalize freely on the potential of advanced computer and telecommunications technology.

**Sara Levinson**  
 Sara has helped expand the possibilities and businesses into which media companies operate. By bringing Nickelodeon to Universal Studios Florida; MTV into young adults' mailboxes with *MTV To Go*; MTV: Music Television to young adults; and, Nickelodeon to kids around the world, she has helped broaden the definition of the communications business.

**Alice Beebe Longley**  
 Alice Beebe Longley, a Senior Securities Analyst at DLJ, is recognized as one of the top five research analysts in the world in the cosmetic and soap industries. She has managed to balance the rigors of her professional schedule while successfully dealing with a growing family of her own.

**Julie Loven**  
 In recognition of Julie Loven, Assistant Vice President of American Home Assurance Company, is the Zone Manager for American Home's Excess Casualty Division's four Eastern Regional offices. She joined AIG in 1985 and currently manages a staff of forty-five and a gross written premium of over \$200,000,000 in these offices.

**Joyce M. Lynem-Williams**  
 Joyce has good business and process knowledge highlighted by strong leadership skills. She has made major contributions to the Xerox Eastern Region Partnership success. Joyce's involvement in local community activities is indicative of her commitment to support youth, family and women's causes. Contributions to her community and profession reflect great credit upon herself and Xerox Corporation.

**Rhonda S. MacQueen**  
 Through her persistent pursuit of excellence, she has led the New York Financial Printing Division to a position of market prominence. Her placement as the first female Vice President, Division Director of a manufacturing operation within Donnelley has significantly contributed to the advancement of women in both the printing industry and the organization.

**Betty Mah**  
 Vice President/Corporate  
 Bonds  
 Salomon Brothers Inc



**Janice McGuire**  
 Executive Director  
 The Hudson Guild



**Laura L. Meyer**  
 Vice President  
 Citicorp/Citibank



**Pamela Maraldo, Ph.D., RN, FAAN**  
 Executive Director  
 National League for Nursing



**Harriet Merchant**  
 Director, UFT College  
 Scholarship Fund and  
 Assistant to the President  
 United Federation of Teachers



**Léna Mkhitarian**  
 Financial Institutions  
 Manager - AVP  
 National Union Fire Insurance



**Sue S. Martin**  
 Senior Director,  
 Public Affairs  
 National Railroad Passenger  
 Corporation - AMTRAK



**Mercedes A. Mestre**  
 Vice President/Partner  
 Korn/Ferry International



**Ann Moore**  
 Publisher  
 Sports Illustrated for Kids  
 Associate Publisher  
 Sports Illustrated  
 Time Inc. Magazines



**Patricia M. McDonough**  
 Associate Director -  
 Customer Service  
 The Reader's Digest  
 Association, Inc.



**Gail P. Meyer**  
 Vice President,  
 Administration  
 AmBase Corporation



**Mary Moore**  
 Vice Chairman  
 Chief Creative Officer  
 Wells, Rich, Greene



**Betty Mah**  
 In her 10 years at Salomon Brothers Inc, Betty has excelled at every sales position she has held. In her role as unit manager as well as one of the top fixed income producers at Salomon, Betty is a critical member of the Salomon team helping Salomon to garner its dominant position in the capital markets.

**Pamela Maraldo**  
 Dr. Pamela Maraldo is recognized as one of the nation's most influential and enterprising health care leaders. She developed an unprecedented nurse managed program to accredit home care institutions, and she holds pathbreaking first achievements for the nursing profession, from mayoral appointment to officerships in key health groups.

**Sue S. Martin**  
 As Senior Director for Public Affairs, Sue Martin has improved Amtrak's image by providing excellent news media coverage, directing crisis communications efforts, and overseeing special events. She is a leader among public affairs professionals in the railroad industry and is recognized among her peers as one of the best in the industry. Mrs. Martin has advanced to the most senior position in her department and remains an inspiration for other women who have higher aspirations.

**Patricia M. McDonough**  
 Patricia McDonough heightened the awareness of customer service as a strategic issue for corporate success by reorganizing for a more customer sensitive organization, introducing innovative technology, developing market-sensitive policy and procedures, initiating a nationwide customer education advertising campaign and upgrading staff professionalism.

**Janice McGuire**  
 Janice McGuire has taken an old, community based agency and revived its spirit, its staff, and its finances. Fiscal controls have been instituted and managers held accountable. Most important, effective new programs have been instituted to fill unmet community needs.

**Harriet S. Merchant**  
 Harriet Merchant has dedicated her entire working life to the battle for better schools, racial justice and a strong labor movement. She is a 27-year veteran of the public schools and is now director of the United Federation of Teachers College Scholarship Fund which awards \$1,000,000 in scholarships to deserving public school students from low-income homes.

**Mercedes A. Mestre**  
 Mercedes Mestre has been appointed a Vice President and Partner because of her superior performance developing a strong client base that seeks her executive search expertise. She builds solid relationships with U.S. and foreign companies who need her Latin American, European and Hispanic senior management recruitment counsel.

**Gail P. Meyer**  
 Gail Meyer has been nominated for this award because she represents the important role women play in business today. Through her expertise, she has been and will continue to be a major contributor to the Company's financial success.

**Laura L. Meyer**  
 Laura's leadership qualities and personal integrity have distinguished her throughout her career at Citicorp. Senior management recognizes her dedication to the highest standards of performance whether she is leading investor relations through a watershed period in Citicorp's history or heading new strategic projects in consumer banking.

**Léna Mkhitarian**  
 Léna Mkhitarian has found the success she has achieved in her 10 year career in the growth environment of AIG to be personally rewarding. It has opened career avenues for other women in the insurance industry.

**Ann Moore**  
 Ann has used her considerable intellect to innovatively manage a number of significant parts of our business. She is the founding Publisher of and driving force behind the extraordinarily successful launch of *SI for KIDS* and has made a lasting imprint on the strategic map of the overall Company.

**Mary Moore**  
 Mary's career spans 20 years from Assistant Art Director to President of a strong midsize agency to Chief Creative Officer of one of the top twenty agencies in the U.S. She has always strived to be a leading creative force. She sets the highest goals for creative excellence, leading others to that same place.

*Class of 1989 Academy of Women Achievers*

**Katherine W. Mountain**  
 Publisher  
 Victoria Magazine  
 The Hearst Corporation



**Judith A. Norton**  
 Senior Vice President  
 Manufacturers Hanover Trust  
 Company



**Brigitte Plummer**  
 Vice President, Sales-  
 Western States  
 Seagram Chateau & Estate  
 Wines Company



**Barbara A. Munder**  
 Vice President, Planning &  
 Development  
 Business Week  
 McGraw-Hill, Inc.



**Alicia O'Donnell**  
 Vice President & Senior  
 Account Manager  
 Johnson & Higgins of  
 New Jersey, Inc.



**Karen Quinn**  
 Financial Advertising  
 Manager  
 The Wall Street Journal  
 Dow Jones & Company, Inc.



**Mary C. Murphree, Ph.D.**  
 Regional Administrator  
 U. S. Department of Labor  
 Women's Bureau  
 Office of The Secretary  
 Region II



**Louise M. Parent**  
 General Counsel  
 American Express  
 Information Services  
 Company



**Ann N. Reese**  
 Vice President and Assistant  
 Treasurer  
 ITT Corporation



**Rusty L. Myer**  
 Executive Vice President  
 Director of Human Resources  
 Shearson Lehman Hutton



**Charlotte Anne (Polly) Perkins**  
 Publisher  
 ELLE Decor  
 Diamandis Communications  
 Inc.



**Laura Rodin**  
 Vice President  
 Anchor Mortgage Services,  
 Inc.



**Katherine W. Mountain**  
 Kitty Mountain brings to her position as publisher of *Victoria*—the most successful launch in the history of Hearst Magazines—great style, wit, originality, professionalism and leadership. Renowned as a mentor, the industry is heavily populated with her "graduates," who perceive her accurately as the ultimate role model.

**Barbara A. Munder**  
 To a corporate leader—four time winner of McGraw-Hill's prestigious corporate achievement award and member of McGraw-Hill's new product development task force. To a community leader—founding director of City Harvest, a New York non-profit food distribution network, and an advisor to the board of the New York Lighthouse for the Blind.

**Mary C. Murphree**  
 For your tireless efforts as an advocate for working women.

**Rusty L. Myer**  
 Rusty started her career twenty years ago as a file clerk. Over the years, she has been promoted to positions of increasing responsibility and is now an EVP and holds the senior responsibility at Shearson Lehman Hutton for Human Resources worldwide.

**Judith A. Norton**  
 Judith Norton has attained senior officer status by blending professionalism with a unique, appealing interpersonal style. Able to interact easily with all levels of employee, Judy's insight and manner helps gain staff acceptance for ideas and policies, and inspires achievement and dedication from those with whom she works—all toward the betterment of the Corporation.

**Alicia O'Donnell**  
 Alicia O'Donnell is an accomplished insurance broker and account manager. She is a strong client advocate. Her clients value her advice, ability to solve problems and technical skill. Alicia's dedication and consistently high performance made a major contribution to the growth and success of J&H's New Jersey office.

**Louise M. Parent**  
 Louise Parent through direct personal involvement and individual initiative has become a primary business partner to the American Express Information Services Company (ISC) Senior Management Team. She has individually negotiated the acquisition and divestiture of multiple business units for ISC; served as lead negotiator in a multi-million dollar joint venture with AT&T; and has developed an outstanding legal capability for ISC and subsidiaries, all within a matter of 5 months. Louise is an outstanding business woman!

**Charlotte Anne (Polly) Perkins**  
 Polly is intent on giving her all—not only to her job, but also to charity work. She balances energy and drive between her job as publisher and as chair-person of the Stifel Paralysis Research Foundation. "It's important not to get too caught up in your work," she believes, "and to start giving back to the outside world."

**Brigitte Plummer**  
 Brigitte Plummer is a nationally recognized figure in the fine wine business. As Vice President/Sales Manager for the western United States, Ms. Plummer has pioneered the advancement of women in the fine wine field. Her sales achievements and management skills have provided a role model to her peers within the industry.

**Karen Quinn**  
 Karen Quinn has provided inspiration and professional advice to women at Dow Jones, and as Barron's Eastern advertising sales manager she was in the forefront of promoting women into positions of responsibility. Her sales and organizational skills and caring attitude have contributed to Barron's reputation as a preeminent publication. She was recently named New York's financial advertising manager for The Wall Street Journal.

**Ann N. Reese**  
 As the first female corporate Vice President of ITT Corporation, Ann Reese has become a true role model for all women in ITT. Because of her competence, she has set an example for women at all levels and has made it clear that women can and do achieve positions which significantly affect the company and its future.

**Laura Rodin**  
 Laura's excellent understanding of the "big picture" allowed her to centralize Anchor's nationwide mortgage servicing operation in Albion, NY. She trained and developed her new staff enabling them to progress rapidly to proficiency and provided them with a clear understanding of mortgage servicing. Her willingness and determination have been valued assets to our organization.

*Class of 1989 Academy of Women Achievers*

**Sally J. Rogers**  
 Vice President for  
 Communications  
 United Hospital Fund of  
 New York



**Gretel Schneider**  
 Marketing Director  
 SELF Magazine



**Susan Small-Weil, Ph.D.**  
 Executive Vice President,  
 Director of Strategic Planning  
 Warwick, Baker & Fiore, Inc.



**Charlotte Rosenblatt**  
 Senior Vice President  
 Director of Broadcast  
 Production  
 D'Arcy Masius Benton &  
 Bowles



**Marianne F. Schwob, M.D.**  
 Director, Medical &  
 Regulatory Services  
 Bristol-Myers International  
 Group  
 Bristol-Myers Company



**LaRema Smith**  
 Assistant Vice President  
 Teachers Insurance &  
 Annuity Association/College  
 Retirement Equities Fund



**Anita Sabatino**  
 Regional Manager, Region A  
 New York City  
 IBM United States Marketing  
 Operations  
 IBM Corporation



**Beth Shulman**  
 International Vice President  
 and Director, Professional  
 Division  
 United Food & Commercial  
 Workers International Union



**Nancy W. Smith**  
 Senior Vice President and  
 Director of Media Services  
 Young & Rubicam New York



**Andra D. Sanders**  
 Associate General Counsel,  
 Assistant Secretary &  
 Director - Corporate Law  
 Department  
 Time Warner Inc.



**Linda Mills Smplicio**  
 Vice President,  
 Division Counsel  
 New York Stock Exchange,  
 Inc.



**Sandra Lee Spaeth**  
 Director of Marketing and  
 Promotion  
 Good Housekeeping  
 Magazine  
 Hearst Magazines Division



**Sally J. Rogers**  
 Sally J. Rogers' achievements and leadership in health care communications and dedication to the voluntary health care sector have assisted the United Hospital Fund of New York in pursuing its mission of shaping New York's health care through information, philanthropy, and policy.

**Charlotte Rosenblatt**  
 This talented woman has achieved her status within the advertising and production communities without ever compromising her honesty or integrity and while maintaining humor, perspective and above all, tremendous humanity.

**Anita Sabatino**  
 This honor is in recognition of her many contributions to IBM and the information processing industry as an executive and business leader.

**Andra D. Sanders**  
 We salute Andra's high level of professionalism, dedication and concern for the rights of others in the workplace.

**Gretel Schneider**  
 Gretel's combination of extraordinary marketing ability and great people skills has made her one of the significant architects of the success of SELF magazine.

**Marianne F. Schwob**  
 Dr. Schwob is an M.D. Diplomate of the American Academy of Pediatrics and the Pediatric Hematology Oncology Board. She has worked actively toward child abuse legislation implementation and toward establishing comprehensive medical care for indigent children. Dr. Schwob has conducted clinical studies in children with cancer and is currently working to ensure that pharmaceuticals are promoted ethically and utilized safely worldwide.

**Beth Shulman**  
 Beth's life work has been dedicated to improvements for women in the workplace in her capacity as a lawyer and now as a Director and Vice President of the UFCW. Through her efforts, women have gained some of the advances and respect they have long deserved.

