

the Key
KAPPA
KAPPA GAMMA
Volume 111, No. 1, Spring 1994

Women in Power



Power in Women

POWER:

The Ultimate Grace

Wind. Fire. Water. Fossil fuels. Electricity. The atom. The sun. These forms of power have been harnessed and developed for the use of mankind. The computer-age chips which power modern technology offer unlimited applications of power yet to be discovered. The infinite power of the mind is such that researchers have barely touched the surface of its capabilities.

The power in women is increasingly evident as an unfolding force to be reckoned with. Women in positions of power speak with stronger voices, increase their imprint on their spheres of influence, put their leadership to work in business, government, and voluntarism. Women in power are effectively addressing today's problems as societal issues and are making a difference.

"The hand that rocks the cradle rules the world," and our first contact with the power of women comes in the form of food, warmth, comfort, and support. Mothers, big sisters, teachers, caregivers are the first line of defense as we face new experiences — playmates, school, dating, first jobs. One voice at a PTA meeting can rally hundreds of others in support of the school band or girls' soccer team. One hug can send a more confident teen off to that first adventure in merchandising as a checker at the local supermarket.

The concept of women in power is not a "nineties" notion. We tend to forget that women have always had a strong effect on world history. Helen of Troy, Catherine the Great, Joan of Arc, Queen Elizabeth I, Marie Curie, Florence Nightingale — even Lucrezia Borgia! — all left their marks.

The power in women is manifest in the struggle that pioneers faced as they trekked across the continent, broke ground with their men, raised their children, usually wearing a starched white apron. The



Julie Martini, *Bowling Green*

"steel magnolias" and "Rosie the Riveters" everywhere who managed home, family, and hours on the production line when their men went off to war had a grit and strength that could not be denied.

Women in power now owe a debt of gratitude to their predecessors who first entered college in the 1800s. Our Founders had a sense of self-worth, pride, and a desire to prove that they had something of value to contribute. They, and others like them, knew that education is the key to empowerment. They used their education to create the small beginnings of what would become the greatest "women's movement" in history.

Kappa Kappa Gamma is composed of powerful women. Our Founders, Alumnae Achievement Award recipients, and outstanding leaders through 123 years of collegiate and alumna life, demonstrate the power of women. They are models of the power in women. Rather than authority and control, they express power by example and encouragement. Power may be the grace to reach down from above or the strength to push up from below.

Fraternity officers; chapter advisers; programs such as SEEK and CHOICES; one Kappa helping another to find the right job, caring for a disabled family member, building and expressing personal self-esteem, these are some of the ways that Kappa women in power strive to nurture power in all women.

The very basis of our Fraternity is the empowerment of its members. By sharing our knowledge, experience, expertise, and, perhaps most important, ourselves, we grow. Power, like beauty, is in the eye of the beholder.

Each Kappa shares the power of women; all Kappas are women of power.

—Lois Catherman Heenehan, *Adelphi*

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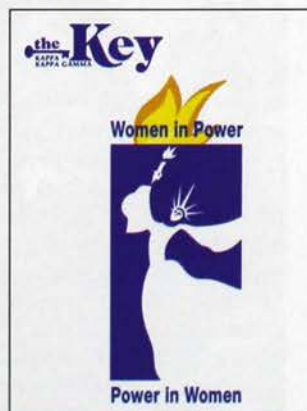
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A Force to be Reckoned With

Kappas comment on the power of women to change the world

Increasingly, women are seeing the world as imperfect and fighting for the things they care about.

"When you talk to the average woman these days, you hear a kind of fear and concern you haven't heard in decades — a concern that women actually have not come 'a long way, baby,' despite all the progress we've made," says Donna Jackson, *Duke*, in her book *How to Make the World a Better Place for Women*. "What we're seeing in the nineties is a revival of women's consciousness on a grand scale, a revival which has us perched on the edge of a women's movement — a 'gentle' women's movement."

Dissatisfaction with the status quo has prompted traditional women's organizations to expand the scope of their action. Women involved in volunteer activities want to tackle tough issues — homelessness, AIDS, improvement in education, violence, health care, drugs, and a host of other issues.

"When women decide something should be changed, they make sure it happens," says Association of Junior Leagues International president Mary Burrus Babson, *Duke*. "The power of citizen action to change communities is tremendous. You just have to be willing to stake out what you believe in."

Women are also expressing their opinions through involvement in politics. Women, who register and vote in greater numbers than do men, are now regarded as a political force to be reckoned with. Political professionals regard the "gender gap" — how well a candidate rates with women as opposed to men — as important. Tired of politics as usual, female candidates are increasing in number, and women are increasingly supporting them.

"The age of passivity for women is dead; we are the new movers and shakers in politics," says Janice Jilka McElroy, *Colorado College*, executive director of the Pennsylvania Commission for Women. "Politics is the most fundamental arena in which women have become key players. Voting for candidates who will make the policies that affect us as women is a vital



(Mary Burrus Babson, *Duke*, chairs a White House round-table discussion with President Bill Clinton.)

Kappas can be found advising those in power. . .

extension of our franchise. We need more women in politics to carry the responsibility for their half of the population."

With more women involved in the political scene, as office holders, supporters, managers, and voters, there is greater attention to community problems that have been labeled "women's issues." Congressional action such as the passage and signing of the Family Medical Leave Act have focused attention on the importance of caring for the family and children. (Donna Jackson points out that until this bill was passed, only the United States and South Africa had no firm family-leave policy.) The debate over health care has revived discussion of increased funding for breast cancer research. The Clarence Thomas judicial confirmation hearings increased awareness of sexual harassment.

Childcare, the role of women in the military, and equal pay continue to be hot topics on Capitol Hill.

"Think about these questions," Janice adds. "Why has the United States been so slow to develop any kind of national policy on childcare or family medical leave; or to conduct medical research with clinical studies on females; or to require insurance coverage for mammograms; or to pay women workers wages equal to men in comparable occupations; or to allow a woman to sue for damages in cases of intentional sexual harassment without the amount being capped. Do you think it would be different if there were more women in decision-making positions in government?"

Some political observers point to Canada, where national health care and

family-leave policies have been in place for years, and a woman has served as prime minister.

"There are no women's problems," Mary notes. "All problems are women's problems. Women bring a unique perspective to the table because of their historic role as caregiver in the family. Women are resourceful, creative, nurturing, and thoughtful. They have a deep understanding of society, how it works and what it needs."

It is not just that women are grasping the reins of power, but how they use that power that is important. "Politics is about leadership, not just about elective office," says political consultant Paula Combest Unruh, *Tulsa*. "Politics is the interaction of people."

"There's politics in the church, there's politics at work, there's politics in civic and community service," she adds. "Any woman who ever planned a daughter's wedding would be a good candidate for manager of a political campaign, of any sort."

Women are trained negotiators, traders, compromisers, and have patience, Paula says, "Who can raise children without those skills!" They also have an understanding of long-term goals and are willing to work to achieve those goals. "That is why the entry of women into the business world or the health care arena or being elected to political office is so important to the entire world. Women can and should bring a new dimension."

The consensus style being proclaimed as the management style for the future comes naturally to women. "A leader's



(Constance McNeely Horner, *Pennsylvania*, served in the administration of former President George Bush.)

... no matter who is in office ...

role in the new century is to inspire collective vision and to facilitate consensus to achieve that vision," Mary adds. "Women have been using the consensus approach for a long time. We're not better at it by gender, just by experience."

—Joann Barton Vaughan, *Virginia*

Ten Things You Can Do To Change The World

- Stay informed of the issues — read the newspaper, watch the news
- Never fail to vote, and take a friend to the polls
- Volunteer your time to an organization, a cause, or a candidate you care about
- Make a financial contribution. Political campaigns do not grow on trees
- Attend a public meeting and express your views, and take a friend
- Write your congressman and encourage others to do so
- Put up posters, pass out leaflets, ring doorbells
- Buy merchandise from producers who believe in the same things you do
- Don't take no for an answer — always sell your viewpoint
- Have fun and get others involved



(Former Canadian cabinet member Barbara Leaman McDougall, *Toronto*, escorts the Queen Mother.)

... or what country you are in.

View from the Top

What is the view from the top?

Until recently, that question could only be answered by men and mountain climbers. Women, it seemed, were relegated to lower echelons and could not break above "the glass ceiling," the legendary barrier that kept women from rising to the highest levels in their professions.

Women are, however, breaking through the glass ceiling, and it is no surprise to find Kappas leading the way. Increasingly, women are taking control as chief executive officers of businesses — both large and small. The world's concentration of wealth is in the hands of women. All around the world, women are heading governments. Canada has had a woman prime minister, and many women have served in the Canadian Cabinet, including Barbara Leaman McDougall, *Toronto*, who sat as a Cabinet minister from 1984 until the fall of 1993. Fifty-five women, the most ever, now sit in the United States Congress. Female representation on the United States Supreme Court increased by 100 percent last fall when President Bill Clinton appointed Ruth Bader Ginsberg to the highest federal bench.

Clearly, women are making great strides in grasping the reigns of power. *The Key* asked many Kappas who have "made it" to tell us what life is like at the top. Some of these Kappas are among the highest paid women on the continent or have been the advisers of world leaders. Others, just as powerful, offer their time running large volunteer boards of directors. The following Kappas were willing to share their views of life at the top. What are the joys, the challenges, the frustrations, and the trade-offs? What gets these women going in the morning? What exactly is the view from the top?

Witnessing History

Foreign Correspondent Robin Wright



Despite five Pulitzer Prize nominations, a National Magazine Award, an Overseas Press Club Award, numerous other honors and awards, and three books under her belt, foreign correspondent Robin Wright, *Michigan*, denies that she has made it to the top of her profession.

"I don't consider myself at the top. That would seem terribly arrogant," she says. "I don't want to think that I've 'made it.'"

"The human experience is so broad that we would be making a terrible mistake in saying you only 'make it' if you do one specific thing. There are lots of choices and no one is right or wrong."

But achieving excellence in journalism didn't come easily or without hard work and tough options. Robin has reported from more than 80 countries on six continents and covered nine wars during the years as a correspondent.

"When I entered college," she says, "most women got teaching degrees and nursing degrees. By the time I graduated, women were beginning to participate in other fields. I wanted to live overseas, to be a foreign correspondent, and I gave up my personal life to do that. There just aren't many men who are willing to sacrifice their careers and their lives to follow their wives around. It wasn't a conscious decision. Family just wasn't ever an option. But life's not over yet."

The kick of personally witnessing history is what keeps Robin focused on her career. "I've met some of this century's greatest characters," she says, "covered some of this century's greatest stories. The last four years I've clearly witnessed the most dramatic changes going on in the world and I visited six continents tracking those changes."

But that's just in the first half of my life," she adds. "There are still lots of books I want to write, lots of places I haven't gone, lots of history to witness."

Creating a New Universe

CEO Beverly Broughton Bajus

Beverly Broughton Bajus, *Manitoba*, sees her life and successes more like different spokes of a wheel than as a climb up a ladder. Sometimes the wheel may move to a higher plane, but it never changes to a hierarchy.

"I don't consider that I'm up there at the top," says the chief executive officer of the American Dietetic Association. "Life is a continuing educational process and you can never fully be at the top. There is always something else to achieve, something else to contribute."

The National Business Home Economist of 1980 and former vice president of International Multifoods, Beverly is now running a large non-profit corporation. "I've just moved to other spheres," she says. "I've moved from the business world to the world of association management. This is a whole new universe."

She has a broader vista, "you can't escape that," as she oversees the responsibilities of their entire association, but the greatest opportunity, she says, is the ability to share views nationally and internationally.

"One of the greatest pleasures I have is to be able to enjoy what other people have to offer," she adds.

As a leader, she believes in collaboration and communication, and she is awed by the dedicated efforts of the volunteers she works with.

"True leadership evolves around creating effective partnerships. We have the notion of sharing power. Each sphere has a certain type of work to do."

For Beverly, work right now entails leading the association and the many volunteers in an assault on Capitol Hill. In current discussions over health care, Beverly wants to make sure the lawmakers place a high priority on nutrition. "We really are organized from the grassroots up," she adds.



Voluntarily in Charge

Junior League President Mary Burrus Babson



"This opportunity really affords you the chance to increase your perspective. It is a job with great scope. I wouldn't have missed a minute of it."

So says Mary Burrus Babson, *Duke*, president of the Association of Junior Leagues International (AJLI), a volunteer organization of more than 190,000 women dedicated to improving their communities.

Though she works full time as an accountant with Arthur Anderson & Company, Mary says that her commitment to social activism made voluntarism a priority in her life. While the opportunities she has as AJLI president have been great, such as meeting with President Bill Clinton and co-chairing a White House round-table discussion on the National Service Act, Mary says she underestimated the challenges. As the leader of an organization with 284 local Junior Leagues in four countries, a professional staff in New York City, and an international board, Mary must devote much of her time to administrative responsibilities. Her toughest job, she says, is to stay clearly focused on the mission of the organization — to build strong communities through the leadership of trained volunteers.

"My role is to help my constituents, Junior League members, find their voices. It is amazing to come together and bring consensus among such a diverse group. People don't do things because they are told to; they do things because they believe."

"Women have a great deal of power, but they don't realize it and they don't own it. They must be willing to jump in and endure controversy. You have to look at the outcome you want for your children and your community and stay committed to working towards that future."

Ready for Tomorrow

Television Journalist Jane Pauley



From her office, Jane Pauley, *Indiana*, has an almost panoramic view of New York City, "but I haven't lost my sense of proportion," she says.

Despite being named an American icon by *Ladies Home Journal*, this veteran of 13 years on the *Today* show and now the co-host of *Dateline NBC* claims that she has "tried deliberately to lead a normal life."

She agrees, however, that she has enjoyed many benefits unavailable to most working women, including a flexible work schedule and the support of her husband, cartoonist Garry Trudeau, who held down the homefront during her years as co-anchor of the *Today* show, caring for their twins Ross and Rachel and son Thomas.

Her tumultuous exit from the *Today* show made her even more popular with the public, causing an NBC-TV executive to label Pauley a megastar. She queried the response, "Is megastar below superstar? It's all preposterous!"

Jane is putting her family first. She says that women can have a successful career and can raise a family, but not necessarily at the same time. "*Today* was great with tiny children. Any hours were adaptable. But now they're in school."

So, for now, Jane is balancing her duties as a mom with those as anchor of a major news show. Family and school events have become a priority, and as for her view - there's always a bottle of Windex handy in her office — next to her Emmy - to wipe the little handprints from the windows.

Viewing Life in her Time

White House Staffer Constance McNeely Horner

For former White House staffer Constance McNeely Horner, *Pennsylvania*, the view from the top is filled with positives and negatives. "There are escalating trade-offs between public and private life," says Connie, who served in the Office of Management and Budget for President Ronald Reagan and as director of the Office of Personnel Management and later as appointments secretary for President George Bush. She is now a member of The Brookings Institute, a conservative think-tank.

The greatest plus of being in a powerful position is the "magnificent view of life in your time," Connie says. "I could be in the Oval Office in the morning, in a corporate board room in the afternoon, and at an inner-city community center in the evening. If knowledge is power in a person's life, then the knowledge of our country lends power to the decision-making process. It greatly expanded my ability to do good things."

But there are prices to pay for these opportunities. "You have to be constantly vigilant not to let the magnification of power magnify your ego," she says. Her strong family life helped Connie "keep a grip on reality because they know exactly who you are." During her years at the White House, Connie always put her family first, even declining her first invitation from the Reagans to dinner at the White House because it conflicted with her children's school play.

The work force will increasingly need the skills and abilities of bright, talented women. This may make it easier for women to balance their roles as breadwinner and breadbaker. "As society demands women, women will be able to set their own terms more and more," Connie says. "That was what I was able to do."



Smelling Like a Rose

Estée Lauder CEO Robin Burns

Although she is chief executive officer of Estée Lauder USA and one of the highest paid women executives in America, Robin Burns, *Syracuse*, doesn't view her corporate world from an ivory tower.

Named to head the major cosmetic firm three years ago at the age of 37, Robin is well-known for traveling around the country, talking to the company's 10,000 salespeople at more than 2,000 stores to get what she calls, the dirt — the real scoop on what products are preferred and why.

"My greatest source of inspiration lies in talking to the beauty advisers who sell my products at the store counter," she says. "I ask them what they think of a particular product, what requests we're getting, what we are doing right, and what we could do better. They know because they are closer to the consumer."

Back at corporate headquarters, Robin also keeps lines of communication open, from the lowest levels of the company to the highest echelons.

"One of the most critical keys in any enterprise is the ability to work well with all kinds of people from the stock man to the president of the store," she says. "There's a way of communicating effectively with everybody."

Open communications also often means listening to people who disagree with you. Robin doesn't want to surround herself with advisers who only echo her own thoughts, but prefers to work with people who challenge her choices and directions. Her leadership style is definitely a collaborative one.

"I've learned that great successes often come less from your own individual talents and creativity than from having enough confidence to surround yourself with greater talent than you yourself possess," she notes. "You can achieve more by hiring the best-qualified people who also have good 'people skills,' than you can by trying to control it all yourself and think you're going to be the final expert on everything."



Leading the Campaign

Political Strategist Paula Combest Unruh

"The only people who feel like they have peaked are those who climb mountains," says political consultant Paula Combest Unruh, *Tulsa*.

In her 20 years in politics, she has managed races at the local, Congressional, and gubernatorial levels, including Frank White's successful defeat in 1980 of then Arkansas Governor Bill Clinton. "If I have a desire left to manage another political race, it would be at the presidential level," she adds, although she has worked in the presidential campaigns of Richard Nixon, Robert Dole and George Bush. Of all the political races she has managed, she has lost only one.

To Paula, achieving success in one's field is like climbing a ladder. It is rung by rung, step by step, and never happens overnight. There is always another challenge. "CEOs of one company look for another company to create or conquer. Those elected to high political office are typically hoping to achieve higher office," she says.

Her opinion is that the top is in the eye of the beholder and those perceived to be at the summit don't really consider themselves as "peaked." Accomplishing one goal encourages additional successes and challenges. "It makes you want to continue achieving," she says.

As the first woman in Oklahoma to chair a major political party (she was chosen Republican Party Chairman in 1976) Paula is encouraged by the recent political successes of many female candidates.

"We are now to a point where women are ready to work for women in the political arena," she says. "It has been a long time coming, but it is here and undoubtedly will be the most significant change in the political landscape that many of us will see in this lifetime. Women supporting women will bring dramatic results in world affairs."



Working for the Children

School Board President Martha Cooke Fricke



Many women who reach the top of their fields are not paid to be there, "and that helps clear the decks," notes Martha Cooke Fricke, *Nebraska*, 1991-1992 president of the National School Board Association.

"Since, as a volunteer, you aren't being paid for your work, you aren't concerned with the salary," she says, "and then you can just concentrate on your job."

Being head of the National School Board Association gave Martha a very expansive view of American education. "When you start out, you represent a certain group, a state, or a town. But once you reach the national level, you must have global vision."

Martha adds that though she is from a small town in Nebraska, as board president she had to deal with all of the issues that face children and teachers in the large inner-city schools. She had to learn and grow beyond the concerns of her hometown to attack all the problems facing American education.

