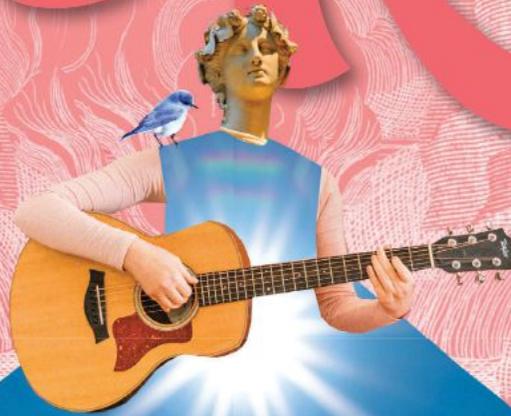


The Key

Spring &
Summer 2022
KAPPA KAPPA GAMMA



PAGE 30

Blue Skies Ahead

*Find your flourish
and manifest your dreams*





1943

LOOKING BACK

Patricia Simpson Pattullo, Patrica Davies Timm and Adele Bates Gregory, all *Washington*, support wartime efforts by tearing rags for the Red Cross to turn into hospital rugs.



COVER: JOHANNA GOODMAN

“I do not believe we can avoid burnout. I think it is part of the human experience. We can learn to approach it differently, identify it quickly, prepare for it, and establish recovery practices.”

—**Kate Steiner, Ph.D.**
BURNOUT RECOVERY EXPERT

Spring & Summer

2022, Volume 138, No. 1

FEATURES

Passion With Purpose

BY STACY FLANNERY

20 Kappa’s Alumnae Achievement Award recipients are bold, courageous women who lead with passion and purpose.

Be the Change

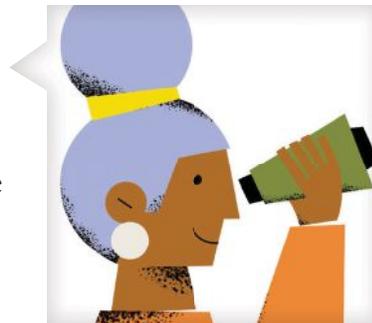
BY CHRISTINE ARMSTRONG

26 Being intentional with how and where we give allows us to become the change we wish to see in the world, no matter the size of the gift.

Get Ready to Bloom

BY KATE STEINER

30 Burnout expert Kate Steiner shares her strategies to tame the flames of burnout. With a plan, we can survive and thrive.



IN EVERY ISSUE

- 2 **Feedback**
- 3 **Letter From the Editor**
- 4 **The Mix**
With her dad’s camera lens, Mary Yap discovers magic under the stars and in nature, from Indonesia’s rainforests to the Milky Way’s primal light.

Explore the wonders of Panama, including its resilient sea cucumbers and more.

Catherine Katz uncovers connections between nations, leaders, diplomats and their daughters.
- 35 **Through the Keyhole**
DEI consultant Colleen James helps companies shift perspective. By listening and bringing all views together, she creates change.

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

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FEEDBACK



Be the Leader

I opened up my 150th-anniversary issue and refound myself in Kappa. For years (after college), I have lived as an open and proud lesbian, married to

my partner of 25 years. But when I would submit updates to *The Key* mentioning my “partner,” I was ignored. Frankly, I walked away from any connection to Kappa because of the mentality and lack of inclusion for anyone not a white, upper-class, heterosexual female.

The broad diversity of individuals you featured in the issue, including **Ann Thayer Weldy, Illinois**, took my breath away. I am proud of the steps you are taking to reclaim Kappa for all women. I will now proudly send updates and if there is a way I can support efforts at true diversity, equity and inclusion, I would be happy to support it. Be the leader now — it’s time.

—**Marie Cini**
Penn State

Greatest Generation

WHAT A WONDERFUL 150TH-ANNIVERSARY ISSUE OF *The Key*! I

was particularly interested in the article about **Nora Wain, Swarthmore**, because my grandmother, **Lucy Guild Quirk Toberman, UCLA**, traveled to Norway to present the 5,000 layettes mentioned in the article.

—**Lisa Bell Hutchins**
Stanford

EDITOR’S NOTE: Past issues are available at kappa.org/thekey

Take Note

IN “KEY ACHIEVEMENTS,” IT’S great to see the breadth of careers and different paths. During impressionable college years, it can be hard to decide what you want to be. While colleges have counselors and lists of majors, sharing these highlights seems like a great way for students to have a glimpse of how degrees are used. You don’t know the person, but seeing a

name and knowing they are a Kappa could be the spark someone needs when thinking about why they are studying long hours and plowing through their class schedule. Just a thought about connecting the publication with campuses.

—**Paige**

Unlimited Potential

AS AN ELEMENTARY SCHOOL principal, *The Key* gives me stories to share with my students about each person’s potential, with a special focus on women and their limitless possibilities.

—**Julie Delaney**
Iowa

CORRECTION

Barbara Bassett Lambert, Indiana, was listed in the winter 2019 issue “In Memoriam” in error. *The Key* apologizes for this error.

Hello Again

CALLING ALL ATHENAS

STORIES OF MYTHOLOGY WERE AN ATTEMPT TO explain the unknown or teach lessons. On the cover, Minerva, or Athena in Greek, goddess of arts, crafts and professions, ushers in blue skies, readying us for what's to come.

According to the 1930 *History of Kappa Kappa Gamma*, Beta Chapter (now Beta Beta^a Chapter), *St. Lawrence*, introduced Minerva and her owl to Kappa. The chapter's delegate to Convention in 1881 at Bloomington, Indiana, brought and shared its engraved plate of Minerva (the kind of plate used for printing). There was no vote taken by the Convention body to adopt Minerva, but going forward, Minerva appears to have been widely used and was incorporated in the Coat-of-Arms that was approved in 1912. *The Key's* October 1919 issue expounds on how the chapter viewed what Minerva represented — a life of loyalty and service to the world.

Our modern cover girl Minerva looks ahead while keeping an eye on the past: informed, but forging ahead. By knowing where we come from, we can create a better future.

In this issue, we feature bold Kappas who see a brighter future, like burnout recovery coach **Kate Steiner**, *Wyoming*.

While the pandemic often reduced or eliminated our commutes — stroll from the bedroom to the makeshift home office — it seemed to heighten the burnout people were experiencing pre-pandemic, especially for women. Women continue to balance seemingly everything, so we're excited to share Kate's plan to handle burnout. Even if you are not experiencing burnout right now, everyone deals with things that leave them feeling overwhelmed or drained. I like that Kate's plan is not another productivity hack or app (although those have merit). Kate gives us a wellness model that is truly transformational.

The ability to see a brighter future is no more apparent than through the eyes of our 2022 Alumnae Achievement Award recipients. These trailblazers share passion and purpose as they change the world. From breaking the glass ceiling to creating a company that has taken the beauty world by storm with its inclusive list of Black and Brown founders,

these women continue to show the way forward.

Paving the way forward often involves the financial ability to do so. Despite the economic challenges women experience, women are poised to control over a third of the world's wealth, which is great news because women are more likely to invest based on their values.

Christine Armstrong, *Arizona*, sheds light on the power to influence the world through philanthropic giving. She gives us some things to consider about philanthropy regardless of income level.

Till We Meet Again: We hope to be in your mailboxes twice this year. Paper shortages and trucking delays may impede timeliness, but please say hi in the meantime at thekey@kappa.org. We regularly publish member news on Facebook and Instagram.

Kristin

—**Kristin Sangid**, EDITOR



MONUMENTAL DREAMS

Lily and I were standing outside the house (**Theta Chapter**, *Missouri*) after Initiation when our moms started talking about how they were both Kappas. Lily and I didn't know each other very well yet, but our moms suggested that we all go to brunch together. That was the start of an amazing friendship. Lily is someone I know I can always count on and I know she will be my friend for a very long time.

—**Blair Dubinsky**, *Missouri*

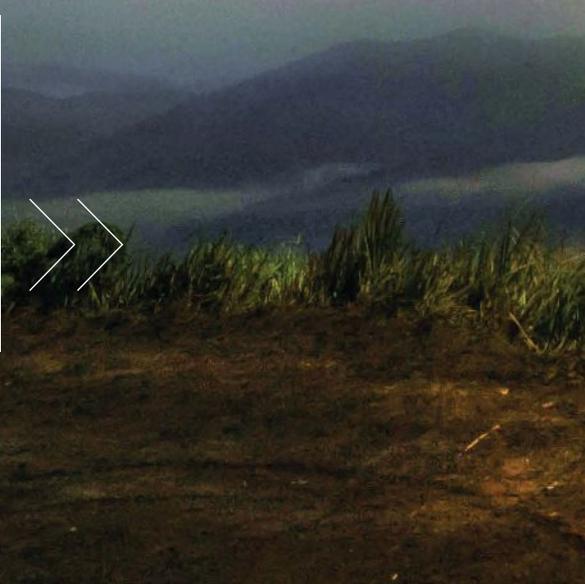
“I also love to capture human landscape under the stars. I think it’s fascinating to think about how our ancestors used to farm, travel the seas and walk the earth under the light of the stars.”

— **Mary Yap**

ASTROPHOTOGRAPHER,
WORLD TRAVELER,
FUTURE ARCHITECT



THE
mix



MARY YAP

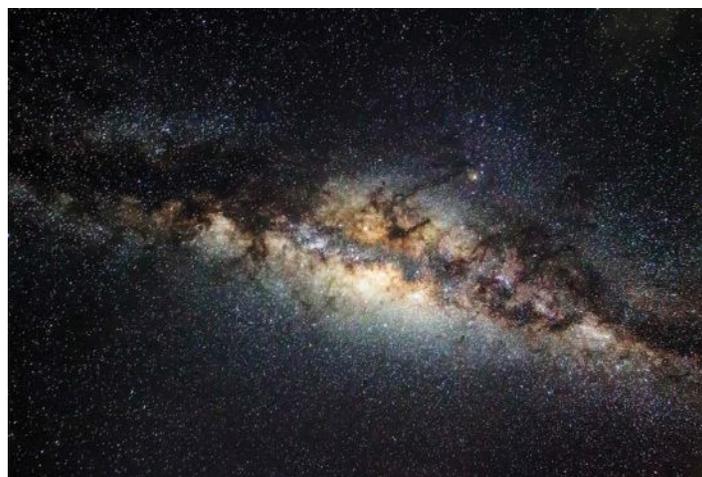




Multiple Points of Focus

POLYMATH MARY YAP SYNTHESIZES NATURE, SCIENCE, DESIGN AND THE ENVIRONMENT ON HER JOURNEY TO CHANGE THE WORLD

IT HASN'T BEEN LONG SINCE MARY YAP, *YALE*, WALKED ACROSS THE stage with her diploma. But she's no ordinary college graduate. Mary arrived at Yale as a non-traditional student. She began her studies at the University of Chicago but left for San Francisco at age 18 to start a private social networking site to help connect families around the world. Over the next six years, Mary worked in the



L to R: A rice paddy house in Borobudur, Indonesia; 40,000-year-old cave paintings in Timpuseng, Indonesia; the Galactic Center of the Milky Way galaxy.

tech industry, both at her own software company—a successful venture she and her co-creators eventually sold—and at a crowdfunding company before deciding she wanted to travel to see more of the world.

During her travels, Mary's love of photography came into focus, especially in Indonesia. Mary's images reveal her deep connection to the natural world. Her six-year gap year was a path to self-discovery and a dream for the future.

Thanks to rediscovering her passion for the environment and finding a renewed interest in architecture, Mary decided it was time to complete her degree. She found her way to Yale, where she gained perspective on how she can impact

“During her travels, Mary’s love of photography came into focus, especially in Indonesia. ‘I would hike to remote places far from cities and capture interesting compositions of the Milky Way and the galactic core.’”

the world. “I thought I’d study architecture and the design of sustainable cities. But after my first year, I realized I wanted a more nuanced and scientific rounding in climate change.” She graduated with a bachelor’s degree in science, a double major in planetary sciences and architecture.

Q. You have taken some amazing shots on your travels. How did you get interested in photography?

A. When I was 18 and moved to

San Francisco, I bought myself a cheap camera and started taking photos to share with friends and family. A few years later, I reconnected with my father, whom I had grown up not really knowing. When I visited him I shared my love of photography. I didn’t realize he had been into photography as a kid. He gave me a lens I carried on my travels. I began to photograph the things I love, especially stars. I would hike to remote places far from cities and capture interesting compositions of the

Milky Way and the galactic core, which is the brightest part of the Milky Way, over different, interesting landscapes. With my astrophotography, I try to capture a sense of the natural landscape we have forgotten. As we've moved to cities and don't live in the natural world, we can't see how many stars there are because of light pollution. I also love to capture human landscape under the stars. I think it's fascinating to think about how our ancestors used to farm, travel the seas and walk the earth under the light of the stars. It's interesting to think about how far we've come and

what's changed in the meantime. A lot of my photography focuses on the stars and galactic landscapes. I love to see the colors and shooting stars. So many people don't get to experience it, so I do long exposures with the camera to bring it to life.

Q. Do you have a favorite place you've traveled to so far?

A. Scuba diving in the Galapagos is like being in another world.

I do open ocean scuba diving and you see whale sharks, manta rays the size of a small school bus, hammerheads and so much more. Right below the surface of the ocean is a whole ecosystem thriving and moving and doing all these wild things. Design and architecture draw a lot of inspiration from biological forms, so it's amazing to see that on a dive. It reminds me how connected we are to ancient and

“Right below the surface of the ocean is a whole ecosystem thriving and moving and doing all these wild things ... The ocean just knocks me off my feet with sensory and scientific details.”

A fishing boy paddles across incandescent seas at dusk in Savu Sea, Indonesia.



MARY YAN

present ecosystems. The ocean just knocks me off my feet with sensory and scientific details.

Q. What's next?

A. I want to take some time to decompress and synthesize the learning I've gotten over the last few years before getting a master's degree in architecture. I have a few projects lined up. I'm assisting a professor with a geo-engineering project, which involves new technology related to drawing down carbon dioxide from the atmosphere to reduce global warming and make the world more habitable. I'm researching and writing a

book about my grandmother who lived in Taiwan and was an entrepreneur in the 1950s before it was socially acceptable. She pulled her family out of poverty, got my mother an education, and made it so she could come to America. It's why I'm here today. I am also working with a children's book publisher on a potential book about my astrophotography. It would be meaningful to inspire kids to look up at the stars and realize how connected we are to the universe. I've been so head down with school, I'm excited to live a little and give back in various forms.

Q. What advice would you offer to Kappas?

A. I love this notion: Don't think about what the world needs. Think about what makes you come alive and do that. I left behind a full scholarship, but I wanted to go to San Francisco and work on something that helped families connect. Once I connected with architecture and environmental issues, I felt so alive. And that kernel of passion is where your power comes from. If you love something, you'll work hard, do it well and, hopefully, make a difference. Another big thing is being open and vulnerable with your dreams. Working in tech was scary as a young woman. I was one of 10 women in a company of 100. It's not always so easy to do, but if you can be bold and open with what you believe, you'll attract like-minded people and your power grows through the community. That's what I've found in Kappa as well. By being bold and vulnerable you can carve a new path for yourself and others.

—By **Katie Mills Giorgio**,
Drake



BOOKS

Way Back When

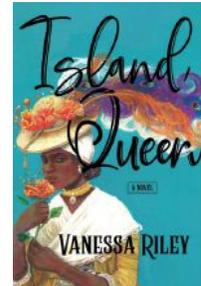
Behind the best contemporary historical novels are authors whose prose paints vivid pictures of the grit, resilience and sacrifice of the women at the heart of their stories.



The Four Winds

BY KRISTIN HANNAH

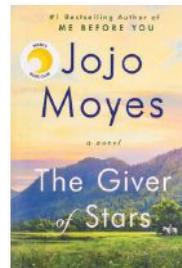
With her marriage in shambles and the Dust Bowl sweeping through the Great Plains, Elsa Martinelli faces the ultimate decision: to stay put or go west.