**Linda Mills Smplicio**  
 As Vice President and Division Counsel, NYSE Listed Company Compliance, Ms. Smplicio has regular contact with the nation's business leaders and legal community concerning questions of corporate governance and business combinations. Her counsel, in the forefront of the changing business environment, demonstrates excellence and professionalism.

**Susan Small-Weil**  
 Susan Small-Weil's understanding—and imaginative use—of the professional tools of consumer research, combined with unusual sensitivity to her fellow-workers, have added new vitality to our Company. By her accomplishments and her style she has become a leader our young people of both sexes emulate.

**LaRema Smith**  
 During her years of employment, LaRema has demonstrated consistent potential for growth. Personal and professional commitment, quality performance, pursuit of education and opportunities presented by the company have enabled her to progress to her current level of Assistant Vice President.

**Nancy W. Smith**  
 Nancy began her career by failing a typing test—barely 8 years later, she became one of the youngest vice-presidents at Young & Rubicam. In 1988, Nancy formed a revolutionary new group to lead her agency's involvement in the print medium as the industry enters a new and dynamic period.

**Sandra Lee Spaeth**  
 Sandra Lee Spaeth has been a major influence in elevating women to the executive level in both Marketing and Promotion in the publishing industry. Her creative talent was the major contributing factor in both the "Juggler" campaign at Redbook and the "New Traditionalist" campaign at Good Housekeeping. Both programs were enormously instrumental in business turnaround. She has been equally effective in building recognition for women and elevating the role of promotion to a major department at the Hearst Corporation.

*Class of 1989 Academy of Women Achievers*

**Bonnie J. Stedt**  
 Executive Vice President,  
 Human Resources  
 American Express Travel  
 Related Services Company,  
 Inc.



**Lynne A. Vanstone**  
 Manager, Corporate Affairs  
 and Marketing  
 Communications  
 Mack Canada  
 Mack Trucks, Inc.



**Annie Watts**  
 Director, Borden Kitchens  
 and Product Publicity  
 Borden, Inc.



**Melissa Surow**  
 Senior Vice President and  
 Director, National Training  
 PaineWebber



**Cathy Volker**  
 Vice President, Fashion &  
 Merchandising  
 Hanes Hosiery  
 Sara Lee Corporation



**Sydelle B. Weinberger**  
 Partner - US Tax  
 Price Waterhouse



**Amy Sutnick**  
 Director of Public Affairs  
 New York City Department of  
 Juvenile Justice



**Eileen M. Walsh**  
 Partner  
 KPMG/Peat Marwick



**Madeline A. Weinstein**  
 First Vice President  
 Director of Human Resources  
 & Director of Training  
 Merrill Lynch Consumer  
 Markets



**Laura E. Toomer**  
 Territorial Sales Manager  
 Allstate Insurance Company



**Jeanne L. Warner**  
 Senior Vice President  
 The Chase Manhattan Bank,  
 N.A.



**Gail Kuhn Weissman,**  
 Ed.D. RN, CNA, FAAN  
 Vice President for Nursing  
 The Mount Sinai Medical  
 Center



**Bonnie J. Stedt**  
 Bonnie Stedt has brought renewed leadership to the TRS Human Resources group worldwide as a business partner, as an innovator of programs that address and resolve work/family issues, and as an advocate and designer of a work environment where an employee's fullest potential can be realized.

**Melissa Surow**  
 Under Melissa's direction, National Training has become a well-integrated organizational entity, responding and contributing to PaineWebber's strategic vision. New curriculums convey the firm's conviction regarding ethical relationship management, individual accountability, and quality service. The Department's motto - "Turning potential into profit" - is an apt description of Melissa Surow's achievement at PaineWebber.

**Amy Sutnick**  
 Amy Sutnick's commitment to excellence and her keen understanding of mission distinguish her. She has extraordinary talent, unique flair, dedication, and a great ability to get the job done. We salute her as an extraordinary Woman Achiever.

**Laura E. Toomer**  
 Laura practices standards of excellence, which include, but are not limited to:

- Expecting the very best
- Demanding absolute integrity without compromise
- Giving the maximum effort at all times

These standards have been a barometer which she has utilized and made a part of her daily practices.

**Lynne A. Vanstone**  
 Lynne Vanstone is a dedicated, innovative and determined professional who has made outstanding contributions to the automotive industry. Her "hands-on" ability to get things done and her charismatic management style have made her an exemplary role model for professional women everywhere.

**Cathy Volker**  
 After twenty years in the woman's hosiery business, Cathy Volker has moved from a sales clerk to being a major force in the industry. In addition to her business accomplishments, Cathy has used her abilities and hard work to create an acceptance of accomplished women.

**Eileen M. Walsh**  
 Eileen's advancement to Audit Partner of KPMG Peat Marwick, one of the world's largest accounting firms, while maintaining a healthy family life is one achievement that has not only resulted in great personal satisfaction but has also allowed her to be in a position to positively influence and actively support the career advancement of other professional women.

**Jeanne L. Warner**  
 Jeanne L. Warner, Senior Vice President and Management Accounting & Reports Executive at Chase, brings a broadly developed business management perspective to the financial management function and has thus achieved role-model status for that function as Chase moves into the 1990's.

**Annie Watts**  
 Annie Watts exemplifies the meaning of professionalism in her chosen career as a home economist and in her position as Director, Borden Kitchens and Product Publicity. She sets the highest standard for creativity, quality, and reliability in the presentation of Borden products to the consumer public.

**Sydelle B. Weinberger**  
 As an American woman executive stationed in Japan, Sydelle Weinberger has provided to the international community an example of the capabilities and contributions that women can make to the business environment.

**Madeline A. Weinstein**  
 Madeline has set the standards for professionalism and excellence in the Training and Development of Consumer Markets personnel. Her strong personal values provide inspiration to those with whom she works. As Director of Human Resources she has assured that attention to people is as important as running every other aspect of the business. She has done this with warmth, just the right touch of stubbornness, and a keen sense of humor.

**Gail Kuhn Weissman**  
 Gail Kuhn Weissman is highly respected nationally for her extraordinary success in nursing service administration. The professional nurses organization in New York is proud of her distinctive contributions to the advancement of the nursing profession and its ability to serve the public's needs.

*Class of 1989 Academy of Women Achievers*

**Phyllis White**  
 Division Manager - Human  
 Resources Seminar Division  
 American Management  
 Association



**Ann Wilson**  
 Group Director of Business  
 Travel Marketing  
 Holiday Inns, Inc.



**Kathryn Wylde**  
 Senior Vice President  
 New York City Partnership



**Elaine P. Williams**  
 Vice President, Director of  
 Human Resources  
 Essence Communications,  
 Inc.



**Marion G. Wingers**  
 Senior Vice President  
 National Westminster Bank  
 USA



**Ellen B. Yuracko**  
 Senior Vice President,  
 Marketing  
 Gerber Life Insurance  
 Company



**Joanne M. Willmott**  
 Regional Manager,  
 Community Relations  
 Division  
 New York Power Authority



**Phyllis White**  
 Phyllis White provides outstanding leadership for AMA's activities in the human resources field and conducts the prestigious Annual Human Resources Conference. Phyllis serves as an excellent role model.

**Elaine P. Williams**  
 Elaine Williams is the perfect model for any woman who works for a career: She is intelligent, motivated, and productive. She has high moral standards and good judgement. She combines a demanding career with a demanding family. In Essence, she makes everything work with sensitivity and competence.

**Joanne M. Willmott**  
 Joanne Willmott has achieved professional distinction through her outstanding management of the New York Power Authority's public affairs activities in 10 Western New York counties. Her creativity in the development and implementation of outreach programs and her success in the operation of our Niagara Power Project Visitors Center have earned Joanne the recognition which this award represents.

**Ann Wilson**  
 During her fourteen years with Holiday Inns, Inc., Ann Wilson has contributed significantly to the company's marketing success. She has earned distinction for her hard work, dedication, versatility and outstanding leadership abilities. Her rapid rise to a top marketing position at an early age serves as a role model to others.

**Marion G. Wingers**  
 Marion Wingers of National Westminster Bank USA has successfully climbed the rungs of banking to achieve her present status of Senior Vice President and Division Head. An expert in the banking needs of the apparel industry, she steers a lending team of fifty-five people and has responsibility for over 300 middle market customers and a loan portfolio of \$1 billion.

**Kathryn Wylde**  
 Kathryn Wylde developed the model for affordable housing which is now being replicated throughout New York and the nation. Through her tenacity and creativity, she has harnessed the resources of the private sector to tackle one of the major problems facing New York City.

**Ellen B. Yuracko**  
 Ellen, as a senior officer, shares the responsibility for the Company's strong performance during the last few years. She began her career at Gerber Life as a manual systems analyst and progressed to Senior Vice President, the second highest position in the company. In addition, she raised three highly achieving daughters.

*Academy of Women Achievers*

- Nancy Abraham (88)**  
Senior Vice President,  
Investments  
Member, Chairman's Council  
Shearson Lehman Hutton
- Kay Abrahams (88)**  
Account Manager  
Lobsenz-Stevens, Inc.
- Lucie Adam (86)**  
Partner and Vice President  
Korn/Ferry International
- Betty Adams (83)**  
President  
Jackie Robinson  
Foundation
- Margaret Adams (78)**  
Senior Editor-National  
Affairs  
Good Housekeeping  
Magazine  
Hearst Corporation
- Marian S. Adams (76)**
- Mary Hardiman Adams (80)**  
Consulting Actuary  
Buck Consultants, Inc.
- Mary Cunningham Agee (80)**  
President  
Semper Partners
- Ellen Shaw Agress (85)**  
Vice President, Legal Policy  
and Planning  
National Broadcasting  
Company
- Linda H. Aiken (88)**  
Trustee Professor of Nursing  
Professor of Sociology  
University of Pennsylvania  
School of Nursing
- Ann Helmick Aikman (86)**  
Partner  
Laventhal & Horwath
- Vickie Reynolds Akelman (88)**  
Senior Vice President  
National Westminster Bank  
USA
- Barbara T. Alexander (86)**  
Managing Director  
Salomon Brothers Inc
- Margo N. Alexander (83)**  
Executive Vice President  
Director of Research  
PaineWebber Inc.
- Victoria Alexander (84)**
- Anne E. Allen (87)**  
Vice President  
New York Stock Exchange
- Ariel A. Allen (87)**  
Vice President  
Colgate-Palmolive  
Company
- Clara Allen (82)**  
Administrative Assistant  
to the Vice President  
Communications Workers  
of America, AFL-CIO
- Randy L. Allen (84)**  
Partner  
Touche Ross & Co.
- Lisa M. Allison (87)**  
Director of Planning  
Dow Jones & Co.
- Adawia A. Alousi, Ph.D. (86)**  
Dept. of Pharmacology  
School of Medicine, UCSD
- Janet A. Alpert (84)**  
Executive Vice President  
of Operations  
Lawyers Title Insurance  
Corporation
- Carmen Maria Alvarez (88)**  
Teachers Consultant  
Special Education Support  
Staff  
United Federation of Teachers
- Marta Z. Amieva (80)**  
Vice President  
Goldman Sachs & Co.
- Marie Amoroso (88)**  
Director  
Strategic Planning  
Apple Computer Inc.
- Jan S. Amundson (86)**  
Vice President and General  
Counsel  
National Association of  
Manufacturers
- Kathleen M. Ancuta (87)**  
Senior Vice President  
Corporate Finance  
Young & Rubicam Inc.
- Ann Helmick Aikman (86)**  
Partner  
Laventhal & Horwath
- Carole Lewis Anderson (82)**  
Chief Executive Officer  
Maryland National Investment  
Banking Company
- JoAnn M. Anderson (81)**
- Kathleen L. Anderson (86)**  
Partner  
KPMG/Peat Marwick Main  
& Co.
- Maryann Anderson (84)**  
Vice President, Personnel  
Pfizer, Howmedica Division
- Rebecca Doggett Andrade (88)**  
Director, Office of Business  
and Job Opportunity  
Port Authority of New York  
and New Jersey
- Mary B. Andrews (82)**
- Geraldine B. Angel (87)**  
Secretary of the Corporation  
Directors Guild of America,  
Inc.
- Louise K. Anthony (83)**  
National Sales Manager  
Avon Products, Inc.
- Gloria Appel (88)**  
Senior Vice President  
Agency Development  
Waring & LaRosa
- Catherine S. Armitage (80)**  
Managing Partner  
Armitage & Armitage
- Sarah Armstrong (81)**  
Director of Compensation  
Campbell Soup Company
- Barbara Armstrong-Jones (80)**  
Director, Territorial  
Marketing  
Home Insurance Company
- Valerie Ascuitto (84)**
- Shirley Bolden Asgarali (84)**  
Corporate Vice President  
New York Life Insurance  
Company
- Barbara C. Ashman (74)**  
Vice President  
The Chase Manhattan  
Bank, N.A.
- Dorothy Astarita (80)**
- Lynn S. Atcheson (88)**  
Director, Public Affairs  
Harrah's Reno  
A Division of Holiday  
Corporation
- Ann Shiff Atkinson (82)**  
Deputy General Counsel  
and Vice President  
Columbia Pictures  
Industries, Inc.
- Emily Attard (84)**
- Laure C. Aubuchon (88)**  
Vice President  
International Sales and  
Marketing  
Baker & Taylor  
A W. R. Grace Company
- Barbara L. Austin-Phillips (83)**
- Judith L. Ayner (88)**  
Director  
New York State  
Division of Women  
NY State Executive Chamber
- Helen Axel (88)**  
Executive Director  
Human Resources Program  
The Conference Board
- Diane M. Axelrod (87)**  
Vice President  
Teachers Insurance &  
Annuity Association
- Barbara Badyna (86)**  
Senior Vice President  
Director of Casting  
Young & Rubicam New York
- Dolores M. Bailey (86)**  
Vice President  
Equitable Financial Services  
(RETIRED)
- Eleanor G. Bailey (87)**  
Vice President  
New York Metro Area Postal  
Union, APWU, AFL-CIO
- Leslie E. Bains (85)**  
Senior Vice President  
U.S. Private Banking  
The Chase Manhattan Bank,  
N.A.
- Erica Borden Baird (87)**  
Assistant General Counsel  
Price Waterhouse
- Sheila Baker (83)**  
President  
Office & Professional  
Employees International  
Union, AFL-CIO (RETIRED)
- Sherry Baker (83)**  
Vice President & General  
Manager  
Erno Laszlo & Parfums  
International
- Joan Black Bakos (80)**
- Wendy Banks (84)**  
Co-President  
Liz Claiborne Cosmetics,  
Inc.
- Donna Barbieri (80)**
- Judy Barker (81)**  
President  
Borden Foundation, Inc.
- S. Arlene Barnes (85)**  
Vice President - Research  
The First Boston Corporation
- Jane Barr (83)**  
Executive Vice President/  
Corporate Unit  
Burson-Marsteller
- Adele M. Barrett (80)**
- Patricia C. Barron (79)**  
Director, Corporate  
Information Management  
Xerox Corporation
- Dede Thompson Bartlett (87)**  
Corporate Secretary  
Mobil Corporation
- Rena R. Bartos (76)**  
President  
Rena Bartos Company
- Barbara Bass (83)**
- Susan B. Bassin (78)**  
Principal  
Columbia Consulting Group,  
Inc.
- Monica Bauer (75)**  
Manager, Customer and  
Major Account Market  
Xerox Corporation
- Rosarie Baylon (83)**  
President  
Baylon Oil Co., Inc.
- Barbara J. Bealer (86)**  
Partner -  
Continuing Education - Tax  
Price Waterhouse
- Janet H. Beattie (80)**  
Administrative Director  
Touche Ross & Co.
- Ernestine S. Beauchamp (85)**  
Regional Vice President  
New York Life Insurance  
Company
- Ann Arthur Beck (80)**  
President  
Ann Beck & Associates
- Lillian P. Beckford (84)**  
Supervisor, Consumer  
Affairs  
Brooklyn Union Gas  
Company
- Caroline Beebe (76)**  
Vice President  
For Personnel  
Associated Merchandising  
Corporation
- Kathleen M. Beisty (83)**  
Health Care Developing  
Strategies, Inc.
- Cheryl Bell (86)**  
Senior Vice President  
Director of Marketing  
American Savings Bank, FSB
- Carol Bellamy (78)**  
Principal  
Morgan Stanley & Co.,  
Incorporated  
1978 Elizabeth Cutter  
Morrow  
Award Recipient
- Mary Ann Benincasa (83)**  
Assistant Commissioner of  
Labor  
New York State  
Department of Labor
- Jayne E. Benish (84)**  
Vice President  
Sales and Operations  
Honeywell Protection  
Services
- Norma M. Benton, M.D. (86)**  
Corporate Director, Nutrition  
Borden, Inc.  
(RETIRED)
- Lynn D. Berberian (87)**  
Division Director  
Passenger Services  
National Railroad Passenger  
Corporation - AMTRAK
- Vilma Bergane (83)**  
Vice President  
Book of the Month Club, Inc.  
(RETIRED)
- Ann Berk (78)**
- Anne D. Berkelman (79)**
- Marilyn R. Bernard (86)**  
Director, Special Projects  
and Events  
New York City Fire  
Department
- Kathy F. Bernhard (88)**  
Director, Organization  
Development  
Unisys Corporation
- Carol L. Bernick (88)**  
Group Vice President  
Alberto Culver Company
- Ardith Berrettini (80)**
- Margaret P. Berton (87)**  
Vice President  
Workers Compensation  
Claims  
Underwriters Adjusting  
Company/Continental  
Insurance Company
- Meg Bianco (76)**
- Eleanor-Sue Bicksler-Taub (87)**  
Assistant to Director  
Specialty Retailing  
J. C. Penney Company, Inc.
- Flora Miller Biddle (84)**  
1984 Elizabeth Cutter  
Morrow Award Recipient
- Priscilla Bijur (88)**  
Director, Corporate Human  
Resources Administration  
Time Inc.
- Frances Bilan (84)**  
Administrative Manager  
Deloitte Haskins & Sells
- Christina D. Birrer (84)**  
Vice President  
The Chase Manhattan Bank,  
N.A.
- Eleanor L. Bissinger (80)**  
Executive Vice President  
Leibenthal & Co., Inc.  
(RETIRED)
- Selamawit Bissrat (84)**
- Betty Bitterman (88)**  
Vice President, Original  
Programming  
HBO and Cinemax  
Home Box Office, Inc.