Without the support of her family, Martha thinks any volunteer job is impossible, especially one that kept her on the road three-fourths of the time. "You have to have clear goals, and have an understanding with your family. If they aren't fully on board, don't start," she warns.

The rewards, however, are worth it. "I feel like I've done something, really helped people," she says. "Since I wasn't working for my livelihood, I could put all my energy into bettering children's conditions in school, and that's the real reward — the knowledge that you are working for the children."

A Justice for All

The Honorable Susan Harrell Black

Justice Susan Harrell Black, *Ohio Wesleyan*, says life at the top is different than she thought it would be.

"I always assumed at some point I would be able to relax," says the United States Court of Appeals judge, "but that's just not the case."

While working her way up the judicial ladder — first at the county and state level, then appointed by President Jimmy Carter as a federal district judge and as Chief Justice for the Middle District of Florida, then chosen by President George Bush to serve on the United States Court of Appeals for the Eleventh Circuit — Susan always assumed she would eventually have control of her life. "I thought I would be able to rest, but instead I work harder. I have more control of my calendar, except for the one week a month the court sits in Atlanta, but because of what I have to do, I have to work harder to produce more."

Working harder has been a lifetime pattern for this Kappa who believes that at the beginning of her career, she had to work harder because she was a woman. At the top, however, she says the gender-issue is diminished.

"I was almost always the 'first woman' in every position," she says.

"Now the expectations of being a man or a woman have leveled out. Now I feel I need to perform better because of my position, not because of my gender."



Keeping a Million Balls in the Air at Once

Ann Stock plans all White House events

How do you move from being a flight attendant to the White House? Just ask the Clinton's Social Secretary, Judith Ann Stewart Stock, *Purdue*.

"The jobs really have a lot in common," Ann says. "You have to get along with all sorts of people and you never know what will come next."

As White House Social Secretary, Ann is in charge of all events for President Bill Clinton and First Lady Hillary Rodham Clinton in the White House or on the grounds. This includes not only entertaining dignitaries, but also press conferences, speeches, receptions, and private entertaining.

"There's no such thing as a typical day," she says, taking the time while the Clintons were in Europe to schedule spring events. "I daily must balance what we have to plan long-term with what we have to do immediately. I'm very good at being able to keep a million balls in the air at once, and still love it."

Her million balls range from entertaining 35 or 40 heads of state, overseeing "In Performance at the White House" taped for the Public Broadcast System, arrang-

ing luncheons for more than 700 in the White House gardens, coordinating White House events for the State of the Union address, to planning for an attendance of more than 23,000 for the annual White House Easter egg roll. She has to plan menus around the president's allergy to chocolate and centerpieces around his reactions to certain flowers. Her four in-baskets are labeled "Now!," "Priority I," "Priority II," and "Eventually."

Her favorite events happened back to back in the hectic 48 hours that saw the announcement of the Israeli-Palestinian peace agreement on Monday, followed on Tuesday by the president's speech supporting the North American Free Trade Agreement (NAFTA) accompanied by endorsements from three former presidents, George Bush, Jimmy Carter, and Gerald Ford.

"It was a pretty exciting 48 hours," Ann says. "The peace signing came together in less than five days. It was extraordinary in what it meant to the world. And to be followed the next day by three former presidents at the White House!"

Christmas at the White House was also a very special, though very busy, time for Ann and her crew of four staff members, seven interns, and 10 to 15 volunteers. Ann and Mrs. Clinton decorated the



Ann serves as social secretary to the Clintons...

entire presidential residence with very personal and individual ornaments sent to the Clintons from all over the United States. In addition, Ann handled the White House holiday cards, presents, and pulled off 25 events in December, all while taking care of her own Christmas plans at home.

Luckily her husband and 14-year-old son are accustomed to Ann's hectic schedule. She has always been busy. After Ann decided to quit flying, she joined the office staff of Vice President Walter Mondale, eventually becoming his deputy press secretary. She remained with Mondale for two years after he left office.

A flair for event coordination and a talent for organization then landed Ann a job with Bloomingdale's, first in Washington, D.C., then in New York City, where she became vice president of public relations. Her husband's law practice kept the family in Washington, D.C. and Ann came home only on weekends.

The excitement of the capitol city and her desire to be near her family brought Ann to the White House, where Mrs. Clinton hired her after a one-hour chat about politics, protocol, and children.

What's ahead? "I'm just trying to survive," she laughs, as she throws one more ball in the air.

— Joann Barton Vaughan, *Virginia*



...and oversees a staff of 11 paid and up to 15 volunteer aides.

Levitating Above the Glass Ceiling

How a woman can get ahead in the world

Ah, you're a college grad. You have one or more sheepskins. And you're primed to climb to the top of Mt. Everest — er Mt. CEO, Full Professor, Law Firm Partner, School Superintendent, Nobel Prize Winner, Poet Laureate, or whatever the special mountain is that's calling to you.

But then you remember, as if it were from a bad dream, that a "glass ceiling problem" lurks in the job corridors and it is waiting to bop on the forehead those who are from the wrong side of the gender tracks. Here are the front-page facts as reported in *Fortune* magazine: five percent of senior management in the top 1000 companies are women, 6.2 percent of the board seats are held by women, and only 19 women are among the highest paid officers in the top 800 companies.

Daunting statistics, yes, but you are strengthened by the hunch that fortune favors the brave.

Complicating this glass ceiling problem is the "eccentric" theory many women have that leading a balanced lifestyle is a better long-run choice than marrying your job and saying toodle-oo to that endearing, supportive guy of yours named Henry who wines and dines a family of 10 hungry cats.

What, exactly, are the pet glass ceiling alibis?

They parboil down to one. Some men feel ill at ease around successful women at the office, so they don't promote them, but nonetheless these men make their homes with super-talented women every single day.

Determined to find a way to levitate above the glass ceiling, you rummage around in books and articles by women who have reached their own private moun-



tain tops, as well as by scholars who have tracked their career paths. The advice given is often contradictory, but a sprinkling of nuggets shines like gold from Fort Knox.

Nugget One: To counter the old boy networks churning and eddying at lavish luncheons and on golf courses, women quite simply have to know more.

Nugget Two: Women have to work much, much harder than their more muscular counterparts to be taken seriously. (A vintage inspirational song says, "I learned how to work by the time I was five/ By the time I was 10, I could beat most any man alive/ And I'm a woman, yes I'm a woman.")

Nugget Three: Newly-minted as well as pint-sized companies are more often meritocracies than old established companies, stressing hard work and performance, with more move-up opportunities.

Nugget Four: Don't "do-time" in places where you're stagnating because they'll never promote you. Be flexible. Pursue greener fields. You sometimes must move sideways or downwards before rock climbing your way back to the top.

Nugget Five: Managerial styles don't matter; results do.



Naturally, no piece of advice is going to fit every situation. Life pitches curve balls, fast balls, and odd balls. Often we have more strike-outs than hits. But the biggest risk of all is not taking a turn at bat in the first place. So "Batter up, play ball!" and if you see a whale of a tidal wave coming, don't duck, just imagine yourself floating above the glass ceiling.

—Jennifer McDowell, Idaho

Projecting a Powerful Image

*It's not who you are,
but what authority you
are perceived to have*

Power is who you are, what you do, and how others perceive your capacity to perform effectively. The appearance of strength, forcefulness, the will to affect change, the ability to make things happen are manifest in every word, action, look, and signal you send to others. The message is profound!

The sense of power is in the mind of the beholder. Your appearance, your style, your delivery all tell the world something about you. Others read these messages and reach an emotional conclusion, be it true or not. Someone's persona or language captures your attention. Your intuition or subconscious reacts as you size up the person, from head to toe. In a flash, you have made a value judgement about this person.

Casual "people watching" in an airport is a one-sided game to pass time, but analyzing a personality during a business transaction has more serious consequences. The stakes are higher and the risks greater, so perceptions are important.

According to the Scriptures, everyone is endowed with at least one God-given talent. So play up your positives. Psychologists tell us everyone has a superstar locked inside, waiting to emerge. How far anyone rises is dependent on that sense of self-worth. Projecting self-esteem is not an attitude synonymous with arrogance, nor a masquerade of false modesty. On the contrary, it is behavior which indicates the strength to "walk away" from a negative situation. Winners are driven to win by building on their best qualities.

Take inventory of your attributes. There are many personality tests, interest indicators, and motivational studies available on the market today to help you take stock of what you do well and discover what needs more work. Talent accounts for only half of the equation; personality is the marketing half that needs to be developed.

Then, target opportunities available

before focusing your efforts, and modify your behavior to reflect the image of the level to which you aspire. Finally, develop a personal mission statement to market yourself.

Without style ambition is merely aggressive.

A favorable impression begins with superb carriage, a pleasing expression, and good grooming. The impact we make on others is three-fold, according to the studies of a behavioral scientist. Visual



impact accounts for 55 percent; 38 percent is vocal, and only seven percent is content. Percentages aside, a powerful image affects success.

Controlling your visual image is probably the easiest step. Rely on classics in your wardrobe, the navy blazer, white shirt, conservative skirt. Buy the best quality you can afford and spend your money keeping your wardrobe in tiptop condition. Accessories matter. A Cartier tank watch and a cross-hatch Parker pen are strong symbols of longevity among those who intend to stay in power. Astute corporate executives retain their classic standbys.

Shoes are a dead giveaway. *The London Times* reported that Chiles Shepard, the charming head of The Savoy Hotel, enjoys a fearsome reputation for judging people by the state of their shoes. As with clothing, buy the best you can, then keep them looking like new.

My final criterion for judging status is based on personal grooming. Subconsciously, makeup and hair styling publicize intentions. Ambitious winners in pursuit of power opt for an understated fashion persona. Flashy nails, heavy makeup, and a girlish mane indicate less serious intentions. The choice of style is yours — the perception is theirs.

Beyond packaging, you must deliver your message effectively. If 38 percent of the impact we make on others is based on how we sound, our words have little meaning without a great delivery.

Pace and inflection define power. Neophytes speak too quickly to be understood and finish statements with an upward inflection, as though asking a question. The effect: they sound doubtful and submissive, as if asking permission. A message is more powerful when delivered as a statement, ending with a downward inflection. A strong regional accent or unpleasant voice diminishes your message.

Communicating effectively continues to be a hot topic in corporate America. Some sociologists say we need to become better listeners. Others think our messages should be clearer and more succinct. I believe communicating is a multi-stepped process used by consummate professionals who listen attentively, assess the message, and customize their response. It can be political suicide not to capture the essence as well as the substance of a message.

An astute diplomat never probes directly for information. Instead of asking blatant questions, he or she is considerate enough to know it is more productive to offer a thought-provoking statement. This technique puts others at ease and draws a more natural response.

I recall the *savoir-faire* of Kappas during rush week. Members communicated so tactfully and warmly that I pledged a lifetime of loyalty. It was one of the wiser choices I have made. Many times since, I've wished I could expose blunt or hale-and-hearty clients to the subtle charm of rush week diplomacy. This competitive marketing event proves how easily instant bonds can be established when participants focus on long-range relationships instead of passing interests. "Where are you from?" or "What is your major?" were not asked then. "How do you know

so-and-so?" or "What do you do?" are not asked now. International leaders find aggressive questions as distasteful as the use of first names with strangers.

Courtesy has not gone out of style. Good manners is quite simply good business. Politeness is a sign of consideration for others. Tiffany's whimsical book, *Table Manners for Teenagers* offers a basic course in graceful dining, a lesson worth reviewing at any age.

Having completed your power packaging check list, project your strengths in an interview when fees or compensation are discussed. Ask for payment on a par with a predecessor or equal to current market values. A seller must remain aware of a buyer's willingness to pay for something of merit.

I cringe when I hear ambitious women boasting about "honestly" expressing their opinions during meetings. I pray they aren't confusing candor with a lack of self-discipline, charm, or grace. Even a street-smart beginner knows it's the quickest way to diminish one's power.

A corporate lawyer with a major petroleum company says, "If I must argue a point, I argue from perception, not from emotions, and never from politics." No one can fault you if you hold your tongue.

Graciousness is a quality not every executive has, but definitely needs for success. Many are wise enough to cultivate it because appearing pretentious in any environment — especially a competitive one — is asking to be dethroned. Like the five points of a star, acts of empathy, deference, reciprocity, acknowledgement, and acquiescence must be considered at every stage of development. It's naive to overlook simple gestures that build loyal followers. Politics is about being polite.

In today's competitive marketplace, women are becoming better players. We are finally realizing that a powerful persona affects opportunities as much as technical abilities. To command respect, we need to orchestrate appropriate responses and keep our wits under fire.

A market survey of successful female executives debunks the "glass ceiling" as an imaginary barrier erected by those able to intimidate weaker personalities. Therese Byrne, a diminutive mover and shaker in national television, is capable of holding her own in a world of temperamental artists despite her five-foot-two stature. An entertainment media director,



Camille Perkins Lavington, *Colorado*, is an international image and marketing consultant. Having targeted the executive-etiquette/career coaching field as her special interest 25 years ago, Camille has influenced the corporate and personal images of *Fortune* 500 business leaders, including top-notch executives from General Motors, Perrier, CBS, Merrill Lynch, American Express, and Estée Lauder. She has spoken on career development, marketing strategies, protocol, and business etiquette at such diverse institutions as Harvard University, Cornell University, Wharton School of Business, and the Royal Police Academy in London. She has been featured on *CBS Evening News*, and contributed to *The New York Times*, *Fortune*, *Working Woman*, *Glamour*, *Harper's Bazaar*, and *Barron's*. She maintains that the most important service she offers her clients is a belief in and effective use of their own talents and training.

she maintains control like a trainer in a cage full of lions. Asked how she manages to pull it off, she says men accept women who have "learned to be tough, but fair" because leadership requires hard decisions and high standards. As a survivor in a mine field of talented but emotionally insecure people, she offers a word of caution, "Carefully read where people are coming from before deciding how to exercise your power." She observes that it is critical to assess different personality types to understand how people's perceptions

influence their behavior. Believing that building a reputation for excellence is the foundation of future success, she states, "Anyone who expects to succeed has to be dedicated to optimum performance."

If you offer your talents selflessly and assist others to reach the pinnacle of their power, everyone is enriched by the magnitude of talents. The perception of your power becomes a reality when it's given away and enables others to soar with the eagles.

—Camille Perkins Lavington, *Colorado*

Color Your World

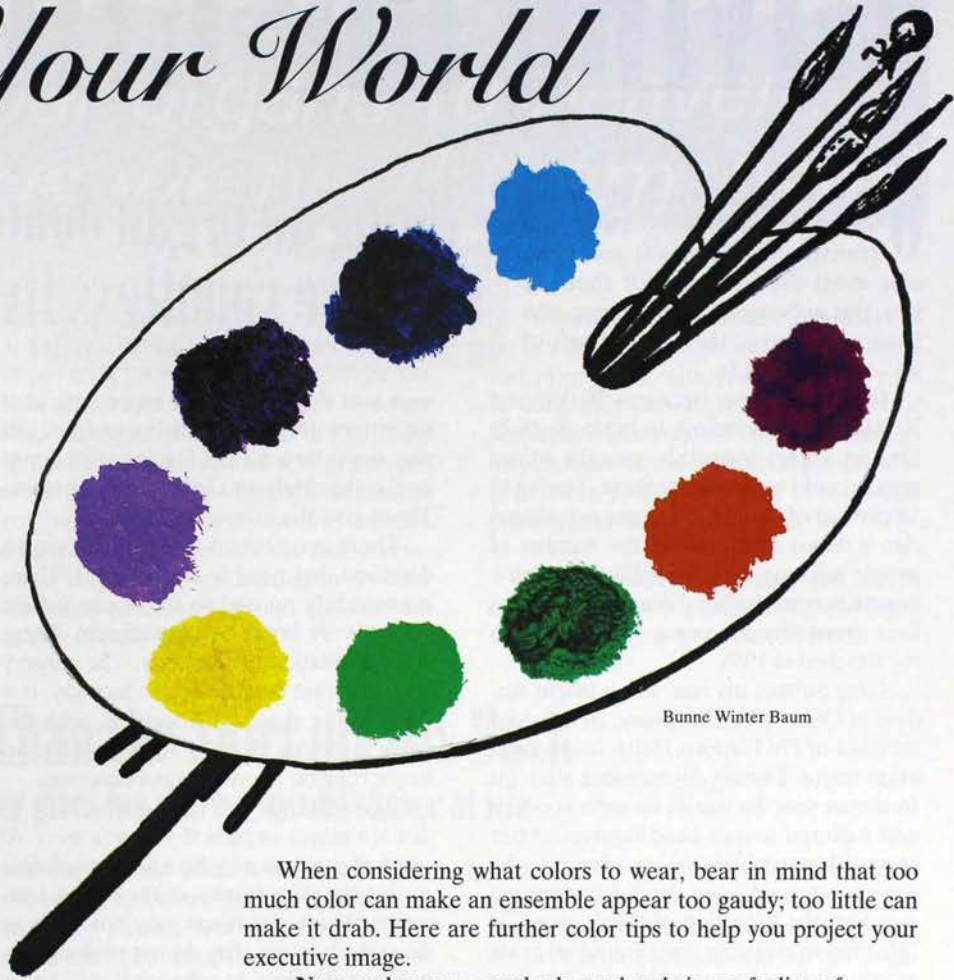
Sending a message of power through the colors you choose

You see a red fire truck, lights flashing, siren blaring. Automatically, your heart begins to race, your eyes dilate, and your blood pressure rises.

Did you know that red is the most physically provocative color? Why do we wear blue when we're blue? When you want to feel perky or need a pick-me-up, do you find you dress in bright colors? Do you get the same feeling from a well-lit room filled with bright colors as from a dimly lit room in muted shades? Is there really a "Power Tie"?

Color is probably the most important element of design. It influences emotions and reveals personality. It helps us to express ourselves as individuals. It influences our impressions of others as well. Color is also one of the most important features drawing someone to a clothing item for closer examination in a store or catalogue.

Color is used to symbolize many things. The dark blue and light blue of Kappa Kappa Gamma represent our Fraternity. Certain colors also mark important life events, such as marriage or death. We identify with the colors of our school or athletic team.



Bunne Winter Baum

When considering what colors to wear, bear in mind that too much color can make an ensemble appear too gaudy; too little can make it drab. Here are further color tips to help you project your executive image.

- **Navy** makes everyone look good and gives a feeling of individual authority when worn in business.
- **Beige** and **gray** elicit a tailored and professional image.
- **Red, green,** and **blue** in assorted tints and shades are suitable for all occasions.
 - **Yellow** is best for casual clothing or occasional accent.
 - **White** is best accessorized with other colors, but avoid white shoes at all costs - they are hard to keep looking clean.
 - **Black** is best for formal attire and creates a feeling of sophistication.
 - **Brown** is best worn in shades of **camel, beige,** and **cinnamon.**
 - Bright colors, such as **fuchsia** and **turquoise,** are appropriate accent colors.
 - Dark, cool colors, such as **navy, black, dark blue-violet, charcoal gray, chocolate brown, burgundy,** and **olive green,** make forms appear smaller.
 - Light warm colors, such as **white, yellow, orange,** and **red,** make forms appear larger.
 - Use no more than three colors in the main pieces of a clothing ensemble.
 - Incorporating **red** in your clothing can make you seem more assertive.
 - If you are overly assertive, wear **navy, beige, camel,** and **gray** to make you more approachable.