Island Queen

BY VANESSA RILEY

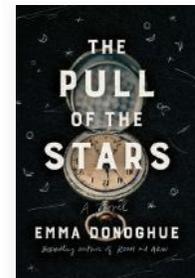
Dorothy "Doll" Kirwan Thomas bought her way out of slavery, becoming one of the wealthiest entrepreneurs in the West Indies.



The Giver of Stars

BY JOJO MOYES

Ever heard of a packhorse librarian? Meet the five women who journey on horseback through the mountains of Kentucky to deliver books to rural neighbors.



The Pull of the Stars

BY EMMA DONOGHUE

As the Spanish Flu ravages the British Isles during WWI, nurse Julia Power helps young mothers and comforts those stricken by this strange new illness.

Rosalind dons a wet suit for a typical day "at the office" checking on adult brood stock for PanaSea aquaculture.



Paradise in Panama

FROM CLEAR TURQUOISE BEACHFRONTS AND MARINAS TO LUSH COFFEE FARMS AND AQUACULTURE, A LOCAL ENTREPRENEUR OFFERS INSIGHT ON THE ISTHMUS THAT BRIDGES NORTH AND SOUTH AMERICA

THE PANAMA I MOVED TO WHEN I TOOK A JOB WITH the Department of Defense Schools back in 1985 has evolved into a world-class tourism, retirement and investment destination that offers something for every taste and budget. Today, the country boasts sophisticated city life, quaint mountain towns, jungle excursions, breathtaking beaches and is the ideal location for the sustainable farming of sea cucumbers.

Related to the starfish, the sea cucumber is a cleaner of the ocean floor. It has been compared to an earthworm, hoovering up the decomposing

organic matter on the ocean floor and excreting clean sandy substrate. In many places, the sea cucumber is a delicacy and source of protein that has been

over-harvested. The creature requires certain conditions to proliferate. In Asia, the ocean can be too acidic to grow good sea cucumbers.

As a founder of PanaSea Aquaculture, a company that raises sea cucumbers in Linton Bay, Panama, I am an ambassador for the sea cucumber, the community and Panama. Obtaining the license and approvals to operate a business in Panama can be challenging. PanaSea was approved after proving it can put locals to work and create sustainable products without a carbon footprint. During the pandemic, I pivoted from running a charity boutique to focusing on PanaSea.

Despite its history of being overfished, the sea cucumber is resilient and can reconstitute itself after an attack. **Julie Childers Henry, Miami (Ohio)**, leadership consultant and author of *Wisdom From the Wild: The Nine Unbreakable Laws of Leadership From the Animal Kingdom*, suggests we “channel our inner sea cucumber:” When we feel threatened, stare down the next challenge and lean into our survival instincts, like the sea cucumber does when it throws up its guts as a defense mechanism and then regrows its organs.

During the pandemic, tourism in Panama shifted to boat living. The U.S. dollar and its tourist-friendly infrastructure

make it an easy but often overlooked getaway for a change of pace, culture, nature, history and fun.

CANAL CAN-DO. The Panama Canal is a must-see. This engineering marvel serves as the “Crossroads of the Americas.” Stroll along the oceanfront Cinta Costera boardwalk, view the diverse skyscrapers in the modern part of Panama City, and stop for rooftop refreshments in the historic Casco Viejo to catch a glimpse of the colonial architecture, monuments, museums and plazas. My favorite museum in Casco Viejo is the Panama Canal Museum. It houses artifacts dating to the days of the canal’s construction. Be sure to sample the local cuisine such as “patacones” (fried plantains) and ceviche at one of the sidewalk cafes.

TAKE A DRIVE. Panama has some of the best roads in the Americas, which makes driving around the small country a great way to get up close and personal with the people and culture. Just under a two-hour drive from Panama City, you can visit lively beach towns along our “Pacific Riviera” from Punta



Chame to Farallon. Make a pit stop in the town of Coronado for a nice ocean swim and lunch.

GO FOR GROWTH. Cooler climates, elevation, greenery and mountain views can be found in quaint towns like El Valle de Anton, Boquete and Volcán. These areas provide our fresh produce and house the coffee-growing regions, producing some of the finest, such as the prized Geisha coffee. You can even book a stay at a coffee inn and tour the growth and production process in the mountainous Chiriquí Province.

LEAVE THE BEATEN PATH. Portobelo is my favorite off-the-beaten-path piece of Panama paradise. Think New Orleans with a Central American vibe: frequent parades and festivals, outdoor gatherings, spicy flavorful cuisine, and friendly relaxed people. Just down the road, Puerto Lindo is close enough to visit for the day (under a two-hour drive from Panama City). Or stay longer for diving, history, culture, food and nature. Try out the Tropic Bar and Restaurant at the Linton Bay Marina, where you can kayak up to the dock, have a cold drink and some coconut rice, and meet yachters visiting from all over the world.

—By **Rosalind Levy Baitel**, LSU

Above: A sea cucumber cleans and adds nutrients to a coral reef in Linton Bay, Panama.

Below: PanaSea biologists and technicians take larval counts of juvenile sea cucumbers.



COURTESY PANASEA (3)

Feb. 2, 1945: Anna Roosevelt, Sarah Churchill, Franklin Delano Roosevelt, and Winston Churchill talk aboard the USS Quincy in Malta.



Behind the Scenes of Diplomacy

WORLD LEADERS INVITED THEIR DAUGHTERS TO A MAJOR
INTERNATIONAL SUMMIT. THEIR LETTERS TELL ALL ...

CATHERINE GRACE KATZ, *HARVARD*, WAS A FINANCIAL analyst in New York City when a visit to her favorite bookstore changed the course of her career. Chartwell Booksellers shared with Catherine that the papers of Sarah Churchill — the daughter of British Prime Minister Winston Churchill — were being made public for the first time. This bookseller knew of Catherine's appreciation for all things related to Winston Churchill — an interest that started when she listened to her grandfather, a Navy veteran, tell stories of World War II. Her interest was piqued.

Catherine had planned to write a magazine piece about the letters for the International Churchill Society, but upon diving into the archives at Churchill College in Cambridge, England, she found an intriguing story that warranted much more than an article. Catherine, who majored in history in college and earned a master's in modern European history at the University of Cambridge, quit her job, put law school on hold, and started researching and writing.

That story became *The Daughters of Yalta*, released in September 2020. It tells the story of three women — Sarah Churchill, Anna Roosevelt and Kathleen Harriman — who, in February 1945, accompanied their famous fathers — Winston Churchill, U.S. President Franklin Delano Roosevelt and W. Averell Harriman, the U.S. Ambassador to the Soviet Union — to the Yalta Conference as the Allied leaders created their road map for the end of the war and the future of Europe.

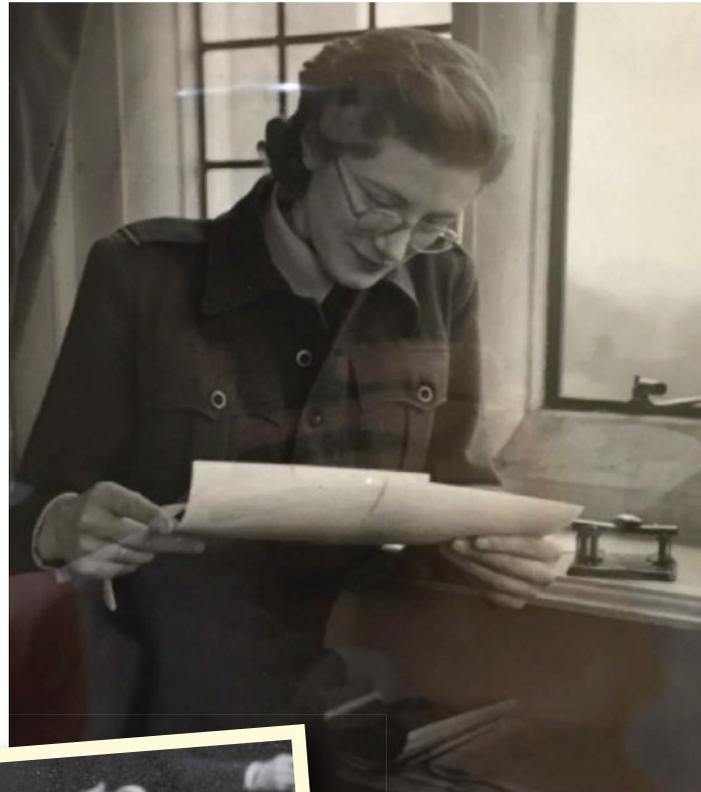
While *Daughters of Yalta* is a story of international affairs and diplomacy, Catherine said the story is ultimately about relationships — “Yes, the relationships between nations and the relationships between leaders, but fundamentally, it’s the story about the relationships between these fathers and daughters and the really special bonds that they each had. These men could have chosen anyone to serve as their aides, so this looks at what was special and unique about their daughters’ skills and experiences and the relationships they had with them that they were the individuals these leaders wanted to turn to and trust in some of the most important moments at the end of World War II.”

“These men could have chosen anyone to serve as their aides, so this looks at what was special and unique about their daughters’ skills and experiences and the relationships they had with them that they were the individuals these leaders wanted to turn to and trust in some of the most important moments at the end of World War II.”

Though it’s both history and biography, the book reads like fiction — by design. “I want people to feel like they’re reading a novel and forget that they’re reading nonfiction in a way,” Catherine said, noting that many people ask her how much is made up. “Everything that I say is cited in the back. It’s not just conjecture. The thoughts and feelings are taken directly from what they said. The fun part



Franklin and daughter Anna Roosevelt in 1909; Anna Roosevelt Boettiger and her family at home in Seattle, 1939 (L-R: Curtis, John, Ellie, Anna, and Johnny); Kathleen, Averell, and Mary Harriman in 1920. Averell (Kathleen’s father) became U.S. Ambassador to the Soviet Union.



Top to bottom: Sarah Churchill Oliver; March 1, 1945: Franklin Roosevelt speaks to Congress about the Yalta Conference.



of being a historian is drawing upon a creative array of sources to fill in those details of history and give it richness. I think that makes history come to life and helps people connect it with their own lives today.”

During her research, Catherine interviewed a woman

in her 90s who is a granddaughter of Franklin Roosevelt and was a teen at the time of the Yalta Conference. Catherine also interviewed another woman in her 90s who had been a secretary of Winston Churchill. “I interviewed people who knew and loved these giants of history and these daughters. ... I knew that was an opportunity I couldn’t pass up. I’m so grateful to these families for trusting me with this story.”

Daughters of Yalta was recently optioned by Sony Pictures and the Academy Award-nominated producer Amy Pascal.

“One of the most exciting things has been connecting with readers who have some personal connection to the story,” Catherine said, noting that she enjoys making history relatable. “History can feel really removed from people’s lives and maybe

“We don’t know what it’s like to negotiate with Stalin across the conference table. But we all know what it’s like to be somebody’s child or someone’s parent, and it’s that personal side of history that is inseparable from the political that I wanted to show in the story.”

a little intimidating because we feel like we can’t connect with it. We don’t know what it’s like to negotiate with Stalin across the conference table. But we all know what it’s like to be somebody’s child or someone’s parent, and it’s that personal side of history that is inseparable from the political that I wanted to show in the story. It’s gratifying to hear readers have connected with that.”

Catherine said she’s heard about fathers and daughters sharing the story with each other. “I had hoped that in writing this story, there would be intergenerational conversations and great connections being made in real life.”

Today, Catherine is in her second year of law school at Harvard, spending a semester in Washington, D.C., as an intern with the State Department to explore the intersection of law and diplomacy. She has another idea for a book, but the archives she needs to access for research have been closed since the pandemic. She hopes to explore them soon.

“I love this personal side of history,” she said, “helping people understand these big themes and that these giants of history are really just humans like us.”

—By **Katie Mills Giorgio**,
Drake

Kappa Kandy

SWEET SELECTIONS FOR SISTERS EVERYWHERE



Hair Flair

A pony with a pop of color. Each sale supports women in impoverished countries. By Elle Draper, *USC (Calif)* // lemonelle.co // \$30



Sweet Treats

Delicious and gluten-free ... which makes it OK to eat an entire box. By Melissa Mehall, *Texas* // melismonstercookies.com // \$30



Happy Mail

Billet Doux Couture offers letterpressed note cards, monograms, and stationery by Melinda McElroy, *Ohio Wesleyan*. // etsy.com // \$5



Round About

Add bold beads to your neckline with handmade designs by Leigh Hearne Hillenmeyer, *Wake Forest*. // hearnedrygoods.com // \$88

COURTESY ELLE DRAPER; HEARNE DRYGOODS; MELINDA MCELROY; MELISSA MEHALL

Dream Homes

REVEL IN THESE KAPPA HOUSE RENOVATIONS

A HOUSE IS MADE OF WALLS AND BEAMS. A HOME IS made of love and dreams. Kappa homes are filled with love, connection and sisterhood. Nevertheless, these homes needed a little TLC after years of good use. These House Boards championed renovations to create dream homes alumnae and collegians can enjoy for years to come.



Food and Function

EPSILON BETA, COLORADO STATE

TO ACCOMMODATE THE chapter's growing size, Epsilon Beta Chapter's house underwent a renovation in 2018, including an 8,000-square-foot addition, new bedrooms, and a complete dining room and kitchen redesign. Visitors are guided to the new dining room from the moment they enter the redesigned entryway with

ornamented crown molding and detail work. The dining room can accommodate all members for Monday night dinner and allows them to host chapter meetings and other events in-house, eliminating the need to use campus spaces. With a retractable partition wall, the dining room can be converted into two functional spaces.



Lighter and Brighter

THETA BETA, ISU

ORIGINALLY A FOSTER HOME in the early 1900s, then a fraternity house in the '80s, Theta Beta Chapter's home had a lot of history and character to preserve. Maintaining some of the original architectural aspects, such as the ornate molding, and adding a fresh coat of paint achieved an updated traditional design aesthetic,

says interior designer Amanda Lantz, *Butler*, from A. Lantz Design. The interior of the house was initially very dark. Incorporating lighter palettes of textiles and pastels lightened and brightened the space. Shades of blue, green and pink are seen throughout the first floor, setting the tone for a fun and youthful space for members to enjoy.

DENISE DAVIS WADDELL; THE HOME AESTHETIC



Kappa Comfort

THETA, MISSOURI

IN 2018, THETA CHAPTER'S house underwent its second renovation, adding 18 new bedrooms in the new 11,000-square-foot addition. With 97 women living in and over 150 live-out members who also use and enjoy the house, the goal was to create a comfortable space for all. Chapter

members got to sketch out their dream bedrooms. In the end, each member got their own walk-in closet. Sign us up to live in! Another bonus: Members no longer need to lug their dirty laundry down to the basement thanks to the newly added laundry rooms on the second floor.



Southern Charm

DELTA IOTA, LSU

THE ORIGINAL DELTA IOTA Chapter house was built in the 1950s and needed some work. When assessing the improvements needed to bring the building up to code and provide a rejuvenated space for members, House Board decided it would be best to tear down and

rebuild. Members moved into the new build in 2020. The stunning home accommodates 71 live-in members. Favorites include special touches, like bedside niches for charging devices and spa-like bathrooms, dressing space galore, private showers and individual lockers.



A Piece of History

DELTA RHO, MISSISSIPPI

TO BETTER ACCOMMODATE the growing chapter size, the Delta Rho Chapter house underwent a renovation in 2020, adding an 11,000-square-foot addition, including new bedrooms, study spaces, a new dining room and more. Chapter members desperately wanted a dedicated chapter room so they could hold chapter

meetings and recruitment practice in the house. House Board worked its magic and granted the chapter's wishes. The new chapter room seats up to 400 people and is a great study spot when it's not in use for meetings. Greek letters that once hung on the exterior of the original home now adorn the interior walls, connecting past and present.