*Academy of Women Achievers*

- Cathleen P. Black (81)**  
Publisher  
USA Today
- Joanne Black (81)**  
Senior Vice President  
Mastercard International
- Joyce Black (88)**  
Executive Director  
Governor's Office for  
Voluntary Services  
1988 Elizabeth Cutter  
Morrow Award Recipient
- Laura D. Blackburne (85)**  
President and Chief  
Executive Officer  
Institute for Mediation and  
Conflict
- Frances C. Blackwell (80)**  
President  
Uniwold Travel Associates  
(RETIRED)
- Barbara C. Blake (76)**
- Sarah E. Blair (87)**  
Vice President  
Equitable Capital  
Management Corporation
- Gail Blanke (84)**  
Vice President -  
Marketing Communications  
Avon Products, Inc.
- Mari Ann Blatch (76)**  
Vice President -  
Government Affairs  
The Reader's Digest  
Association, Inc.
- Ruth S. Block (77)**  
Executive Vice President and  
Chief Insurance Officer  
Equitable Financial  
Companies  
(RETIRED)
- Claire B. Blust (88)**  
Vice President, Manager of  
Programming  
Lincoln Savings Bank
- Sarah Boehmler (75)**  
Senior Vice President for  
Marketing  
American Stock Exchange
- Kallia H. Bokser (87)**  
Coordinator  
New York City Housing  
Authority for the Aging
- Elaine R. Bond (79)**  
Senior Vice President -  
Corporate Systems  
The Chase Manhattan  
Bank, N.A.
- Kathy Bonner (85)**
- Roberta Paula Books (76)**  
Vice President  
Salomon Brothers Inc
- Margaret Booth (85)**  
President  
M. Booth & Associates, Inc.
- Bani T. Bose (84)**
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Dorothy L. Furness (78)

Maxine Gold (85)  
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New York City Commission  
on the Status of Women

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L. B. Kaye Associates, Ltd.

Rose Leiman Goldemberg (84)  
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Writers Guild of America,  
East, Inc.

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Operations  
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Emeritus,  
Mr. John McCullough  
Xerox Corporation

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(RETIRED)

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Manager, Executive  
Compensation  
Policy and Administration/  
Human Resource Department  
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Senior Producer  
NBC Nightly News  
National Broadcasting  
Company

Jane Mack Gould (80)  
Senior Vice President  
Alliance Capital Management  
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Donna J. Goya (85)  
Vice President/  
Corporate Personnel  
Levi Strauss & Company

Ellen T. Graff (88)  
Partner  
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Academy of Women Achievers

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<b>Helen Greenway (80)</b>	<b>Elizabeth F. Harris (75)</b> President City Publishing Corporation (RETIRED)	<b>E. Dianne Hennessy (87)</b> Managing Director of Human Resources Hilton Hotels Corporation	<b>Eleanor G. Hirsch (76)</b>	<b>Ming Hsu (80)</b>	<b>Evelyn Jackson (83)</b> Assistant Vice President Manager, Bedford-Stuyvesant Office Carver Federal Savings Bank	<b>Judith A. Johnson (83)</b> Group Vice President, Retail Sales The Advest Group, Inc.	<b>Maureen V. Kearney-Boecke (88)</b> Employee Benefits Officer Anchor Savings Bank, FSB	<b>Elaine A. La Roche (83)</b> Managing Director Morgan Stanley & Co., Incorporated	<b>Charlotte J. Lee (84)</b> Vice President New York Stock Exchange	<b>Diane Michals Kissell (78)</b>	
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Working Woman/McCall's  
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Affirmative Action  
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Consolidated Edison  
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Port Authority of New York  
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Advancement of Colored  
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Standard & Poor's/F.E.I.C.O.  
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**Judith F. Mazo (84)**  
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**Evelyn Davis McCormick (85)**  
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**M. Jacqueline McCurdy (76)**  
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Commercial Credit  
Corporation

**Cornelia E. McDougald (86)**  
General Attorney Legal Dept.  
New York Telephone

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Quantum Chemical  
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**Laurel J. McKee (81)**  
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**Ruth A. McLean, M.D. (85)**  
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**Suzanne McMillan (88)**  
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**Josie McMillan (85)**  
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**Gloria McPike (88)**  
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Director of Human Resources  
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**Arden Davis Melick (88)**  
Director, Corporate  
Communications  
Quantum Chemical  
Corporation

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Op-Sterling Organics  
A Division of Sterling Drug  
Inc.

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Vice President  
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(RETIRED)

**Vivian Lynn Rendi Menna (83)**

**Ellen Merlo (81)**  
Group Director/  
Brand Management  
Philip Morris USA

**Heidi Merrill (76)**  
Vice President/  
Managing Director  
Institutional Investor

**Kathleen Merritt (81)**  
Buyer  
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**Susan K. Merzbach (81)**

**Anne M. Meschino (76)**

**Rose E. Messino (84)**  
Manager/Market and Product  
Analysis  
Mack Trucks, Inc.

**Helen Meyer (77)**

**Sandra W. Meyer (78)**  
Senior Corporate Officer/  
Corporate Affairs  
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**Susan Meyer (78)**

**Ildiko Mezey (86)**  
Regional Liability Manager  
Underwriters Adjusting  
Company  
Continental Insurance  
Company

**Mathy Mezey, (87)**  
Professor, Gerontological  
Nursing  
University of Pennsylvania  
School of Nursing

**Ann E. Michaelson (85)**  
Manager, Shareholder  
Services  
Legal Division  
Pfizer Inc.

**Celeste Michalski (81)**

**Felice Michetti (85)**  
President  
New York City Housing  
Development Corporation

**Carol L. Mickelsen (86)**  
Director of Finance  
Christian Children's Fund

**Mary Ann Miliias (83)**

**Joyce D. Miller (82)**  
Vice President  
Amalgamated Clothing and  
Textile Workers Union  
President  
Coalition of Labor Union  
Women

**Lenore Miller (87)**  
President  
Retail, Wholesale &  
Department Store Workers  
Union

**Sophie B. Minas (84)**

**Susan Ward Mink (87)**  
Principal/Director of Human  
Resource Services  
Morgan Stanley & Co.,  
Incorporated

**Therese M. Molloy (78)**  
Division Executive,  
Vice President  
The Chase Manhattan Bank  
N.A.  
(RETIRED)

**Raffaella M. Monaco (85)**  
Director of  
Recruitment/Affirmative  
Action  
New York City Fire  
Department

**Delois Monsanto (82)**  
Operations Group  
Port Authority of New York  
and New Jersey

**Judith H. Monson (83)**  
Director of Finance  
Seagram International

**Alma Montclair (84)**  
Director of Administration  
and Finance  
American Civil Liberties  
Union

**Sylvia M. Montero (88)**  
Director of Personnel-  
Latin America/Southeast  
Asia  
Pfizer Inc.

**Charlotte Montgomery (79)**  
Columnist  
Good Housekeeping  
Magazine

**Marilyn I. Montgomery (80)**  
Vice President & General  
Manager/Fluorocarbons  
Chemical Sector  
Allied Corporation

**Janice E. Montle (84)**  
Senior Vice President/Finance  
Pepsi-Cola Company

**Elisabeth Luce Moore (86)**  
1986 Elizabeth Cutter  
Morrow Award Recipient

**Nancy C. Moore (78)**

**Joanna L. Moorhead (86)**  
Senior Director, Human  
Resources  
National Railroad Passenger  
Corporation-AMTRAK

**Barbara J. Morgan (86)**  
Editor-In-Chief/Condensed  
Books  
The Reader's Digest  
Association, Inc.

**Debra Vogel Morgan (86)**  
Manager, Communications  
Mack Trucks, Inc.

**Leslie Bodeen Moriarty (88)**  
Vice President, Business  
Development  
W. R. Grace & Co.

**Jo Moring (80)**  
Vice President  
Affiliate News Services  
National Broadcasting  
Company

**Donna M. Morrell (86)**  
Managing Director/Executive  
Syndications  
The Chase Manhattan Bank,  
N.A.

**Birgit E. Morris (76)**  
Senior Attorney  
Digital Equipment  
Corporation

**Denise M. Morrison (88)**  
National Sales Manager  
Nestle Foods Corporation

**Dolores J. Morrissey (76)**

**Mildred Sharpe Morse (82)**  
Director, Human Resource  
Development  
Corporation for Public  
Broadcasting

**Joan Moschello-Dryden (79)**  
Vice President  
Swiss Bank Corporation

**Claire Moses (84)**  
Assistant Executive Director  
New York City Teacher's  
Retirement System

**Diane Moss (82)**  
Executive Director  
Helena Rubinstein Foundation

**Anne M. Mulcahy (88)**  
Region Sales Manager  
Xerox Corporation

**Sarah F. Mullady (82)**  
Director, Employee  
Assistance Program  
Champion International  
Corporation

**Julia Mullen (75)**  
Vice President  
The Portfolio Group

**Kay Crawford Murray (87)**  
Counsel  
New York City Department of  
Juvenile Justice

**Catherine T. Butler Muzio (88)**  
Director, Department of  
Residence Review and  
Counseling  
New York City Housing  
Authority