— Victoria Seitz, *Kansas State*

(excerpted from her book *Your Executive Image*)

The Psychology of Color

- **RED:** Hot, dangerous, passionate, vibrant, aggressive.
- **ORANGE:** Cheerful, joyous, warm, energetic, hospitable.
- **YELLOW:** Bright, sunny, warm, prosperous, cowardly, deceitful.
- **GREEN:** Calm, cool, friendly, pleasant, lucky, envious.
- **BLUE:** Peaceful, highly esteemed, truthful, cool, sad.
- **PURPLE:** Royal, dignified, powerful, dramatic, wise.
- **WHITE:** Innocent, youthful, faithful, pure, peaceful.
- **BLACK:** Serious, sad, dignified, sophisticated, wise, evil.
- **GRAY:** Modest, sad, old.

Giving the Gift of Life

Organ donation is a two-edged sword. Many of those awaiting a transplant know that someone else must die in order for them to live. But in being an organ donor, you have power over the greatest gift of all — the gift of life.

In a single year between 20,000 and 30,000 patients succumb to brain death in United States hospitals, people whose organs could be given to others. Twelve to 18 percent of the United States population sign a donor card and yet the number of people who say they are willing to donate organs is much higher. I learned about the lives saved through organ donation when my son died in 1986.

Greg Sutton, my son, was a bright student at Ohio State University, an involved member of Phi Gamma Delta, and an aviation major. During the summer after his freshman year he was in an auto accident and suffered severe head injuries. After several hours of life-saving attempts, he was pronounced brain dead. I understand now that the definition of "brain dead" is total and irreversible cessation of all brain activity. It is not a coma. No one has ever recovered after being declared brain dead.

Greg had worked that summer for a moving company. When he got his chauffeur's license he signed the back as an organ donor. We happened to talk about it ever so briefly. Somehow I remembered that conversation when told about his condition and asked about donating Greg's organs. We consented to donation.

Meanwhile, at the University Hospital in London, Ontario, a 17-year-old boy with liver failure was fighting for his life. It was a perfect match and Greg's liver was rushed to Canada.

The fact that Greg had been a total organ donor was picked up by the local paper and turned into front page headlines. I became concerned about all the publicity — not about the story, but that simply being an organ donor was front page news. This should have been an every day occurrence! Eventually, my involvement with the local organ donor program became my therapy, helping me to better cope with Greg's death.

When you die your body no longer belongs to you, but to your next of kin. No matter how many driver's licenses you

Being an organ donor can save countless lives

sign as a donor, without expressing your intentions to your family your final gift may never be a reality. Signing your donor card is the catalyst to begin the discussion. These give the ultimate gift.

There are several myths about organ donation that need to be dispelled. There is absolutely no cost to the donor family. All costs are borne by the recipient. There is no mutilation of the body. The surgery is no different from an appendectomy. It is done to the same specifications, with the same cosmetic details. Additionally, no major religion opposes organ donation.

Even though you may not be able to donate major organs if you are over 70 years of age, you may be a good candidate to donate skin, bones, corneas and ligaments. These donations may not seem as dramatic because they do not prolong life, but they certainly do enhance it.

The 17-year-old Canadian boy who received Greg's liver did not survive, due to complications, but at least he was given a chance. Too many people never get this second chance at life. I have learned that a Houston man has Greg's heart and a Florida woman and a Virginia man have his kidneys. A young child was the recipient of one of his corneas. Anonymity is part of the program, but I was able to learn some details which helped me to deal better with Greg's death. No names were given, nor were they necessary.

Losing a child could be the worst tragedy any parent could experience. Even though death is a natural extension of life, this was out of the natural order of things. There is a hole in my life that will never be filled. I'll always think of him, but I won't be alone. Other people around the country are thinking about him too. They are alive because of him. That terrible night at the hospital I prayed for a miracle. Others were also asking for a miracle for their son or other loved one. I didn't get my miracle but others did.

—Janet Robinson Moland, *Ohio Wesleyan*

WHAT CAN BE TRANSPLANTED?

Corneas

Middle Ear

Lung

Heart

Blood Vessels

Liver

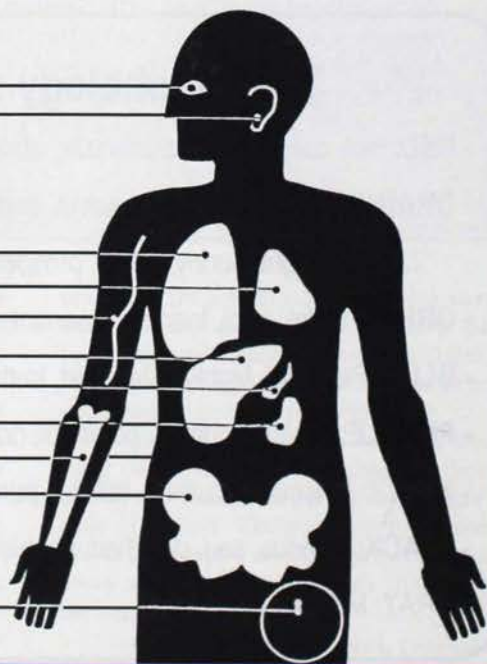
Pancreas

Kidneys

Bone

Bone Marrow

Skin



Don't take your organs to heaven... heaven knows we need them here!

This bumper sticker is part of a public relations campaign to encourage participation in organ donation programs.

Janet Moland, former Gamma Province Director of Alumnae continues to promote organ donation. The Cincinnati program was well established when her son, Greg, died but looking into Dayton's program she found one person running an office the size of a closet. She approached the Dayton Junior League, secured their backing and involvement, and during the last seven years the Dayton Organ Procurement Program became Life Connection of Ohio, serving an area from

Dayton north to Toledo. The office has moved and expanded three times and now employs six people. Since Life Connection is Medicare funded it cannot conduct fund-raising activities, so Gift of Life Fund (GOLF) was established and generated much needed dollars through an annual golf tournament. Janet serves as vice chairman of the organization. She is reassured about her own decision every time she meets an organ recipient and sees the quality of their lives.

As part of a letter to the recipients of Greg's organs, Janet wrote, "Our thoughts and prayers are with you, that some part of Greg may enrich your life. As part of him lives on in you, we feel compelled to let you know of the wonderful person who is helping you...Keep him in a special place in your heart...as we shall you."

For information and an organ donor card, call UNOS (United Network for Organ Sharing) at 1-800-24-DONOR.

More Than the Shirt off His Back A brother gives his sister a second chance at life

"Of course not!" was my emphatic response to my closest Kappa friend when she asked me in 1988 if I would ever need a kidney transplant. While growing up, the subject of a transplant had never been mentioned by my physician and it never entered my thoughts. My one kidney had functioned consistently all my life and, being otherwise in good health, I expected to live a long and healthy life. So, after college, when I was diagnosed as having renal disease, I felt like I had hit a brick wall going 2,000 miles an hour.

Renal disease results in kidney failure through a slow progressive deterioration of the kidneys. I knew, in order to survive this, I had to change my attitude and determined that no matter what, I was going to continue successfully. I learned that I had the power to control my body through a strict diet and an exercise regimen recommended by my nephrologist. Since large amounts of protein and potassium make the kidneys work harder, I was placed on a low protein, low potassium diet. Exercising helped to retain a level of fitness and overall general health. The diet and exercise helped delay the transplant for more than three years.

During this time my family's love and prayers supported me. When it appeared that kidney failure was imminent, my brothers and sisters volunteered to

become donors. Their tests included tissue-typing to ensure genetic match and a thorough physical examination to determine that the donor was in excellent health. My eldest brother, Don, was chosen. Don had the reputation of always being willing to give the shirt off his back. I was receiving much more than a shirt. It was my chance for life.

On October 21, 1992, at the University of Michigan Medical Center, Don gave me his left kidney. The first thing I saw when I awakened was a bouquet with iris from a Kappa sister. I spent almost four weeks in the hospital but thankfully my new kidney is working beautifully and I am happy to be alive. The expressions of love from my husband, Tom, my family, and friends were incredible and I'm sure their phone bills were also incredible!

I also learned to take control of my fears. Doubts about the future can overtake

our minds if we allow it. We are taught that "perfect love casts out all fear." By responding with love to ourselves and others in difficult circumstances we can dispel fear. No matter the circumstance, it is faith and the love and support of family and friends that hold the power to heal us of the painful experiences we all incur from living.

—June Dominique Szytman, Hillsdale



June and Don happily and confidently anticipate the future after she received her brother's kidney.

When This Student Talks -

On any given day, this student member of the California Board of Regents must decide what is best for the citizens of California while fighting costly tuition hikes and loss of financial aid for University of California students. This passionate and dedicated young woman devotes her knowledge, leadership, and energy to improve higher education in California.

"I walk a very thin line as both a student and a regent because on many issues, students think I'm a sell-out if I support the board's decisions; but if I appear to be an advocate for students, I'm perceived as not doing my job as a representative of the state of California," says Darby Morrisroe, *California, Davis*, the student representative of the University of California Board of Regents. Darby represents the 160,000 students on the nine campuses of the University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, San Francisco, Santa Barbara, and Santa Cruz.

This articulate 22-year-old never dreamed she would be chosen out of 75 undergraduates and graduate students who applied for the sole student post on the University of California Board of Regents. So, during the five-level interview process, the UC Davis senior took advantage of having the regents as a "captive audience" to voice her concerns over rising tuition and fees, lack of financial aid, and uneven budget cuts that she says penalize students.

Darby believes she got the job because she was very prepared, had a broad-based background, and was able to hit the ground running. "I just told them what every student wishes they could tell them," says Darby. "Based on my past experience I was able to give them a lesson on financial aid and fee policy.

"I used to think the regents did the hand-work of the devil and were out to get students," she adds. After serving as a regent however, she says they are people who care a great deal and believe they are doing what is best for the university system. "When I was involved in student advocacy I organized rallies and protests in response to regent decisions. Now I know that huge rallies are ineffective because they do not change people's minds." She encourages students to dress

in suits, attend meetings, and clearly speak their minds. "Hostility toward the regents is necessary to make the public aware of how students feel, but that can't be done exclusively. They also need to intelligently tell the board why decisions are wrong," she adds.

Since July 1993 Darby has served as the board's sole student representative with full voting powers. The 28-member board operates through committees and is vested with the authority to ensure that the mission of the University of California is carried out. Duties of the regents include overseeing the financial management of the university system, as well as

"Too often student apathy has resulted in higher fees. The university administration will only care as much as you do."

appointing the president of the university, the nine campus chancellors, and the directors of the UC Department of Energy research laboratories. They also establish policy in areas of affirmative action, student fees, admissions, and financial aid. The student regent is reimbursed for expenses related to the job. In addition, mandatory university fees and tuition are waived for that academic year.

A political science major from Sacramento, Calif., Darby devotes 40 to 60 hours a week and travels nine days a month in her role as regent. Some of her duties include policy analysis, serving on audit, finance, and education committees, and attending many social engagements as a public official. "I often do work on planes, in airports, and during breakfast. The key is planning in advance so I have time to deal with problems that come up." She sometimes goes to the movies to relieve stress, tape records lectures to keep

up, and dedicates Sundays to studying.

Darby visits each campus every three months to hold forums and facilitate student advocacy. In an effort to solicit a large amount of student input, she spends hours on the phone with student leaders from all the UC campuses.

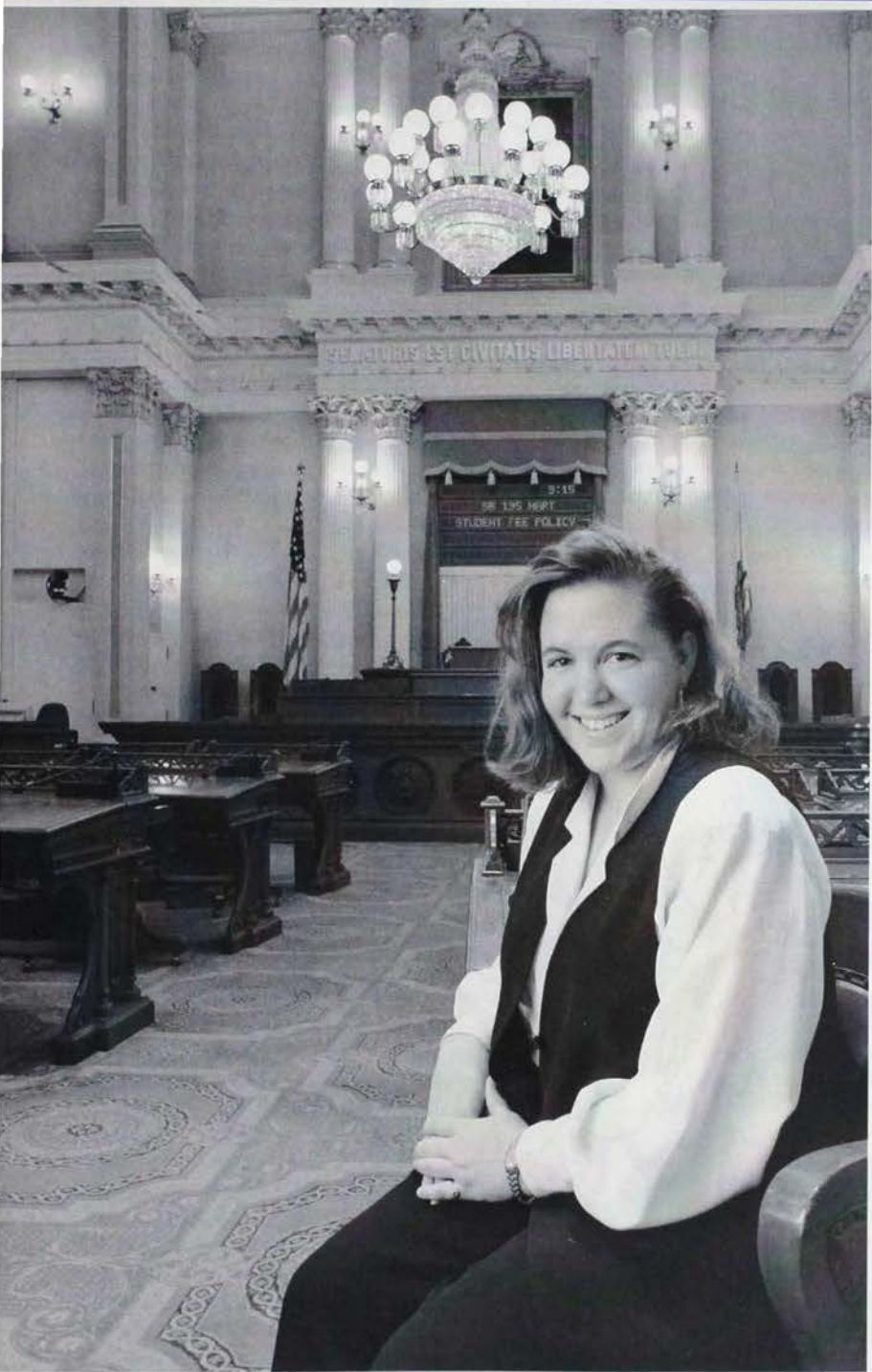
"I wish to end my term having helped to create a long-term, stable student fee policy, a more active and involved student population, and a more open and accessible Board of Regents," she states.

"Unfortunately the University of California system has recently been plagued by sharp declines in state funding. This has forced the regents to increase student fees by over 125 percent over the last four years. UC cannot allow these dire financial straits to hinder equal opportunity to a higher education."

Darby understands the financial concerns of today's students, having experienced first-hand the trials of financial independence. She has often worked two jobs while attending classes full time and once withdrew from school due to lack of finances. Despite the difficulty, Darby says her past experience taught her the discipline and commitment necessary to succeed as a regent.

Darby represents the growing trend of students working through college to finance their education. "Due to changes in federal funding, the same amount of money is being spread out among more people who get less," says Darby, explaining that the problem with many fee policies is that students are not being assessed properly. "Financial aid is shifting from grants to loans, and universities are receiving less funding, so are in turn increasing fees to preserve quality. Parents may make too much to qualify for financial aid, but not enough to pay tuition and fees. The determined need does not match actual need." Darby urges fellow students to tell the university administration how they feel and get involved in student advocacy organizations. "Too





Darby Morrisroe has addressed many audiences as the student member of the California Board of Regents, including the State Assembly in this room of the capitol.

often student apathy has resulted in higher fees. The university administration will only care as much as you do," she says.

Despite her young age, Darby says that the other regents listen to her more than she first expected. She said it is important that they do not view her as a mouthpiece for students. A recent turning point occurred when Darby disagreed harshly and publicly with members of the board on a number of items. "I was sure they would hate me, but afterwards they praised me and said they understood my points of view," she says. "I can disagree with them and they will still respect me."

Although Darby is proud that her voice is heard by the regents, she says that many of them are too distant from the day-to-day workings of university and often do not realize the consequences of some of their decisions. "I want to open their eyes to see how one seemingly small vote can enormously affect the morale of the students," she said.

To encourage student input and support, Darby reads the board-meeting agendas, often as long as 1,000 pages, and gleans main topics of interest to students. She then writes briefings and an advocacy plan identifying which regents are important to target, and faxes this information to student leaders who call and write to board members.

A member of Order of Omega Greek Honor Society, Darby has also served Epsilon Omicron Chapter as Panhellenic Delegate and Senior Standards Representative. She says she enjoys living in the Kappa house and maintaining close ties with her chapter. "Through a turbulent and often distressing college life, I've always been able to count on Kappa," Darby says.

"Most people don't realize what goes into being a regent. Kappas are often the only people to encourage and support me in what is usually a thankless job." Many of the issues Darby addresses as a regent apply to the Greek system. "The Greek system offers so many opportunities and benefits, but as a rush counselor I've seen too many women drop out of rush due to finances," she says. The high cost of belonging to Greek organizations threatens access to many potential members, just as high tuition limits access to higher education. "I think it is important for Greek leaders to make a commitment to an affordable Greek system."

Her future may include running for the California Assembly, working for the Department of Education, or pursuing a career as a legal scholar or professor, but no matter what, Darby is committed to affecting change in education - her passion. "Thomas Jefferson was a reluctant leader who disdained government, but felt compelled to make a difference," she says. "I find that same motivation as he did."

— Jenny Struthers Hoover, *Bowling Green*

People Listen

Friendship

The Power and the Magic

"Liz," said Lois Heenehan (the most patient of editors), "write us a piece about the power of friendship. This is October. How about a deadline of November 17?"

"No problem," I reply, with no inkling of what the next two months would bring to my life. "No problem," I reply, with no hint of what the next two months would take out of my life. I reply, not knowing that the love of friends would support and sustain me in ways beyond measure, that the power of friendship and the strength it provides would carry my sorrow and fill my heart.

Webster defines a friend as a person whom one knows, likes, and trusts. Ancient philosophers thought of a friend as a second self, a single soul living in two bodies. Each of us interprets the term "Friend." The very word conjures up someone very dear. However the word is defined, whatever the picture that leaps from the heart to the mind's eye, the empowerment that we derive from those very special relationships is indisputable. Her value may be numerically immeasurable, but a good friend divides our sorrows and multiplies our joys. She minimizes our weaknesses and maximizes our strengths. A truly good friend reflects the best within us, and helps us find the strength to live up to that image.