Fresh Features

BETA THETA, OKLAHOMA

ORIGINALLY BUILT IN 1934, the Beta Theta Chapter house needed a facelift. Its recent renovations created an additional 9,000 square feet with renovated bedrooms, a new sun deck, updated security features and more. The home embodies a fresh traditional design aesthetic. It's a cleaner version of the classics with

updated lines and color palettes, says interior designer Traci Zeller. The updated dining room now seats nearly 130 members for meals and has quickly become a favorite study spot. Chapter members love the dining room's combination of square and round tables and the open floor plan that extends to the formal living room.

CARL NETZERT; BETSEY MOSBY; FUSCH ARCHITECTS; TRACI ZELLER INTERIORS/STEPHEN KARLSCH PHOTOGRAPHY



Ask Clara

ADVICE FOR ANY OCCASION

Clara Pierce, Ohio State, was Executive Secretary of Kappa Kappa Gamma from 1929 to 1969. She urged members to “aspire nobly ... adventure daringly ... but serve humbly.”

Dear Clara: Work has become a drag. I no longer enjoy what I’m doing and keep dreaming about switching to a different career path. I think I would be happier and have a deeper passion for it, but I feel like it may be too late to switch. How do I know if it’s the right time to take the leap?

—Career Confused

Dear Career Confused:

It’s never too late to follow your passion. While it’s OK to gravitate toward job security and what we’re used to, it may be holding you back. Have you heard of the sunk cost fallacy? It’s the belief that you *have* to continue on the same path you’re on — like staying in a job when it may not be a good fit just because you’ve invested so much time and energy in it. This way of thinking may keep you from reaching your potential and making that bold move you dream about.

P.S. Kappa offers Career Academy panels, podcasts and more in Minerva, our learning management tool on kappa.org.

Dear Clara:

My daughter told me she wants to go vegan and I can’t fathom why! In my mind, it’s one thing to try a vegetarian diet, but it seems extreme to cut out all animal products. I’m concerned about her choice. What should I do?

—Not Plant-Powered

Dear Not Plant-Powered:

While you may not agree with your daughter’s choices, it’s best to support her. Many individuals who choose a vegan lifestyle do it for the environment, the animals or their health. It may be beneficial to sit down with your daughter and have a meaningful conversation to understand her choices. Some other things to keep in mind: Try to avoid offering nutritional advice (unless you are a nutritionist), include a vegan option at family meals and don’t make her feel like her lifestyle choice is a burden. Going vegan is becoming more common and there are many small gestures you can make to show your support.

Dear Clara:

I’ve got a bone to pick with phones. Especially at the dinner table. I feel like everyone has their face stuck in the glow of their phone all the

time! When I’m out to dinner with my friends, having a meal with my family or eating with my roommates, I would love for everyone to be present. Any tips for how to make this happen?

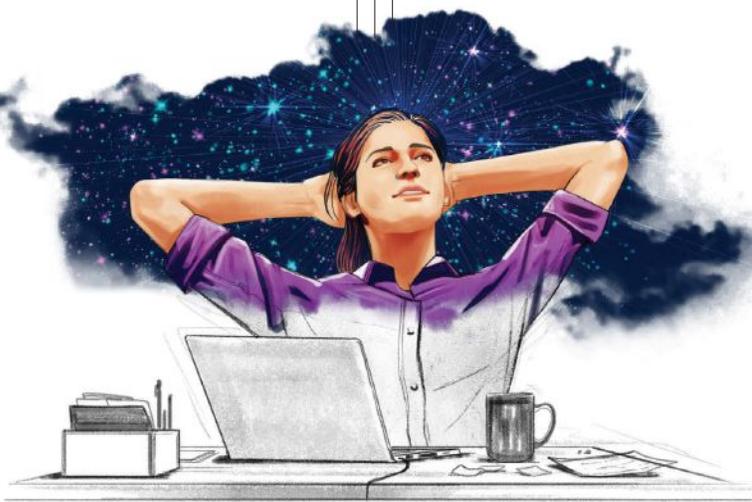
—Screen-Free

Dear Screen-Free:

It can be frustrating when the person you’re dining with is distracted by tech devices. The next time you have dinner with friends or your roommate, try asking, “Do you mind if we make tonight a phone-free dinner? I want to spend time with you and don’t want our phones to get in the way of enjoying each other’s company.” And when it comes to your family, you can try the same thing. Another option is establishing tech-free zones in the house, meaning no cellphones in the dining room. You can even try these techniques beyond the dinner table — try a phone-free movie or game night!

Share your creative ideas for taking a break from your screen with us at thekey@kappa.org.

{ **Have a question for Clara?** thekey@kappa.org }



JONATHAN BARLETTI



Why keep clothing in our archives? Ask Dr. Harriet McBride, a textile historian who evaluated our collection, and she'll say, "You think clothing's frivolous? Try going without it!"

FROM THE ARCHIVES

Pomp, Circumstance ... and Style

Though we don't know the full story of this eye-catching stola, one thing is certain: It's a beauty. Handmade from heavy cotton and embellished with embroidered fleurs-de-lis and navy fringe, it's circa the early 1900s.

This stunning stola was likely saved for special ceremonies or celebrations, helping set an occasion apart from a business meeting. Just imagine it: a President draped with this beautiful piece at the head of a room, welcoming new Kappas into the bonds of sisterhood.

Though we don't know which chapter used this stola, it gives us a nice glimpse into the ways fashion was used to bring a bit of flair to some of their biggest celebrations.

—By **Kylie Towers Smith**, Simpson

Courageous choices driven by
passion and purpose paved
the way for the 2022 honorees
of the distinguished

Alumnae Achievement Awards.

Celebrating its 77th year, the
accolade recognizes soaring
professional and personal
achievement with this year's
collection of recipients
serving up no exceptions.

BY STACY WARREN FLANNERY, *DRAKE*

ILLUSTRATIONS BY GISELA GOPPEL

Bragging Rights

Beauty of inclusion:

Ninety percent of the brands Thirteen Lune carries are created by minority founders. The remaining 10% are dedicated to fostering allyship. “Our ally brands are lines that consider all people in their formulations and business practices both in front of and behind the scenes.”

History in the making:

“Our whole lives, Black and Brown people have been using products made by people who don’t look like us, with the expectations that they work on our skin and hair. I hope when a young woman discovers our site or visits our shops at JCPenney, she will see the future of a more equitable space and experience.”

Mother of invention:

Nyakio tells her daughter to surround herself with strong women. “I believe when women come together to support and encourage one another, we inspire the next generation.”

Nyakio Grieco

Oklahoma

Founder of Nyakio Beauty; co-founder of Thirteen Lune; activist

Nyakio launched her Nyakio Beauty line two decades ago — a journey that began when she was a girl. Nyakio would visit her grandmother in Kenya, a sage woman who grew coffee on her farm. There, Nyakio learned to crush the beans and rub them on her skin with sugarcane to remove dryness. Her grandfather, a medicine man, passed down his wisdom of cold-pressed natural oil to Nyakio’s hungry, entrepreneurial mind. Deriving this knowledge from her elders, she built a skin care empire.

In 2020, Nyakio saw a moment of racial reckoning following the killing of George Floyd. “I knew deep in my soul any challenges or obstacles I faced in building my brand led me to this moment. Beauty is universal and beloved by all. I knew I could use key learnings from my journey to amplify and celebrate other BIPOC beauty founders to succeed.”

Bragging Rights

Not one to sit still: Outside of soccer, Kelley loves to surf, snowboard and play tennis, but her favorite workout is a hard practice with the team.

In the zone: Kelley leads the conversations about women athletes at the top of their game as host of “Just Women’s Sports,” a podcast featuring the untold stories behind the successes of Olympians, MVPs, world champions and breakout stars.

Golden goal: Kelley is a fullback with the National Women’s Soccer League’s Washington Spirit and scored the game-winning goal in overtime during the 2021 championship game.

Kelley O’Hara

Stanford

FIFA Women’s World Cup champion; Olympic gold medalist; plays for Washington Spirit in the National Women’s Soccer League

Intensity is the name of Kelley’s game. The Georgia-born Olympic gold medalist and two-time World Cup champion has a passion for soccer, for family and for giving back. Recognizing the need for urban youth to have safe spaces to practice, she teamed up with Powerade and the U.S. Soccer Foundation to open a mini “Power Pitch” soccer field near her hometown of Atlanta in the fall of 2021. Access to the sport is important to Kelley, so she did something about it.

After a gripping, emotional letter Kelley penned to her younger self went viral a few years ago, it became easy to understand that grit and determination were virtues that shaped the star athlete. “Dear 14-year-old Kelley,” she wrote, “Rejection is a blessing. Everything happens for a reason. And the only way is through.” Off the soccer field, Kelley is known for using her influence for positive social change. She’s part owner of Beat Everybody, a fan leisure clothing line she owns with Olympic teammates Alex Morgan and Allie Long. One glance at her Instagram (@kelleyohara) gives insight into this driven, humorous, and passionate go-getter.



Bragging Rights

Powerful partnerships:

Candace says the most important thing she ever did in business was partner with Chris Bergen. “He was more than a wonderful business partner,” she says with a smile. “We married in 1991.”

Minding business:

“Entrepreneurism is not for the light of heart,” Candace says, looking back to when she began Kendle International Inc. To support women entrepreneurs, she became a member of the Committee of 200 (C200), a global organization connecting women entrepreneurs and business leaders.

Child advocate: Candace received the Business Champion for Children Award in Washington, D.C., in 2015 for her work as founder and president of ReadAloud.org.

Candace Kendle, Ph.D.

Cincinnati

Retired chairman and CEO of Kendle International Inc.; president and co-founder of ReadAloud.org

Candace defines leadership. She is a co-founder of Kendle International Inc., a global clinical research titan that offered clinical trial services to biopharmaceutical companies. Building it from the ground up with her husband, Candace served as chairman and CEO from 1981–2011. With smart, quick decisions, she grew the busi-

ness into a \$450 million public company and industry leader before it was acquired by INC Research 11 years ago. Many want to tap into Candace’s experience as she’s been on several boards of directors, including Emerson Worldwide, H.J. Heinz Co., and United Parcel Service.

Candace’s success led her to a cause dear to her: shining a light on early childhood reading. In the mid-’80s, she met Sally Ride at a summit for powerful women where both were being honored. The famed astronaut informed Candace about the breakdown between early reading skills of girls and their interests in STEM. Candace started the Read Aloud 15 Minutes national campaign, a nonprofit that fosters parent engagement in reading during early childhood.

Bragging Rights

The power of the pen:

Marilyn is the author of many groundbreaking books, including *Feminine Leadership or How to Succeed in Business Without Being One of the Boys* and *Implementing Diversity: Best Practices for Making Diversity Work in Your Organization*. She is also the lead author of *Workforce America! Managing Employee Diversity as a Vital Resource*.

To thine own self be true:

Marilyn believes authenticity is essential for great achievement. "Success is great to reach for, but you have to hold true to your identity when you go to grab it."

Lean in together:

Marilyn believes advancement in business happens when women are touchstones for one another. "Never give up your network. Don't get in each other's way. Pay forward opportunities that we are given."



Marilyn Loden

Syracuse

*Recently retired management consultant;
author; diversity advocate*

In 1978, Marilyn sat on a panel at a Women's Action Alliance conference in New York City called "Mirror, Mirror on the Wall." Panelists examined the role of women's self-image in workplace advancement. Marilyn spoke about the "invisible barrier" stopping women from moving up the corporate ladder. At this conference, she coined the phrase "glass ceiling." As those two important words became embedded in the American lexicon, they stayed within Marilyn. "When I look way back, I had an opportunity to be the operations manager at New York Tele-

phone Co., which was a very large role. I had been working for them in human resources for 12 years already and had zero interest in ops, but I wanted to further my career," she explains. "The executives told me if I would just 'shut up about the women's stuff,' I would be able to advance. So, I quit."

In doing so, she was able to advance the interests of professional women everywhere. Marilyn began her own consulting firm and rerouted the approach and training of corporations, government agencies, universities and law firms. Her teachings imparted ways to maximize the contributions of diverse employees. She became a leading authority in culture change to leverage diversity in the workplace, authoring books that are used as guidebooks for training and professional development.

Bragging Rights

Research, she wrote:

Debra has authored more than 100 peer-reviewed publications and book chapters on injury prevention and violence.

Top safety grade: Debra received several national awards for injury and violence prevention and is a member of the National Academy of Medicine, a high honor for those in the health and medical fields.

Use your voice: Debra is a firm believer in speaking up for what is right and putting yourself out there. She believes she owes it to her school-aged daughter to make the world a better place. "I want to inspire her to know that she can be anything she wants to be with hard work, perseverance, and support."

Debra Houry, M.D., MPH

Emory

Acting principal deputy director, Centers for Disease Control and Prevention

Debra relies on data to drive public health actions. Since 2014, Debra served as director of the CDC's National Center for Injury Prevention and Control. In this role, she led innovative research and science-based programs to prevent injuries and violence and to reduce their consequences.

Even in the age of COVID-19, Debra's job is to make sure Americans don't lose sight of other public health challenges. "Injuries and violence are among the leading causes of death among persons aged 1 to 44. For example, we know that children who are exposed to violence or drug use in the home are at risk of misusing drugs, becoming a victim or perpetrator of violence, or having chronic health conditions. Many of these conditions were going up pre-pandemic and have worsened." Debra's goal is to make sure the public has the knowledge to live healthy and productive lives.

BECOME THE

CHANGE

YOU WISH

TO SEE IN

THE WORLD

[Transformational power in philanthropy]

By Christine Armstrong, *Arizona*
EXECUTIVE DIRECTOR, WEALTH ADVISER
MORGAN STANLEY, BOSTON COMPLEX

ILLUSTRATIONS BY
MAGDA AZAB



Women

are poised to change the face of philanthropy. While women control one-third of the world's wealth, a shift is occurring and the ability to create change is a driving force in women's increasing involvement in philanthropy.

Engaging in philanthropy — as an individual or as a family — can be one of the most meaningful and transformational aspects of your life. The benefits of charitable giving are not just measured in the dollars you donate. When charitable giving is tied to values and causes that are important to you and your loved ones, it becomes more than a gesture or a transaction. It enables children, parents and grandparents to work together, addressing real problems in your local community or the world at large. Giving can become a family affair, or even a family tradition, that is passed from one generation to the next. And it's not just giving. Volunteering and doing service projects bring people together. Since women often play key roles in educating family members about charitable giving, their philanthropic influence may extend beyond their individual efforts.

My first experience with philanthropy began when I joined Gamma Zeta Chapter of Kappa Kappa Gamma at the University of Arizona. A major part of chapter life was coming together to help various groups and causes — be it a sister in need or a community fundraiser. Looking at Kappa's history, the positive change brought about through our collective efforts was a guiding principle for Kappas from the beginning. Women have strived to gain the equal right to engage in scholarship, leadership, philanthropy, social life, and later, professional organizations. Essentially, giving back is in the DNA of Kappas. It's who we are and what we love to do.

As Kappas, we're always looking for opportunities to dream boldly and live fully as we give back and improve the world around us. In the pursuit of our mission to inspire positive change, mental health and well-being is Kappa's new philanthropic focus. This new purpose aligns with Kappa's values of connection, optimism and respect. The new focus "fulfills our mission and upholds our values," Fraternity President Gail Owen, *Monmouth*, says.

Aligning our values with our passions is crucial. I've learned that each contributed dollar has an impact. However, the best lesson I learned is that my charitable giving must align with my family's core values and must support causes that create the change I hope to see in the world. Margaret Mead once said, "Never doubt that a small group of thoughtful, committed citizens can change the world; Indeed, it is the only thing that ever has."

What follows is a quick road map so you too can practice strategic giving while maximizing impact.



Step 1

FIND YOUR PASSION

The first step in your giving journey involves finding your philanthropic passion. Start the process of purposeful philanthropy by considering what matters to you and what you hope to accomplish. Ask yourself the following questions:

- >> What fields of interest do I want my philanthropy to address?
- >> What criteria will I use to identify which organizations to support?
- >> How important is having control over how my gifts are used?
- >> How will I measure the impact of my support?