**Neill M. Myers (87)**  
Executive Vice President  
Lintas: USA

**Shirley E. Naaman (80)**  
Personal Insurance  
Information Services  
Metropolitan Life Insurance  
Company

**Antonia C. Nabholz (87)**  
Consultant/Recruiting Issues  
General Electric Company

**Caroline W. Nahas (82)**  
Partner & Vice President  
Korn/Ferry International

**Patricia McGlynn Nazemetz (87)**  
Corporate Manager, Benefits  
Xerox Corporation

**Brenda Neal (84)**  
Senior Vice President,  
Investments  
Drexel Burnham Lambert,  
Inc.

**Patricia Neighbors (76)**  
Vice President/Management  
Operations  
Avon Products, Inc.  
(RETIRED)

**Rosemary Nelson (82)**  
Senior Vice President,  
Attorney  
Young & Rubicam Inc.

**Colleen A. Newman (84)**  
President  
Newman Associates

**Pamela J. Newman (84)**  
Managing Director  
Marsh & McLennan, Inc.

**Anne C. Nichols (86)**  
Controller  
First City Capital Corporation

**Katherine F. Niles (82)**  
Director, Community  
Programs  
Pepsico, Inc.

**Annette M. Nolan (87)**  
Director-Pioneer Activities  
New York Telephone  
(RETIRED)

**Lynne B. Noyes (83)**

**Virginia L. O'Connor (86)**  
Vice President/Councils and  
Consumer Affairs  
American Management  
Association

**Bonnie S. O'Neil (86)**  
Managing Director  
Marinvest Inc.  
Marine Midland Bank, N.A.

**Carolyn Odom (84)**  
Senior Vice President  
Earl G. Graves, Ltd.

**Coralee S. Olicker (82)**

**Madelyn Oliva (88)**  
Deputy Personnel Director  
New York City Fire  
Department

**Susan A. Ollila (82)**  
Assistant Treasurer  
W.R. Grace & Co.

**Marie Olsen (78)**

**Diana R. Oreck (85)**

**Marianne Orlando (81)**

**Dorothy J. Orr (79)**  
President  
Dorothy Orr Associates

**Geraldine Ostling (84)**  
Partner  
Nestor Advisory Services

**Jessica A. Palmer (88)**  
Marketing Director/Capital  
Markets  
Salomon Brothers Inc

**Dorothea C. Palsbo (85)**  
Vice President, Circulation  
The Wall Street Journal  
Dow Jones Company

**Virginia Pape (87)**  
Vice President,  
Government Relations  
American Stock Exchange

**Alceste T. Pappas (84)**  
Principal  
KPMG/Peat Marwick Main  
& Co.

**Marian Pardo (74)**  
Vice President - JPMIM  
Investment Research  
Morgan Guaranty Trust  
Company

**Anne C. Nichols (86)**  
Controller  
First City Capital Corporation

**Katherine F. Niles (82)**  
Director, Community  
Programs  
Pepsico, Inc.

**Annette M. Nolan (87)**  
Director-Pioneer Activities  
New York Telephone  
(RETIRED)

**Lynne B. Noyes (83)**

**Virginia L. O'Connor (86)**  
Vice President/Councils and  
Consumer Affairs  
American Management  
Association

**Bonnie S. O'Neil (86)**  
Managing Director  
Marinvest Inc.  
Marine Midland Bank, N.A.

**Carolyn Odom (84)**  
Senior Vice President  
Earl G. Graves, Ltd.

**Coralee S. Olicker (82)**

**Madelyn Oliva (88)**  
Deputy Personnel Director  
New York City Fire  
Department

**Susan A. Ollila (82)**  
Assistant Treasurer  
W.R. Grace & Co.

**Lydia Payne (87)**  
Vice President, Advertising  
Dean Witter Financial  
Services Group

**Mary Ellen Pearce (86)**  
Administrative Director  
A. Philip Randolph Institute

**Florence Simon Peloquin (81)**  
Florence Peloquin Associates

**Betty Jane Perper (86)**  
Vice President  
National Association of  
Securities Dealers, Inc.

**Pearl R. Perrin (88)**  
Customer Service Manager  
United Airlines Corporation

**Jane R. Personeni (88)**  
Vice President, Director of  
International Advertising  
The Reader's Digest  
Association, Inc.

**Angela L. Perun (85)**  
Senior Trial Attorney  
Allstate Insurance Companies

**Barbara Pesin (78)**

**Therese F. Pick (81)**

**Audrey N. Pierce (78)**

**Joanne Sehn Pierce (85)**  
Director, Public Relations &  
Sales Promotion  
Christian Dior-New York,  
Inc.

**Ponchitta Pierce (86)**

**Jane O. Pierotti (83)**

**Gene Poll (85)**  
Executive Vice President  
Ogilvy & Mather

**Jane Hoover Polley (87)**  
Managing Editor,  
General Books Division  
The Reader's Digest  
Association, Inc.

**Lisa Polsky (88)**  
Vice President, North  
America  
Citicorp/Citibank

**Elaine Ruth Pope (87)**  
Associate General Counsel  
Holiday Corporation

**Sylvia Porter (79)**  
Universal Press Syndicate  
1979 Elizabeth Cutter  
Morrow Award Recipient

**Theresa A. Potente (85)**  
Assistant to the President  
The Rockefeller Foundation

**Bridget Potter (86)**  
Senior Vice President,  
Original Programming  
Home Box Office, Inc.

**Elizabeth Powell (86)**  
National Business Agent  
American Postal Workers  
Union, AFL-CIO

**Mary E. Powers (87)**  
Director, Good Housekeeping  
Institute  
Good Housekeeping  
Magazine  
(RETIRED)

**Gail F. Prasilick (84)**  
Vice President, Pensions  
Metropolitan Life Insurance  
Company

**Barbara Scott Preiskel (85)**  
1985 Elizabeth Cutter  
Morrow Award Recipient

**Eileen Preiss (75)**

**Brenda R. Prescott (86)**  
Vice President, Individual  
Account Sales and Service  
Empire Blue Cross/Blue  
Shield

**Marion Preston (78)**  
Senior Vice President  
J. Walter Thompson USA

**Mary H. Preston (86)**  
Assistant Vice President  
Johnson & Higgins

**Ernesta G. Procope (81)**  
President  
E.G. Bowman Company, Inc.

**R. Cynthia Pruett (78)**  
Director, Environmental  
Programs  
Information Systems  
Technology Group  
IBM Corporation