In a 1992 survey by *New Woman*, more than 4,000 respondents affirmed the power of friendship in their lives. They affirmed what we Kappas know, that our friends are our family of choice. In Kappa, we affirm the familial aspect of friendship in our sisterhood. We meet our friends, our sisters, on common ground, sharing a

past and a future, celebrating the kinship of our souls.

In some ways, friendship is like romance. There is a magic, a chemistry shared by best friends. Your mate may be your best friend, but more often he is not. (The *New Woman* survey found that of their respondents, 60 percent of married

hug is exchanged and she races off into the chilly rain. I don't thank her enough; I can't. She doesn't mention why she has come offering this act of friendship. She doesn't mention that she is sorry to hear of my dad's death. She doesn't need to. Her kindness is enough. She is a sister; she is a friend.

What magic transforms an acquaintance into a best friend? What do best friends share that strengthens the tenuous threads of companionship into friendship's silky bonds? A best friend is someone with whom you can be yourself, with whom you feel accepted for who you really are. A best friend is someone with whom you share common values and beliefs, respect, struggles, laughter. A best friend is someone you can always depend on when the going gets tough. She is someone with whom you can laugh until you cry, or who will hold you and just let you cry.

"Sarah, this is Liz. My dad just died. Can you help me find a musician for his memorial service?" As I talk to my friend on the telephone, my words come out in disjointed sobs. I feel as if I am wandering, lost in a forest, in a fog. I am trying to do all the things I know I am supposed to do, but I am so very tired. We know Dad would have wanted real music at his funeral — Vivaldi and Beethoven. Sarah is a musician — and my friend. I turn to her for help and she replies, "Lizzie, I am so



women, 72 percent of married mothers, and 81 percent of single women said their husbands/boyfriends were not their best friends.) This is not to discount the power of sexuality in our lives; it only reflects the differences between men and women in our society. If friendship finds its basis in shared experiences, our biological differences play a role here, as do differences in

sorry to hear about your dad. I know just who to ask. Let me take care of it."

I catch my breath. Musicians are expensive and Sarah's income is fixed. The labor of making the arrangements seems overwhelming. How can Sarah do all that? I demur, and she responds, "Lizzie, you are my friend. Let me do this for you. It is an offering of love."

The music at the service is beautiful. It surrounds me and fills the room with memories of my father, the love of my friend, and my heart will be grateful forever.

We can survey and measure, analyze and extrapolate in our efforts to delineate the power of friendship in our lives. But friendship and its power are elusive things. Tangible and lasting though the effects may be, to capture the magic we must go beyond measure.

When disaster strikes — be it Hurricane Andrew, the midwest floods, California fires — we can measure the food, clothing, and shelter given by Kappas all over the continent to others caught in the devastation. But love prompts the desire to help; warmth, caring, and concern go with the gifts, and these provide the real sustenance, the real power.

Historically, Kappas have been there for one another. In times of devastation or single heartbreak, in times of great joy and happiness, Kappas have been there for one another. A journey through the pages of *The Key* reveals picture after picture of Kappa friends smiling. There are fewer pictures of Kappas hugging each other at funerals and times of sorrow. Those are not pictures we store in our albums, but rather in our hearts. They are none the less clear, none the less meaningful, none the less powerful.

With all the definitions of friendship, I return to my favorite, a quote from an unknown source:

"Some people come into our lives and quickly go... some stay for a while and leave footprints on our hearts...and so we are never, ever the same."

"Liz," said Lois Heenehan (that most patient of editors), "write us a piece about the power of friendship."

"No problem," I reply, because I know first hand the power, the magic, the trust, and the love of good friends. They have left footprints on my heart, and I will never, ever, ever, be the same.

— Elizabeth Phillips Runkle, *Monmouth*

Kappa's Tradition of Caring Began with an Appeal to Help Rose McGill

The story of one woman, Rose McGill, has stirred the philanthropic hearts of more Kappas than perhaps any other member of the Fraternity.

Rose was a member of Beta Psi Chapter at the University of Toronto. Alone except for her Fraternity sisters, without income, and a victim of tuberculosis, Rose would have been a public charity case had not the spirit of sisterhood been shown by her chapter and the Fraternity.

Rose's expenses were borne by her chapter until the Beta Psi delegate appealed for help at the 1922 Convention. With nothing in the budget for such an expense, each chapter and alumnae association represented pledged \$10. The total sum, \$600, helped pay Rose's hospital expenses and contributed what comforts were possible until her death five years later.



The entire Fraternity contributed to pay for Rose McGill's medical bills.

Magazines mean



Every magazine ordered through Rose McGill is a money saver for you, and a life saver for a Kappa in need.

\$avings for you, \$upport for a sister . . .

That's Buying Power!

CALL 1-800-KKG-ROSE
(1-800-554-7673)

FAX 614-228-7809

WRITE Rose McGill Magazine Agency
P.O. Box 177
Columbus, Oh 43216

VISA or **MASTERCARD** accepted.

Checks payable to Rose McGill Magazine Agency.

Kappa Programs Help Those in Need

Chairmen emphasize caring and sharing

Heavily in debt, a Kappa widow cannot care for herself physically or financially due to hearing loss and Parkinson's disease. She lives in the total care of a retirement home and has no family. Rose McGill confidential assistance supplements her minimal income.

Her savings depleted during a long recuperation from an injury sustained in a fire which killed her husband and destroyed her home, a Kappa received a monthly check from Rose McGill for more than 15 years, until her death in 1992.

Suffering from spinal arthritis, arrhythmia, and a malignancy which is in remission, a Kappa lost her job when her employer closed his business. She has benefited from Rose McGill confidential assistance while she holds a variety of temporary jobs and continues to search for better employment.

These are a few of the stories of Kappas in need. Luckily, help is available through the Rose McGill Fund and Alumna Circle Key Continuing Education Grants.



Ann Wallace White directs Rose McGill funds to Kappas in need.



Eloise Moore Netherton (center) oversees the Circle Key grants program.

Rose McGill Confidential Aid Program

The Rose McGill philanthropic program provides confidential assistance to Kappas who might not have any other source of income. The program is funded by contributions to the Kappa Kappa Gamma Foundation and magazine sales through the Rose McGill Magazine Agency. Kappas buy the majority of subscriptions, but orders are received from friends and neighbors as well as corporate accounts from family businesses, according to Ann Green Mahle, Massachusetts, Magazine Agency Supervisor.

Serving as Chairman of the Rose McGill Confidential Aid Program is one of her favorite Kappa jobs, says Ann Wallace White, Indiana. She has seen the tragedies that have befallen many of her Kappa sisters and enjoys the opportunity to help direct financial assistance to them in the hope of easing their burdens. Through monthly correspondence with these Rose McGill Kappas, Ann has established special friendships and many have become like family.

Kappa has always held a special place in Ann's life. She served as Delta Province Director of Alumnae, Indiana State Reference Chairman, and Chairman

of Holiday Sharing, a component of the Rose McGill Program.

As Rose McGill Chairman, Ann is proud of the 72-year history of the program and she enjoys working with the Holiday Sharing Chairman to ensure that Rose McGill Kappas have the opportunity to be matched with a chapter or an alumnae association during the holidays. Each Rose McGill recipient provides a "wish list" which might include needlework, magazines, postage stamps, cosmetics, clothing, cookies, candies, etc. In 1992, 127 chapters and associations participated in this program and another seven assisted in "Reach Out to Kappa" with love baskets for Kappa Hurricane Andrew victims.

Can you imagine how many Kappas could be helped if every Kappa ordered a few magazines each year from the Rose McGill Magazine Agency? Ann reminds us that every magazine subscription and every contribution to the Rose McGill Fund mean a better life for a Kappa sister in need. She has received many, many letters from recipients who have shared their own good fortune in the spirit of sisterhood. If you've made a contribution to the Foundation or ordered a magazine subscription, Ann wants you to know you are appreciated.



Alumna Circle Key Continuing Education Grants Program

Established in 1975, the Alumna Circle Key Continuing Education Grants Program exists to meet the continuing education needs of our Kappa alumnae. Financial aid is offered to alumnae who, for whatever personal reason, found it necessary to interrupt their education and now wish to return to school for the purpose of career development. Criteria for selection include financial need, merit, and career and personal goals. Circle Key Grants are provided through the Rose McGill Fund. It is hoped that recipients would contribute to the program when their circumstances improved.

Serving as the program's chairman, Eloise Moore Netherton, *Texas*, speaks glowingly of the high quality of applicants who are seeking financial aid. "They are turning adversity into opportunity; they are truly a very inspiring group," she said. "Many are now the sole source of support for their families due to their husband's death or divorce," she continued. Others have lost their jobs due to the changing economy and are returning to school to enhance their education and learn new skills.

Not content simply to receive and process applications, Eloise also enjoys bringing together a Circle Key recipient and an employed person from the same field for support and networking opportunities. She has always believed that caring for others is the heart of her Kappa volunteer work, her career as a social worker, and her life as a wife, mother, and grandmother.

Knowing there are many more Kappas needing financial assistance than there are funds to support, Eloise encourages grant recipients to "go out and tell their story," in the hope of increasing awareness of the program and the life-changing benefits that can come from having help at a critical time in a woman's life.

No doubt the compassion and concern Eloise feels for the Circle Key applicants is also a benefit to those she counsels through her work in a community mental health center in Austin, Texas. As a social work case manager with the chronically mentally ill, she works with the most dys-

functional and often homeless segment of our society. Many of her clients are former residents of state hospitals who no longer have that care provided. Eloise is quick to point out that "these special people are real people, not just nameless faces. They are often related to someone you know and they need help."

Eloise has been involved in the Fraternity for much of her life. She has served in many advisory roles with Beta Xi Chapter

at the University of Texas, as Theta Province Director of Alumnae, as Director of Philanthropy, Fraternity Vice President, and as the Development Committee Chairman for two years during The Adelphe Campaign. Having served as Chairman of the Circle Key program for the past three years, Eloise reports that she is "interested in the entire philanthropic area of our Fraternity."

The Adelphe Society

ADELPHI SOCIETY WELCOMES NEW MEMBERS

The Adelphe Society is pleased to announce that 10 new members have joined Kappa's major gift club.

Each donor has her own special reason for making a significant gift to Kappa. For one, it is the inspired leadership of a beloved Fraternity Executive Director, for another it is in appreciation for a \$200 loan from Kappa to finish her education 70 years ago. Another gift is made in honor of the tireless devotion of alumnae in her hometown, while yet another celebrates a lifetime of Kappa friendships.

For each of the following women, Kappa membership has enhanced the enjoyment of life and her contribution ensures a strong and secure Fraternity for future generations of Kappas:

Gladys Ross Carlson
Gamma Alpha - *Kansas State*
*Marian Burr Johnson
Beta Nu - *Ohio State*
June Hardy Livinghouse
Gamma Delta - *Purdue*
Douglas Mason Maumenee
Eta - *Wisconsin*
Sally Ketring Merritt
Delta Zeta - *Colorado College*

Helen Willis Petit
Beta Lambda - *Illinois*
Marilyn Maloney Riggs
Omega - *Kansas*
*Elizabeth Ann Ross
Beta Chi - *Kentucky*
Patricia Adelaide Searight
Beta Nu - *Ohio State*
Mary-John Grelling Spence
Beta Xi - *Texas*

The Adelphe Society is open to any individual member, chapter, alumnae association, or friend of the Fraternity whose cumulative contributions equal or exceed one of the following criteria:

- Gift of \$10,000
- Pledge of \$15,000
- Life insurance of \$25,000
- Bequest of \$35,000
- Charitable trust of \$50,000

For more information about The Adelphe Society, please contact Marilyn Fouse Jennings, *Ohio Wesleyan*, Director of Development, at 614-228-6516. There is no obligation.

* deceased

Captain of Her Own Destiny ...Jane Crooker Smith

“A hoy there, Captain!” ... and the captain, who answers in a soft but authoritative voice is Jane Crooker Smith, *Nebraska*, a licensed riverboat pilot on the Missouri River.

Jane and her fellow captains, husband Ron and son Jamie, operate a riverboat business taking visitors on sightseeing excursions and moonlit dinner cruises from Bellevue and Brownville, Neb., along the eastern boundary of the state.

The diesel powered cruise boats Jane pilots — *The Belle* and *The Spirit of Brownville* — are a far cry from the steamers, keelboats, old-fashioned paddlewheelers, and rafts that plied the Missouri in bygone days. Today's riverboats are fully equipped with the latest in navigational aids, making Jane's journeys along the Missouri safer. But today's captains must receive more sophisticated training to match the technological complexity of the ships they steer. Jane had to serve under a licensed pilot for three years and pass a two-day written Coast Guard examination to receive her pilot's license.

While all this training is not frequently used, in an emergency it is essential. In spite of the latest equipment, it is up to the pilot to see the boat to safe harbor.

“Several years ago I was piloting the boat when news came over the radio that a tornado had struck just north of us,” Jane recalls. “Just then a terrific wind hit our area. Rain came down in sheets. The gangplank at the bow of the boat was blown to one side, and the trees on the bank were bent nearly double. I battled my way through the storm to the dock, but when we arrived there, I couldn't understand why the deck hand wasn't tying us up. I finally used the loudspeaker to hail him and he shouted back that he wasn't getting out in that storm for any reason. My exclamation must have been forceful enough, because he did tie us up.”

The Missouri River commands the respect of those who navigate it. The river lived up to its nicknames “Big Muddy” and “Old Misery” when the summer floods of 1993 engulfed the river valley.

With the river at Brownville above flood stage from late June to



Captain Jane Smith navigates *The Spirit of Brownville* along the Missouri River, showing visitors the flora and fauna along the way.

early August, the entire summer cruise season was ruined. Not until September could the Smiths resume their normal schedule. “It was a real nightmare,” Jane said. “It was unbelievable that a river that usually seems so friendly could become a raging nightmare.”

Life along the Missouri has always fascinated Jane, who grew up and still lives in the river town of Auburn, Neb. In college she had no idea she would pilot a riverboat, but Ron, her high school sweetheart, entertained her with his vision of running an excursion fleet on the Missouri. After 32 years of marriage, Jane and Ron now work full time running their cruise business, managing their farm, and caring for their seven adopted children.

While it is an unusual career for a woman, Jane says she encounters little prejudice, although there often is “an instant of surprise when I talk to tow boat pilots on the radio.” When she first expressed an interest in obtaining a pilot's

license, her teacher assumed it was so she could help out in case the pilot had a heart attack or another emergency occurred.

“No,” Jane answered. “I want to know how to run the boat and be a regular pilot.”

Mark Twain, who loved river life, said that in order to be a pilot, a man had to learn more than he ought to be allowed to know and “learn it all over again a different way every 24 hours.” Jane shares her knowledge of the river with her passengers. She describes methods of navigating the river and comments on sights along the way, pointing out an occasional graceful gray heron, other waterfowl, and wildlife. Since the Missouri is partially “man-made” by the Army Corps of Engineers, with dams, reservoirs, and levees, most of the trees have been taken out. However, vegetation is coming back — the cottonwoods and the willows, followed by oaks and maples.

History is still being made on the legendary Missouri which flows nearly 3,000 miles from Montana to join the Mississippi River a few miles above St. Louis. Captain Jane Smith is part of that history.

—Helen Ashby, Butler

With Her Feet on the Ground

...Paula Pickett Bline

Not many little girls dream of growing up to be an airport planner. Not many women are airport planners. Frankly, not many people stop to think about the people who build the airports, much less think about those who plan them. Unless, of course, you're running in heels to check in for your 9 a.m. flight and trying to figure out what fool put the parking lot three miles away from the terminal.

As project manager for Greiner, Inc., one of the largest engineering firms in America, airport planner Paula Pickett Bline, *Purdue*, travels quite a bit to consult with airport personnel, airport user groups and government agencies. She understands the necessity of air travel and the importance of an airport having adequate parking, seats to wait in for flights, telephones and restrooms available within close walking distance, plus efficient and effective airport security. Above all, she understands the need for on-time arrivals and departures because she wants to return home to Tampa, Fla., as often and as easily as possible.

"Most of us see airport delay as a nuisance to be dealt with," comments Paula. The projects she oversees are directed toward solving many of these travel nuisances by coordinating the functional relationships of an airport. Managing a team of Greiner's people — engineers of all disciplines, architects, environmentalists, and planners — requires excellent communication skills and an understanding of very technical details. An airport consulting team completes and submits a report to its client that can take several months to research.

The report may focus on one topic, such as the environmental impact of the Phoenix Sky Harbor Airport on neighboring cities, or cover many topics, like the challenge of helping the Double Eagle II Airport in Albuquerque, N.M., achieve all the goals associated with growth while meeting a budget. A master plan for a completely new airport on the island of Chek Lap Kok in Hong Kong kept Paula away from home for more than nine months.

Whether it's one issue or many, Paula relishes the challenge. "I don't always do things the traditional way, just because it has been done that way before. I still ask if it's the best way to do it." This inquisitiveness, combined with voracious reading, is what started Paula on her unusual career track more than 20 years ago at Purdue University.

After finishing her bachelor's degree

in elementary education, yet still wanting to learn rather than teach, Paula began her master's work in research methodology. She took a part-time job at Purdue with a NASA-funded research lab, the Laboratory for the Application of Remote Sensing, which studied satellite imagery data. Her curiosity and technical ability led her to a data analyst position, while her superior communication skills earned her a position instructing others on how to research and analyze the imagery data. Armed with two degrees, her unusual job experience, and her incredible desire to learn, it was no wonder that she landed a research job at the University of Southern Florida in St. Petersburg. There she joined the Marine Sciences Department and picked up some practical experience in the fields of drafting and photography.

Her unique blend of experience and qualifications soon brought Paula to the attention of Greiner, Inc. She began as a technician and seldom thought about advancement. "It's important to put your heart and soul into something you enjoy," says Paula. "That will make you successful." Concentrating on what she was doing, and on doing it well, certainly enabled her to soar to a position where her work affects many people.

It also put her at the top of a male-dominated field. Fewer than five percent of the professionals in airport planning were females

when she began her career and today fewer than 20 percent are women. The daughter of a professor who put emphasis on always continuing to learn and grow, Paula always tried to do her best, and that had nothing to do with gender.

Although success has not changed who she is, it has certainly kept Paula busy. She is a member of the Airport Consultants Council (ACC), a Washington, D.C. based international organization, and has been its president. She also enjoys membership in the Tampa Chamber of Commerce, the American Association of Airport Executives, the Florida Airport Managers Association and the American Planning Association.

Her activities are not all work related, however. A double legacy, she has served as President of the Tampa Alumnae Association.

If she was not a success in the airport planning field, "I would have been curious about something else," Paula declared. And, most likely, equally as successful. It's nice to know a Kappa is making the skies (and airports) friendlier all over the world.

—Julie Kroon Alvarado, *Arizona State*



Airport designer Paula Bline takes the fear out of flying — at least in the terminal.