My family determined it was most important to create a philanthropic mission and vision statement that became the guideline for our charitable giving. By doing so, we ensured our giving followed a consistent set of values and goals. We also identified the top three causes for which we are most passionate — one of which is education.

Once you've established your guidelines for giving, you will want to identify the organizations you wish to support whose mission resonates with your causes. Charity Navigator or GuideStar can be useful tools for assessing a nonprofit organization's financial health, operational transparency and accountability in reporting on progress. Personally, my family has found it advantageous to annually review our grantees' IRS 990s or annual reports.

Step 2

PRACTICE STRATEGIC GIVING

You want your giving to count and to know that your charitable dollars are making a meaningful difference. To maximize your impact, consider pooling your giving with that of other like-minded individuals and families who support the same cause. For example, giving to a foundation. I can highly recommend the Kappa Foundation, as my family selected the Foundation's scholarship program as a multiyear recipient of our top educational grant.

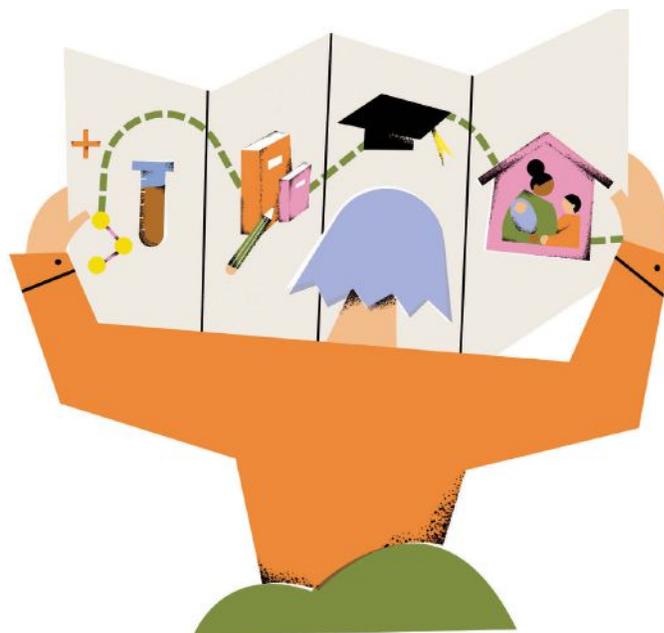
You can also choose to designate gifts for programs or initiatives within an organization. By doing this, you can track the effectiveness of your philanthropic dollars. For example, my family chose the Grow Clinic for Children at Boston Medical Center as our top grantee, addressing food insecurity and failure to thrive in children. We meet regularly with the leadership, and our annual tour of the facility helps us understand their progress and, in turn, inform any future charitable contributions to this program.

In summary, I recommend staying engaged with the nonprofits you support by requesting impact reports or by communicating with the leadership to understand their progress. To take it a step further, you may be motivated to serve on a nonprofit board, which in most cases, requires an annual financial commitment.

You can begin your philanthropic journey almost anywhere: at your neighborhood food pantry, by sponsoring a friend in a walk for cancer, or by supporting your local Kappas. Whether large or small, by giving time or money, your philanthropy can and will make a difference. Join me in becoming the change you wish to see in the world.



“You can begin your philanthropic journey anywhere: at your neighborhood food pantry, by sponsoring a friend in a walk for cancer, or by supporting local Kappas.”



Step 3

CHOOSE WAYS TO GIVE

There are many ways to give back, whether you choose to give money directly to a charity or donate your time by volunteering. Each has its advantages and disadvantages. You may wish to determine which methods of charitable giving will allow you to practice purposeful philanthropy.

As mentioned earlier, my first introduction to charitable work began when I was a new Kappa. Over time, it has evolved as I have grown both personally and professionally. In the beginning, my impact was volunteer-driven, and now I enjoy contributing financially while also embracing several opportunities each year to serve as a volunteer.

KAPPA FOUNDATION: Ready to make your impact within Kappa? Your gift will strengthen our sisterhood. The Foundation funds four major impact areas: member education, scholarships, financial assistance grants, and heritage. Our program areas enhance the member experience by providing resources for Kappas to succeed at every stage of their lives and build flourishing communities. Through donor support, we make great things happen and offer a helping hand. kappa.org/foundation or 614-228-6515



GET READY TO BLOOM

Since the start of **COVID-19**,
BURNOUT has become a pandemic
of its own. Here's how to recognize it and
begin to **FLEURISH** again.

By **KATE STEINER, PH.D., WYOMING** | Illustration by **JOHANNA GOODMAN**

In 2021, more WOMEN than men reported increased BURNOUT.

Burnout led me to a shift in careers from working in student affairs to running my own business to support professionals who are struggling with the burden of burnout. I have been a researcher in wellness and burnout recovery for almost 20 years, and this past year, I have seen more use of the word burnout than ever before. People are now calling it what it is, and we are moving beyond the hustle mentality of production equals busyness.

My work for my dissertation brought forward a new model and way of approaching that plunge into unhappiness and unproductivity. It's not something to avoid but something to manage with continuous recovery and resilience. The idea that we can avoid burnout only leads to the denial that it exists, keeping people stuck in that space. Feeling overworked or uninterested in work for periods is normal. What's problematic is being stuck there.

Here is a step-by-step guide based on the Steiner Self-Reflection Sustainability and Wellness Model. It can serve as a start to combating burnout in your everyday life.

The Model

The Steiner Self-Reflection Sustainability and Wellness Model is a way to work toward maintaining your best self every day. It has three key phases anchored in self-reflection. No burnout recovery plan matches any other because we all have differing needs and definitions for what our best self looks like and how to get there, but these three phases can help guide your plan:

OBSERVATION PHASE

During the observation phase, you reflect on what burnout looks like for you, how it shows up for you physically and emotionally, how you react

toward others when you are in a stressed state, and what practices bring you relief. You also want to identify your "burn events" during this phase. Burn events are events, activities, and interactions with others that lead you to feel overwhelmed, emotionally drained, and worn down. You may find yourself wanting to distance yourself from the circumstance. There are two types of burn events: expected and unexpected.

Expected burn events: These are activities, circumstances, and events you can predict by looking ahead at your calendar. They might include things like a heavy work week, a meeting with a difficult person, finals week, sorority Recruitment, traveling for work or a leadership conference, or even family gatherings.

Unexpected burn events: These are events, activities, circumstances, or shared information without warning such as a flat tire on the way to work or school, a surprise meeting with your supervisor, an email that upsets you, or waking up in a foul mood.

You can identify the expected burn events during the observation phase. I like to look a week ahead, a month ahead, and over the next quarter/semester to identify what and when expected burn events will occur.

When you experience burnout, it comes from experiencing multiple burn events without recovery. Burnout is distinguished by three key things: You feel as though your work, school, or activities are unmanageable. You have lost the joy, passion, or connection you once felt for those activities. Finally, you feel that the activities, work, or school are a burden.

It is also important to understand what your well space looks like through observation. What things in life keep you feeling balanced? Consider it for these six areas of wellness: physical, social, financial, intellectual, emotional, and spiritual.

PREPARATION PHASE

During the preparation phase, you are taking what you have learned about yourself through observation and implementing it. For example, I know I function most in harmony with a morning routine that includes stretching, coffee, journaling, a workout, and time away from my phone and social media. I feel a difference in my mood and how I approach my whole day when my routine doesn't happen.

Expected burn events in the preparation phase: After you have identified your expected burn events, you want to establish your preparation plan for them. How will you set yourself up to be able to function your best during those times? Travel can be a burn event for me. It throws my routine off, I often do not sleep as well, and I tend to feel more stress in general. So my preparation for traveling also includes how I am going to support myself and my stress level while I am gone. Some things I do: Pack some of my staples like vitamins and protein powder and lots of snacks so I don't get hangry. I drink more water and make sure I have a water bottle with me. I also bring my journal so I can write every morning. You also want to have a planned recovery time set in your calendar immediately following each burn event. This is a time you should never cancel on yourself.

Once you have established your plan for your expected burn events, you also need to consider and set your non-negotiables. These show up in two ways. The first is your work standards and the second is your established boundaries.

Work standards are the expectations you set for yourself to support you in being your most productive at work or school throughout the day. These standards include timing, such as when you start your day, when you take breaks, and when you end your day. You also want to consider things like when do you read and answer emails, do you use notifications for emails or social media, are there times in the day

when you put your phone on “do not disturb” for uninterrupted time, or do you have your email on your phone?

Boundaries are the expectations we establish with other people. This is how we teach other people how we want them to treat us. There are several different types of boundaries you may want to consider (see sidebar). The most important piece to boundaries is telling other people about them. Until you communicate them, you are going to have unmet expectations. Remember, none of us are mind readers, so this communication is an important step.

Preparation also includes your general wellness practices, like moving your body, your spiritual connections, socializing, learning new things, paying attention to your finances, and how you process your feelings. Having daily wellness routines supports you in being more resilient to unexpected burn events. Preventative care is also important. Make sure you seek those appointments for both your physical and mental health. Part of caring for yourself means seeing a professional before you are in crisis.

RECOVERY PHASE

The recovery phase is your resting and recouping time. This phase is so important because recovery is one of the most productive things you can do to remain healthy. Recovery needs and processes look a

little bit different for everyone. So let’s explore some of the things I recommend that you include in your recovery formulas.

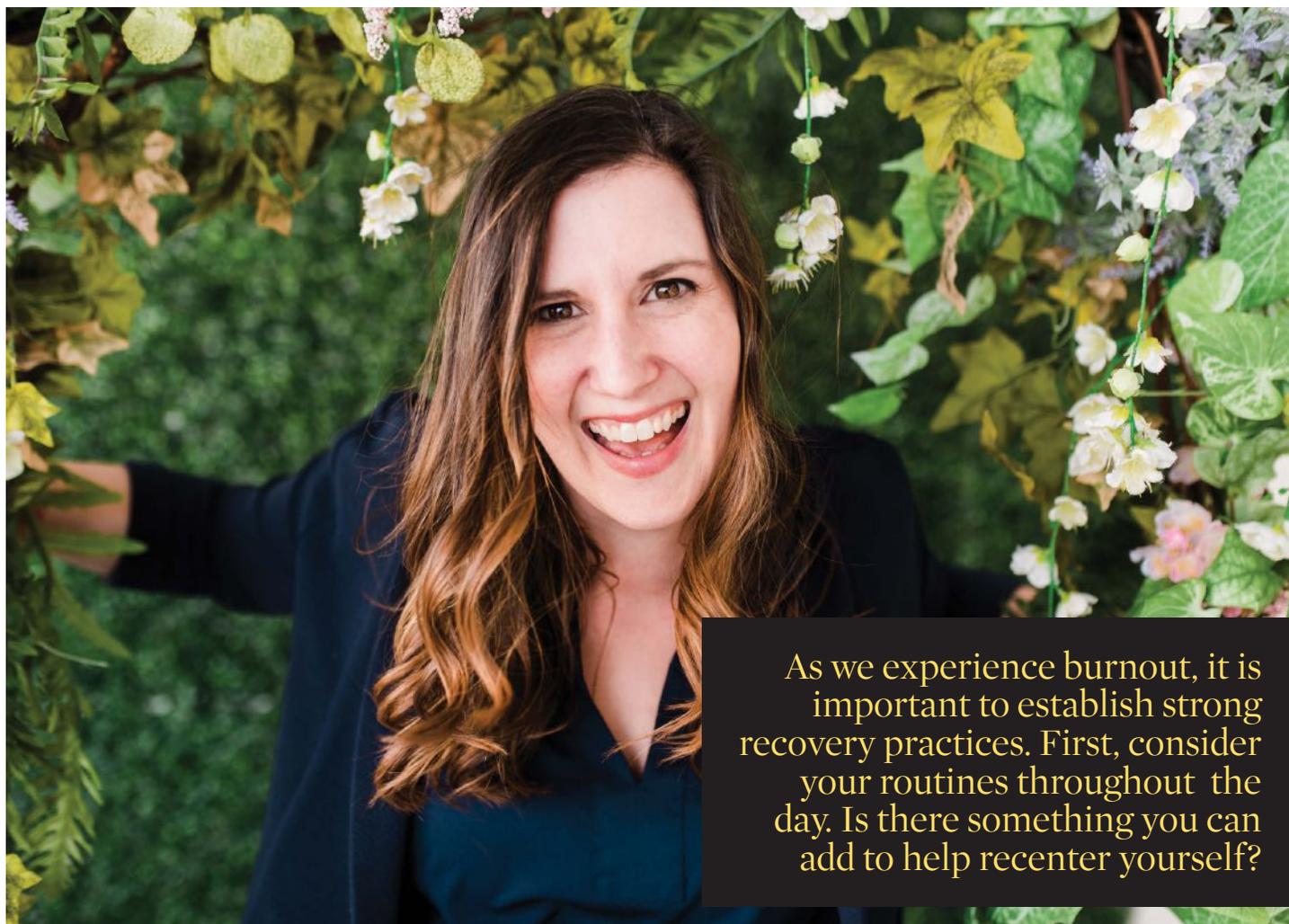
As we experience burnout, it is important to establish strong recovery practices. First, consider your routines throughout the day. Is there something you can add to help recenter yourself? Second, add play to your day. Play includes activities that are inviting, bring joy, and reduce stress. Play can be a mid-day dance party, singing in your car, or playing a puzzle game on your phone. Third, create your comfort list. Your comfort list includes items or activities that bring you comfort and calm. Just as we comfort small children when they are upset, we also need to comfort ourselves when we are stressed and overwhelmed. Finally, you want to spend some self-reflection time creating your recovery formulas.

SAMPLE RECOVERY JOURNEY

DAILY RECOVERY

Introverting + Music + No Interruptions = Recovery

For daily recovery, I need some time alone, music, and no phone notifications. This may include physical activity but not always. I find these recovery moments in the shower, during my drive to and from work, or during a workout. As a highly empathetic person, I need



As we experience burnout, it is important to establish strong recovery practices. First, consider your routines throughout the day. Is there something you can add to help recenter yourself?

ABBY JOY PHOTOGRAPHY



Help Disconnect

When you start to identify what boundaries you need to establish, consider what will help you most in each of these areas.

Emotional: When setting emotional boundaries, you want to consider how much you can take in the feelings of others. You also want to think about how you will share your emotions with anyone who may respond poorly.

Time: Your time is a valuable resource, and it is important to think about how you will protect it when it is utilized. Time boundaries are important at home, school, work, and in social settings. You want to be sure that you set aside enough time for each area of your life without overcommitting.

Mental: This is your intellectual capacity. When you are tired or fatigued, you

have a lower capacity to have a discussion. You also want to consider time and space for your mental capacity.

Material: These are possessions you own like your car, clothing, money, furniture, home, etc. Consider what you are willing to share and your expectations for how your things will be treated by others.

Physical: This is your need for personal space, including your level of comfort with touch and your physical needs like eating, sleeping, and drinking water.

Boundaries need to be considered often. As our lives change, so do our needs and expectations.

time to recover and sort out my feelings from the emotions I have taken on from others throughout the day.

WEEKLY RECOVERY

*Fitness + People + No Interruptions = Recovery or
People + Cocktail + Laughs = Recovery*

To hit my wellness stride, I need two things each week — even better when I can achieve it more often. I need other humans for recovery. I gain energy from being around positive beings, laughing with others, learning from others, and laughing at myself. Over the years, group fitness has shown up — from dance class to Pure Barre to aerial yoga to paddleboard yoga. My second formula recently has been a happy hour group over Zoom. Pre-pandemic, it was going out with friends or my partner. Laughter is the most important part of this formula, and you need fun humans to achieve it. I am fortunate to have many kind, funny, honest humans in my life.

OCCASIONAL RECOVERY

Water + Sun + Nature = Recovery

This formula can be hard to achieve every day or every week for me. But I try to fit it in whenever I can. When I lived in Savannah, Georgia, one of my favorite recovery practices was to pack up my car with beach necessities and head out to Tybee Island, Georgia, by 9 a.m. I would have the beach to myself for at least an hour and by 3 p.m. when the crowds started forming, I was ready to head home to shower and make dinner. These days offered a complete reset for me. Now, I go paddleboarding in the river or lake. Or plan a trip where I can spend time on a beach or by a pool. My backyard hammock serves as a substitute when I am not able to get to a waterfront. I always attempt to read while rocking back and forth but instead end up taking a nap, feeling more at peace when I wake up.