**Elizabeth L. Pugh (84)**

**Lena B. Purcell (78)**

**Karen Putterman (82)**

**Malva E. Rabinowitz (87)**  
Partner  
Touche Ross & Co.

**Barbara Stroom Rakov (85)**  
Group Marketing Director  
House of Seagram

**Maria Fiorini Ramirez (85)**  
First Vice President  
Drexel Burnham Lambert  
Inc.

**Mary Jane Range (88)**  
Vice President,  
Corporate Technology Office  
Citicorp/Citibank

**Mary Jane Raphael (80)**

Academy of Women Achievers

- Jeanne Cullinan Ray (84)**  
Vice President-Area Counsel  
The Mutual Life Insurance  
Company of New York
- Sue Read (88)**  
Executive Vice President  
Executive Creative Director  
Lintas: New York
- Margaret A. Regan (85)**  
Senior Consultant  
Towers, Perrin, Forster &  
Crosby
- Catherine A. Rein (76)**  
Senior Vice President,  
Human Resources  
Metropolitan Life Insurance  
Company
- Elaine Serlin Reiss (82)**  
Executive Vice President/  
General Counsel  
Ogilvy & Mather
- Ruth Reiter (84)**  
President  
Reiter, Brown & Company
- Lenora Renault (79)**
- Anna G. Resnik (81)**  
Assistant Vice President/  
Finance/Administration  
The Home Insurance  
Company
- Carol J. Reuter (87)**  
Assistant Vice President  
New York Life Insurance  
Company
- Geraldine E. Rhoads (77)**  
General Consultant  
Woman's Day Magazine  
Diamandis Communications  
Inc.
- Ninette Ricca (87)**  
Merchandising Vice President  
Bloomingdale's
- Vel Richey-Rankin (87)**
- Geri M. Riegger (85)**  
Vice President/Corporate  
Networking & New York  
Computing  
Empire Blue Cross/Blue  
Shield
- Eleanor Riger (83)**
- Karen P. Robards (82)**  
Robards & Co.
- Ann Robb (76)**
- Anne Roberts (87)**  
Assistant Executive Director  
District Council 1707,  
AFSCME, AFL-CIO
- Betty W. Roberts (82)**  
President  
District Council 1707,  
AFSCME, AFL-CIO
- Claudia Roberts (82)**
- Donna J. Roberts (84)**  
Secretary/Assistant General  
Counsel  
The Dow Chemical Company
- Irène C. Roberts (84)**  
Senior Vice President,  
Human Resources  
American Express Company
- Beverly C. Robertson (88)**  
Director of Public Relations  
for System Marketing  
Holiday Corporation
- Beatrice (Del) Robinson (82)**  
Agent  
New York Life Insurance  
Company
- Linda Gosden Robinson (83)**  
President and Chief Executive  
Officer  
Robinson, Lake, Lerer Inc.
- Margaret V. Robinson (83)**
- Phyllis K. Robinson (81)**  
President  
Chairman K. Robinson, Inc.
- Ellen E. Rochford (75)**  
President  
Kraft Packaging Corporation
- Mary F. Rockefeller (82)**  
1982 Elizabeth Cutter  
Morrow Award Recipient
- Jinni Rock-Bailey (87)**  
1985 Elizabeth Cutter  
Sterling Drug Inc.
- Judith A. Rogala (87)**  
Senior Vice President  
Central Support Services  
Federal Express Corporation
- Laura S. Rogers (86)**  
Employee Counselor  
AT&T Bell Laboratories
- Patricia D. Rogoski (80)**  
Patron S., Ltd.
- Lyn Romans (80)**
- Roberta Romberg (82)**  
Vice President & General  
Counsel  
Aero Services International,  
Inc.
- Martha Gruber Rosen (86)**  
Partner Founder/  
Agency Spokesperson  
Association for Advancement  
of Blind & Retarded, Inc.
- Suzan Rosenholtz (85)**  
President  
McGregor Corporation
- Katherine Rosier (81)**
- Gina E. Ross (87)**  
Vice President/Account  
Supervisor  
Caroline Jones Advertising
- Paulette Ross (86)**  
Executive Vice President  
Polly Bergen Shoes, Inc.
- Sara M. Ross (88)**  
Assistant Vice President,  
Communication  
National Association of  
Manufacturers
- Enid Roth (83)**  
TV Director  
National Broadcasting  
Company
- Rhoda S. Roth (87)**  
Associate General Counsel  
Metropolitan Life Insurance  
Company
- Katy Rothacker (84)**  
Agent  
William Morris Agency, Inc.
- Joan O. Rothberg (82)**  
Chairman and Chief Executive  
Officer  
Masterson Rothberg
- Diane Rothschild (83)**
- Susan R. Rowen (86)**  
Vice President of Operations  
Promedica, Inc.
- Carrie Rozelle (85)**  
1985 Elizabeth Cutter  
Morrow Award Recipient
- Allison J. Rubeli (84)**  
Vice President-Human  
Resources  
Clairi Inc.  
Bristol-Myers
- Betty Cott Ruder (78)**  
Vice President, Public Affairs  
New York University  
(RETIRED)
- Mala Rubinstein (77)**
- Mary J. Rudie (83)**  
President, Benefits Division  
Dreyfus Corporation
- Nancy Rueth (88)**  
Executive Vice President  
Burson-Marsteller
- Candace H. Main Rush (86)**  
Information Specialist  
National Association of  
Letter Carriers
- Carol A. Ruth (83)**  
President and Chief Executive  
Officer  
Dewe Rogerson Inc.
- Gerri Ruth (85)**  
Chair, Disabled Advisory  
Committee  
District Council 37  
AFSCME, AFL-CIO
- Adelaide V. Ryan (81)**  
Vice President, Human  
Resources  
W.R. Grace & Co.
- Marie M. Rzasa (88)**  
Vice President, Director  
Wood Gundy Corp.
- Lois C. Sabatino (82)**  
Manager, Community  
Relations  
United Technologies  
Corporation
- Marilyn I. Sahner (83)**  
Director, Radio/TV Publicity  
Time Inc.
- Valerie Salembier (86)**  
President  
New York Post
- Lucille S. Salhany (88)**  
President, Paramount  
Domestic TV and Video  
Programming  
Paramount Pictures  
Corporation
- Nancy W. Sammis (82)**
- Marlene Sanders (76)**
- Sandra Sanderson (75)**
- Betty J. Santangelo (88)**  
Assistant General Counsel/  
Vice President  
Merrill Lynch & Co.
- Christine J. Santangelo (84)**  
First Vice President,  
Planning and Research  
Anchor Savings Bank, FSB
- Rose Ann Scamardella (78)**
- Rosemary Scanlon (80)**  
Chief Economist  
Port Authority of New York  
and New Jersey
- Patricia Scarcelli (85)**  
International Vice President  
Director, Women's Affairs  
United Food and Commercial  
Workers International Union,  
AFL-CIO
- Lorraine C. Scarpa (82)**  
Vice President, Customer  
Information  
The Dun & Bradstreet  
Corporation
- Barbara Schaedler (81)**
- Joan B. Schaeffer (87)**  
Vice President  
Johnson & Higgins
- Amy Schaftrann (86)**  
Senior Vice President  
Yankelovich, Clancy, Shulman
- Jane Schimel (86)**  
Board Member  
Directors Guild of America,  
Inc.
- Ida F. S. Schmertz (88)**  
Senior Vice President,  
Corporate Affairs  
American Express Company
- Mildred F. Schmertz (88)**  
Editor-In-Chief  
Architectural Record  
McGraw-Hill, Inc.
- Ruth Schoonmaker (81)**  
Associate General Counsel  
New York Life Insurance  
Company  
(RETIRED)
- Jean Way Schoonover (82)**  
Vice Chairman  
Ogilvy Public Relations  
Group
- Mary K. Schuette (88)**  
Assistant General Counsel  
Consolidated Edison  
Company of New York, Inc.
- Irene B. Schultz (88)**  
Vice President, Community  
Services  
MONY Financial Services
- Lucille M. Schwarz (86)**  
Senior Vice President,  
Management Supervisor  
DDB Needham Worldwide,  
Inc.
- Jeri L. Sedlar (88)**  
Director of Corporate Affairs  
Working Woman/McCall's  
Group
- Susan L. Segal (88)**  
Senior Vice President,  
International Division  
Manufacturers Hanover Trust  
Company
- Barbara Segers (75)**  
National Manager, Catalogue  
Production  
Sears, Roebuck & Company
- Bonnie Selfe (81)**
- Catherine Y. Selleck (85)**  
Vice President, Office  
Systems  
IBM Corporation
- Renee Semha (82)**  
Vice President, Finance  
Christian Dior-New York,  
Inc.
- Diane M. Sena (84)**
- Gail Sermersheim (83)**  
Vice President/  
Affiliate Operations  
Home Box Office
- Pauline M. Sganga (86)**  
Assistant Vice President/  
Regional Manager  
Anchor Savings Bank, FSB
- Donna Shalala (82)**  
Chancellor  
University of Wisconsin  
1982 Elizabeth Cutter  
Morrow Award Recipient
- Jean P. Shanaphy (81)**
- Margaret Murdich Shearer (88)**  
Vice President, Deputy  
General Counsel  
AmBase Corp.
- Eleanor J. Shehane (76)**
- Carla D'André Shenkman (84)**  
Senior Vice President  
Fred S. James Co. of N. Y.  
Inc.
- Judith G. Shepard (76)**
- Kathleen S.M. Shepherd (82)**  
Vice President of Production  
& Public Affairs/Executive  
Producer  
WPIX, Incorporated
- Joan E. Sheridan (86)**  
Vice President,  
Administration  
New Jersey Marine Sciences  
Consortium
- Joan Ernestine Sheridan (82)**
- Esther Sherman (82)**  
Theatre Agent  
William Morris Agency, Inc.
- Stephanie M. Shern (84)**  
Partner  
Arthur Young & Company
- Karen L. Shewbart (87)**  
Manager, Urethane  
Products/Environment  
The Dow Chemical Company
- Ruth Shields (88)**  
Vice President  
Director, Corporate  
Circulation  
Time Inc.
- Ellen M. Shong (80)**
- Joan Showalter (78)**  
Vice President, Personnel  
Columbia Broadcasting  
System Inc.
- Antonia Shusta (84)**
- Dawn Sibley (81)**
- Muriel F. Siebert (83)**  
President  
Muriel Siebert & Company,  
Inc.  
1983 Elizabeth Cutter  
Morrow Award Recipient
- Ann B. Siegel (88)**  
Director/Capital Planning  
and Facilities Development  
New York City Department of  
Juvenile Justice
- Lolly Siegel (87)**  
Administrator  
Corporate Policies  
& Procedures  
Mack Trucks, Inc.
- Rita G. Siegel (79)**
- Beverly Sills (81)**  
General Director  
New York City Opera  
1981 Elizabeth Cutter  
Morrow Award Recipient
- Jacqueline Silver (83)**  
Executive Vice President  
Baker Spielvogel Bates  
Worldwide Inc.
- Vern Silberman (81)**
- Eileen S. Silvers (83)**  
Partner  
Paul, Weiss, Rifkind,  
Wharton & Garrison
- Addie Simpkins (84)**  
Staff Representative,  
District #4  
United Steelworkers of  
America, AFL-CIO-CLC
- Laura L. Sinclair (80)**  
Director, International  
Capitol Investments  
Sterling Drug Inc.
- Florence R. Skelly (82)**  
President  
Telematics, Incorporated
- Doris R. Sklar (88)**  
Manager-Conference  
Planning  
General Electric Company
- Sheryl K. Skolnik (88)**  
Partner  
Ernst & Whinney
- Doris H. Skutch (76)**
- Mary Ann Sladzinski (82)**  
Director  
Management-Organization-  
Development-Planning  
RCA Service Company  
RCA Corporation
- Jacqueline R. Slater (84)**  
Senior Vice President  
Managing Director  
Chemical Bank
- Anne M. Slattery (86)**  
Vice President, Managing  
Director  
Citibank, N.A. - Northeast  
Division
- A. Elizabeth Sloan (86)**  
Vice President and Editor  
Working Woman/McCall's  
Group
- Patricia A. Sloan (85)**  
Vice President  
Ranieri Wilson & Company  
Inc.
- Barbara Smaby (84)**  
Vice President of Recruitment  
Bloomingdale's
- Randi Beth Small (88)**  
Vice President  
Johnson & Higgins
- Anne Mollegen Smith (84)**  
Editor-In-Chief  
Working Woman Magazine  
Working Woman/McCall's  
Group
- Barbara M. Smith (87)**  
Executive Vice President  
Creative Director  
Burson-Marsteller
- Deborah K. Smith (82)**  
Vice President, Personnel  
and Support Services  
Xerox Corporation
- Jacqueline S. Smith (81)**
- Ruth E. Smith (75)**
- Frances D. Smyth (85)**  
Assistant Vice President  
Strategic Technologies &  
Systems  
Metropolitan Life Insurance  
Company
- Sheila M. Smythe (77)**  
Chief Health Policy Advisor  
US-GAO
- Benita C. Somerfield (85)**  
President  
Workplace Resources  
A Simon & Schuster Company
- Rosalee F. Sorensen (81)**
- Erica Spellman (85)**
- Joan Spero (82)**  
Senior Vice President &  
Treasurer  
American Express  
Corporation
- Jean M. Spiegelhalter (86)**  
Zone Development Manager  
Nestle Foods Corporation
- Camille Staciva (83)**  
Senior Vice President  
Director of Strategic Services  
Pedone & Partners, Inc.
- Shelley M. Starr (85)**  
Treasurer  
Braniff, Inc.
- Karen Stein-Townsend (85)**  
Vice President  
Johnson & Higgins
- Helene Steinberg (82)**  
Assistant Vice President  
of Professional Development  
The Home Insurance  
Companies
- Naomi Stern (82)**  
Vice President, Retail  
Training  
Revlon, Inc.
- Robin Sternbergh (86)**  
Vice President & Area  
Manager  
IBM Corporation
- Patricia Carry Stewart (77)**  
Vice President  
The Edna McConnell Clark  
Foundation
- Catherine M. Stiglin (81)**  
Personnel Manager  
The Hartford Insurance  
Group
- Joan Stoliar (84)**  
President  
Joan Stoliar Design
- Alberta Stout (84)**  
Consulting Actuary  
Buck Consultants, Inc.
- Sally A. Stowe (80)**  
Executive Vice President  
Keefe, Bruyette & Woods,  
Inc.
- Sandra Strang (75)**  
Regional Sales Manager  
American Airlines, Inc.
- Susan Strombach-Frick (82)**
- Denise Sturm (87)**
- Louise Surdin (88)**  
President, Minneapolis  
Federation of Teachers, Local  
#59
- Vice President, American  
Federation of Teachers,  
AFL-CIO**
- Lynda Sussman (80)**  
Director, Affirmative Action  
Personnel Development  
ITT
- Betty Sutton (80)**  
Classified Advertising  
Manager  
New York Amsterdam News
- Nancy Hays Teeters (87)**  
Vice President/Chief  
Economist  
IBM Corporation
- Carol C. Tucker (77)**  
National Sales Manager  
Avon Products, Inc.
- Laura J. Turbini (82)**
- Margaret Swezey (83)**  
Vice President, Director of  
Public Relations  
Citibank, N.A.
- Carol A. Taber (80)**  
Publisher  
Working Woman Magazine  
Working Woman/McCall's  
Group
- Deborah L. Talbot (88)**  
Senior Vice President  
Personal Financial Services  
The Chase Manhattan Bank,  
N.A.
- Jane V. Talcott (88)**  
Senior Vice  
President/Creative Director  
DDB Needham Worldwide,  
Inc.
- Mary C. Tanner (87)**  
Managing Director,  
Investment Banking  
Shearson Lehman Hutton
- P. Jane Tanquary (80)**  
Director, Personnel Research  
Sears, Roebuck & Co.
- Doris M. Tarrant (88)**  
Chairman, President, and  
Chief Executive  
Officer-Northwest  
United Jersey Banks
- Carol C. Tatkon (77)**  
Vice President/Treasurer  
Imperial Oil Ltd.
- Anne M. Tatlock (83)**
- Barbara Alden Taylor (85)**  
Executive Vice President  
Porter/Novelli
- Judith A. Taylor (82)**  
Vice President  
Equitable Investment  
Management Corporation
- Judy Taylor (75)**  
Assistant Vice President  
Chemical Bank
- Mary A. Taylor (87)**  
Director of Communications  
Philip Morris Companies Inc.
- Sharon P. Taylor (87)**  
Assistant Vice President/AAO  
Anchor Savings Bank, FSB
- Susan J. Taylor (79)**
- Susan L. Taylor (83)**  
Editor-In-Chief  
Essence Communications,  
Inc.
- Nancy Hays Teeters (87)**  
Vice President/Chief  
Economist  
IBM Corporation
- Caroline F. Themm (80)**  
Vice President  
Johnson & Higgins
- Cynthia R. Cohen Turk (88)**  
Partner  
Touche Ross & Co.
- Terry Ann Umans-Gough (87)**  
Assistant General  
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Coopers & Lybrand
- Lois B. Underhill (80)**
- Nancy Underwood (85)**  
Vice President, Director of  
Administration - New York  
DDB Needham Worldwide,  
Inc.
- Lynn C. Thurber (85)**  
Principal  
Morgan Stanley Realty Inc.
- Linda Tilton (84)**
- Barbara C. Timpano (86)**  
Vice President/Personal  
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Metropolitan Life Insurance  
Company
- Myra Leigh Tobin (80)**  
Managing Director  
Marsh & McLennan, Inc.
- Adrian M. Tocklin (83)**  
Senior Vice President of  
Corporate Claims  
Continental Insurance  
Company
- Elizabeth P. Valk (88)**  
Publisher, People Magazine  
Time Inc.
- Sandra T. Van de Walle (84)**  
Chief, Contract Division,  
Law Dept.  
Port Authority of New York  
and New Jersey
- Maria Van Hoy (82)**
- Pamela Van Zandt (84)**  
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Director of Personnel  
Administration  
The Condé Nast Publications  
Inc.
- Jacqueline B. Vaughn (87)**  
President, Chicago Teachers  
Union  
Vice President, American  
Federation of Teachers,  
AFL-CIO
- Charlotte Kelly Veal (83)**  
Director of Public Relations  
Hearst Magazines
- Anne-Lee Verville (88)**  
Assistant General Manager  
Finance and Planning  
IBM Corporation
- Virginia Vida (86)**  
Program Director  
New York City Commission  
on the Status of Women
- Phyllis Tucker Vinson (88)**  
Vice President, Children and  
Family Programs  
National Broadcasting  
Company
- Catherine Viscardi (88)**  
Advertising Director  
Self Magazine

Academy of Women Achievers

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Braniff, Inc.
- Karen Stein-Townsend (85)**  
Vice President  
Johnson & Higgins
- Helene Steinberg (82)**  
Assistant Vice President  
of Professional Development  
The Home Insurance  
Companies
- Naomi Stern (82)**  
Vice President, Retail  
Training  
Revlon, Inc.
- Jane V. Talcott (88)**  
Senior Vice  
President/Creative Director  
DDB Needham Worldwide,  
Inc.
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Managing Director,  
Investment Banking  
Shearson Lehman Hutton
- P. Jane Tanquary (80)**  
Director, Personnel Research  
Sears, Roebuck & Co.
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Chief Executive  
Officer-Northwest  
United Jersey Banks
- Carol C. Tatkon (77)**  
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Porter/Novelli
- Judith A. Taylor (82)**  
Vice President  
Equitable Investment  
Management Corporation
- Judy Taylor (75)**  
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Chemical Bank
- Mary A. Taylor (87)**  
Director of Communications  
Philip Morris Companies Inc.
- Sharon P. Taylor (87)**  
Assistant Vice President/AAO  
Anchor Savings Bank, FSB
- Susan J. Taylor (79)**
- Susan L. Taylor (83)**  
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Vice President/Chief  
Economist  
IBM Corporation
- Caroline F. Themm (80)**  
Vice President  
Johnson & Higgins
- Cynthia R. Cohen Turk (88)**  
Partner  
Touche Ross & Co.
- Terry Ann Umans-Gough (87)**  
Assistant General  
Counsel/Partner  
Coopers & Lybrand
- Lois B. Underhill (80)**
- Nancy Underwood (85)**  
Vice President, Director of  
Administration - New York  
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Finance and Planning  
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New York City Commission  
on the Status of Women
- Phyllis Tucker Vinson (88)**  
Vice President, Children and  
Family Programs  
National Broadcasting  
Company
- Catherine Viscardi (88)**  
Advertising Director  
Self Magazine