THE NOMINATING COMMITTEE NEEDS YOUR RECOMMENDATIONS FOR ELECTED FRATERNITY POSITIONS

- WHY:** To assist the Kappa Kappa Gamma Nominating Committee in gathering nominations for the Fraternity Council, the Regional Directors of Alumnae, and the Regional Directors of Chapters. The slate, based on your nominations, will be presented at the 60th Biennial Convention in Atlanta, June 21-26 and voted on by the delegates.
- WHO:** Any alumna in good standing who has served the Fraternity within the past 10 years as a member of the Fraternity Council, as a Regional or Province Officer, as a Traveling Consultant, as a member of a Fraternity Standing Committee or Special Committee, or as a Council Assistant is eligible for any Fraternity Council or Regional Officer position.
- WHEN:** Now is the time to send in your nominations. Any Kappa may recommend a candidate. Suggestions are also solicited from chapters and alumnae associations. Individuals interested in being considered are also encouraged to submit their own names.
- HOW:** Send the following nomination form to Carol Nichols, Nominating Chairman, 4206 Normandy, Dallas, Texas, 75205-2040.

Kappa Kappa Gamma Recommendation for Fraternity Position

Recommendation For: _____
(First Name) (Middle) (Last) (Husband's First Name)

(Number and Street Address) (City) (State) (Zip) (Telephone No.)

Chapter: _____ **School:** _____

Alumnae Association: _____ **Province:** _____

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

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

Recommendation Submitted By: _____

(First Name) (Middle) (Last)

(Address) (Telephone Number)

Chapter: Alumnae Association: _____

Recommended By: Chapter Alumnae Association Individual Other (specify) _____

Check Out Kappa Travel in 1994

*Bon
Voyage!*

*Bon
Voyage!*

Do you like to travel, make new friends, and enjoy wonderful Kappa experiences? Then come along on a Kappa-sponsored trip in 1994.

The Fraternity's travel program offers trips each year to exciting destinations, from the fall foliage in Vermont to the tropical waters of the South Pacific; from the lights of Broadway to a Hong Kong shopping excursion. No matter what your travel tastes, there's a Kappa trip cooked-up for you.

Here is what 1994 can have in store for you:

✓ EUROPEAN RIVER CRUISE

Take a 10-day voyage up the Rhine River, from the Alps to the North Sea, departing July 18th. Enjoy perusing legendary castles, photographing quaint European towns and savoring the finest European cuisine.

For reservations and details contact Nancy Grow, 1-800-654-4934.

✓ VINTAGE EUROPE

Visit Europe's most famous ports of call on a 12-day cruise aboard Royal's *Crown Odyssey*. Tour London, Southampton, Glasgow, Dublin, Paris, and Bordeaux, setting sail September 7. For reservations and details, contact Nancy Grow, 1-800-654-4943.

✓ AFRICAN SAFARI

Pack your pith helmet for a 14-day adventure across Nairobi, Samburu National Park, and Mount Kenya. Experience the African animal migration, the exquisite scenery, and the first class accommodations throughout your stay, beginning October 7.

For reservations and details call Linda Singleton, 1-800-484-9934, extension 3290.

Whether you plan to travel alone, with a companion, or with a group of friends, you'll enjoy Kappa's wonderful travel packages. Each time you take a Kappa trip, the Fraternity receives royalties, so you can make a donation to the Fraternity while having fun — and at no additional cost to you! Your fares are carefully negotiated and discounted so you get only the best prices available.

For more information about any of these trips, call the travel agent listed or **Lila Isbell** at Fraternity Headquarters, **1-800-554-7673**.

Lila can also add your name to the mailing list of those receiving our brand-new, quarterly newsletter, *The Kappa Traveler*.



DISCOVER AFRICA...

on an exciting, deluxe and fully-escorted trip-of-a-lifetime **Safari** customized for Kappa Kappa Gamma by Abercrombie and Kent.

Take advantage of outstanding group rates with first class accommodations and comfort throughout. Experience the animals and natural wonders of **Kenya**, including the fall migration.

Space is limited to small groups to guarantee window seats on Safari for each person. Rates are all-inclusive from major US gateways.

October 8 to October 21, 1994

Early Bird Rate from \$4,862
After July 8 add \$200 per person.

For more information or to make reservations contact: Linda Singleton: 1-800-484-9934 ext. 3290 or Lila Isbell: 1-800-554-7673



Beatrice Ramsay, President of the Kappa Kappa Gamma Foundation of Canada, announces the formation of a \$5,000 graduate scholarship for Canadian women to enable them to pursue their educational goals at a recognized Canadian or American university.

The reason for the establishment of this new graduate scholarship is simple. Every day we read that university fees are rising and students are having trouble financing their formal education. The first educational scholarships of \$5,000 each, to be granted by the Canadian Foundation, will be awarded to worthy graduate students prior to May 1994.

Canadian Kappas interested in applying for this scholarship should complete the following form and forward it to:

The Kappa Kappa Gamma Foundation of Canada, Scholarship Committee
46-6A The Donway West, Suite 1115, Don Mills, Ontario, M3C 2E6

Information requested: Scholarship Application Form _____
 Benefactor/Donor Procedure _____
 Other (please state request) _____

Name: _____

Address: _____

City: _____ Postal Code: _____ Telephone: _____

Scholarship Degree: _____ University: _____ Year to Graduate: _____

Reference:

Name: _____

Position: _____ Telephone: _____

Panhellenic Conference Emphasizes Cooperation

The Panhellenic spirit of cooperation within the Greek world has reached new heights. Aware that in unity there is strength, the 26 member-groups of the National Panhellenic Conference are taking a proactive stance on the challenging issues of the 90s. Utilizing womanpower and financial resources, collaborative efforts are underway to provide the education and programming necessary to meet the needs of our membership — collegiate and alumna.

Some of the vital concerns being addressed are membership recruitment, rush practices, women's health, risk management, hazing, protection of our First and Fourteenth Amendment rights, legal liability, public relations, the right to remain single-sex organizations, diversity, and much more.

The key is to educate the membership and then empower them to exert their influence for positive results. There is strength in numbers and the NPC groups

boast a total membership of 3,000,000 women, 2,902 collegiate chapters on 575 campuses, with 5,433 alumnae organizations. Together we shall make a dramatic difference.

Let every one of us who proudly wears the golden key do her part with our sisters in Panhellenic. Future generations deserve the opportunities and privileges of membership which have been ours.

— **Marian Klingbeil Williams**, *Missouri National Panhellenic Conference Delegate*



Kappas attend National Panhellenic Conference November 1993.

Alumnae Panhellenic Presidents

Carol Masters, *Florida State* - Jacksonville, Fla.
Anne Craighead, *Tulane* - Greater New Orleans
Janet Tallberg, *Miami University* - Chicago NW Suburban
Nancy Fruehaut Smith, *St. Lawrence* - Birmingham Area, Mich.
Beverly Crain Sellars, *Hillsdale* - Detroit
Patricia Oswald Lovett, *Kansas State* - Hutchinson, Kan.
Jennifer Hart Schaffer, *Cincinnati* - Dayton, Ohio
Jane Waters Hays, *Illinois Wesleyan* - Coppell, Texas
Linda Miranda Gaudio, *Texas A&M* - Beaumont, Texas
Susan Cordell Knox, *Baylor* - Houston County, Texas
Avery Draughton Helm, *New Mexico* - Salt River, Ariz.
Karla Kraft Taylor, *Purdue* - Palo Alto, Calif.
Glenrae Jenks, *Wyoming* - Redlands, Calif.
Alison Bruner Wewerka, *Oklahoma* - Ventura Area, Calif.
Anna Shallenberger, *Westminster* - New York City
Elaine Thomas Kershaw, *William & Mary* - Daytona Beach, Fla.
Judith Cabot Chambers, *Ohio Wesleyan* - Greater Naples, Fla.
Ruth Molyneaux Kennedy, *George Washington* - Miami, Fla.
Sandra Murr Starr, *Florida State* - Pensacola, Fla.
Nancy Currier Bartel, *Indiana* - St. Louis
Mary Walls Somerville, *SMU* - Dallas
Terry Lefevre Watson, *Arkansas* - Richardson, Texas
Deborah Ratcliff, *British Columbia* - Vancouver, B.C.

College Panhellenic Presidents

Sarah Lulo - Cornell University
Kristin McKeel - Lawrence University
Patty Wu - Washington University
Melissa Deterding - Iowa State University
Katrina Kaposts - Yale University
Laura Clark - Washington & Lee University
Melissa Scott - Washington & Jefferson College
Joellen Morgan - California State University, Northridge
Amy Meizenhal - Stanford University
Amy Davol - Vanderbilt University
Kristi Phelan - Southern Methodist University
Debra Williams - University of Kentucky
Sarah Pellouchoud - University of New Mexico
Neela Patel - University of Vermont
Jodi McKluskey - University of Wyoming
Kelli Poppell - University of Cincinnati
Elizabeth Lizotte - Simpson College
Jennifer Philbin - Westminster College
Marietta Hutchinson - George Washington University

One Woman's Power

Dorothy Canfield Fisher was a pioneer in successfully balancing career and motherhood

“She struggled to realize her professional ambitions and at the same time be a good wife and mother to her two children. She shied away from the term ‘feminist’ but she explored the identity of women as individuals apart from their roles as wives and mothers.”

No “woman of the ‘90s” but an emancipated woman for her day — and even by today’s standards — Dorothy Canfield Fisher, *Ohio State*, voiced her great concern for social issues in the first half of this century. That voice is heard again in a collection of her letters, *Keeping Fires Night and Day*, edited by University of Vermont lecturer Mark Madigan.

A social activist and pioneer in education, it was Dorothy Canfield Fisher who introduced the Maria Montessori system in the United States. It was as an author, however, that she wished to be remembered. *The Brimming Cup*, *The Home-Maker*, and *Her Son's Wife* were all critical and popular successes, as her children’s novel *Understood Betsy* continues to be.

In addition to her numerous best-sellers, she shaped the reading interests of America for years as a judge for the Book-of-the-Month Club (BOMC). She was one of the members on the Board of Selection from the BOMC’s inception in 1926 until her retirement in 1951. Pearl Buck, Isak Dinesen (Karen Blixen), and Richard Wright were among the many writers Dorothy introduced to the American public through the BOMC.

As Dorothy’s literary career grew, she became the major breadwinner for her family. Her husband, John, acted as her secretary, editor, and adviser. Yet while she gained in literary prominence, she never relinquished her role as a mother. She would write with one hand while holding her son, Jimmy, to her breast with the other. In a 1912 letter to her agent,



Dorothy’s income was the main source of financial support for her husband and her children Sally and Jimmy.

Paul Reynolds, she said that as her daughter was growing older and needed more attention, her literary output was “very limited” because she had “a great deal to do besides being an author.”

Her beliefs ruled her life. In 1916, she and her two children made a perilous trip across the Atlantic to war-torn France where her husband served in the American Ambulance Corps. They remained, to help in any way they could, during the war years and after.

A letter from Sarah Harris Rowe, *Northwestern*, asked Dorothy to relate her war-time experiences in France for publication in *The Key*. Instead, she wrote describing the needs of a group of children in Bellevue-Meudon, a poor industrial suburb of Paris.

The response from Kappas was,

Dorothy wrote, “beyond anything we dared hope for, since it has not only been generous but steady.” Clothing and Christmas gifts brought brightness and cheer to children whose lives had been made dark and solemn by the war. Donations paid for a district nurse and a doctor who came from Paris to help. Some of the funds were put aside in interest-bearing accounts to create a permanent endowed war charity in France, for Kappa’s help was given not just for the war years, but to alleviate the suffering that continued after the armistice.

The town hall of Bellevue-Meudon displayed a bronze plaque reading simply “Kappa Kappa Gamma” and Dorothy Canfield Fisher described Kappa’s work there as a “Lighthouse of International Goodwill,” a project that was postponed when the Germans entered Paris in World War II. The French Relief Fund resumed after the liberation of Europe and continued until the late 1950’s.

The power of one woman who called upon the combined power and support of her sisters changed the lives of thousands of children in war-torn France. Always an advocate for children, it is no wonder that the Dorothy Canfield Fisher Award is among the top honors in children’s literature. One of the best-selling authors of the ‘teens and 1920s, she was known for her unsentimental insight into human nature. Her ability to convey the misfortunes of others brought an outpouring of aid from her Kappa sisters.

Women’s rights and the importance of education were only a few of the social issues which spurred this woman to exercise her power with words. Eleanor Roosevelt placed Dorothy Canfield Fisher among the most influential women in America — an influence which she used to benefit humanity.

—Lois Catherman Heenehan, *Adelphi*

New Chapters Provide Growth

With three new chapters and one new colony established in the past six months, "the Fraternity isn't really looking for any more chapters, but should the right school open up, we would have to respond," says Extension Chairman Sally Moore Nitschke, *Ohio State*.

From 1990-1992, Kappa Kappa Gamma installed only one new chapter at Princeton University, Princeton, N.J. Even with four new chapters - Zeta Chi at Marist College in Poughkeepsie, N.Y.; Zeta Psi at Wake Forest University in Winston-Salem, N.C.; Zeta Omega at the University of Waterloo, Waterloo, Ontario; and the newly colonized Eta Alpha at Furman University, Greenville, S.C. (see page 32) - the Fraternity is very conservative in its extension philosophy.

"I have received 87 requests to make a presentation, send materials, or establish a chapter since I was appointed to this position 18 months ago," Sally says. Seven campus visits have been made, resulting in four new chapters.

In evaluating a campus as a potential site for a new chapter, four basic criteria are used:

- the quality of the educational institution
- the support of the administration to Greek life
- the caliber of the students
- the interest of area alumnae

As Extension Chairman, Sally researches, organizes, and supervises the process of new chapter growth.

"When the Fraternity receives a letter inviting us to the campus, I try to get an overall picture of the school," she says. Sally researches the institution, talks with Regional and Province Officers near the campus, consults with area alumnae associations, and puts together a profile about the university to present to the Fraternity Council.

If the Council determines that the Fraternity should proceed, a team is assembled to visit the campus and talk with students, administrators, and local alumnae. Consultation with the area alumnae is especially important as they will provide advisory support for the chapter. After reviewing all the information, the visiting team then makes a recommendation to the Council. The Fraternity Finance Committee is informed, especially if chapter housing is involved.

The Council and the Regional and Province Officers representing the province where the chapter is located then vote on whether the Fraternity should proceed. With a positive vote, Sally makes plans to establish a new colony.

In all instances this academic year, the women in the four new chapters have been members of local sororities on their campuses. Kappa Kappa Gamma was asked to make a presentation to each of these groups and was selected for affiliation. A colonization team from the Fraternity pledged the members of the group and a new colony was established.

"Local sororities on campuses not previously open to National Panhellenic groups are now interested in affiliation with an international organization for a number of reasons," Sally says. "In some instances, the university has changed a long-standing policy to allow local women's groups to become an NPC sorority. Many sororities that exist on only one cam-

pus have joined a national or an international organization because we offer sound risk management, greater liability coverage, leadership opportunities, and outstanding educational programming."

During the pledge period, normally four to 10 weeks, the women of the colony are led through a Fraternity education program by a Chapter Consultant, an experienced Kappa graduate student who lives and works with a new chapter for the first two to three years.

As the date for the installation of the chapter approaches, Sally is busy coordinating plans with the Fraternity President, who presides at installation, other Council members serving on the Installation Team, Headquarters staff, and area alumnae. Among the many details to remember are the candlesticks belonging to Charlotte Barrell Ware, *Boston*, the Fraternity's second Grand

Kappa Kappa Gamma Fraternity

Welcomes

The 50 Charter Members of
Zeta Chi Chapter

Marist College

Poughkeepsie, New York

November 20, 1993

Big Sister Chapters

Delta Mu, *Connecticut*

Delta Nu, *Massachusetts*

NPC Group on Campus

ΣΣΣ

and Energy for the Fraternity

Kappa Kappa Gamma Fraternity

Welcomes

The 77 Charter Members and
Five Alumna Initiates of
Zeta Psi Chapter
Wake Forest University
Winston-Salem, North Carolina
October 11, 1993

Big Sister Chapter
Epsilon Gamma, *North Carolina*

NPC Groups on Campus
 $\Delta\Gamma$, $\text{KA}\Theta$, $\text{K}\Delta$, $\text{PIB}\Phi$, $\text{X}\Omega$

President. She bequeathed the candlesticks used in her wedding to the Fraternity, and they have been used in the installation of chapters since her death in 1945. The unique traditions and rituals of installation hold special meaning for both the charter initiates and the alumnae involved.

"When the chapter is installed, there is much excitement on behalf of the Fraternity, the new initiates, and the local alumnae," Sally says. "One of the real benefits of installing a new chapter is the renewal of alumnae interest in the Fraternity." Local alumnae are very involved in the planning of Installation Weekend, as well as serving as members of the Advisory Board and House Board.

Installation is much like initiation, with a twist. A nearby chapter is chosen as the Big Sister chapter for the colony. Members of the Big Sister chapter write notes to the new initiates, attend the installation ceremony, and act as Big Sisters during initiation. The entire province, both collegians and

alumnae, are involved in welcoming the new chapter to the Kappa family.

The new Kappas receive greetings from all over the world, and many chapters and alumnae associations near the campus send installation gifts - a banner, an award badge, a silver tray - to help the new group build their own traditions. These gifts are customarily presented at a Fireside Service the night before installation.

After the installation ceremony, the new initiates entertain their parents, friends, and school administrators at a reception celebrating the establishment of the chapter.

Extension is important to the Fraternity, as growth helps to strengthen the organization. Sally and the Council see the establishment of new chapters as a way for the Fraternity to expand its base, while renewing the commitment and involvement of both chapters and alumnae associations in the area. "It is a positive experience for all involved," Sally adds.

Kappa Kappa Gamma Fraternity

Welcomes

The 27 Charter Members and
Eight Alumna Initiates of
Zeta Omega Chapter
Waterloo University
Waterloo, Ontario
January 8, 1994

Big Sister Chapters

Beta Psi, *Toronto*

Delta Delta, *McGill*

NPC Groups on Campus

KK Γ is the first!

Kappa Adds Another Chapter

Eta Alpha Colony established at Furman University

The expansion excitement continues, as Kappa Kappa Gamma established Eta Alpha Colony at the Furman University in Greenville, South Carolina. Fifty-one members were pledged to Fraternity membership January 9.

Installation of the chapter is set for March 19. Eta Alpha will become the Fraternity's 125th chapter.



New KKG pledges celebrate.



Members of the local sorority "Kappas" prepare to be pledged to Kappa Kappa Gamma Fraternity.

Before joining the Fraternity, the colony was a local sorority named "Kappas." Founded in 1993, it is one of the newest of the seven local sororities that sought affiliation with National Panhellenic groups. Other NPC organizations on the Furman campus are Alpha Delta Pi, Chi Omega, Delta Delta Delta, Delta Gamma, Kappa Alpha Theta, and Kappa Delta.

Founded in 1826 by South Carolina Baptists, Furman University is located

on a 750-acre campus with 24 major buildings, all completed since 1958. The 2,500 undergraduate and 460 graduate students choose areas of concentration from all major liberal arts and professional programs. Furman University, in conjunction with seven other colleges and universities, is a leader in promoting the study of science, especially among women. The university is also listed as an educational "Best Buy" by *Money* magazine.