As you consider your own formulas, keep a few things in mind: The end result should be a feeling of relaxation or rejuvenation. It should include things that bring you joy or comfort. And finally, it should be unique to you and your needs. If you do not find cooking or baking to be relaxing and instead bring you stress, they should not be part of your recovery formula.

When you use the three phases of observation, preparation, and recovery constantly, you will find that you create a habit that builds your resilience to burn events. I have found that I now use all three phases simultaneously as I move and recover from burn event to burn event. I still have hard days but now with the knowledge and the practice to know when and how to recover.

I do not believe we can avoid burnout. I think it is part of the human experience. We can learn to approach it differently, identify it quickly, prepare for it, and establish recovery practices. **0—**

Dr. Kate Steiner is a burnout recovery coach and founder of LIFT Wellness Consulting. Holding a Master of Counseling and a Ph.D. in counselor education and supervision, her practice is grounded in the research-based Steiner Self-Reflective Sustainability and Wellness model, published in the Oracle Research Journal. She has researched wellness and burnout for over 15 years and recently transitioned from a career in higher education and student affairs after 17 years. Dr. Steiner is the author of Feeling Crispy? A Guide to Burnout Recovery. Her mission is to end the burnout cycle for professionals so they are living happier, healthier lives.



TRUTH. RESPECT. OPTIMISM.

Bringing Your Whole Self to Work

How Colleen James is shifting workplace culture, one company at a time

By **Nina Bahadur**, *Princeton*

THERE'S NO SUCH THING AS A typical day in the life of **Colleen Sargeant James**, *Toronto*. She may be running a workshop on antiracism or diversity, equity, and inclusion (DEI). She may be teaching business school students at Conestoga College. She may be speaking at a corporate event. She may be focused on the ins and outs of caring for her family. As the founder and CEO of Divonify, a DEI consulting firm based in Kitchener, Ontario, Colleen wears a number of different hats and utilizes various skill sets. She listens, she learns, and then she fixes things.

Colleen started her career in the sports world, working with Nike Canada and NBA Canada. She recalls the field being incredibly male-dominated at the time, and she was often the only woman in the room. "I was always able to say, 'I need to be here. My presence matters.'"

She then shifted to the political realm, working for various elected officials. "Politics is also

very male-dominated, and there, I was the only Black person in multiple rooms," Colleen says. "I faced a lot of microaggressions." She recalls colleagues asking where she was from or what her credentials were. She recalls comments about her hairstyle.

"I knew who I was, but I felt like I couldn't bring myself to work," she says. "That was the spark for Divonify."

Originally, she ran her company as a consulting service alongside her day job and focused primarily on workplace policies and equitable enforcement. One example: In Canada, smoking is banned in workplaces. But Colleen found that employees who smoke would often take multiple breaks per day to go outside while employees who did not smoke were not given the same number of breaks. "So the policy is not equitable, and it all comes down to who is enforcing it," she says. Standardizing the number of breaks available to all employees

KATE DOCKREAY

Founder and principal consultant of Divonify, Colleen James empowers leaders to create authentic equal opportunity.





Through the Keyhole



40 IN BRIEF

From the President:
Finding courage together

Tigers Roar! Clemson
Kappas raise \$30,000
for mental health
and well-being.

Meet Kappa's new
mental health and
well-being partners.

42 KEY ACHIEVEMENTS

From buzzy
bestsellers to social media
mavens, Kappas create
connections while inspiring
positive change.

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48 REMIX

Are the students OK?
Kappas in higher
ed offer insight.

Treasure Hunt

Do you have an
expertise you'd like to
share with *The Key*?
Drop us a line at
thekey@kappa.org
or DM us on social.

was a way to ensure no one felt discriminated against.

She also worked with companies on issues of representation and workplace culture. She would ask executives who made the decisions in the company about how much feedback they accepted from employees. Who were they hearing from in company surveys and who was staying silent and why? She pushed for leadership teams to challenge their assumptions and become more inclusive rather than having an executive committee made up of individuals who have similar backgrounds. “Basically, I would bring the perspectives of others to make the business better,” she says, “to make the work environment and culture for the organizations better. I often had to spin it as a business case or a revenue perspective. But then on the other side of that, you want to make sure that people feel valued when they’re working for you.”

Colleen worked steadily to make a shift in Canadian companies but still encountered resistance from executives who believed things were fine as they were. And then 2020 happened.

“We’ve got COVID-19, we’ve got racial justice and social justice issues amplified, and companies started listening,” Colleen says. “Before, companies would say, ‘We don’t need you to come in. We’re good.’ Then they started to recognize a problem. There’s bias, there’s racism, there’s discrimination. And we need to talk.”

Currently, Colleen says that workplaces in Canada are facing very similar challenges to those in the U.S. Remote work has become much more common, causing a shift in how companies train and supervise their employees. Many families are struggling to access



affordable, reliable childcare or are dealing with school closures and remote learning requirements that aren’t compatible with full-time employment schedules. There’s widespread burnout among many professions, and employees are no longer satisfied with low wages and limited benefits.

“Employees are resigning because they are recognizing their worth,” Colleen says. “There are questions about a living wage, disparities in terms of the gender pay gap, a lack of opportunity for promotion. That takes a toll on people. That’s when you see people go through burnout, and then they leave because they’re not getting valued.” A major part of Divonify’s work is listening to employees who don’t feel valued and offering solutions at every level.

As it stands, Colleen’s role is a mix of both proactive and reactive work. Sometimes she’s called in to work with companies who

There are questions about a living wage, disparities in terms of the gender pay gap, a lack of opportunity for promotion. That takes a toll on people. That’s when you see people go through burnout, and then they leave because they’re not getting valued.”

have instituted a dedicated DEI team but don’t know where to start. Other times, companies ask Divonify to assist when something has gone wrong — there’s a toxic environment, the possibility of a lawsuit, or a mass exodus of employees. In those situations, she often starts by running a focus group. “I’m an advocate for consultants,” she says. “We can come in from an outside perspective, criticize, and critique.” In her experience, it’s easier to receive feedback on company issues from an outsider.

Ultimately, Colleen says that there’s no one-size-fits-all approach to company DEI. She encourages executives

in leadership roles to foster self-awareness and do some self-reflection on the company culture they’ve created. She urges them to challenge what they know, consider where they get their information from, and widen their lens to see things in different ways.

When she looks back on her career, Colleen says that her time at Kappa — which included serving as chapter President — set her up for success as a leader and a listener. “It gave me that feeling of acceptance,” she says. “It helped me recognize the need early on — just how much it means to be part of something and make a change.”



Leadership Academy

DATES SEPT. 15-18

Come to Marengo, Ohio, for an opportunity to expand your leadership skills while connecting with collegians and alumnae. At this transformational event, you'll find your vision, pursue your passion and discover your purpose. Visit kappa.org/leadership-academy to learn more.

Mental Health Moment

Focus on self-care starting from the inside out and try Kappa's Mental Health Screening Tool. Think of it as a checkup from your neck up. mentalhealthscreening.org/kkg



Break the Ice

Whether you're on a Zoom call or at an in-person gathering, an icebreaker is a great way to warm up the group and connect. Marla Williams, Kappa's Director of Education and Training, shares her favorite: Ask everyone to share which superpower they wish they possessed and why.



It's All Biz

NOVEMBER 2022

Engage with Kappa businesswomen during Career Academy's virtual series on entrepreneurship, invention and ingenuity. Hone business acumen and develop an entrepreneurial mindset as you unlock your potential. Email education@kappa.org to receive updates.

Level Up

Want to take your chapter, association or Advisory Board to the next level? Request a Kappa Education Trainer visit! From goal setting to conflict management, in-person or virtual trainings offer workshops on topics tailored to your goals. Submit a request at kappa.org/request-a-kappa-trainer/.

MAKE A note

Be Kind to Your Mind

This year, we're spreading kindness: for others, for ourselves, for mental health and for a better world. Explore this virtual series at kappa.org/education.



WHISPER OUT LOUD

Jessica Gendron Williams encourages women to become their favorite versions of themselves.



BETTER FRATERNITY, BETTER YOU

Explore how kindness and connection can enhance your fraternity experience with Dr. Lori Hart.



KIND TO WHOM?

Learn how to show yourself the kindness and respect you show others, because you deserve it. With Tina VanSteenbergen.



BECAUSE I SAID I WOULD

Promises made and kept are the secret to spreading kindness and positively impacting others. With Alex Sheen.



Are you in the loop?

Keep up with the latest events and news at kappa.org. Log in to update your profile and check out the new site.

CLOCKWISE FROM TOP LEFT: RPL PHOTOGRAPHY; KAPPA KAPPA GAMMA; ISTOCK (2)

IN brief



MESSAGE FROM THE PRESIDENT

Finding Courage Together

I had big, bold dreams when I was elected your President. I dreamed boldly of the things we could do together to recognize and elevate our power when we share a vision and purpose. And then we had a pandemic.

Like other life-interrupting events Kappas have experienced throughout history, we can choose to spend our time and effort talking about

the uncertainty and chaos surrounding us, or we can acknowledge that life is now different and calls us to be different. As Kappas, I

encourage us to summon our courage and choose to be different together.

During this season of change, we are called to be

deeply engaged in a discussion of our future. It requires our collective strength and willingness to address our priorities, set forward-looking goals, and hold ourselves accountable for our progress.

Our philanthropic focus on mental health and well-being brings enthusiasm and energy for making a difference for individuals, our communities, our nations and the world. We stand united in our quest to improve mental health access and resources because we believe it is vital to everyone's ability to live fully. We also have focused on eliminating barriers to membership while we continue to promote inclusion, equity, and diversity in Kappa.

Knowing the power of connections, we have found new ways to connect. Virtual gatherings have sustained us: Convention 2020, Fraternity Leadership Institute, initiations, Recruitment, chapter and alumna gatherings, and untold other remote events. We've continued to grow, learn and make decisions. With our new website, we have the capacity to connect further and provide more opportunities for collegians and alumnae to engage.

While COVID-19 may have thrown a blanket on predictability, we face the future with renewed strength, putting our dreams into action as we embark on a new future together. Our optimism and belief in ourselves and Kappa will determine how far our plans and dreams will take us.

When I quiet my mind to reflect on what we have learned, I am filled with two simple words. Courage. Together.

—By **Gail Simpson Owen**,
Monmouth

CORY KLEIN

CLEMSON, SOUTH CAROLINA

Mental Health Matters

CLEMSON KAPPAS MADE HISTORY during the First Friday Parade, a nearly 50-year-old tradition that takes place before the Tigers' first home football game. Before the game, student organizations raise funds and the group that raises the most for its charity of choice elects a Miss or Mister First Friday.

In 2021, **Epsilon Mu Chapter** was poised to raise funds for mental health and well-being. Kappa's new philanthropy. In 86 hours, the chapter raised over \$30,000 for the Jed (JED) Foundation.

"After unveiling our new

philanthropy that supports mental health awareness, we are honored to give back to the Jed Foundation," wrote Epsilon Mu Chapter members in an Instagram post. "This is a great need that's being recognized," added Philanthropy Chairman **Kaylie Fringer**.

A third-generation Tiger, **Jennings Bryson** represented Kappa in the parade. "I'm honored and humbled to represent Clemson Kappas and the Jed Foundation as Miss First Friday," she says. "I cannot express enough gratitude to everyone who donated — our incredible alumnae and the most amazing active members. I'm feeling so inspired by you all!"

Kaylie says the First Friday fundraiser was the perfect way to kick off the chapter's mental health week and its partnership with JED.



DUBLIN, OHIO

In Focus: Mental Health

KAPPA HAS ANNOUNCED A PARTNERSHIP WITH SIX ORGANIZATIONS to educate, raise awareness and reduce the stigma around mental health and well-being through fundraising and service. "These organizations are working to ensure everyone's mental health is a key part of their overall health," says **Lisa Breen**, UCLA, Philanthropy Director. "With our new philanthropy program, we will work together to help everyone we serve understand and embrace the role of mental health and well-being in their own lives."

ACTIVE MINDS

Active Minds works to end the silence and change the culture around mental health by mobilizing the next generation.

THE JED FOUNDATION

JED protects emotional health and prevents suicide for teens and young adults. It partners with high schools and colleges to strengthen programs and services related to mental health, substance misuse, and suicide prevention.

MENTAL HEALTH AMERICA

MHA is the U.S.'s leading community-based nonprofit addressing the needs of those living with mental illness and promoting the overall mental health of all.

THE NATIONAL ALLIANCE ON MENTAL ILLNESS

NAMI provides advocacy, education, support, and public awareness so individuals and families affected by mental illness can build better lives.

THE NATIONAL EATING DISORDERS ASSOCIATION

NEDA is the largest nonprofit organization dedicated to supporting individuals and families affected by eating disorders.

JACK.ORG

Jack.org is Canada's only charity that trains and empowers young leaders to revolutionize mental health in every province and territory.

TALKSPACE

In addition to these partnerships, the Kappa Foundation is an advocate for mental health and well-being. Thanks to a grant from the Kappa Foundation, Talkspace is free for collegians and discounted for alumnae. Members can send text, audio and video messages back and forth to a dedicated, licensed therapist anytime, anywhere.

Inspire positive change at kappa.org/philanthropy. Email questions or send feedback to philanthropy@kappa.org.



COURTESY JENNINGS BRYSON

Key

ACHIEVEMENTS

Jody Daniels

CARNEGIE MELLON. When promoted to lieutenant general, Jody assumed command of the U.S. Army Reserves in 2020. She became the first woman to hold the post in the 114-year history of the Army Reserves.

Madeleine Scott Digan

LOYOLA. Maddie, aka The Buzzing Blonde, always knew she wanted to run her own social media marketing agency. In early 2020, she took a leap of faith, jumping into

entrepreneurship. Now, she's creating a buzz on social media as she helps beauty professionals — from salon owners to independent stylists — get social and up their online presence.

Whitney Wolfe Herd

SMU. As the founder and CEO of Bumble, Whitney made moves when she took the company public in 2021. She became the youngest woman to lead a company through an IPO.

Jennifer Wheeler Kahn

USC (CALIF.). As a professional stage manager with a love for ethical style, Jennifer found a way to combine her passions. She launched Scenery Bags, a sustainable brand that allows you to own a piece of the show. The brand transforms discarded theatrical materials into bags and accessories that reflect their shows, from *Wicked* to *Mamma Mia!* and more.

Emily Jordan

KENTUCKY. As a high school student, Emily and her dad started writing a book about the potential and power of forgotten women war heroes. Emily says that giving women of history a voice strengthened her own. As a junior in college, she became a published author of *War Queens: Extraordinary Women Who Ruled the Battlefield*.

Pamela Goldberg

EMORY. With a focused global growth mindset, Pamela became CEO of DAHlicious (DAH!), the

India-inspired artisan yogurt brand. Having come from a family that's worked in food manufacturing for generations, Pamela says this career path was in her blood.

Lauren Choi

JOHNS HOPKINS. A materials science and engineering major, Lauren founded The New Norm to bridge the gap between recycling and fashion with fabrics crafted from recycled plastics like Solo cups and ocean plastics. As the first to transform Solo cups into fiber blends, Lauren is revolutionizing the fashion industry. She hopes to connect with advisers and people passionate about sustainability.

Madeline Farber

CORNELL. Madeline has published her first book of poetry, *less on that later*. Her poems explore themes related to female friendship, sexual identity, love and loss, and coming of age. At its core, *less on*

THE AUTHOR

RAVEN LEILANI BAPTISTE

MARIST

After her debut novel, *Luster*, smashed onto the scene in 2020 — it won the Center for Fiction First Novel Prize and landed on Barack Obama's reading list — Raven is working on what's next. She's been named the spring 2022 John and Renée Grisham Writer-in-Residence at the University of Mississippi. And that buzzed-about book will become even buzzier. It's being adapted into an HBO series by actress Tessa Thompson's production company.