## Academy of Women Achievers

- Mary F. Voce (80)**  
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Breed, Abbott & Morgan
- Linda Wachner (79)**  
President and Chief Executive Officer  
Warnaco, Inc.
- Beverly B. Wadsworth (80)**  
President  
Continental Guaranty & Credit Corporation
- Claire L. Wagner (81)**  
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Bristol-Myers Company  
(RETIRED)
- Patricia A. Wakefield (78)**
- Joan Wallstein (88)**  
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Division of Alternative  
Management Programs  
New York City Department of  
Housing Preservation &  
Development
- Evelyn C. Walsh (79)**
- Margaret Gordon Wasley (82)**
- Norma B. Walter (83)**  
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Communications  
Sterling Drug Inc.
- Yvonne M. Walters (87)**  
Cr/A Administrative  
Deputy/Sector Controller  
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Corporate Planning and  
Development  
National Railroad Passenger  
Corporation - AMTRAK
- Susan H. Wanner (85)**  
Assistant Managing Editor  
The Reader's Digest  
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Manufacturers Hanover Trust  
Company
- Jeri Warrick-Crisman (79)**  
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General Manager  
WNJR Radio
- A. Jane Warriner (84)**
- Rose Washington (84)**  
Assistant Commissioner  
and Executive Director  
New York City Department of  
Juvenile Justice
- Gay Gelb Wasserman (84)**  
Senior Vice President  
Bozell Inc.
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Communications  
International Operations  
Division  
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Lieberman Research Inc.
- Dorothy Wayner (76)**  
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Supervisor  
AC&R Advertising, Inc.
- Valerie G. Weaver (87)**
- Susan W. Webb (79)**  
President  
Webb Corporation
- Katherine M. Weiser (86)**  
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Touche Ross & Co.
- Suzy Weisinger (87)**  
Director of Advertising  
Cartier, Inc.
- Judy E. Weiss (83)**  
Vice President/  
Actuary-Pensions  
Metropolitan Life Insurance  
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- Valerie J. Weiss (87)**  
Field Operations Manager  
Allstate Insurance Company
- Eleanor Wells (80)**
- Beatrice West (81)**  
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The Home Insurance  
Company
- Jacqueline G. Wexler (78)**  
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National Conference of Jews  
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1978 Elizabeth Cutter  
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Senior Vice President  
Dallas Manager  
Rotan Mosle/  
PaineWebber, Inc.
- Katherine Wickham (84)**  
Audit Director  
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- Nancy C. Widmann (88)**  
President, CBS Radio  
CBS, Incorporated
- Connie Wiener (78)**
- Kay J. Wight (80)**  
Executive Director  
Nurses of America
- Caren A. Wilcox (85)**  
Director, Government  
Relations  
Hershey Foods Corporation
- Keven Carney Wilder (78)**
- Susan P. Wilder (84)**
- Patricia M. Wiley (85)**  
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Brand Visions, Inc.
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- Shirley Wilkins (77)**  
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The Roper Organization
- Doris Willens (82)**
- Caroline L. Williams (86)**  
Senior Vice President  
Donaldson, Lufkin &  
Jenrette, Inc.
- Corrine Williams (76)**  
Divisional Vice President  
Tiffany & Company
- Elynor A. Williams (84)**  
Director of Public Affairs  
Sara Lee Corporation
- Mary Alice Williams (85)**  
Correspondent  
National Broadcasting  
System
- Miriam Williams (78)**  
Associate General Counsel  
Burlington Industries, Inc.  
(RETIRED)
- Ruby King Williams (87)**  
Assistant Executive Director  
National Education  
Association
- Carolyn Williamson (80)**
- Catherine Willis (81)**
- Judy Vantrease Wilson (83)**  
President & General Manager  
of Children's Books  
Macmillan Publishing
- Sheri Wilson-Gray (86)**  
Vice President, Marketing  
Monet Jewelers
- Mary J. Winterle (87)**  
Corporate Director, EEO  
Affairs  
Bristol-Myers Company
- Evelyn R. Wolovnick (81)**  
Managing Director  
Marsh & McLennan, Inc.
- Ruth Wong (86)**  
Vice President  
B. Altman & Co.
- Jane M. Work (87)**  
Vice President/  
Legislative Analysis  
National Association of  
Manufacturers
- Marjorie J. Worme (76)**
- Kristina Wrba (76)**
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Merrill Lynch Capital  
Markets
- Beverly L. Wright (85)**  
Managing Director  
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Drake Bakeries Inc.
- Florence Yuknis (75)**  
Employee Benefits, Financial  
Supervisor  
Treasurers Division  
Pfizer Inc.
- Sonia E. Yuspeh (81)**  
President  
Sonia Yuspeh, Inc.
- Alexandra M. Zanakis (82)**  
Director, Benefits and  
Employee Relations  
Philip Morris Inc.
- Phoebe Zaslove (84)**  
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London & Bishopsgate  
International and LBI Trading,  
Inc.
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Management Director  
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Compton, Inc.
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DDB Needham Worldwide,  
Inc.  
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President  
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for outstanding leadership in the workplace

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Arthur Loevy  
Secretary-Treasurer

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Congratulations to  
**Distinguished Honorees**

and to

**Madeline A. Weinstein**  
Who has had a long and  
distinguished career  
with Merrill Lynch

at the

Salute to  
**Women Achievers**



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A tradition of trust.



We salute our own  
**JOAN P. LEADER, Ph.D.**  
and the  
entire 1989 class  
of the  
**Academy of Women Achievers**



To

**KITTY MOUNTAIN**

Publisher  
Victoria

and

**SANDY SPAETH**

Director of Marketing and Promotion  
Good Housekeeping

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From your friends at



*Hearst Magazines*

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of the YWCA Academy of  
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Vice President of Fashion  
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Today is simply  
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Charlotte*

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Time Warner Inc.

**Emelda Cathcart**  
Director  
Corporate Contributions  
Time Warner Inc.

**Ann Moore**  
Publisher  
*Sports Illustrated For Kids*  
Time Inc. Magazine Company

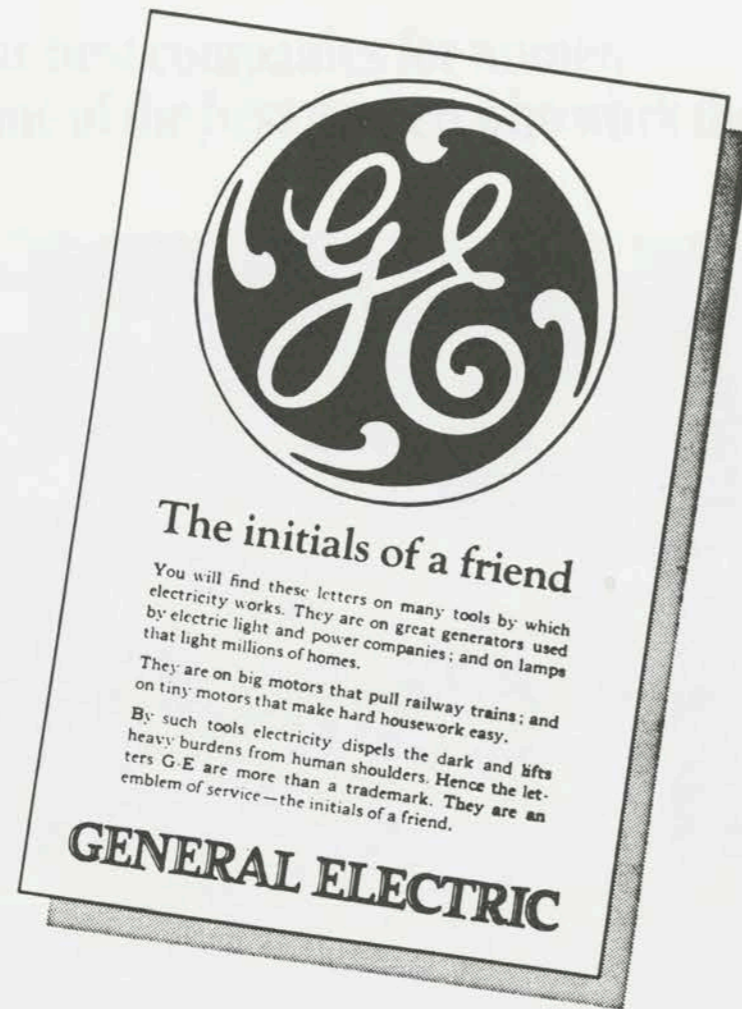
**Leslie Jacobson**  
Senior Vice President  
Film Programming  
Home Box Office Inc.

\*As featured in *The Best Companies for Women*  
by Baila Zeitz, Ph.D., and Lorraine Dusky  
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and congratulates its  
own Assistant Treasurer  
Sandra L. Helton

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This is your only limit.

NBC salutes the Women Achievers of 1989



TAMBRANDS  
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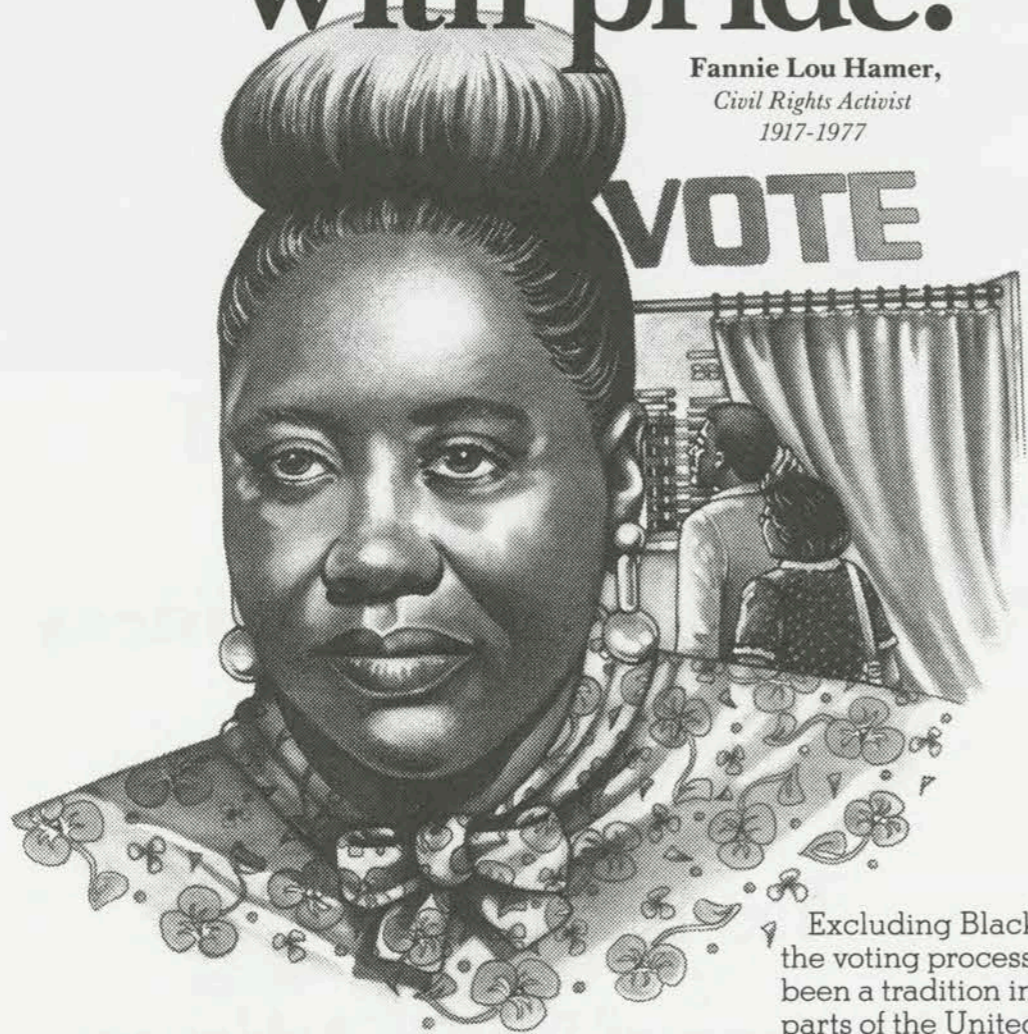
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Excluding Blacks from the voting process had been a tradition in some parts of the United States.

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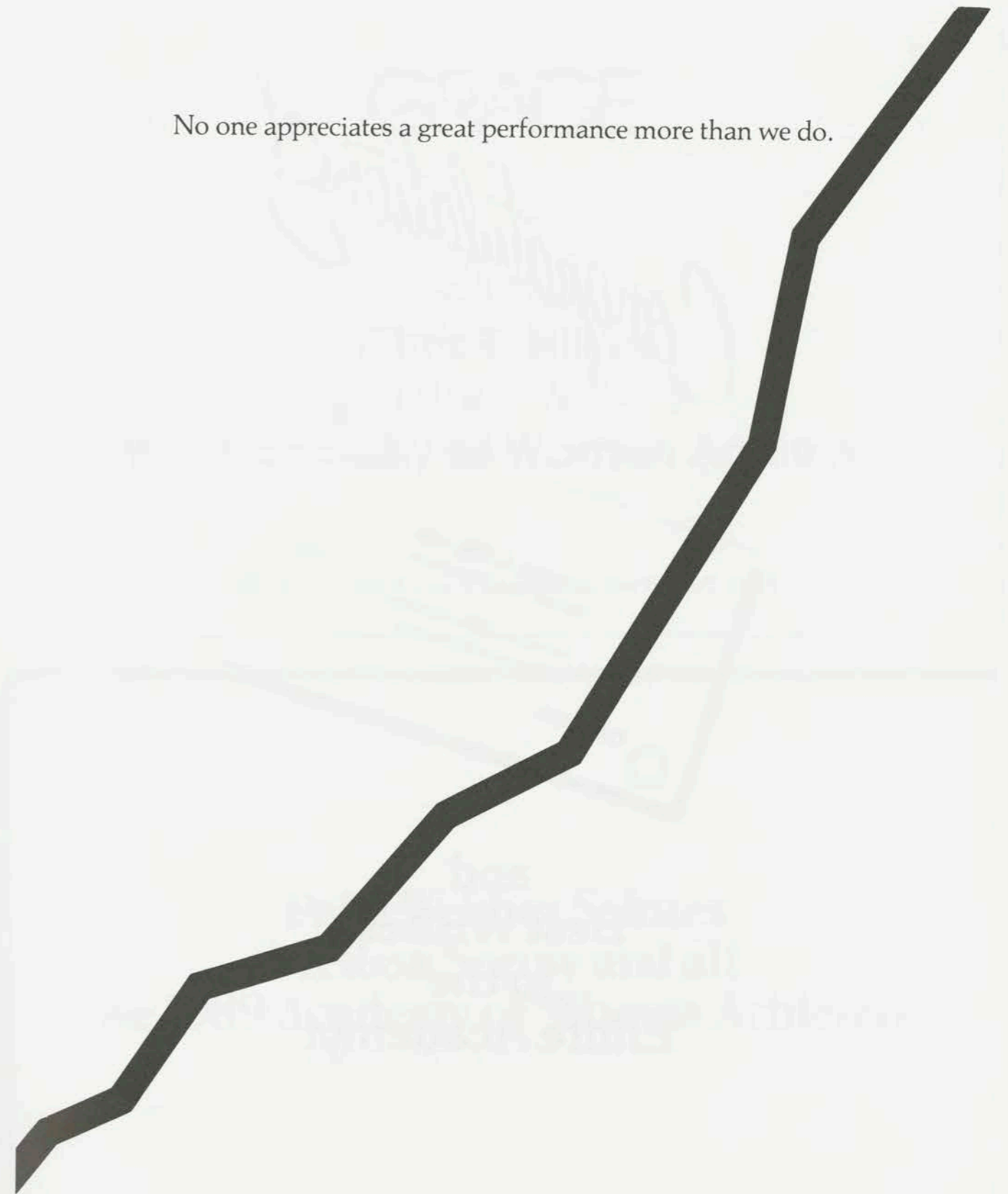
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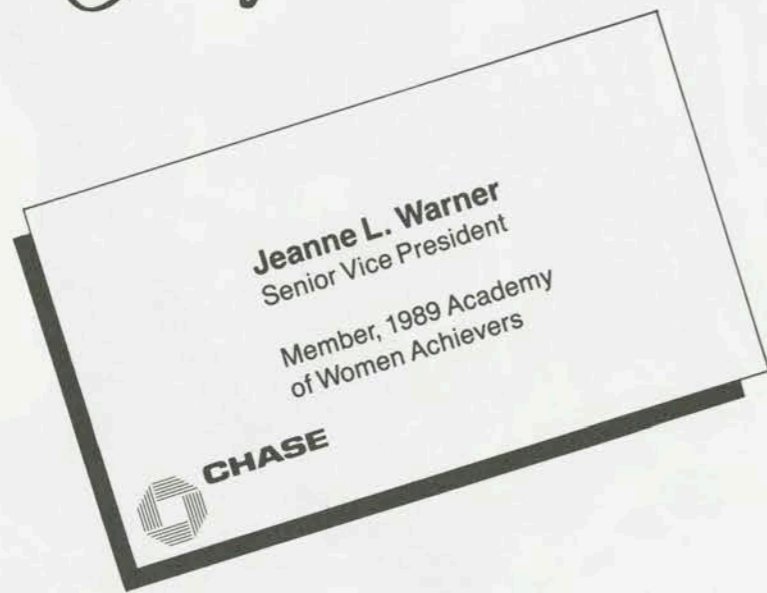
We salute the YWCA of the City of New York and congratulate Mangalam Chidambaram and the other Nominees of the YWCA's 1989 Academy of Women Achievers.