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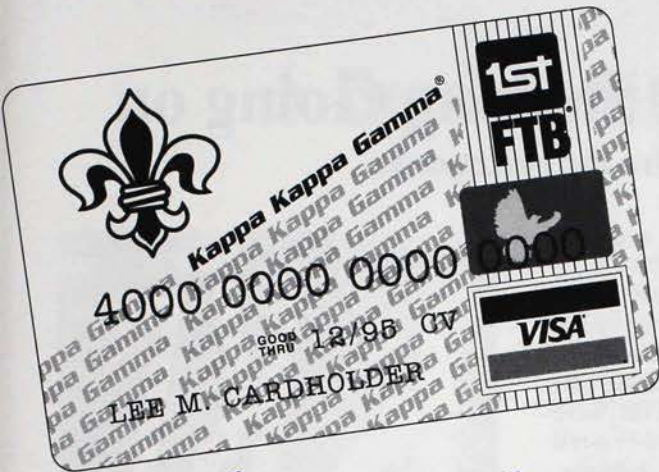
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Employer		Position <input type="checkbox"/> Self-Employed †	
Years Employed	Business Phone ()	Date of Birth	
alimony, child support, or separate maintenance income need not be revealed if you do not wish it considered as a basis of repayment			Annual Income \$
Previous Address			Years There
Residence Information <input type="checkbox"/> RENT <input type="checkbox"/> OWN <input type="checkbox"/> LIVE WITH RELATIVES		Your Bank <input type="checkbox"/> CHECKING <input type="checkbox"/> SAVINGS	
Name of Nearest Relative Not Living With You			Relationship
Relative's Address (Street)			
City/State/Zip			Phone ()

Co-Applicant Information			
This section should be completed if you are applying for a joint account or relying on another person's income			
Co-Applicant's Name			
Social Security Number		Date of Birth	Business Phone ()
alimony, child support, or separate maintenance income need not be revealed if you do not wish it considered as a basis of repayment			Annual Income \$
Employer	Years Employed	Position <input type="checkbox"/> Self-Employed †	

Signatures		
If you completed the co-applicant section, both applicant and co-applicant must sign.		
† If self-employed or retired, please attach the most recent 2 years signed income tax returns or other proof of income.		
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Applicant's Signature X	Date	Desired Credit Limit* \$
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There Was a Whole Lot of Shaking Going on *Los Angeles area chapters survive the earthquake*

Editor's Note: The following was received by *The Key*, from Mary Ruddick Silzel, *Whitman*, the Province Director of Chapters, Kappa North, three days after a 6.6 magnitude earthquake devastated the San Fernando Valley, northwest of Los Angeles. Pictures of the Epsilon Xi, California State University, Northridge, chapter house were taken by Jennifer Fisher and Carol Raymond Thompson, both *Cal. State, Northridge*.

The earthquake has jolted both our personal and our Kappa lives. Phone connections are so spotty. As Carol (Carol George Sanders, *Cal. State, Northridge*, Province Director of Alumnae for Kappa North) and I have been able to get connections with other Kappas, we are sharing news we've received. Teamwork is essential to communications during this incident, as the phone lines are being allocated in rotation to different locations with no way to predict when any two areas can be patched through. Carol reports that cellular phones are helping people in the quake area, and down here in Orange County we have been relying on fax networks, which seem to have remained relatively stable.

Damage occurred at area chapter houses and approximately 30 alumnae have lost everything breakable in their

houses and experienced severe structural damage to their property.

Epsilon Xi Chapter, *Cal. State, Northridge*, is located at the epicenter of the earthquake. The chapter home has extensive breakage of almost everything that can break! All dishes, glassware, etc., were completely lost, including the crested Kappa china. Heavy furniture, cabinets, and shelves, were tipped over with resulting damage and debris. The dining table was destroyed and the heavy ritual cabinet has yet to be uprighted to determine if losses occurred with those materials. There was apparently some structural damage to the back wall and possibly other portions of the house. We can be extremely grateful that no physical injuries to any of our Epsilon Xi chapter members occurred, although some have been displaced from dormitories, apartments, and their family homes.

Gamma Xi, *UCLA*, experienced some damage. There was breakage of glassware, dishes, and breakables in the rooms; the ceiling lights in the kitchen fell, and new cracks are appearing in the walls of the recently repainted living room. They feel very lucky, despite the damage, as other houses on "the row" had toppled chimneys, structural damage, broken water pipes and flooding. Delta Tau, *Southern California*, while shaken by the quake, fortunately had no damage to their beautiful house.

Zeta Eta, *U.C. Irvine*, is in Orange County, where I live, and far removed from the epicenter. While the quake was certainly felt here, there is no widespread damage. The chapter members from Zeta Eta have already offered to share any of their supplies with Epsilon Xi, sending word of their concern and love. When Zeta Eta was



Wall cracks and other structural damage are prevalent at the Epsilon Xi house.

evacuated during our fires, one week after dedication of the new chapter house, their sisters to the north reached out with similar offers if help was needed. This makes me feel good and tremendously proud of these young women who are demonstrating the real meaning of our Fraternity to each other and the world.

When Disaster Strikes How the Fraternity responds

In earthquakes, fires, floods, hurricanes, and other natural disasters, Kappa Kappa Gamma has established procedures for supporting members in need.

In extraordinary situations, the Province Director of Alumnae and the Regional Director of Alumnae who represent the province where the disaster occurred contact the Director of Alumnae to coordinate Fraternity support.

As individuals, alumnae associations, and chapters respond with a desire to help, aid is organized by the Rose McGill Holiday Sharing Chairman. She directs the aid from donors to members and chapters in need. Her role is to match pledged donations, both cash and in kind, with needy Kappas across the continent. The Fraternity does not directly collect any gifts for relief efforts.

Kappas wishing to help members affected by the earthquake should contact Fraternity Headquarters, 614-228-6515.



A university parking structure was one of the many damaged buildings at California State University, Northridge.

A Fearless Fighter...Krickett Kopas

Colorado State senior remembers the words of Smokey the Bear

Encountering the intense flames of a forest fire is nothing new for **Krickett Kopas**, Colorado State. A recreational resource management major, Krickett dedicated her summer to extinguishing forest fires in Colorado. She worked for the Larimer County Sheriff's Department with a group called the Yellowjackets, an auxiliary firefighting unit of 18 members between the ages of 18 and 25.

"Ever since the third grade I have dreamed of being a firefighter. This is an opportunity I couldn't pass up," said Krickett. She became a member of the Yellowjackets after passing a written and physical exam.

"Colorado had a high number of forest fires during the summer, so we had a lot of hands-on experience," she said. Some of the firefighting consisted of mopping up

and digging trenches. For mop-up, the firefighters used their hands to check the ground for any remaining sparks. In most cases digging trenches around a fire is the easiest way to extinguish it. "Our crew was able to put out a 300-acre fire by digging a trench around it," Krickett said.

Krickett was part of the initial attack strike team which fought one forest fire for 36 hours. She felt that the challenge and intensity of the situation is what kept her going for 36 hours. "Along with the noise and wind there are trees falling everywhere and extreme amounts of moisture in the air," she said. "It's a scary experience, but I like the intense feeling."

"In a forest fire your senses are so vivid and your adrenaline is constantly flowing," said Krickett. She believes the consistent need for action is the reason for her interest in firefighting. "I have always strived for something that would keep my adrenaline flowing and I finally got it," she added.

In addition to her involvement with the Yellowjackets, Krickett is enrolled in an Emergency Medical Training (EMT)



Firefighter Krickett Kopas, Colorado State, extinguishes hot embers on a roadside.



course through Poudre Valley Hospital. Her EMT course has enabled her to volunteer with local paramedics. Krickett put her skills to work by assisting in Cardiopulmonary Resuscitation (CPR), prepared spinal boards, and helped transport victims to the hospital.

A junior, Krickett serves as Registrar for Epsilon Beta Chapter and plays soccer and football intramurals. Krickett believes experience and education are essential for a firefighter.

Krickett hopes her dedication to the Yellowjackets will be the start of a firefighting career. In the future she plans to fight fires in Dillon or Frisco, Colo. Along with firefighting she would like to work for the ski patrol for one of the surrounding resorts.

"This summer was definitely a turning point," said Krickett. "I want to be a firefighter and hopefully I will fulfill this dream."

— Kristen Watson, *Colorado State*

Kappas on Campus

Following Our Founders' Footsteps

On October 13, 1870, the six founders of Kappa Kappa Gamma made their first public appearance. That same year at Monmouth College, a major campus event occurred when Elizabeth Cady Stanton visited and spoke of the fledgling women's movement. It is highly probable that this visit offered some inspiration for the Kappa founders. In 1884 Kappa was visibly aligned with the women's movement when Phi Chapter, Boston, initiated into honorary membership Julia Ward Howe, a key figure in the suffrage movement.

Those first Kappa pioneers were much like young college women today. They sought equality, excellence, and believed that "in union, there is strength."

Today's undergraduate Kappas exemplify the Fraternity's tradition of strong leadership and dedication to high ideals. Not only do they recognize the strengths of the Kappas before them, the young ladies featured on these pages are campus trendsetters who boldly address issues affecting women.

Kappa Explores NOW

Alexandra Stanat, *Denison*, spent her summer learning first-hand how the National Organization for Women (NOW) operates. "A prominent feminist organization, NOW works from the grassroots level to obtain and secure women's rights in all areas of society," said Alexandra.

Despite her expectations of meeting only intimidating and outspoken individuals, Alexandra was impressed by her first encounter at the NOW office in Washington, D.C. "The women in the office could have been anyone. They were energetic, concerned, and represented all ethnic, sexual orientation, and socioeconomic groups," she said. "One thing they all had in common was that they were not afraid to be called feminists."

Alexandra explained that the term feminist has had negative connotations since the inception of the feminist movement. "NOW members are not afraid of being feminists because under this term they can combine their efforts to eliminate discrimination against women," she said. Alexandra added that sororities can join forces "just as all the NOW state chapters do, to change their environments and make a difference in campus life for women."

Monmouth Kappa Leads Student Association

Wielding the gavel at Monmouth College Student Association meetings was **Kathleen Hunter**, a senior from Houston. Katie recently finished her term as president that began in January 1993.

Katie is no stranger to leadership. In high school she was a student council officer, club president, and secretary of National Honor Society. So, attending 15 meetings a week, from discussions with the Dean of Students to weekly Kappa meetings, makes her feel right at home.

Katie ran for Student Association president due to her motivation and desire to be a campus leader. When asked how holding this office has changed her life, Katie replied, "I've always known politics is difficult, but I never imagined it to be this extreme! It's hard not having everyone like me, but I need to do what is right for the student body as a whole. I must remain unbiased."

Reflecting on her year in office, Katie says that her favorite memory is being part of all the ceremonies. "Commencement was my favorite because I had the opportunity to see all my friends take the first step after college."

Katie's own plans after graduation include law school or working in corporate advertising. Whatever she chooses, she hopes it is something that will lead her to a position as the chief executive officer of a corporation.

Monmouth is proud to have the Student Association president as a member. Alpha³ Chapter notes that Katie is a person who gives all she can give and then a little more. She inspires each young woman to do her best. In a letter to incoming freshmen, she quoted Henry David Thoreau. "In the long run men only hit that for which they aim...therefore they had better aim for something high."

"And so I did," added Katie.



Katie Hunter, *Monmouth*, delivers a speech as the Monmouth College Student Association President.

— Lynn Foster and Sarah Walters, *Monmouth*, and *The Key* staff

Northwestern Kappas Promote Empowerment

Members of Upsilon, *Northwestern*, have demonstrated leadership and vision through the Panhellenic Office of Women's Empowerment (emPOWER). "The main goal of emPOWER is to serve as a means to empower women by providing a safe place to collaborate and mobilize," says **Holly Troy**, Panhellenic executive vice president and adviser to emPOWER. Established in April 1991 by three students, emPOWER hosts weekly meetings that focus on a wide range of issues including self-defense, date rape, sexual harassment, homophobia, women's health, pornography, equal opportunity, and more.

Holly also explained that part of emPOWER's mission is to raise the consciousness of sororities as organizations of women supporting women. "We want to encourage more people to recognize themselves as feminists or pro-women, and break down negative stereotypes of sorority women," she said.

In addition to exploring issues through discussion groups and firesides, emPOWER supports the "Take Back the Night" campus march, to protest and create awareness about violence against women. "It's ridiculous that we can't feel safe at night," said **Rebecca Hutton**, Upsilon Chapter President. "EmPOWER is designed to make women feel stronger in voicing their beliefs and provides a forum to air our frustrations."

emPOWER encourages students to analyze and discuss images of women in our society. "I think it's important to combat negative and dehumanizing portrayals of women in media," said **Janet Greer**, a member of emPOWER. "I'll write letters in response to negative portrayals of women in advertising."

"Sororities were founded to provide women with much needed moral support in the face of ridicule and rejection from a male-dominated college atmosphere," said facilitators of the Northwestern chapter of emPOWER. "In sororities there resides potential for finding a collective female voice and a woman-identified consciousness."

"emPOWER embodies Kappa's ideals in that it encourages us to reach our full potential," said Janet. She also mentioned that the Northwestern chapter of emPOWER is working on the national level to establish chapters on other campuses. For more information contact: Northwestern University Office of Residential Life, 601 University Place, Evanston, Ill 60208, 708/491-3541.

"You don't just luck into things as much as you'd like to think you do. You build step by step whether it's friendships or opportunities."

— Barbara Bush

Colorado Chapter Sponsors Collegiate Assertiveness Training

Delta Zeta, *Colorado College*, hosted a program on assertiveness training for women and invited the other three campus sororities to attend.

"About 100 sorority women attended and learned ways to effectively assert ourselves without being abrasive," said **Anne McGarvey**, chapter President. "Living in a male-dominated world, it feels good to have a little help learning to communicate effectively as a woman."

Delta Zeta Chapter is planning a future program on empowerment. "Issues like assertiveness and empowerment for women are very important to our chapter," said Anne.

Getting Students to Give Back...Tara Dentino

Tara Dentino, *Indiana*, a senior journalism major, serves as vice president of the Indiana University Student Foundation. With more than 800 members, it is one of the "largest, most unique student organizations in the country," she says.

Goals of the Student Foundation are to raise scholarship money, encourage students to become active alumni, and promote understanding of the importance of giving. "In addition to raising money, we focus on 'Friendraising,'" says Tara, "which is our way of helping students get to know each other and enjoy their time here."

The Student Foundation sponsors and coordinates events like blood drives, haunted house/Halloween parties, alumni receptions, scholarship banquets, and the Senior Challenge, in which seniors are asked to give \$25 to IU within six months after graduation. Tara stresses the importance of promoting giving among students.

Tara says the greatest accomplishment of the foundation is being able to give so many student scholarships. Over the past year, \$25,000 was awarded in aid.

In addition to her leadership within the Student Foundation, Tara also serves as the co-director of Campus Tours, assists with Preview Night presentations, and serves as an anchor/reporter for a campus television program. "I enjoy being busy, but sometimes feel overcommitted," says Tara. "I perform better academically when I'm busier." She says she does not mind going to meetings because she enjoys her commitments. "I set priorities and make lots of lists."

Tara says that being a member of Kappa Kappa Gamma has introduced her to many activities. As Vice President - Organization and Marshal for Delta Chapter, Tara notes "Kappa makes it easier to run around like crazy because I know I can always come back to familiar faces and friends at the end of a hectic day."

Involvement in the Student Foundation is a continuing tradition in Delta Chapter. **Julie Roth** and **Aimee Sartore** are members of Delta who serve on steering committees to plan events. "We like to show our Kappa pride on campus," says Tara. She also mentions that what she enjoys most about Kappa is the friendships. "It is interesting to think that out of 36,000 students, I am close friends with 37 women who were complete strangers when we were pledged. Somehow it works."

Tara's post-graduate goals include a career in television broadcasting. She plans to put her coursework and experience to work as a television anchor. "Katie Couric has to retire sometime!" she says.

Kappas on Campus

Kappa Meets First Lady

Jamie Sparkman Bond, *Westminster*, met First Lady Hillary Rodham Clinton during one of the final campaign stops prior to the November 1992 presidential election. Mrs. Clinton spoke at William Woods University, a local women's college.

Jamie, a recent graduate of Westminster, attended the rally with a group of Kappas and other Westminster students. According to Zeta Zeta Public Relations Chairman, **Amy Collier**, "The entire chapter displayed its enthusiasm for politics and interest in the outcome of the election."

Jamie spent the summer of 1992 working for Senator David Pryor (D-Ark.) in Washington, D.C. In addition to being involved in politics, she served Zeta Zeta Chapter as Vice President - Standards and as Membership Chairman. On campus she displayed leadership in University Student Government, Student Life Organization, and the Social Judiciary Committee.



Jamie Sparkman Bond, *Westminster*, meets First Lady Hillary Rodham Clinton at a campaign rally prior to the 1992 presidential election.

SEEK in Action

The Standards Committee of Psi^α, *Cornell*, recently produced an innovative introduction to Kappa Kappa Gamma's Self-Esteem for Every Kappa (SEEK) program. It compiled a video of candid interviews with members focusing on women's issues around the world and at Cornell. "We hope Psi^α Chapter can promote a caring and sympathetic environment to enable sisters to grow and have a positive sense of self-worth," said **Jacqueline DeLuca**, Vice President - Standards. "Because self-esteem issues are often the root of many problems, we hope that showing this video during a Standards workshop will enable us to help each other."

"Women share with men the need for personal success, even the taste for power, and no longer are we willing to satisfy those needs through the achievements of surrogates, whether husbands, children, or merely role models."

— Elizabeth Dole

Tennessee Kappas ON TARGET

University of Tennessee Panhellenic and Interfraternity Councils are promoting a pilot philanthropy program for middle school students called "On Target." **Alyson Shubin**, Epsilon Lambda President, explained that once a semester approximately 30 Kappas coordinate recreation and arts activities and provide academic assistance for local middle school students after school.

"Parents, teachers, administrators, and the media have recognized "On Target" as an innovative program that addresses the latchkey problem in the United States," according to the University of Tennessee Panhellenic Council.

"It's neat to help so many kids feel good about themselves. We're able to serve as role models and friends, and promote unity between our chapter and the entire Greek system," said Alyson.



Members of Epsilon Lambda, *Tennessee*, serve as "On Target" volunteers, coordinating recreation and academic activities for middle school children during after-school hours.



Gamma Iota, *Washington*, Kappas enjoy skiing at Vail, Colo. during spring break.

Annual Easter Fun!

Kappa, *Hillsdale*, members held their annual Easter egg hunt with faculty members and their children. Chapter members and the Easter Bunny entertained their guests and read stories to the children.



Blast from the Past

The Fraternity Education Committee of Delta Phi, *Bucknell*, featured an archives display during its Founders Day Banquet. As an unhouseed chapter, Delta Phi occasionally displays memorabilia so members may explore their heritage. Chapter members enjoyed inspecting their archives and commenting on how styles have changed since the installation of their chapter in 1948.



Members of Delta Phi, *Bucknell*, view chapter archives during their Founders Day Banquet.

Kappas on Campus

Theta Chapter Adds to Homecoming Success

Several members of Theta Chapter were responsible for making the University of Missouri Homecoming a success. Senior **Kappy Kilburn** served as one of three directors responsible for recruiting sponsors and promoting Homecoming events.