NIINA SUDHIN

that is about women and women in relationships: platonic, romantic, and chosen family. One selection, “Haikus for female friendship,” was written with her Kappa sisters in mind, Madeline says.

Nadine Farid Johnson

DEPAUW. An attorney and advocate, Nadine joined PEN America as its Washington, D.C., director where she works to protect free expression in the U.S. and globally. Previously, Nadine served as a U.S. diplomat and a constitutional law professor, and she worked for the ACLU and Google.

Poojitha Tanjore

WILLIAM & MARY. Poojitha dreamed of becoming an author. Her dream came true when New Degree Press agreed to publish her fantasy novel, *Rules of the Red Book*, which integrates her experience of working in public service and representative politics with a magical twist.

Taylor Stern

NEW MEXICO. Taylor gets real about stepping into vulnerability and celebrating your journey in her podcast, “Thrivin’ with Taylor Stern.” Before creating and hosting Thrivin’, Taylor was recognized by Forbes’ 30 Under 30 in the sports category, earned an Emmy for her work on a documentary for the Dallas Cowboys and led their social media accounts.

Ellen Weir Casey

COLORADO COLLEGE. As the mother of one of the world’s first IVF babies, Ellen is sharing her story for others on a similar journey in her book, *Unstoppable: Forging the Path to Motherhood in the Early Days of IVF*.

Mary Osborne

MONMOUTH. Mary, Director of The Stewart House Museum, won the Spirit of Grace Award presented by the Buchanan Center for the Arts during its Taste of the Arts event. The award is named for Grace Buchanan, the namesake and founder of the center in Monmouth, Illinois.

Jennifer Meyers

PENN STATE. Jennifer is inspiring others to do desserts differently. After being diagnosed with IBS, she felt empowered to create Earth Sugar, a superfood confectionary made with natural flavors, specializing in organic desserts, snacks and more.

Susan Serota Taylor

WISCONSIN. Susan won the 2022 Herbert Tabor Research Award for excellence in biological chemistry, molecular biology and contributions to the science community. Professor Taylor studies protein kinases at UC San Diego.

Danielle Lupton

FURMAN. Danielle’s book, *Reputation for Resolve: How Leaders Signal Determination in International Politics*, won the 2021 J. David Singer Book Award by the Midwest International Studies Association. Danielle is associate professor of political science at Colgate University, where she researches the impact of individual leaders on international security and foreign policy.

Email submissions to thekey@kappa.org. For more, follow @thekeyofkkg on Instagram or facebook.com/thekeymagazine.



BIG IDEAS

GINNI ROMETTY

NORTHWESTERN

Ginni is the former CEO of IBM and co-chairs OneTen, which works to close the opportunity gap for Black talent in America. If you’re dreaming of a big idea, Ginni shared this advice for LinkedIn: Anybody can have a good idea. What’s hard is taking that good idea and turning it into a better one, and then putting that idea into practice. Growth and comfort never coexist. That’s why so much of my work with IBM and OneTen has been driven by the idea that economic opportunity is the best equalizer. Surround yourself with lots of different voices and ask a lot of questions. Treat everyone as a mentor by actively listening to learn and valuing what they have to say. Take all of that insight and connect the dots, the obvious and otherwise.

IN memoriam

* Adelphi College

Hollingsworth, Joan Rumpf, '53, d. 1/21
Hoyle, June Bailey, '51, d. 6/21

*Adrian College

Gillies, Jeannette Kirk, '34, d. 3/21

Akron, University of

Berry, Phyllis Rowland, '36, d. 3/21
Burkley, Sally Connolly, '43, d. 11/20
Ferrell, Denise Lawson, '71, d. 10/20
Stevens, Margaret Lewis, '79, d. 8/21
Thomann, Linda Jones, '69, d. 7/20
Tillett, Ruth Cody, '47, d. 1/22

Alabama, University of

Arbery, Holley Walter, '56, d. 3/21
Blakeley, Harriet Broadnax, '53, d. 7/20
Conner, Lori Botta, '85, d. 12/21
Hails, Gerry Gayle, '54, d. 11/21
Hall, Virginia Kling, '67, d. 11/21
Hill, Isabel, '11, d. 2/21
Marut, Janet Darling, '46, d. 9/20
McGehee, Mary Lib Jones, '46, d. 11/21
Morris, Linda Smith, '58, d. 1/21
Murray, Julia Prentice, '36, d. 1/21
Norman, Patricia Foley, '48, d. 3/21
Marut, Janet Darling, '46, d. 9/20
McGehee, Mary Lib Jones, '46, d. 11/21
Morris, Linda Smith, '58, d. 1/21
Murray, Julia Prentice, '36, d. 1/21
Norman, Patricia Foley, '48, d. 3/21
Roemer, Martha Hebson, '47, d. 4/21
Shirtz, Ann Lutz, '47, d. 8/21
Utley, Fran Winter, '38, d. 10/20
Vaught, Nancy Moody, '57, d. 1/21
Winters, KiKi Hanna, '48, d. 11/20

Allegheny College

Burrows, Castella Heskamp, '48, d. 11/20
Furey, Martha Dundon, '44, d. 10/21
MacDonald, Carol Krier, '49, d. 8/20
Wigton, Bertha Samas, '53, d. 1/21

Arizona State University

Koontz, Karen Greene, '59, d. 2/21

Arizona, University of

Byrd, Ann Vickers, '53, d. 9/21
Clapham, Joanne Popin, '50, d. 1/22
Clarkson, Ginger Johnson, '54, d. 10/21
Falk, Bobbie Vest, '59, d. 1/21
Frost, Nancy McKenzie, '52, d. 9/20
Fulkerson, Carol Crosby, '55, d. 11/21
Hambacher, Molly Potter, '48, d. 10/21
Humphrey, Carolyn Parsons, '50, d. 8/20
Kolwaite, Melissa, '90, d. 5/21
Lee, Eleanor Dieterle, '54, d. 5/21
Lucas, Nancy Robertson, '43, d. 8/20
Miller, Kathleen Messer, '64, d. 11/21
Montgomery, Joanne Doolen, '52, d. 12/20
Sherman, Mary, '85, d. 7/20
Simmons, Patty Eisele, '48, d. 11/20
Yaeger, Martha Howell, '47, d. 2/21

* Arkansas, Univ. of, Little Rock

Steinkamp, Mary Hinson, '68, d. 9/21

Arkansas, University of

Baldwin, Polly Weny, '50, d. 11/20
Barham, Jimmie Coldren, '50, d. 11/21
Bonds, Kathleen Karns, '44, d. 5/21
Brandon, Phyllis Dillaha, '55, d. 1/20

Chickering, Mary Jim Lane, '36, d. 9/20
Coleman, Kay Goodwin, '63, d. 7/20
Craig, Martha Woodson, '50, d. 10/20
Feik, Kelly Runnion, '77, d. 1/21
Goodman, Molly Bolling, '53, d. 11/21
Griffith, Rosemary Davidson, '49, d. 10/20
Hatfield, Libby Campbell, '46, d. 8/20
High, Carolyn Jackson, '62, d. 1/22
Baldwin, Polly Weny, '50, d. 11/20
Oliver, Dot Dill, '49, d. 12/20
Plegge, Charlotte Petree, '60, d. 10/21
Poirier, Sue Jobe, '57, d. 10/21
Polk, Carolyn Lindsey, '79, d. 12/20
Rhodes, Sue Lineback, '54, d. 8/20
Smith, Jan Spears, '58, d. 9/21
Smith, Patricia Kelly, '56, d. 12/21
Unruh, Paula Combest, '48, d. 9/21
Wood, Mary, '47, d. 7/20

Auburn University

Collins, Norma Cullom, '73, d. 3/21
Segrest, Margaret, '64, d. 12/21
Walker, Mary Howard, '01, d. 12/21
Woodward, Paula Rogers, '67, d. 10/20
Yearout, Susan Hanson, '64, d. 1/21

Baylor University

Alexander, Patricia Pritchard, '77, d. 7/20
Hughes, Elizabeth Grove, '79, d. 5/21
Roberson, Elizabeth Osborne, '81, d. 2/21
Sorrel, Charlotte Rogers, '01, d. 9/21

* Boston University

Ives, Marjorie McIntosh, '53, d. 11/20
Lassen, Coralou Peel, '49, d. 8/20
Morris, Anne, '59, d. 9/21
Nelson, Ellen Mathews, '43, d. 11/20

Bowling Green State University

Hamilton, Jennifer Helmig, '90, d. 11/21

British Columbia, Univ. of

Bretall, Norah Turnbull, '56, d. 12/20
Ford, Anne Collison, '48, d. 8/21
Rogers, Helen Harwood, '51, d. 2/21

Bucknell University

Edwards, Nancy Stuart, '55, d. 1/21
Jackman, Shirley Mathieson, '48, d. 11/21

Butler University

Copeland, Carolyn Varin, '36, d. 1/21
Ditmire, Jill, '83, d. 2/21
Fitzgerald, Peggy Brantley, '57, d. 12/21
Gallagher, Louise Markland, '49, d. 7/20
Graves, Martha Markland, '45, d. 10/21
Guyot, Lynn McCormick, '47, d. 4/21
harrison, Staley Leird, '69, d. 8/20
Kimball, Mary Fliess, '61, d. 12/21
Lindley, Jane, '61, d. 4/21
Malec, Pamela Bargholz, '72, d. 1/21
McCoun, Mary Turpin, '49, d. 9/20
Mead, Linda Hall, '61, d. 7/20
Parrish, Betty Thompson, '48, d. 1/21
Pedersen, Barbara Lofquist, '61, d. 12/21
Peschau, Marjorie McConnell, '44, d. 7/21
Purvis, Cynthia Pearson, '80, d. 9/20
Schwei, Greta Petersen, '48, d. 2/21
Sink, Joyce Cripe, '55, d. 8/20
Swope, Ann Johnston, '65, d. 10/20
Wellington, Lana Dennison, '58, d. 8/20
Wheeler, Darlene Whitecotton, '53, d. 1/21

California State University, Fresno

Bledsoe, Sarah Hostetter, '63, d. 12/21
Ferrer, Barbara Bales, '54, d. 10/20
Hammerstrom, Janelee Volkmann, '58, d. 1/21
Horg, LaVerne Pope, '55, d. 10/20
Krisiak, Bonnie Bacon, '66, d. 9/20

California, U. of, Berkeley

Avery, Marion Peterson, '45, d. 10/21
Christopher, Liz O'Hara, '60, d. 9/20
Hamilton, Terry Luke, '53, d. 2/21
Hayes, Margo Oliver, '59, d. 12/20
Jayred, Phyllis Hills, '38, d. 8/20
Kehoe, Anne, '46, d. 10/21
Lamson, Ormie Snook, '38, d. 7/20
Merrill, Lucinda, '56, d. 11/21
Miller, Nancy Shurtleff, '40, d. 9/20
Wheeler, Dorothy Beck, '46, d. 4/21
Wilcox, Jeanne Watson, '40, d. 8/20

California, U. of, Davis

Weimar, Peggy Lee, '85, d. 11/20

California, U. of, Los Angeles

Byrne, Chickie Heyn, '54, d. 1/21
Kellerman, Diana, '52, d. 9/20
Nelson, Constance Harper, '49, d. 1/21
O'Sullivan, Katie Manion, '44, d. 9/21
Turner, Betty Gillespie, '49, d. 12/20
Williams, Jacqueline Sterling, '46, d. 2/21

Carnegie Mellon University

Corson, Martha Morrill, '44, d. 8/20
Knauer, Georgiann Treires, '65, d. 5/21
Metzler, Elizabeth Beall, '44, d. 1/21
Ruley, Suzanne Lambert, '87, d. 1/21

Cincinnati, University of

Hanna, Connie Kling, '50, d. 6/21
Jenings, Judy, '70, d. 1/22
Moore, Elizabeth Ritterhoff, '54, d. 7/20
Walton, Shirley Duquette, '55, d. 7/21
Wolfe, Mareen Duval, '60, d. 10/21

Clemson University

Boysen, Jennifer, '92, d. 6/21
Hendricks, Ann Kester, '70, d. 11/20
Tinsley, Jane Blackmon, '71, d. 6/21
Willis, Patricia Hutcheson, '74, d. 11/21

Colorado College

Brown, Caroline Morrison, '34, d. 11/20
Haney, Jule Hutchinson, '36, d. 7/20
Houston, Jane Snodgrass, '55, d. 9/20
Knolle, Marilyn Ohlson, '55, d. 3/21
Luft, Joan Jilka, '59, d. 9/20
McCune, Marcia Weese, '52, d. 11/21
McKnight, Melinda Wells, '61, d. 3/21
Schwab, Martha Bonforte, '57, d. 10/20
Sharp, Elizabeth Gilliland, '44, d. 12/20
Silliman, Georgia Herbert, '40, d. 9/20

Colorado State University

Gear, Jody Wiese, '67, d. 2/21
Kramer, Norma Bassett, '57, d. 1/21
Row, Diane, '59, d. 1/21
Willmon, Susan Knights, '78, d. 8/20

Colorado, University of

Chase, Nancy Edwards, '50, d. 7/21
Craighead, Margaret Maier, '45, d. 12/20
Hart, Susie Day, '52, d. 7/21

Hatch Goodenough, Dorothy Craig, '62, d. 1/21
Hildebrand, Ann Ash, '51, d. 11/21
Johns, Ann Argall, '48, d. 10/21
Larson, Marlene Neer, '51, d. 12/21
Reber, Mary Linda Neal, '59, d. 12/20
Rippey, Sally Winters, '57, d. 11/20
Ritter, Garth Borden, '59, d. 2/21
Todd, Tate McArthur, '47, d. 11/20
Tucker, Vera Spore, '47, d. 9/20
Voorhis, Helen Repplier, '49, d. 9/20
Westgard, Sandra Moritz, '62, d. 7/21

* Connecticut, University of

Barbone, Barbara Mackin, '47, d. 10/21
Baylor, Dana Mack, '64, d. 9/20
Birchell, Helen Safin, '42, d. 1/22
Brillhart, Barbara Jackson, '57, d. 11/20
Climo, Hermine Korder, '45, d. 7/20
De Nicola, Barbara, '52, d. 5/21
Feller, Anne Gilliland, '56, d. 4/21
Hippler, Frances Nixon, '49, d. 8/20
Jordan, Barbara Hallihan, '47, d. 5/21
Krawski, Lynn Berlepsch, '65, d. 12/20
Layman, Jane Hummel, '47, d. 2/21
MacGillivray, Sandy Shiroky, '64, d. 5/21
Mach, Barbara Nelson, '45, d. 10/20
Miller, Lynne Podolak, '65, d. 1/21
Shea, Mary McLean, '56, d. 7/20
Sincock, Connie Beauvais, '56, d. 12/20

Cornell University

Collister, Charlotte Jones, '59, d. 10/20
Entenman, Helen Brown, '49, d. 7/21
Goetz, Barbara Hendrickson, '46, d. 3/21
Grady, Barbara Kallander, '48, d. 11/20
Pattison, Anne Warren, '61, d. 9/21
Rumsey, Margaret Miller, '44, d. 5/21
True, Jean Dempsey, '53, d. 8/20
Wengert, Nancy Nicholas, '45, d. 10/20

Dartmouth College

Marshall, Kathleen, '81, d. 3/21
McMillian, Charla, '82, d. 12/20

Denison University

Kennedy, Barbara Spiegel, '51, d. 7/20
Lamping, Nancy Knoll, '46, d. 12/20
Lowe, Judy Shadel, '58, d. 11/21
Magill, Margaret Simmons, '52, d. 11/21
Meade, Catherine Weber, '52, d. 1/21
Parsons, Judith Joern, '55, d. 11/20
Shanaberg, Audrey Rugg, '40, d. 3/21
Sutherin, Dona Basler, '48, d. 2/21