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and  
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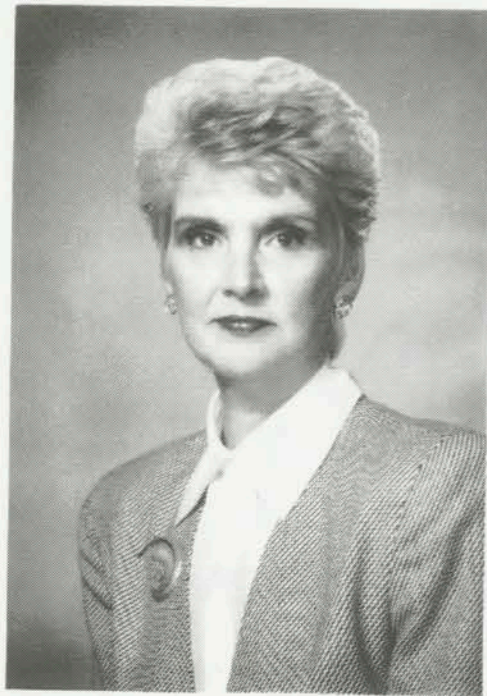
The Chase Manhattan Bank, N.A.  
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**GRACE**

Salutes  
**Chris E. Hilker**  
and the YWCA's  
**1989 Academy of Women Achievers**

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**PaineWebber Salutes**  
**Melissa Surow and all**  
**the 1989 Academy of Women Achievers.**



Phoenix Mutual Life Insurance Company

Congratulates

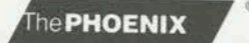
**Genevieve M. Cervera**

An achiever who knows few limits.

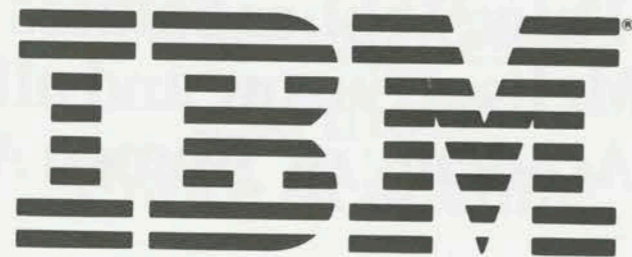
At The Phoenix, Gen Cervera is #1.  
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*The Phoenix salutes Gen and the 1989 Women Achievers.*

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congratulates those outstanding  
individuals... their energy and competence...  
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Academy of Woman Achievers.



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on her induction  
into the YWCA's  
Academy of  
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Woman Achiever

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from her friends at

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on her induction  
into the YWCA's  
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Women Achievers

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salutes the  
*Women of Achievement*  
**1989**



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AND ALL THE

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Academy of  
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Class of 1989



**We're honored to salute  
the Women Achievers of  
1989, the YWCA of the  
City of New York, and one  
of own professionals,  
Agnes Cizek.**



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to our own  
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and the entire  
Class of 1989  
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**Congratulates**  
**the Eis and Ears**  
**of Research:**  
**Susan Eisler**

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*Susan Phillis Kucsma*

and

**The Academy of Women Achievers**

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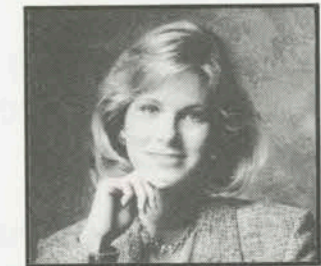


Joan M. Harrington  
Marketing Manager  
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Congratulations to our Vice-President  
Elaine P. Williams  
on her induction into the  
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We are proud  
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and the  
professional and managerial  
women  
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*Atlantic Mutual Companies*  
is proud to salute the  
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*We extend special  
congratulations to our own*

**Karlyn Ippolito**



Congratulations  
to  
Hilary L. Hinchman  
and the Other Members of  
The YWCA  
Academy of Women Achievers  
Class of 1989



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Subsidiary of Eastman Kodak Company

**XEROX**  
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1989 ACADEMY OF WOMEN ACHIEVERS

AND

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*"A PORTRAIT OF SUCCESS"*

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Journalism  
In The Second  
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The 1989 Class of the

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bloomingdale's

*Congratulates*

BARBARA KENNEDY


*And*

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**Price Waterhouse  
Salutes Our Partner  
Sydelle Weinberger  
and the  
1989 Academy  
of Women Achievers**

*Price Waterhouse*   
EXPECT MORE FROM US


A tip  
of our wings  
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Class of the Academy  
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Academy of  
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And Salute

**Alice Beebe Longley**

For Her Contributions  
To The Success Of Our  
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Group

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We're proud to salute  
The 1989 Class of the  
**ACADEMY OF WOMEN ACHIEVERS,**  
The YWCA of the City of New York,  
and extend our  
Special Congratulations  
to our own  
**Lillian Kennedy**

**Bozell**

*Congratulations*

*to our own*

*Wynne Gannon*

*and*

*the other members of the*

*Academy of*

*Women Achievers*

*Class of 1989*



The Company You Keep.<sup>sm</sup>

**Burson-Marsteller  
Congratulates  
The YWCA  
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**American International Group, Inc.**  
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and

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Salutes  
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Class  
of  
1989



MANHATTAN *Cable* TV



Salutes

Sandra D. Colony

and

The 1989 Academy  
of Women Achievers

CONGRATULATIONS

Dottie Dumczius

and the entire Academy  
of Women Achievers



# Congratulations to the Class of 1989

*from the*

Academy of Women Achievers  
Steering and Hosting Committees

*and*

The YWCA of the City of New York

Notes

Notes

Class of 1889  
to the  
Congratulations

W. H. Dole  
1889

Academy of Women Achievers  
Sister

Sandra D. Colby

The 1000 Academy of the City of New York  
of Women Achievers

" ① NETWORKING PROJECT FOR DISABLED WOMEN AND GIRLS "

YWCA — DOLE FOUNDATION:  
\$62,000 FUNDING IN 3 YEARS.

PAIRS YOUNG DISABLED WITH  
"MENTORS": SUCCESSFUL DISABLED  
ADULTS.

---

- ② ACQUINO COUP: Dissident Military.  
MOST SERIOUS ATTEMPT YET ;  
SOME INITIAL SUCCESS,  
BUT, APPEARS TO HAVE BEEN CRUSHED.  
BUT, STILL "UNCERTAINTY".  
U.S. ROLE — AT REQUEST OF  
ACQUINO GOV'T. F-4  
FIGHTERS SCRAMBLED TO  
PROTECT PALACE + AIR FIELDS.  
• 100 U.S. MARINES SENT TO PROTECT OUR EMBASSY.  
ADMINISTRATION PLEDGED  
QUICK SUPPORT FOR ACQUINO.  
KEY TO UNDERMINING COUP.

NOT PRO-MARCOS.



LET ME START BY  
INTRODUCING MYSELF. I AM  
ELIZABETH DOLE'S HUSBAND! THE  
SECRETARY OF LABOR IS IN  
POLAND TODAY, ON THE  
"FRONTLINE" OF THE FREEDOM  
REVOLUTION THAT IS SWEEPING  
ACROSS EASTERN EUROPE. IT IS  
ONE OF THE GREAT CHAPTERS OF  
20TH CENTURY HISTORY.

SHE WAS LOOKING FORWARD  
TO SPEAKING TO THIS  
DISTINGUISHED AUDIENCE,



BECAUSE SHE KNOWS SO WELL  
THE GREAT WORK THE Y.W.C.A.  
DOES AND THE KIND OF  
LEADERSHIP IT PROVIDES FOR  
AMERICA'S WOMEN.

(WOMEN: BIG LEAGUE PLAYERS)

FOR HER, LET ME ALSO  
CONGRATULATE THE NEWEST  
MEMBERS OF THE ACADEMY OF  
WOMEN ACHIEVERS. AND AS I  
THINK ABOUT IT, NO ONE IS  
MORE QUALIFIED TO SPEAK  
ABOUT "WOMEN ACHIEVERS" THAN



I AM. IN FACT, IN MY  
PERSONAL AND PROFESSIONAL  
LIFE, I AM SURROUNDED BY  
REMARKABLE WOMEN: ELIZABETH,  
OF COURSE; MY SENATE  
COLLEAGUE FROM KANSAS,  
NANCY KASSEBAUM; MY CHIEF  
OF STAFF, SHEILA BURKE; AND  
THE HEAD OF MY POLITICAL  
ACTION COMMITTEE, JO—ANNE  
COE.



IN MY OFFICE, MY ARMS  
CONTROL EXPERT IS A WOMAN:  
MY BUDGET AND  
APPROPRIATIONS PERSON IS A  
WOMAN: MY TRADE ADVISOR IS  
A WOMAN.

IN FACT, MY OFFICE IS FERTILE  
RECRUITING GROUND FOR THE  
FOUNDING CHAPTER OF THE  
"NATIONAL ORGANIZATION FOR  
MEN".



POLITICS AND BUSINESS MAY  
BE 'ROUGH AND TUMBLE,' BUT  
THERE IS NO DOUBT WOMEN ARE  
"BIG LEAGUE" PLAYERS. THE  
RECENT, FIRST-TIME EVER, "LIVE"  
T.V. BROADCASTS OF THE BRITISH  
PARLIAMENT CONFIRMS WHAT WE  
ALL ALREADY KNOW: THAT  
WOMEN ARE "CENTER-STAGE" IN  
WORLD AFFAIRS, TOO. I ALMOST  
PITY THOSE POOR LABOR MP'S  
THAT PRIME MINISTER THATCHER  
RUNS OVER EVERY DAY.



SHE HAS GIVEN REMARKABLE  
LEADERSHIP TO HER NATION, AND  
TO THE CAUSES OF FREEDOM IN  
THE WORLD, AND COMMON  
SENSE IN DEMOCRATIC  
GOVERNMENT.

(VIOLETTA CHAMORRO)

I ALSO WANT TO MENTION  
ANOTHER REMARKABLE WOMAN,  
WHOSE INSPIRATIONAL STORY IS  
FINALLY BEING HEARD: VIOLETTA  
CHAMORRO, THE COURAGEOUS  
EDITOR OF THE ONLY FREE



NEWSPAPER IN NICARAGUA, LA  
PRENSA -- WHO HAS BEEN  
CHOSEN TO LEAD THE  
DEMOCRATIC COALITION WHICH  
IS CHALLENGING DANIEL  
ORTEGA'S MARXIST TYRANNY.

MRS. CHAMORRO -- WHO I  
MET AGAIN RECENTLY IN  
WASHINGTON -- HAS SEEN HER  
HUSBAND ASSASSINATED;  
HER FAMILY TORN APART BY  
POLITICAL DIFFERENCES;



AND THE NEWSPAPER THAT IS HER  
LIFE'S WORK UNDER ALMOST  
DAILY ASSAULT FROM ORTEGA'S  
CENSORS AND GOON SQUADS.  
YET SHE REMAINS ALMOST 'SERENE'  
IN HER DETERMINATION TO GIVE  
EVERYTHING SHE HAS, INCLUDING  
RISKING HER OWN LIFE, TO TRY  
TO BRING FREEDOM TO  
NICARAGUA.





## LEADERS

HAPPILY, WE ARE -- AT  
LONG LAST -- APPROACHING  
THE POINT WHERE WE STOP  
THINKING ABOUT REMARKABLE  
"WOMEN") LEADERS, AND START  
SEEING THEM AS REMARKABLE  
LEADERS, PERIOD. REMARKABLE  
LEADERS WHO HAPPEN TO BE  
WOMEN.

AND, HAPPILY, TOO.....THE  
DAYS OF ADDRESSING A  
WOMEN'S AUDIENCE WITH A SO—



CALLED 'WOMEN'S SPEECH' ARE  
OVER. OF COURSE, THERE WILL  
ALWAYS BE SPECIFIC CONCERNS  
FOR WOMEN, BUT MOST OF  
YOUR ISSUES TODAY ARE  
MAINSTREAM ISSUES: YOU CARE  
ABOUT THE DEFICIT, AND THE  
DRUG CRISIS, THE ENVIRONMENT,  
FOREIGN AFFAIRS, AGRICULTURE,  
OR WHATEVER. SO LET ME  
SPEND A FEW MINUTES ON WHAT  
MAY BE MATTERS OF INTEREST  
TO MOST OF YOU.