Senior **Kim Streeter**, as Homecoming treasurer, kept track of funds and proceeds. Junior **Lara Jakes** served on the Homecoming Publicity Committee by writing print ads and producing news releases.

Theta Chapter was also proud that **Malinda Combs** was awarded Greek Woman of the Year and first runner-up on the Homecoming Court.

"Looking back, Monmouth College was the home of the feminist movement. The most cherished value of what those young women chose to celebrate was membership in this organization...an understanding of the essential truth that the whole is in fact greater than the sum of its parts and that we know ourselves through our interactions with others"

— Dr. Bruce Haywood,
President, Monmouth College 1990

USC Leader Promotes School Spirit

Wendy Wishon, *Southern California*, has a passion for promoting school spirit, achieving good grades, and serving as a campus leader.

In addition to maintaining a 3.65 grade point average for spring semester 1993 and being selected to Order of Omega and Blue Key honor societies, Wendy has served on the Pepsters executive committee, a group of students which coordinates activities for the USC Alumni family camp. She is also membership chairman for the SC'ions at the university, an organization for USC students who are related to alumni of the university. In addition, Wendy served as Pledge Class President, Assistant House Manager, and a member of the Nominating Committee for Delta Tau Chapter, and performs on the USC Song Girl (cheerleading) squad, which requires two hours of practice a day.

Wendy thanks her Kappa sisters for their continuous support and encouragement for all her activities. "When I pledged Kappa, I felt like I had been handed 100 new friends!" Wendy said.

"Wendy inspires those around her with her dedication and enthusiasm for Kappa and USC," says **Laura Gelhaar**, Delta Tau Public Relations Chairman.



Wendy Wishon, *Southern California*, performs as a USC Song Girl.



Officers and advisers of Gamma Beta, *New Mexico*, focus on leadership skills and brainstorm ideas for the future during Leadership Day, an important step toward smooth officer transitions of chapters.

Tennessee Hospitality Is Truly Inspirational

Epsilon Lambda Chapter, *Tennessee*, exemplified the spirit of sisterhood in January when members asked Julie Ann Harris, *Bowling Green*, to participate in their Inspiration Week ceremonies.

Julie was stranded in Knoxville during the January blizzard. She very much wanted to return to Bowling Green for Inspiration Week as her Kappa little sister was going to be initiated. Epsilon Lambda members included Julie in their activities.

Although Julie was not able to attend ceremonies at her chapter, she was thankful she was able to experience the meaning of Inspiration Week 500 miles away.

In Memoriam

Honoring those we have loved and lost.

Names which appear in this listing are from information received by Headquarters from October 1, 1993 to December 31, 1993.

Akron, University of

Shaffer, Eunice Shea, '23,d.3/93

Alabama, University of

Drake, Margaret Meador, '70,d.11/93
Temple, Jane Porter, '46,d.10/93
Thomas, Frances Jordan, '61,d.3/92

Allegheny College

Pardee, Georgia Seitz, '38,d.3/93

Arizona, University of

Burt, Valencia Perkins, '25,d.10/93
Renaud, Sara, '61,d.9/93

Arkansas, University of

Fulton, Darlene Rise, '51,d.10/93

Butler University

Bloemker, Linda Louise, '59,d.10/93
Craig, Kathryn Couden, '18,d.92
Hahn, Florence Moffett, '14,d.10/93
Kendrick, Betty Bange, '38,d.9/93
Mead, Ellen Lafollette, '37,d.10/93
Smith, Harriet Brown, '19,d.9/93

California, U. of Berkeley

Brown, Croftan Halsted, '56,d.12/93
Brown, Loutie Scott Draper, '33,d.11/93
Rawlins, Marion Brooks, '30,d.10/93

Cincinnati, University of

Fertig, Mary Kunz, '23,d.11/93

Colorado College

Freyer, Lucile Boyle, '49,d.11/93

Colorado, University of

Gandy, Laurene Tatlow, '27,d.11/93
Huffman, Ruth Musser, '12,d.9/93
Juel, Doris, '28,d.11/93
McKeague, Constance Frye, '50,d.11/93

Cornell University

Kinkele, Adelaide Romaine, '24,d.9/93
Steward, Haidee Carll, '16,d.9/93
Wright, Carolyn Sterrett, '33,d.9/93

Denison University

Hawes, Elizabeth Heald, '29,d.11/93

DePauw University

Compton, Maryann, '45,d.10/93
Soderstrom, Betty Mathias, '32,d.9/93

Drake University

Hughes, Mary O'Neil, '36,d.9/93
Middleton, Margaret, '28,d.10/93

Duke University

Johnson, Katherine Whitmyre, '35,d.6/93
Meffert, Carolyn Lindhjem, '36,d.5/93
Meier, Tracy, '76,d.12/92
Shaw, Florence Dailey, '30,d.9/93

George Washington University

Bannerman, Grace Bullard, '35,d.12/84
Boggs, Kathryn Vonoesen, '37,d.6/93
Somerville, Elizabeth Bradford, '29,d.7/88

Hillsdale College

Dodge, Alwilda Southworth, '28,d.4/84

Idaho, University of

Brown, Dorothy McKinnon, '38,d.7/93
Johnson, Margaret Thornton, '35,d.10/93

Illinois Wesleyan University

Lockmiller, Jennifer, '90,d.8/93
Uphoff, Ann, '84,d.8/92

Illinois, University of

Cline, Mary Thompson, '39,d.5/92
Eubank, Barbara Pace, '40,d.11/92
Gallup, Mary Jane Fansler, '31,d.7/93

Indiana University

Frye, Anne Craig, '21,d.11/93

Iowa, University of

Folk, Mary Arp, '49,d.10/93
Freeman, Marilyn Johnson, '43,d.9/92
Winne, Lucy Waitt, '27,d.6/93

Kansas State University

Meseke, Maurine Bryan, '28,d.10/93

Kansas, University of

Edwinson, Loui Freeman, '28,d.12/90
Woodbury, Patricia Padfield, '41,d.8/93

Kentucky, University of

Cropper, Barbara Routt, '51,d.9/93
Livingston, Genevieve Montgomery, '37,d.11/93

Metcalf, Mary Frances Gay, '38,d.11/93
Rogers, Henrietta Bedford, '19,d.12/93
Walden, Margaret Elliott, '51,d.12/93
Williams, Anne Arnold, '25,d.4/93
Woodward, Alice, '33,d.10/93

Massachusetts, University of

Young, Olga Harcovitz, '45,d.10/93

Michigan, University of

Morgan, Helen Dyke, '31,d.4/92
Riggs, Mary Buckbee, '20,d.11/93

Minnesota, University of

Bollinger, Mary Griffin, '26,d.10/93
Loye, Winifred Sanders, '20,d.7/93

Missouri, University of

Davis, Grace Pearse, '13,d.2/90
Pence, Nancy Long, '26,d.10/93
Woodruff, Lulu Hazard, '16,d.8/93

Monmouth College

Findley, Florence, '34,d.6/93
Graham, Josephine Watt, '34,d.11/92
Sanderson, Agnes Findley, '34,d.6/93
Whitmarsh, Maxine Pearson, '35,d.4/93

Montana, University of

Howell, Mary Brown, '15,d.12/93
Mulchay, Alice McClerman, '28,d.7/93
Streit, Grace Mathewson, '13,d.9/93

Nebraska, University of

Kendall, Dorothy Lyon, '20,d.11/93
Peterson, Verona Fellers, '30,d.8/93
Sawyer, Lucy Van Horne, '04,d.10/93
Schneider, Phyllis Welch, '40,d.10/93

New Mexico, University of

Grout, Elizabeth Fleehtart, '35,d.10/93
McRae, Margaret Runyan, '37,d.10/93
Tonkin, Nancy Pearson, '31,d.10/93

Ohio Wesleyan University

Anderson, Alyce Dunmore, '47,d.12/93
Dean, Joan Brightman, '31,d.9/93
Hubbard, Mary Said, '29,d.10/93
Morgan, Nancy Crane, '32,d.11/93
Schlenker, Alice McCarty, '31,d.10/93

Oklahoma, University of

Bethea, Ella, '28,d.11/92
Cunningham, Martha Beaty, '38,d.10/93
Noble, Stella Jacobson, '21,d.10/93
Self, Sallie Hays, '23,d.11/93

Oregon State University

Mandie, Shirley Stuart, '33,d.11/93
Pearson, Rodena Krebs, '41,d.10/93

Oregon, University of

Casey, Jean Rasmussen, '35,d.9/93
Finneran, Isla Murphy, '18,d.7/93
Joseph, Leslie, '89,d.6/93

Pennsylvania State University

Tortolani, Beth Callahan, '62,d.10/93

Pittsburgh, University of

Harman, Wilhelmina Eakin, '20,d.10/93

Purdue University

Dimond, Gladys Ross, '35,d.10/93
McArdle, Elinor McNiece, '46,d.10/93

St. Lawrence University

Thompson, Carol Peabody, '25,d.7/91

Stanford University

Hammon, Lola Lee, '15,d.5/93
Hills, Ethel Lee, '15,d.5/93

Syracuse University

Dilworth, Elizabeth Dougherty, '32,d.11/93

Tennessee, University of

Davidson, Ann Meacham, '69,d.10/93

Texas Christian University

Firestone, Ruth Denman, '55,d.7/93

Texas, University of

Biggs, Julia Finks, '57,d.10/93
Cassidy, Elizabeth Comegys, '33,d.12/93
Green, Floy Robinson, '32,d.10/93
Hershey, Olive Duncan, '39,d.8/93
Hufsmith, Virginia Morris, '50,d.5/91
Marston, Emilie Halsell, '26,d.11/93
Tatton, Virginia Hallinan, '24,d.4/93
Wilson, Elizabeth Barry, '13,d.3/93
Wynn, Mildred Patton, '34,d.9/93



Toronto, University of

MacKeigan, Edna Flynn, '43,d.9/93
Sprott, Louise Allen, '24,d.3/93

Tulane University

Page, Nellie Curtis, '34,d.1/91

Tulsa, University of

Goodman, Roberta, '58,d.1/93

Utah, University of

Fernald, Mary Malmsten, '41,d.5/93

Washington State University

Brunton, Margaret Beinhart, '20,d.12/93

Washington, University of

Metcalf, Elizabeth Keyes, '32,d.12/92

Wisconsin, University of

Manning, C. Anne Haensgen, '56,d.10/93
Phelps, Edith Jackson, '21,d.10/93
Price, Gay Daehler, '58,d.5/93

INACTIVE CHAPTERS

Adelphi College

Dalrymple, Alma Selkirk, '21,d.9/90

Adrian College

Lawrence, Eula Smith, '24,d.9/93
Lutes, Ruth, '32,d.9/93

Maryland, University of

Abernathy, Patricia Magaret, '48,d.12/93
Wrightson, Andrea Brown, '68,d.12/92

Middlebury College

Williams, Caroline Buttolph, '24,d.7/92

North Dakota State University

Jenkins, Beth, '74,d.8/90
Leifson, Hedvig Sand, '29,d.9/93
Satrom, Virginia Schonberg, '33,d.11/93

Worthington, Charlotte Wyard, '30,d.9/93

Swarthmore College

Thomas, Margaret Mix, '28,d.10/93

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



Delta Chapter's alumnae Kappa Pickers play the spoons and shakers, rat-a-tat the washboard, pat the bongos, strum the guitar and thump the gut bucket at Indianapolis' Souper Supper.

Original Kappa Pickers Play Again in Indianapolis

Proving that they can still pluck a fancy note, some of Delta Chapter's original Pickers from the 1960s entertained at an **Indianapolis Alumnae Association** dinner.

According to **Betty Carr Crockett**, *Indiana*, Kappa Pickers got their start at the University of Indiana where they played for Delta's annual barn dance. Though the individual pickers changed from year to year, the group established a reputation on campus as it played for various campus events.

The 1963 group recorded an album, as did the 1968 Pickers who also were the featured entertainment on a 28-day USO tour of the Caribbean. Of those who entertained recently, four were from the 1963 Pickers and three from the 1968 Pickers.

Twins Reunite for Birthday Celebration

For their 91st birthday in February, they visited by telephone, still cherishing happy memories of the celebration for their 90th when the entire family gathered in Hawaii. Actually it was Margaret's turn to come East last year, but Hawaii had more appeal in February than Pennsylvania, so **Eleanor Leitch Harris**, *Penn State*, traveled to her sister's home in Honolulu.

The island celebration was joyous, in spite of the fact that their children could not fit 180 candles (90 for each of them)

on the cake. Reminiscing about their days at Penn State in the 1920s, they told about both playing forward in basketball and how they confounded the opposing guards who couldn't tell them apart.

Both sisters were members of Sychor which became Delta Alpha Chapter in 1930. Eleanor was initiated into Kappa as an alumna but by that time Margaret was in Hawaii with a new baby. As there was no chapter nearby where she could be initiated, Margaret never officially became a Kappa. Nevertheless, she has been generous with her support of Delta Alpha through the years.

Educator Elected to European Council

Margaret Armstrong-Law, *North Dakota State*, director of The International School of Amsterdam, The Netherlands, has been elected to the nine-member European Council of International Schools Board of Directors. The annual conference of this council drew more than 2000 teachers and administrators from international schools throughout the world.

"There's no question in my mind that education is the basis for the world order of the 21st Century. The country that does not pay heed to education will suffer," predicts this former Gamma Tau Chapter President. Margaret has taught or headed schools in North America, Asia, and Europe. She is presently overseeing the building of a new campus for The International School of Amsterdam.

Aloha State Kappas Take Honors

Cynthia Henry Thielen, *UCLA*, was chosen as minority floor leader by her peers in the Hawaii State House of Representatives where she is one of the chairs of the Legislative Energy and Environment Summit. She and her daughter have the state's first mother/daughter law firm.

Paula Lee Wallace, *Kentucky*, competed in the Ice Skating Institute of America's National Team Championships in Los Angeles and placed first and second in her two individual events. Her adult precision team, Tropical Blades, placed first in both its precision skating events.

Making Strides in Mental Health

Genevieve Tarlton Hearon, *Texas*, serves as vice president of the National Alliance for the Mentally Ill. As a board member, she served on the Forensic committee, working on NAMI's report on the jailing of persons with serious mental illnesses, and on efforts to set up diversion programs.

North Coast Kappas Konnnect in Kleveland

Buses, vans, and car pools packed with Kappas from across northern Ohio are heading toward Cleveland for the North Coast Kappa Konnection on March 12. Former Province Director of Alumnae **Deborah Heaberlin Smith, Tulane**, and the **Cleveland Alumnae Association** have planned a luncheon at the elegant Tower City Ritz-Carleton followed by a Liz Claiborne Style Show. Kappas are expected from the **Akron, Canton-Massillon, Cleveland East, Cleveland West Shore, Elyria, Erie County, Hudson, and Youngstown Alumnae Associations**.

Each alumnae association is donating gifts to be used as door prizes. The proceeds will be divided among the participating groups for their philanthropies.

Debbie says, "The numbers keep growing. We may have so much fun that we do this again next year."

Going Bonkers with Bunko in Wichita

"Bunko is a brainless dice game," chuckles **Stephanie Robinson Frey, Kansas**, President of the **Wichita (Kan.) Alumnae Association**, "but it is a good mixer, just fun, and one of our most popular meetings. Often after a full day at work or at home, it is nice just to relax, laugh, and enjoy being together as friends."

Also easily taught, bunko is played with three die by partners at tables of four. A team scores a bunko when three ones are rolled. The winning team advances to another table, leaving the losers to try again against a new pair. All prizes are donated to Starkey, a Wichita school for the mentally handicapped.

Making People Aware of the Americans with Disabilities Act

Cyndni Crawford Shollenberger, Allegheny, has been named Director of Communications for the U.S. Architectural and Transportation Barriers Compliance Board with offices in Washington, D.C.

Kappas Distributed Food and Friendship to Midwest Flood Victims

One Kappa coordinated 5,000 volunteers in **Des Moines, Iowa**, while another traveled from **Watertown, Mass.**, to hand out turkey sandwiches and fresh fruit to flood victims in St. Louis. Neither knew about the other, and most likely there were many more Kappas giving aid.

For four weeks, **Karen Williams Jepsen, Iowa**, a resident of Des Moines where 250,000 people were without potable water, matched volunteers to constantly changing needs. The volunteers formed assembly lines to make 12,000 sandwiches, prepare vats of mashed potatoes and chicken soup, load food into Emergency Relief Vehicles, and do a hundred other tasks. They cleaned 22,000 pounds of fresh strawberries which arrived unannounced from California. After four weeks, 5,000 volunteers and 180,000 meals, Karen joked that she could add to her résumé, "I'm good in disasters."

"People showed incredible generosity," said Karen of the volunteers, "and it wasn't just financial. The giving of themselves is the most outstanding thing I can think of." Karen is President of the Gamma Theta House Board at Drake University.

Louise Stein, McGill, had trained as a disaster volunteer with the Red Cross in Boston, but she was not prepared for dealing with the emotional pain and despondency of the people who lived in the midst of the destruction and who gathered at meal-times to share stories and vent frustrations. The turkey sandwiches she passed out filled their stomachs but not their spirits.

"It's very flat out there, not like New England. You got the sense the water could go wherever it wanted," said Louise. "People would measure the water each day and watch it come into their homes and then watch it slowly recede. It's not like a tornado which comes, and then it's over. This was like impending doom."

This board is the lead federal agency in developing accessibility guidelines under the 1990 Americans with Disabilities Act to ensure that buildings, facilities, and vehicles covered by the law are accessible, in terms of architecture, design, transportation, and communication to disabled individuals.

Cyndni's responsibility is to develop a communications plan to help the agency achieve its goal. Her career in communications began with the National Aeronautics and Space Administration in Houston during the Apollo lunar landing program. She was also community relations director for a nationally recognized women's career development center in Fairfax County, Va. Since 1984 she has been engaged in educational public affairs in California and Washington, D.C.



**Cyndni Crawford
Shollenberger**

PDA Leads Girl Scouts on Adventure in New Zealand

Sue Herrington Scheiwe, Kentucky, set aside her January duties as Province Director of Alumnae for Delta North to lead Michigan Girl Scouts on an "international friendship and adventure challenge" in Blenheim, New Zealand.

The Marlborough Outstanding Event for Rangers and Junior Leaders enticed participation from 40 countries. The Girl Scouts spent one week with host families and the remainder in camp learning farming, kayaking, whitewater rafting, and other adventurous skills.

Sore muscles healed, scrapes and skins now well, Sue is exclaiming over her memorable experiences while returning to the more sedentary role of PDA.



Kappas write references for rushees at the public library from information compiled by area Panhellenic alumnae.

Gadsden Panhellenic Makes Reference Writing Easy for All Area Rushees

It is easy to write references in **Gadsden, Ala.**, because all the information is available at the public library. Each year since its founding in 1978, the Alumnae Panhellenic has served as the source of rush and rushee information for an area of north-east Alabama.

Each spring Panhellenic representatives personally contact the 17 high schools in the area to invite all junior and senior girls and their mothers to an informational tea. The invitation is also extended through the local newspaper. At the tea the prospective rushees learn about sororities, Panhellenic, and the rush process on various campuses. They in turn provide information about their scholarship, school and community activities, and interests.

Panhellenic collects all the rushee information into a file at the public library which is available to any dues-paying member of Panhellenic.