DePauw University

Blankinship, Barbara Walton, '60, d. 4/21
Clark, Barbara Brewer, '49, d. 7/20
Creel, Virginia Foster, '62, d. 12/21
Deary, Dolly Weaver, '52, d. 10/21
Evans, Mary Lou Miller, '50, d. 4/21
Feix, Sharon Sloan, '51, d. 12/20
Fox, Virginia Hugus, '38, d. 11/20
Freeland, Marcia Ulrich, '51, d. 12/20
Greenawald, Erika, '87, d. 12/20
Grueninger, Libby Jones, '51, d. 12/20
Hillman, Anne Mossberg, '49, d. 9/20
Houck, Helen Jome, '40, d. 10/20
Lukemeyer, Nancy Plasket, '53, d. 12/20
McCoy, Linda Bollinger, '61, d. 10/21
Modzelewski, Nancy Lendrum, '56, d. 11/21

Noertker, Nancy Steele, '46, d. 8/21
Oberhelman, Mary Fromhold, '57, d. 3/21
Pugh, Marcia Denton, '44, d. 9/20
Roberts, Cynthia Cline, '49, d. 10/21
Weed, Maggie Sipes, '45, d. 12/20
Wilhoite, Caryl Fernandes, '62, d. 4/21
Zontanos, Monica Reid, '65, d. 11/20

Drake University

Eagen, Lana Larson, '61, d. 10/21
Laughlin, Margaret Grogan, '50, d. 11/21
Monberg, Alden Gates, '65, d. 12/21

Durham, North Carolina

Bradford, Sue Hancock, '57, d. 8/20
Braun, Kathy, '67, d. 6/21
Grant, Barbara Lacombe, '46, d. 11/20
Harris, Ann Lestourgeon, '51, d. 8/21
Koke, Jane Lindsay, '49, d. 2/21
Schwendener, Polly Walker, '45, d. 12/20
Scott, Patricia Meloy, '47, d. 10/20
Sigler, Nancy Baumgartner, '43, d. 1/21

Emory University

Connell, Sandra Brown, '60, d. 10/21
Garcia, Joan Sims, '59, d. 10/20
Horner, Lynne Ford, '59, d. 11/21

Florida State University

Bevilacqua, Kelly Bourke, '93, d. 7/20
Eichenblatt, Kathleen Lane, '81, d. 3/21
Gibson, Catherine, '71, d. 9/20
Shoemake, Margaret Lane, '60, d. 7/20

Florida, University of

Paxton, Maggie, '20, d. 12/20
Poulson, Jennifer Ruppel, '90, d. 1/21
Furman University
Gillis, Ellen, '08, d. 6/21

George Washington University

Borg, Susannah Schmue, '71, d. 6/21
Buffett, Doris, '47, d. 8/20
DuRoss, Sara, '62, d. 12/20
Miller, Winnie Meyerson, '44, d. 10/21
Shute, Beverly Berry, '46, d. 1/22
Urban, Elizabeth Joseph, '73, d. 7/21
Werber, Ailcey Jones, '54, d. 11/21

Georgia, University of

Glenn, Lyn Olliff, '61, d. 1/22
Harrell, Rebecca Knighton, '71, d. 12/21
Heard, Betty Finn, '53, d. 7/20
Hudson, Heather, '89, d. 7/20
Mason, Mary Williams, '55, d. 8/20
Odom, Patricia Harrell, '65, d. 1/21
Robertson, Mary Ann Lane, '71, d. 11/21
Smith, Robin Arnold, '71, d. 12/21
Trammell, Myrt Bains, '64, d. 1/21
Wade, Gertrude Crockett, '57, d. 11/21
Waldron, Sally Campbell, '59, d. 6/21

Hillsdale College

Dahl, Deborah Shalk, '78, d. 10/21
Korff, Esther Duncan, '52, d. 3/21
Lenhart, Michael McElwain, '64, d. 2/21
Rush, Margie Couch, '49, d. 9/20
Wilson, Harriet Elrad, '49, d. 9/20

Idaho, University of

Chrisman, Heather Hill, '59, d. 3/21
Hanson, Janet Mackey, '47, d. 4/21
Johnson, Chi Chi Bradbury, '56, d. 1/21

McCormack, Joanne Hopkins, '49, d. 10/20
McNichols, Nancy Alcorn, '59, d. 11/21
Roe, Kate, '20, d. 5/21
Slade, Mary Kay Hickman, '39, d. 1/21
Tollefson, Vicki Shaw, '67, d. 2/21
Wellman, Kathryn Hagadone, '57, d. 11/21
Widder, Kathryn Horner, '43, d. 11/21

Illinois Wesleyan University

Frieburg, Mary Eeten, '43, d. 12/20
Higgins, Margaret Finley, '44, d. 7/20
Hopper, Mary Fulkerson, '56, d. 2/21
Jefferson, Susan Hoose, '51, d. 12/20
Jones, Karen Hillestad, '58, d. 6/21
Monfiletto, Nancy Ransdell, '60, d. 9/20
Naccarato, Phyllis Owen, '57, d. 7/20
Ramos, Nancy Peairs, '39, d. 6/21
Ramsey, Cheryl Covey, '77, d. 2/21
Stull, Marybeth Solberg, '61, d. 1/21
Tibbitts, Shirley Bartlett, '54, d. 12/20
Ward, Jean Smith, '62, d. 10/20

Illinois, University of

Bill, Louise Howell, '03, d. 9/21
Bodtke, Anne Bradley, '43, d. 10/20
Braskamp, Jody Alderson, '53, d. 2/21
Deutsche, Ody Overshiner, '56, d. 12/21
Ebel, Linda Junge, '61, d. 5/21
Gore, Ruth Lance, '59, d. 12/20
Laibly, Joan Gerwe, '40, d. 11/20
Marblestone, Anne Pickett, '57, d. 10/21
Merrill, Jean McLee, '50, d. 12/20
Miller, Marlo Lange, '55, d. 8/20
Patterson, Jane Brodnax, '53, d. 3/21
Ryan, Joan Williams, '48, d. 12/21
Smith, Betty Burrows, '50, d. 4/21
Spears, Shirley Emmons, '49, d. 11/20
Surgi, Carole Hall, '53, d. 5/21

Indiana University

Alexander, Janet Ulrich, '50, d. 5/21
Bikoff, Betsy Bone, '63, d. 4/21
Bowes, Judith Meek, '51, d. 11/21
Clark, Jane Harker, '61, d. 3/21
Custer, Janice McComas, '50, d. 1/22
Davis, Judy Dittbrenner, '51, d. 8/20
Davis, Carolyn Peck, '53, d. 7/21
FitzGibbons, Rita Fisher, '41, d. 7/20
Gephardt, Barbara Cleaver, '45, d. 2/21
Hemenway, Ludy Hare, '49, d. 9/21
Hough, Barbara Kiger, '43, d. 11/20
Olson, Elizabeth Garvey, '79, d. 3/21
Painter, Dorothy Woodward, '43, d. 2/21
Partridge, Ann Holsclaw, '51, d. 8/20
Probst, Bonnie Gordon, '60, d. 3/21
Quigg, June Coulter, '52, d. 10/20
Shireliff, Carol Reed, '49, d. 6/21
Stevenson, Joanna Sharp, '49, d. 10/20

Iowa State University

Bellish, Jeanne Hudson, '46, d. 7/21
Hooper, Virginia Sharp, '46, d. 11/20
Minarik, Ruth Wright, '46, d. 1/21
Molgaard, Karen Radcliffe, '60, d. 1/21
Murphy, Barbara O'Brien, '73, d. 2/21
Penn, Nancy, '58, d. 8/21
Salvon, Dorothy Hoersch, '48, d. 10/20
Sexton, Deborah Hahn, '69, d. 2/21
Spencer, Carol Latta, '53, d. 9/21

Iowa, University of

Bridgman, Gretchen Green, '56, d. 8/20
Coynne, Jackie, '95, d. 6/21
Helt, Sarah Wilson, '53, d. 1/22
Morphy, Beverly Canady, '51, d. 9/20
Saylor, Jan Stanzel, '53, d. 9/21

Kansas State University

Cannon, Shirley Baker, '45, d. 10/21
Hall, Carolyn Keane, '57, d. 9/20
Harper, Lucille Dick, '66, d. 5/21
Harpster, Patsy Rudrauff, '52, d. 9/20
Hedges, Kay Patterson, '51, d. 7/20
Hunt-Volmer, Patricia Roberts, '59, d. 11/20
Ingle, Sally, '56, d. 1/21
McKee, Helen Weixelman, '51, d. 1/21
Moddrell, Jean Rugan, '48, d. 1/22
Prescott, Mary Bradley, '48, d. 4/21
Roberts, Judy Vest, '51, d. 7/20
Roth, Kristina Burnett, '97, d. 11/21
Schumacher, Mary Alice Matchette, '39, d. 9/20
Shull, Amie Ostermeyer, '90, d. 11/20
Utt, Mary Ford, '47, d. 8/20

Kansas, University of

Beers, Margaret Hazard, '49, d. 11/20
Berol, Betty Bell, '39, d. 8/20
Biggar, Susan Bagby, '51, d. 10/20
Blackwell, Beverly Frizell, '43, d. 7/20
Brookfield, Karen, '60, d. 10/20
Brown, Mary Douglass, '48, d. 1/21
Dunbar, Korki Wahlberg, '52, d. 11/20
Hoch, Nancy Delong, '56, d. 5/21
Hotchkiss, Ann Cuthbertson, '51, d. 2/21
Hull, Judy Wedin, '57, d. 1/21
Joseph, Janet Padgett, '51, d. 8/20
Kaufman, Barbara Olson, '45, d. 1/22
Lilley, Penny Odaniel, '58, d. 7/20
Miller, Charlotte Dack, '44, d. 11/20
Moore, Mary Jane Conklin, '55, d. 9/21
Nellis, Marilyn Kendall, '50, d. 12/21

Kentucky, University of

Breckinridge, Helen Babbitt, '39, d. 10/20
Clark, Margaret Yager, '46, d. 7/20
Dobbs, Lydia Arnold, '60, d. 5/21
Greathouse, Mary Allen Wombwell, '39, d. 12/21
Ikard, Kitty Hundley, '61, d. 1/21
Jefferson, Belinda McGinley, '57, d. 11/20
Madden, Patsey Harney, '50, d. 1/22
Miller, Patricia Woodall, '54, d. 2/21
Oldham, Anne Clay Blanton, '60, d. 12/20
Park, Ridgely, '45, d. 4/21
Searce, Julia, '59, d. 11/20
Shipman, Caroline Van Santvoord, '45, d. 12/20
Simon, Nancy Boggs, '55, d. 3/21
Thompson, Judy Allen, '58, d. 2/21
Vaughn, Mary Kauffman, '55, d. 1/21
Wagner, Beverly Tway, '59, d. 7/20
Wiggins, Jeanine Schlegel, '49, d. 1/22
Louisiana State University
Corkern, Susan McKeever, '59, d. 8/20
Fairchild, Phyllis, '50, d. 12/20
Gaudin, Myra Altman, '53, d. 3/21
Gissel, Marguerite Charlet, '42, d. 1/21
Joffrin, Beebe Grace, '45, d. 12/21

Lewis, Lillis Lott, '72, d. 4/21
Merrill, Mary Grace, '58, d. 12/20
Mills, Vassar Wherritt, '44, d. 9/20
Pipes, Patricia Snelling, '47, d. 11/20
Scott, Miriam Seibert, '46, d. 10/21
Turner, Sue Wilbert, '47, d. 12/20
Votaw, Randee Hansen, '66, d. 4/21
Westrom, Martha Brown, '48, d. 11/20
Wilkinson, Nancy Meric, '65, d. 6/21
Yerger, Gay Cooper, '58, d. 1/21

*** Manitoba, University of**

Douglas, Elizabeth MacArthur, '42, d. 2/21
Eckert, Diana Aitken, '51, d. 8/20
Michener, Mary Graham, '50, d. 11/20

*** Maryland, University of**

Bailey, Margo Goggin, '62, d. 9/20
Cline, Carrol Schewe, '52, d. 9/20
Cook, Janis North, '51, d. 7/20
Davis, Barbara Stephens, '53, d. 3/21
Hansen, B.J. Joseph, '49, d. 1/21
Lott, Peggy Culbertson, '52, d. 8/20
Miller, Elizabeth Begley, '42, d. 3/21
Smith, Jeanne McBeath, '48, d. 1/21
Young, Suzanne Eleder, '47, d. 5/21

Massachusetts, University of

Ferres, Patricia Clancy, '45, d. 8/21
Gilman, Mary Riley, '47, d. 11/20
Norman, Carol Longmore, '52, d. 12/20
St. Lawrence, Marty Dewhurst, '58, d. 9/21
Thomas, Heather, '89, d. 6/21
Warren, Catie, '09, d. 11/20

McGill University

Fontein, Rosina McCarthy, '49, d. 7/20
Skinner, Carol Sharman, '93, d. 1/21

Miami University

Baker, Wendy Barclay, '70, d. 7/20
Blackshaw, Olive Dedrick, '55, d. 12/20
Cottrell, Nancy Sohngen, '52, d. 9/20
Evans, Gayle, '50, d. 3/21
Hyland, Sue Miles, '54, d. 9/20
Kriegbaum, Johanna Eudaly, '47, d. 5/21
Martindell, Patricia Wahlberg, '67, d. 8/20
McLaughlin, LeeAnn Ehrman, '62, d. 11/21
Redick, Nancy Donges, '52, d. 11/20
Rose, Ann Frazier, '43, d. 12/21
Shafer, Carol Hardey, '57, d. 8/21
Sittler, Jinny McMichael, '61, d. 1/22
Stockdale, Susan Foreman, '56, d. 10/20
Warden, Susan Raish, '65, d. 12/21

Miami, University of

Byer, Sharyn Sudduth, '67, d. 1/21
Krueger, Carolyn White, '62, d. 3/21
Wilkins, Barbara Johnson, '49, d. 11/20

Michigan State University

Barnard, Sally Spiller, '59, d. 10/21
Gunby, Mary Ellen Weigle, '51, d. 9/21
Meyer, Betty Perry, '46, d. 10/20
Moody, Bev Eustice, '63, d. 12/21
Smith, Jane Raven, '45, d. 9/21
Ward, Donna Schlee, '48, d. 1/21
Weyler, Nancy Haines, '59, d. 8/20

Michigan, University of

Brown, Barbara Robinson, '41, d. 12/20
Campbell, Malinda Schail, '65, d. 2/21
Collins, Virginia Voorhees, '36, d. 11/20

IN memoriam

Cruickshank, Mary Everhardus, '62, d. 12/21
Erdmann, Rosemarie Porkorny, '48, d. 7/20
Erley, Kathryn Brown, '51, d. 7/20
Jentes, Janet Oberg, '50, d. 2/21
Kohl, Betty Erdmann, '40, d. 7/20
Robson, Betsy, '60, d. 11/20
Seeger, Martha, '53, d. 6/21

* Middlebury College

Armstrong, Jeannie-Bell Perry, '35, d. 7/20
Bassi, Bettina Stringer, '42, d. 1/21
Herrmann, Sally Evens, '53, d. 7/20
Imbrogno, Irene Widen, '50, d. 3/21
Kotker, Zane Hickcox, '53, d. 2/21
Miller, Elaine Arrington, '46, d. 8/20
Mygatt, Ann Bliss, '61, d. 8/20
Rovegno, Joan Smith, '45, d. 1/21
Vermillion, Jane Willey, '57, d. 10/20

Minnesota, University of

Barnes, Dorothy Townsend, '48, d. 7/20
Campbell, Clara, '62, d. 5/21
Herbst, Janice Carlson, '57, d. 7/20
Hickling, Madeleine Henning, '57, d. 1/21
Johnson, Nancy, '54, d. 7/20
May, Kathy Welsh, '65, d. 9/20
McNutt, Patricia McClain, '47, d. 9/20
Schultz, Kate Niemeyer, '64, d. 12/20
Winter, Nancy, '71, d. 10/20