ON THE HOME FRONT, THE  
'GOOD NEWS' IS CONGRESS HAS  
ADJOURNED FOR THE YEAR. I  
KNOW IT IS FASHIONABLE TO  
SAY CONGRESS HAD A 'POOR'  
YEAR, BUT I WOULD SAY THE  
JURY IS STILL OUT. WE HAVE  
COMPLETED THE FIRST HALF OF  
THE 101ST CONGRESS WITH MUCH  
MORE LEFT TO DO IN THE  
SECOND HALF. IN MY VIEW WE  
HAD A PRETTY SOLID 1989.



## DRUGS

WE TOOK A GIANT BI-  
PARTISAN STEP FORWARD BY  
FULLY FUNDING MAJOR NEW  
ANTI-DRUG AND CRIME  
PACKAGES. THE PRESIDENT  
PROVIDED THE LEADERSHIP ON  
THIS DOMESTIC CRISIS BY  
INTRODUCING THE FIRST-EVER  
'NATIONAL STRATEGY' FOR THE  
WAR ON DRUGS, AS WELL AS A  
COMPREHENSIVE ANTI-CRIME  
PROPOSAL — MORE PRISON



SPACE, MORE FUNDING FOR LAW  
ENFORCEMENT, MORE EDUCATION  
AND TOUGHER, STIFFER PENALTIES  
NOT ONLY FOR THE PUSHER, BUT  
FOR THE USER, TOO.

IF WE ARE REALLY SERIOUS  
ABOUT WINNING THE WAR ON  
DRUGS, AND FIGHTING CRIMINALS  
PREYING ON THE INNOCENT, IT IS  
TIME TO CHANGE OUR PRIORITIES.  
IT'S TIME TO MAKE A BIGGER  
COMMITMENT TO EDUCATION  
AND TREATMENT; AND TO DRUG  
TESTING, AND WHATEVER ELSE IT  
TAKES TO GET THE JOB DONE.



THE FEDERAL GOVERNMENT CAN  
HELP, BUT IT CAN'T DO IT ALONE.  
WE NEED HELP -- FROM THE  
STATES, FROM THE CHURCHES,  
FROM THE PRIVATE SECTOR, AND  
PARENTS, AND FROM YOU,  
AMERICA'S LEADERS.

MALTA: DOLE SUGGESTS US/USSR  
ANTI-DRUG EFFORT

LET'S FACE IT, DRUG ABUSE IS  
AN INTERNATIONAL "NIGHTMARE,"  
WITH FEW COUNTRIES UNSCATHED.  
IN FACT, IN A LETTER TO  
PRESIDENT BUSH THIS WEEK, I  
HAVE SUGGESTED THAT HE AND

(15)



MR. GORBACHEV USE THEIR  
MALTA MEETING TO AGREE ON A  
JOINT EFFORT ON A MAJOR  
HUMANITARIAN PROJECT: I  
SUGGESTED A COMBINED US—  
USSR EFFORT TO DEAL WITH  
DRUG AND ALCOHOL ABUSE.

### CHILD CARE

CONGRESS ALSO MADE A  
"START" ON CHILD CARE. CHILD  
CARE IS A PRIORITY ISSUE, BUT  
THE DEBATE CONTINUES OVER  
HOW TO ADDRESS IT. DO YOU  
DO IT WITH TAX CREDITS, WHERE  
THE PARENTS MAKE THE

(16)



DECISION? OR DO YOU TURN IT  
OVER TO SOME  GOVERNMENT  
BUREAUCRACY THAT DICTATES  
WHAT TO DO?

LET ME SUGGEST THAT  
WHATEVER THE FEDERAL  
GOVERNMENT DOES, IT WILL NOT  
SOLVE THE PROBLEM. AGAIN, WE  
NEED BUSINESSES, CHURCHES,  
CLUBS AND, MOST OF ALL, THE  
PARENTS TO GET INVOLVED.



(17)



## DAYCARE — THE 'Y' WAY

FOR EXAMPLE; THE YWCA AND  
THE YMCA DESERVE GREAT  
CREDIT FOR THEIR DAY CARE  
INITIATIVE HERE IN NEW YORK.  
WITH 10 SITES THROUGHOUT THE  
5 BOROUGHs, YOUR DAY CARE  
FACILITIES ARE PROVIDING  
AFFORDABLE, QUALITY DAY CARE  
TO THE PEOPLE WHO NEED IT  
MOST.

NO QUESTION, WE NEED TO  
PROVIDE CARE FOR CHILDREN OF  
WORKING MOTHERS; WE NEED TO  
KEEP THAT CRUCIAL INVESTMENT

(18)



IN THE WORKFORCE. BUT IN MY  
VIEW, WE SHOULD DO IT WITH  
MINIMAL BUREAUCRATIC RED TAPE  
AND GOVERNMENT INTERFERENCE.

I DO NOT BELIEVE WE HAVE  
TO INVENT THE MOST EXPENSIVE  
NEW SPENDING PROGRAM JUST  
TO DEMONSTRATE CONCERN  
ABOUT CHILD CARE.

### PORTABLE PENSIONS

AS MORE WOMEN ENTER THE  
WORKFORCE, AND AS THIS  
WORKFORCE BECOMES  
INCREASINGLY MORE MOBILE, WE  
WILL NEED TO TAKE A CLOSE

(19)



LOOK AT OUR PENSION LAWS TO  
SEE IF IT MAKES SENSE TO  
ALLOW PENSION BENEFITS TO BE  
TRANSFERRED FROM JOB-TO-  
JOB. BY ALLOWING A "TRANSFER"  
— BY MAKING PENSION  
BENEFITS 'PORTABLE,' IN OTHER  
WORDS — WORKERS WOULD BE  
ABLE TO CARRY OVER VALUABLE  
BENEFITS THAT THEY HAVE  
ACCRUED IN PREVIOUS JOBS.

LET'S FACE IT: THE DAYS  
WHEN PEOPLE SPEND THEIR ENTIRE  
LIVES WITH A SINGLE EMPLOYER  
ARE NEARLY OVER. →

THE STATISTICS SHOW THAT AMERICAN WORKERS -- BOTH MALE AND FEMALE -- WANT MOBILITY -- AND THAT THEY WILL SWITCH JOBS ANY NUMBER OF TIMES DURING THE COURSE OF THEIR WORKING LIVES.

IF THE SECRETARY OF LABOR WERE HERE TODAY, SHE WOULD TELL YOU THAT HER DEPARTMENT IS NOW STUDYING A WIDE-RANGE OF OPTIONS ON THE ISSUE OF "PENSION PORTABILITY."

(HEALTH) ~~HEALTH~~  
WITH THE UNFORTUNATE TOTAL  
REPEAL OF THE CATASTROPHIC  
(21) →

~~XXXXXXXXXX~~ HEALTH CARE LEGISLATION, THE  
ISSUE OF EMPLOYERS'  
RESPONSIBILITY FOR, AND  
FUNDING OF, RETIREE HEALTH  
CARE, WILL HAVE INCREASING  
IMPORTANCE. AND WHILE THERE  
IS BI-PARTISAN AGREEMENT THAT  
CONGRESS MUST REVISIT MAJOR  
HEALTH POLICY ISSUES SUCH AS  
LONG-TERM AND 'CATASTROPHIC  
CARE' NEXT YEAR, BUDGETARY  
CONSTRAINTS, COMBINED WITH  
RELUCTANCE TO RELY ON SELF-  
FUNDING MECHANISMS, WILL  
MAKE EFFECTIVE FEDERAL

LEGISLATION EVEN MORE  
DIFFICULT TO ENACT.

SO THESE ARE SOME OF THE  
ISSUES CONGRESS WILL BE  
LOOKING AT COME 1990.  
MEANWHILE, ALL THE WORLD WILL  
BE WATCHING A COUPLE OF  
SHIPS IN THE MEDITERRANEAN, AS  
GEORGE BUSH AND MIKHAIL  
GORBACHEV MEET FACE—TO—  
<sup>THIS WEEKEND</sup>  
FACE↑ IN THE "FLOATING SUMMIT."

IN MY VIEW, GOING INTO THE



HISTORIC 'SUPERPOWER MEETING',  
THE PRESIDENT HAS NEARLY ALL  
THE CARDS, AND IT LOOKS LIKE  
GORBACHEV HAS ALL THE  
HEADACHES. GEORGE BUSH IS A  
VERY POPULAR PRESIDENT, AND  
THE AMERICAN PEOPLE ARE  
UNITED BEHIND THE DRAMATIC  
DEVELOPMENTS INSIDE THE IRON  
CURTAIN.

GORBACHEV, MEANWHILE, IS  
STRUGGLING TO KEEP THE SOVIET  
UNION ON ITS FEET, MUCH LESS  
THE COMMUNIST EMPIRE. HIS  
ECONOMY IS A BASKETCASE,

(24)



WITH LONG LINES, A HUGE  
DEFICIT AND CONSUMER  
PATIENCE AT AN END.

AT THE SAME TIME, SOVIET  
REPUBLICS ARE THUMBING THEIR  
NOSE AT MOSCOW, DEMANDING  
DEMOCRATIC REFORMS AND  
SELF—DETERMINATION.

WITH FREEDOM BREAKING OUT  
ALL OVER, AND THE WORLD  
FINALLY COMING TO THE  
REALIZATION THAT THE SOVIET  
UNION IS UP TO NO GOOD IN  
CENTRAL AMERICA, THERE IS NO  
REASON FOR PRESIDENT BUSH TO

(25)





GO TO MALTA WITH A BASKET  
FULL OF "GOODIES" FOR  
GORBACHEV.

THE BOTTOMLINE IS,  
COMMUNISM IS IN SHAMBLES. IT  
DOESN'T WORK. LIKE YOU, I'LL  
BE WATCHING THE MEETING IN  
MALTA WITH GREAT INTEREST,  
AND I AM CERTAIN YOU JOIN ME  
IN WISHING ALL THE BEST TO  
PRESIDENT BUSH AS HE  
REPRESENTS THE 'FREE WORLD' THIS  
WEEKEND.

(WOMEN IN THE WORKFORCE)

LET ME JUST CONCLUDE BY

(26)



SAYING THAT AMERICA IS NOW  
IN A RECORD 84TH CONSECUTIVE  
MONTH OF ECONOMIC  
EXPANSION. SINCE 1984, WE  
HAVE CREATED OVER 20 MILLION  
NEW JOBS -- AND OVER HALF  
OF THOSE JOBS HAVE BEEN  
FILLED BY WOMEN.

AMONG SMALL BUSINESSES --  
RESPONSIBLE FOR THREE OUT OF  
FIVE NEW JOBS CREATED IN  
AMERICA -- <sup>((</sup>WOMEN-OWNED<sup>)</sup>  
BUSINESSES ARE GROWING AT A  
RATE FIVE TIMES THAT OF MALE-  
OWNED -- REPRESENTING THE



LARGEST INCREASE IN THE MOST  
SIGNIFICANT AREA OF OUR  
ECONOMIC EXPANSION.

TODAY, WOMEN COMPRISE THE  
MAJORITY OF WORKERS IN  
FINANCE, INSURANCE, REAL—  
ESTATE, BANKING, AND HEALTH  
AND LEAGAL SERVICES.

THE NUMBER OF WOMEN  
PROFESSIONALS —— LAWYERS  
AND DOCTORS, FOR INSTANCE —  
— HAS ALMOST DOUBLED SINCE  
1972. AND THE NUMBER OF  
WOMEN IN MANAGERIAL JOBS  
HAS ALMOST TRIPLED.

(28)



## BARRIERS

STILL BARRIERS REMAIN. THOSE  
FOOLISH ENOUGH TO MAINTAIN  
ROADBLOCKS TO WOMEN IN  
MANAGEMENT, AND OTHER  
SIGNIFICANT POSITIONS, ARE  
ONLY SHORTCHANGING  
THEMSELVES. TOGETHER, WE WILL  
KEEP WORKING, AND TO KEEP  
KNOCKING — DOWN THOSE  
BARRIERS.

↓ (CONCLUSION)

IN THE END, HOWEVER, YOUR  
SUCCESS WILL BE JUDGED NOT

(29)



BE THE ACHIEVEMENT OF POWER  
FOR POWER'S SAKE. RATHER,  
YOU WILL BE JUDGED BY HOW  
YOU USED THAT POWER, WHAT  
~~YOU~~ STOOD FOR, AND THE  
DIFFERENCE -- THE POSITIVE  
DIFFERENCE -- YOU MADE IN  
THE LIVES OF OTHERS. AND  
THAT'S SOMETHING WORTH  
FIGHTING FOR!

###



(30)

U.S. Department of Labor

Office of the Secretary  
Women's Bureau  
201 Varick Street  
New York, New York 10014



Reply to the Attention of:

December 1, 1989

Dear Senator Dole:

As you know, the Women's Bureau of the U.S. Department of Labor has been the key government liaison with the NYC YWCA for this event. Therefore, if you can, please include in your luncheon remarks today some mention of the role that the Women's Bureau plays with in the Department of Labor in bringing women's employment concerns to the attention of the Hill and to the Executive branch.

Note: the Women's Bureau was founded on June 5, 1920--the year American women got the vote--by an act of Congress. The Bureau is mandated:

**"To formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment."**

Also, we are the only Federal Agency devoted exclusively to the concerns of women in the labor force.

The Region II Women's Bureau works closely with many of the organizations represented at the luncheon to assure New York women get a fair shake at opportunities for equal and profitable employment.

Thanks again for being our keynoter.

Sincerely,

Mary C. Murphree  
Regional Administrator  
Women's Bureau, Region II

*Debra Bowland, our  
Director in Washington, sends  
you heartfelt thanks for  
coming through as our  
keynote!*