Among the first members of the Alumnae Panhellenic, the Gadsden Kappas have been strong supporters. Dues to the local alumnae association include membership in the Panhellenic; they have rotated through the offices; and they have provided speakers, baked goodies for the tea, and contacted the high schools. "Having all the information in one place saves many steps," says **Carol Clokey West, Alabama**, Reference Chairman. "It also gives every rushee the opportunity to have references submitted to groups on her campus."

You're Invited to Coastal Carolina for the Azalea Festival

Wilmington, N.C., has one of the best known Azalea Festivals in the country, and the Coastal Carolina alumnae are turning the April 8-10 affair into a unique fund-raiser for their two-year-old association.

The Wilmington Kappas will open their

homes for bed and breakfast to visiting Kappas for the nominal charge of \$25, with the proceeds to go to philanthropy. They can also arrange for tickets for the garden tours. For more information or reservations, please call Lisa Semmens at 919-452-3811.

Potpourri

Good Program Ideas: **St. Charles County, Mo.**, alumnae will tour the old town and capitol in April...**Louisville, Ky.**, Kappas will team up with the Alpha Delta Pi's for an Evening Casino Party to benefit the Ronald McDonald House...**St. Petersburg, Tampa, and Clearwater, Fla.** Kappas came together with other Greeks for an area-wide Panhellenic luncheon...It is trash and treasures in **Brevard County, Fla.**, for the upcoming flea market...**Long Island, N.Y.**, will choose the "Long Island Kappa Woman of the Year" at its March annual meeting...**San Fernando Valley, Calif.**, alumnae hope to catch a star on the rise or a "name" in the audience when they and husbands or dates tour the Los Angeles comedy clubs.

The **Southern New Jersey Alumnae Association** will hold a fireside service followed by high tea in March; then in May, just for fun, a palm reader will be on hand to make predictions...**Amador Valley, Calif.**, Kappas will learn fashion tips to create a seasonless wardrobe from a Nordstrom's consultant while the **Arcadia, Calif.**, group learns container gardening. **Columbia, Mo.**, plans a winetasting and jewelry show.

Money is the topic at estate planning seminars in **Richardson-Plano, Texas**; **Santa Monica Westside, Calif.**, and **Portland, Ore.** The **Palo Alto (Calif.) Association** offers confidential dues and events "scholarships" to any Kappa wishing to join but having financial difficulties.

Kudos to Housing Committee member and former Epsilon Province Director of Chapters **Robin Cohenour Leonard, Illinois Wesleyan**, who was named Outstanding Alumna at the University of Illinois.

Kappa Country Bingo will bring **Tulsa, Okla.**, Kappas and friends together March 12 for an evening of food, beverage, bingo, and a live auction.

Rochester, N.Y., alumnae will learn how to arrange flowers at their March meeting prior to the Panhellenic Luncheon and Flower Sale.

New Haven Association Serenades Founder on her 100th Birthday

Katherine Knight, *Middlebury*, founder of the **New Haven (Conn.) Alumnae Association**, was the center of attention when Kappa alumnae from New Haven and Fairfield County (Conn.) gathered at her home in honor of her 100th birthday. In addition to being serenaded with Kappa songs and sharing a cake with Kappas, she also was fêted at a private family party and at the regular church service at the Orange Congregational Church where she had served as organist and choir director for more than 50 years. Katherine received more than 200 cards and greetings including birthday wishes from Willard Scott on the *Today Show* and a card from President Clinton.

Several of the Kappas reminisced with Katherine about the days when it was a tradition every year to celebrate Founders Day with a potluck supper at her home. They fondly recalled that Katherine would never allow anyone to do the dishes. With a twinkle in her eye, she claimed that she didn't want them broken!

The New Haven Kappas are looking forward to a tour of Capri-land's Herb Farm followed by high tea in Coventry, Conn., in May. "This will be a joy for those who love to garden," exclaimed association President **Nancy Acheson McGaan**, *Monmouth*. "The tea has all natural ingredients—pansies, nasturtiums, etc.—and they won't tell you what it is until you have finished drinking it."



Members of the New Haven (Conn.) Alumnae Association helped Katherine Knight celebrate her 100th birthday.

ARE YOU AN OWL OUT ON A LIMB? COME JOIN THE GROUP!

You, too, can enjoy the privileges, friendships, and fun that come with participation in an alumnae association. Please take a moment to complete the information form below and send it to Janet Wickre. She will put you in touch with your Province Director of Alumnae and the alumnae association nearest you.

YES! I WANT TO KNOW MORE ABOUT KAPPA ALUMNAE OPPORTUNITIES NEAR ME!

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

ADDRESS: _____
(Street)

(City) (State) (Zip)

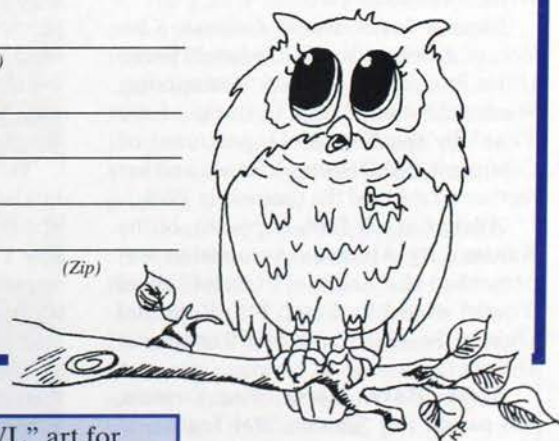
TELEPHONE: () _____ CHAPTER: _____

COLLEGE/UNIVERSITY: _____ INIT. DATE: _____

NEW ADDRESS? _____ NEW TO THE AREA? _____

LAST ADDRESS: _____
(City) (State) (Zip)

MAIL TO: **Janet deMichaelis Wickre**
P.O. Box 8564 • Newport Beach, CA 92658



ATTENTION KAPPA ARTISTS! *The Key* is looking for original "OWL" art for use in future issues. Please send camera-ready artwork with your name and address to *The Key*, P.O. Box 2079, Columbus, OH 43216. All published works will be credited.

Accent on Alumnae



The Denver Kappa Gavel Club, a gathering of the current and past Presidents of the Denver Alumnae Association, is looking toward its second annual luncheon meeting this summer.

Congratulations

Shirley Synnonds Okerstrom, *Michigan State*, of Traverse City, Mich., as past president of the state association for child guidance received Rotary's first Community Service Award. Appointed to the Michigan Women's Commission in 1993, Shirley is vice chairman of Northwestern Michigan College, where she has served as an elected trustee for 15 years.

Carolyn Sawyer, *Washington State*, co-anchor of *WIS News Mid-Day and 6 O'Clock* in **Columbia, S.C.** has been named Career Woman of the Year by the Columbia Business and Professional Women's Association.

Eleanor Jones Brown, *Colorado College*, of **Kansas City, Mo.** whose Foxhill Office Products was named "Outstanding Woman-Owned Retail Business of the Year" by the Kansas Department of Commerce and Housing. Eleanor and her mother established the business in 1978.

Adele Coryell Hall, *Nebraska*, of the **Kansas City Alumnae Association** was presented the national "On Behalf of Youth" award by Camp Fire Boys and Girls at the 1993 Camp Fire Congress in Denver.

Sevilla Boyer Morse, *West Virginia*, was named Bay School's 1994 Teacher of the Year for her professional and volunteer accomplishments.

Chief Justice Ann Covington Presides over Missouri Supreme Court

Ann Kettering Covington, *Duke*, the first woman to be appointed to Missouri's highest court in its 173-year existence, now sits as Chief Justice of the Supreme Court, having been elected by her peers on the court for a two-year term which began in July 1993. First appointed to the Supreme Court in 1988, Ann was retained by voters in 1990 for a term which will end in 2002.

While acknowledging the historical aspects of her position, she prefers that gender not be the focus of her tenure. "I would like to be regarded as a fine judge who happens to be a woman, if it is necessary to make note of one being a man or woman at all."

Her colleagues speak of her diligence, intellectual sharpness, and unusual legal ability. They describe her as self-effacing, low key, and dedicated to her goal of improving the judicial system.

A native of West Virginia, once governor of Girls State there, and the daughter of **Elizabeth Ann Hornor Kettering**, *Denison*, Ann taught at Oxfordshire Schools in England and did graduate work in English literature before completing law school at the University of Missouri. She is married



Chief Justice Ann Kettering Covington

to the former dean of the law school and they have two children.

Ann sees a direction toward more openness as the biggest change in the court during her time on the bench. She feels people will have better confidence in the administration of justice if they understand who their judges are and how they reach their decisions.

It's Good To Find Friends on Capitol Hill

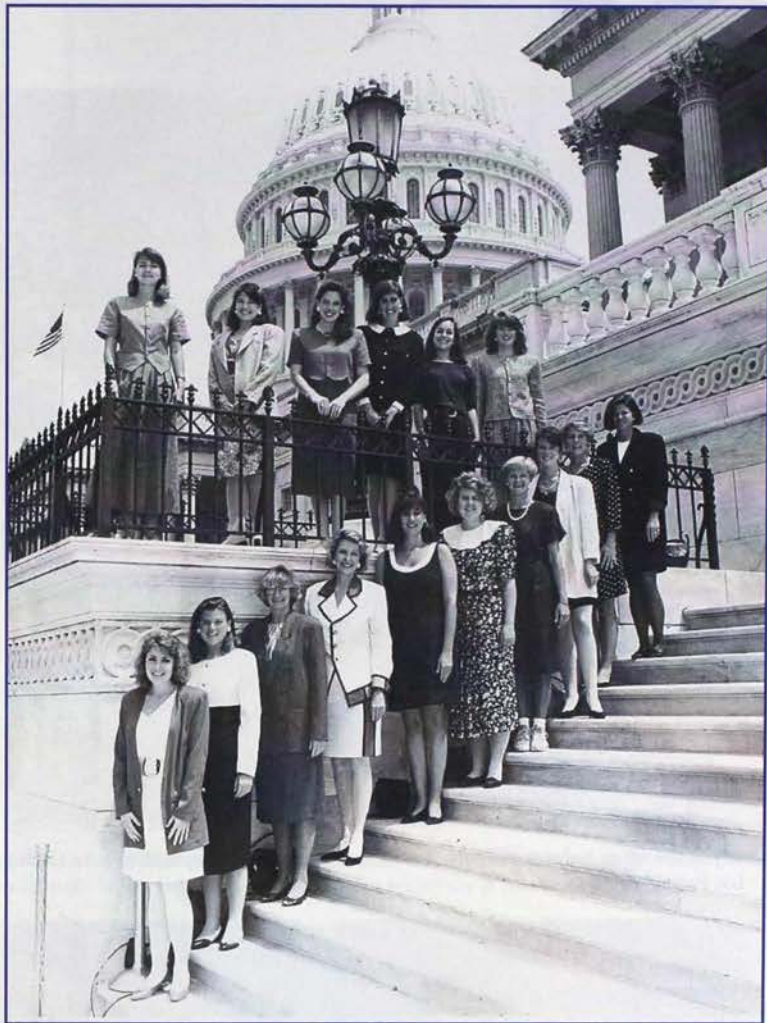
"My first week working on Capitol Hill for my congressman from Georgia," recalls **Kelley Belia Martin, Emory**, "I found a Kappa mug on my desk with a note attached from **Helen Newman Roche, Oklahoma State**. Helen was my first contact outside my office and, since then, she has been my friend and mentor."

A senior vice president for Governmental Affairs at Gulfstream Aerospace Corporation, a manufacturer of luxury airplanes, Helen knows the importance of friendship and networking. She has sponsored several "Capitol Hill Kappa" luncheons.

"In a town like Washington, D. C., it's nice to have a Kappa like Helen to bring other Kappas together," says Kelley.

The purpose of life, after all, is to live; to taste experience to the utmost; to reach out eagerly and without fear for newer and richer experiences.

—Eleanor Roosevelt



Kappas who work in Washington, D.C. government offices pose on the Capitol steps enroute to a get-acquainted luncheon.



Excited children anticipate the beginning of the egg hunt as Kappa moms, grandmothers, and friends look on.

Peter Cottontail Hops Toward Baton Rouge Again

The Easter Bunny, Peter Cottontail, and a parade of clowns are heading toward **Baton Rouge, La.**, for the second annual Kappa Easter Egg Hunt. Prizes and favors will be given, with the proceeds going to Baton Rouge Green, a nationally recognized beautification program in the city.

"It was fun to see Kappa grandmothers with their grandchildren," **Kathy Brown Durnin, Louisiana State**, said of the popular 1993 event. Actives from Delta Iota Chapter at Louisiana State University cavorted as clowns and bunnies to entertain about 75 Kappas, friends, and their children.



Sally Swiss often paints outdoors and draws inspiration from nature. As shown in "Poppies" (above) and "Iris Pastel" (below).



This Two-Woman

Three times the Lansing Art Gallery in Lansing, Mich., has featured a two-woman show in which both artists were Kappas, members of the local alumnae association, and good friends. The two are **Sally Howell Swiss**, *Michigan State*, and **Carolyn Talbot Hoagland**, *Miami University*. Both often work in watercolor, but with contrasting styles and subjects. Sally creates her watercolors directly on the paper, with no preparatory drawing. The result is a loose, soft rendering. Carolyn's watercolors are done strictly in the studio, carefully drawn and painted. Both have turned to painting more in later life, Sally after retiring from teaching in 1982, and Carolyn after raising a family and being a community volunteer.

Sally paints from nature, working outdoors when weather permits. She is known especially for her paintings of flowers: trillium, iris, poppies and the city market flower stalls in the spring; hibiscus if she is in Florida for the winter or cactus if in Arizona; then cyclamen, gloxinia, and orchids in the tropical greenhouse. However, Ringling Brothers has inspired circus scenes, and she captured the birches and dunes of Northern Michigan on paper.

An art major in college, Sally designed Homecoming decorations and the float for a water carnival for the Kappas. As a Red Cross worker in Hawaii during World War II, she entertained the soldiers by sketching their pictures and organizing sketching tours. As a Lansing alumna, she contributed paintings to the annual



Team Is All Kappa

fund-raising auction. Sally taught art in Michigan for 33 years, all the while painting and exhibiting. While she has won many awards in shows, she is proud that her work is represented in hundreds of homes and corporate collections such as General Motors.

Widowed almost one year ago, Sally says that her art is "a friend to turn to, to become involved, to find solace. And for one who has painted all her life, it is natural to continue." She is busily looking ahead to commitments with an auction, a playhouse, and private commissions.

Even though Carolyn is well-known for her paintings of seashells and shorelines, faces have always fascinated her. Her childhood sketch book is filled with drawings of her friends and family. It was fitting, then, that her Fall 1993, one-woman show at the Michigan Women's Historical Center and Hall of Fame was titled "About Face."

Paintings in oils, pastels, or watercolors included models wrapped in fine quilts made by Carolyn's great-grandmother, an artist of another time.

Carolyn received art training at the Dayton Art Institute, Miami University, the Boston Scott Carbee School of Art, and Michigan State University and has continued with local workshops in Lansing.

Her works have been exhibited in regional and national juried shows from Watercolor, U.S.A. in Springfield, Mo., to National Mid-year Show, Butler Institute of American Art, Youngstown, Ohio, to Women in the Arts Exhibit, Ft. Meyers, Fla.



"Model Resting" (above) by Carolyn Hoagland features a quilt stitched by her great-grandmother. "Beach Walk" (below) is an example of her paintings of seashells, for which she is best known.



Through the Keyhole

the **Key** Mail KAPPA KAPPA GAMMA

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

Congratulations on your Winter 1993 issue of The Key. Very well done! It's always good to see substantive contents in our Greek publications. I liked your cover story and thoroughly enjoyed the articles "Caring for Jenni," "To Be Old Before You Are Young," and "The Fog Is Lifting."

— Erv Johnson, APR
Director of Communications
Editor, *The Beta Theta Pi*

After reading the stories about housemothers in the Winter issue of The Key, I was moved to write about an extraordinary woman I knew.

Three years ago I had the great fortune of meeting a woman who exemplified all the qualities of a Kappa Kappa Gamma. To the surprise of many, Jeanne Rohrer was not a member of Kappa or any other Fraternity. She was, however, House Director at Delta Eta, Utah, until her death last spring.

Unfortunately, as undergraduates, we do not often take the time to reflect on the selfless work and achievements of others. The members of Delta Eta, however, realized how special she was.

— Jennifer Haughey, Utah

A short note to tell you of the recent, noticeable, positive changes in The Key. It's timely, active, current, catchy — I can no longer give it a two minute flip-through. Good work!

— Ann Livingston Stewart, Whitman

I have very much enjoyed so many articles in our Kappa KEY. It is refreshing to hear about the lives of so many Kappa sisters! I like, too, the layout — it makes you want to just keep reading! Since I taught high school English I guess I'm a bit sensitive to the factors that appeal. Do keep up the good work!

— Marjorie Kerr Schlosser, Denison

Though I've been a Kappa since the 1940s, never have I been moved to write The Key — but the Winter 1993 issue moved me! The articles were filled with life-affirming vitality — as well as being very moving. Thank you for your selection.

— Doris Gene Amos, Oklahoma

Zeta Rho, Colgate, is proud and pleased about the story of the school in Africa, The Key, Winter 1993. The magazine was passed around throughout the Colgate administration. The editor of the alumni news saw it and promptly made a copy for his next edition. The article raised our level of esteem on campus.

And then I want to tell you how impressed I am with the total quality of this Winter issue.

— Marian Laidlaw LeFevre, Syracuse

Sincere "thanks" and "pat-on-the-back" for the recent article "To Be Old..." (Winter 1993). AIDS education must come in many forms. The life story by Mrs. Barstow was a shining example for all to follow. Her story of courage and compassion brought tears to my eyes. Sad topic — wonderful coverage!

— Michael Reed
Office of Chapter Services, Phi Kappa Tau Fraternity

After reading "The Quest for Glamour," The Key, Fall 1993, I felt it necessary to draw attention to a related subject which was not given its due. It is imperative that all women realize how, in becoming imprisoned by imposing and limiting standards, we are unwittingly contributing to a situation which will constantly undermine our true potential.

True, there is nothing wrong with "trying to look and be our best," but there is a great deal wrong with a standard which is at best limiting, at worst torturous. In promoting standards which are attainable by a minuscule segment of the population at most, and often by artificial means, scores of strong, independent, and talented women of all ethnic backgrounds, religions, and body types have been eliminated from fulfilling their potential. It is nothing short of self-betrayal when women struggle to uphold the feminine ideal — helpless, uncontroversial, and beautiful — set centuries ago by an overwhelming patriarchal society. And now, when we are slowly dismantling the "gilded cage," a new, more insidious one is taking its place. Physical beauty remains the standard by which we are all judged — by women as well as men.

It is time we started disagreeing with the images bombarding us daily. There is beauty in strength, beauty in success, beauty in all the qualities women bring to the world. It is our right and our duty to emphasize and celebrate the true beauty in each of our sisters. I can guarantee that fashionable clothes and flattering cosmetics have nothing to do with it.

— Erika Shaker, McGill

CORRECTION

In the Winter issue, the story "Life Without Father" was not credited to the writer, Emily Owen Conley, *Ohio State*. *The Key* apologizes for the error.

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