Mississippi, University of

Allmand, Margaret Berdon, '48, d. 7/21
Bloore, Betty Hines, '58, d. 10/21
Collmus, Patricia Reilly, '47, d. 1/21
Dangeau, Betty Harrell, '56, d. 7/20
Hood, Daria Nosser, '71, d. 7/20
Hudson, Vikki Ransom, '68, d. 11/20
McKeown, Anne Stallworth, '62, d. 10/21
Moore, Stephanie Klotz, '54, d. 11/20
Perry, Calico Maxwell, '65, d. 1/21
Reid, Sally Greenlee, '57, d. 12/20
Simrall, Caroline, '18, d. 1/22
Stephans, Jo Ann Smith, '58, d. 9/21

Missouri, University of

Adams, Margaret Dennis, '44, d. 1/22
Baker Neel, Cristy Baker, '77, d. 10/20
Brown, Harriet Heer, '58, d. 11/20
Burk, Marjorie Martin, '53, d. 5/21
Deater, Tracy, '82, d. 9/21
Earle, Vickie, '75, d. 11/20
Estess, Nancy Bybee, '58, d. 9/21
Jones, Joy Laws, '50, d. 9/20
Jordan, Martha Wilcoxson, '50, d. 2/21
Lynd, Virginia Atkins, '49, d. 1/21
Magee, Nancy Wilcoxson, '54, d. 11/20
Nelson, Carey Boone, '43, d. 2/21
Rose, Gayle Dye, '52, d. 9/20
Shumate, Barbara Dye, '50, d. 8/21

Monmouth College

Bartlett, Barbara Coleman, '59, d. 12/20
Fredericks, June Christiansen, '57, d. 12/21
Guest, Barb Dixon, '50, d. 7/20
Maines, Virginia Hansen, '51, d. 11/20
Nebel, Marion Pritchard, '45, d. 2/21
Roos, Louise Lauder, '46, d. 12/20

Montana, University of

Barrett, Marlys Nelson, '59, d. 8/21
Chaney, Myrna Eyerly, '59, d. 8/20
Cunningham, Joan Kimball, '51, d. 8/21
Dady, Callie Hector, '48, d. 8/20
Dougherty, Sheila Harrison, '56, d. 9/20
James, Linda Porter, '61, d. 7/20
Okimoto, Patricia Martin, '54, d. 11/20

Nebraska, University of

Berreckman, Jane Jeffrey, '54, d. 9/21
Edee, Sheila Grainger, '50, d. 11/20
Korff, Jean Clark, '48, d. 11/20
Lorensen, Sara Alexander, '46, d. 4/21
Markeson, Bobbie Busch, '46, d. 5/21
Noel, Jo Hapner, '64, d. 10/21
Ostrand, Ginny Johnson, '46, d. 9/21
Okley, Nancy Raun, '59, d. 12/21
Solomon, Barbara Stephens, '51, d. 9/20
Stratton, Lanny Hoppe, '65, d. 3/21
Young, Marion Whitworth, '53, d. 10/21

New Mexico, University of

Beaumont, Caroline Brentari, '42, d. 9/20
Kupferer, Suzanne Leslie, '72, d. 8/20
Marion, Marilou Gibbs, '45, d. 12/20
Parsons, Clara, '56, d. 12/21
Pollock, Marilyn Merchant, '48, d. 7/20
Price, April Franklin, '70, d. 9/21
Shaw, Nancy Devers, '46, d. 9/20
Sneddon, Tippy Barnard, '54, d. 7/21

New York University

D'Amore, Elle, '12, d. 5/20

North Carolina, University of

Ford, Edith Hurt, '58, d. 8/20
Gregg, Sally Cook, '62, d. 11/21
Pennell, Charlotte Hunt, '59, d. 9/21
Powell, Constance Burroughs, '62, d. 10/20
Whitesides, Elizabeth, '81, d. 12/20

* North Dakota State University

Kelleher, Mari Eresman, '57, d. 10/20
Owen, Marlowe Gronberg, '51, d. 10/20
Schenkenberger, Lavonne Biel, '56, d. 6/21
Vangerud, June Hagen, '50, d. 9/21

Northwestern University

Brumitt, Marjorie Fick, '48, d. 9/21
Buehler, Mignon, '49, d. 12/20
Buytendyk, Shirley Gibbs, '46, d. 6/21
Challed, Mary Ruhl, '53, d. 7/21
Erkert, Ellen Baitinger, '51, d. 12/20
Keenan, Nannette Weimar, '50, d. 10/20
Keith, Barbie Whitney, '58, d. 5/21
Koons, Barbara Brown, '56, d. 6/21
Madigan, Holly Williams, '60, d. 9/20
Riba, Marcelite Calderwood, '51, d. 7/20
Richards, Sally Bramstedt, '58, d. 8/20
Stone, Melisande, '79, d. 12/20

Ohio State University

Bates, Dorothy Duerr, '59, d. 5/21
Becker, Janet Borri, '72, d. 12/20
Birkeland, Claire Jordan, '59, d. 7/21
Blanchard, Beth Barton, '86, d. 8/20
Clark, Julie, '78, d. 6/21
Fiebert, Elyse Evans, '46, d. 5/21
Ford, Jane Emig, '38, d. 6/21
Hickman, Cynthia Touvelle, '48, d. 10/21
Johann, Emily Whiting, '56, d. 8/20

Klunk, Carol Bringardner, '59, d. 3/21
Laughlin, Carolyn Murphy, '56, d. 12/20
McCabe, Molly McGraw, '51, d. 7/20
Semmelman, Jean Taylor, '40, d. 9/20
Sheaf, Mary Lou Jentgen, '49, d. 11/20
Wright, Barbara McVey, '48, d. 1/21

Ohio Wesleyan University

Beasley, Wendy Williams, '67, d. 8/21
Bowman, Nancy Betts, '56, d. 12/20
Campbell, Thurza Parsons, '59, d. 3/21
Claire, Alice Stauffer, '47, d. 7/20
Deane, Lois Huenefeld, '46, d. 1/21
Dornan, Betty Gotshall, '40, d. 7/20
Fillmore, Margaret Hornberger, '44, d. 9/20
Gest, Betty Anderson, '55, d. 3/21
Gherlein, Rachel Mills, '44, d. 8/21
Giles, Nancy Morgan, '57, d. 7/21
Greek, Margery Bensinger, '56, d. 12/20
Kane, Nancy Wade, '49, d. 10/20
Laney, Kay Simmermon, '55, d. 5/21
Littick, Norma Allison, '49, d. 7/21
McIntosh, Marise Sawtell, '49, d. 1/21
Meehan, Ginny Ruffing, '51, d. 7/20
Robinson, Jane Baehr, '38, d. 1/22
Royer, Susan, '73, d. 8/20
Saleski, Diane Wolf, '49, d. 12/21
Vanderslice, Sarah Newton, '53, d. 10/20
Zimmerman, Ruth, '66, d. 4/21

Oklahoma State University

Eblen, Jeannie Kygar, '64, d. 11/21
Fost, Glenda Winget, '56, d. 8/20
Gray, Linda Joyce, '62, d. 9/20
Hays, Sally Sale, '47, d. 12/21
Hunter, Linda Shumard, '57, d. 8/20
Lamerton, Karen Moler, '54, d. 12/21
Leisure, Donna Gordon, '47, d. 10/20
McMurtry, Jane Scott, '55, d. 12/20
Mendoza, Angela Wheatley, '86, d. 2/21
Mihram, Elaine Cockrell, '63, d. 11/21
Nail, Dianne Wall, '63, d. 2/21
Patton, Nancy Hamra, '55, d. 12/20
Preston-Jaeger, Vera Preston, '60, d. 3/21
Thornton, Kay Espy, '56, d. 10/21
Woolley, Lois Ann Drummond, '48, d. 5/21

Oklahoma, University of

Acers, Patsy Pierce, '52, d. 10/20
Basinger, Ann Brewer, '58, d. 8/20
Bass, Virginia Porta, '60, d. 10/21
Chapline, Sally Ramsey, '53, d. 10/21
Dillard, Pat Deskins, '44, d. 9/20
Everest, Faith Crumpacker, '50, d. 9/20
Goodson, Daphne Jenkins, '88, d. 8/20
Gunning, Linda, '66, d. 11/21
Hutchison, Blanche Clarkson, '50, d. 9/20
Jones, Kaye Hampton, '55, d. 9/20
Kaufhardt, Janell Proctor, '72, d. 12/21
Lunsford, Jean Funk, '48, d. 1/21
McIntosh, Lynn Livingston, '61, d. 10/21
Meriwether, Maryallen Hess, '47, d. 4/21
Pipkin, Madi, '14, d. 10/20
Reid, Katherine Missildine, '58, d. 9/20
Rice, Mary McKinney, '46, d. 9/20
Tindell, Ann Tracht, '54, d. 1/21
Wall, Judith Henry, '57, d. 12/20
Warren, Judith Youngmeyer, '52, d. 10/21

Oregon State University

Altman, Kirstin Leek, '89, d. 9/20

Carlson, Marian Cobb, '42, d. 9/20
Gibbons, Kathleen Lynch, '64, d. 12/20
Gray, Melissa Torres, '95, d. 10/21
Hardy, Jeannie Le Fevre, '41, d. 9/21
Hodgson, Marilyn Reinelt, '55, d. 8/20
Keudell, Molly Hanavan, '55, d. 9/21
Pedersen, Mary Adams, '57, d. 1/21
Tecube, Carolyn Bergen, '59, d. 6/21
VanVliet, Louise Morrison, '50, d. 12/20
Young, Margaret Lowery, '46, d. 10/21

Oregon, University of

Cline, Joan Sheldahl, '52, d. 1/21
Garney, Sheryl, '78, d. 3/21
Shippee, Elizabeth Plankinton, '39, d. 1/21

Pennsylvania State University

Chuckran, Joanne Holben, '46, d. 8/21
Clemson, Donna Symmonds, '52, d. 1/21
Colby, Mimi Mergott, '55, d. 7/20
Donnal, Mimi Fitzpatrick, '53, d. 4/21
Fife, Valerie, '55, d. 12/20
Goodwin, Suzanne Manges, '60, d. 10/21
Jones, Peggy Mayberry, '50, d. 1/21
Lemon, Diane Moss, '57, d. 5/21
Mahony, Adriana Storm, '59, d. 12/21

* Pennsylvania, University of

Longaker, Doris Favor, '39, d. 7/20
Nordheimer, Carol Ann Trimble, '57, d. 2/21

Pittsburgh, University of

Caserio, Becky, '68, d. 7/21
Challener, Jacquelyn Starr, '54, d. 12/20
DeAngelis, Nancy Kooser, '55, d. 12/20
Lynam-Marburger, Claire Mayer, '49, d. 3/21
Miller, Dorothy Gilliland, '58, d. 12/20
Phillips, Phyllis Nuzum, '52, d. 7/21
Sonneborn, Sherry Wonsidler, '71, d. 7/20

Purdue University

Ahlers, Nancy Grubb, '48, d. 6/21
Bauman, Nancy Sahnd, '61, d. 5/21
Bell, Sally Papenguth, '47, d. 7/20
Gwinnup, Barbara Walsh, '49, d. 8/20
Hocker, Marianne Wilson, '51, d. 11/21
Hornlein Ratti, Rita Hessidence, '66, d. 1/21
Miller, Barbara Walter, '44, d. 8/21
Neisler, Doris Jansing, '49, d. 4/29
Perkins, Ann Hillier, '43, d. 11/21
Seiler, Marilyn Meyer, '44, d. 3/21
Semer, Maryann Hawlick, '54, d. 9/20

* Rollins College

Callaway, Nancy Hodges, '46, d. 4/21
Fitzgerald, Ann Berry, '60, d. 11/21

* San Jose State University

Burns, Eleanor Purpus, '58, d. 9/21
Carson, Joyce Wilson, '59, d. 12/21
Devine, Sharon Hatlett, '61, d. 11/21
Goss, Leslie Hopkins, '50, d. 10/21
Harrell, Pat Flanagan, '49, d. 8/21
Karren, Elizabeth Bell, '56, d. 7/20
Price, Barbara Mangum, '53, d. 9/21
Schwartz, Janice Thruston, '59, d. 12/20
Simington, Joanne Doty, '49, d. 12/20
Smith, Clare McMurry, '49, d. 7/21
Weller, Beverly Shobe, '49, d. 9/21

Wilcox, Joan Kennedy, '49, d. 1/21

South Carolina, University of

Allin, Janelle Hazel, '95, d. 9/20

Carpel, Ally, '17, d. 7/20

Southern California, U. of

Gilmour, Kim, '03, d. 10/20

Southern Methodist University

Adams, Lindalyn Bennett, '48, d. 9/21

Bailey, Jane Beasley, '52, d. 4/21

Baker, Marion Boyd, '59, d. 1/22

Bonner, Lou Longino, '45, d. 8/20

Brewer, Barbara Easterling, '54, d. 1/22

Brown, Suzanne Floto, '49, d. 7/20

Cunningham, Ann Mitchell, '47, d. 8/21

Dickson, Rosanne, '50, d. 10/21

Elkins, Toogie King, '47, d. 10/20

Ellsberry, Martha McDaniel, '50, d. 10/20

Goolsby, Betty Anderson, '50, d. 8/20

Grinstead, Mildred Henderson, '51,

d. 4/21

Hawkins, Frances Alexander, '45, d. 10/20

Hill, Joanne, '49, d. 10/21

Jones, Phyllis Porter, '48, d. 9/20

Katz, Jill Jabour, '75, d. 12/21

Lake, Ann Minton, '69, d. 8/20

McGregor, Peggy Hicks, '47, d. 2/21

Newby, Frances Lietemeyer, '50, d. 10/20

Robertson, Ann Bonnick, '61, d. 12/21

Salley, Gigi Potter, '80, d. 8/21

Slaughter, Joan Mings, '51, d. 12/20

Stroud, Dode Graham, '47, d. 12/20

Vittetoe, Kathy Weed, '64, d. 1/21

St. Lawrence University

Cuomo, Jacqueline Remmler, '51, d. 10/21

Driscoll, Maryjo, '76, d. 6/21

Hellmer, Kory, '61, d. 1/21

Keohane, Margaret Greene, '50, d. 1/22

LeFebvre, Jeanne Cairns, '55, d. 11/21

Smithers, Ann Ellsworth, '49, d. 11/21

Stanford University

Nicholson, Debra, '78, d. 9/20

Syracuse University

Brennan, Barbara Saler, '59, d. 10/20

Coverley, Harriet Childs, '43, d. 9/20

Crawford, Lois Carlson, '46, d. 8/20

Dougherty, Judith Erdmann, '66, d. 7/20

O'Connor, Jean Wood, '42, d. 1/21

Tennessee, University of

Chapman, Alice Pearson, '91, d. 11/21

Texas A&M University

Havey, Allison, '97, d. 3/21

Texas Christian University

Doyle, Susan Herty, '69, d. 12/20

Gariepy, Anne Ahern, '62, d. 11/21

Hopfensperger, Ruth Cox, '58, d. 8/20

Morris, Kathy Cunningham, '60, d. 7/20

Nichols, Julie Kirklín, '63, d. 9/20

Texas Tech University

Bailey, Mary Lee, '55, d. 7/20

Dollins, Betty Haynes, '53, d. 8/20

Hill, Barbara Stice, '54, d. 11/20

Ireland, Shirley Harrison, '53, d. 11/21

McClure, Nona Martin, '53, d. 12/21

Midkiff, Carol Leon, '55, d. 7/20

Stuart, Sue Thompson, '53, d. 12/21

Watson, Eileen Vaughan, '54, d. 10/21

Wesley, Marie Hlavaty, '53, d. 11/21

Texas, University of

Burford, Ellen Kroney, '62, d. 9/21

Burgher, Jo Lynne Warden, '74, d. 12/21

Burgher, Adelaide Smith, '78, d. 11/21

Cahoon, Paula Powers, '54, d. 12/21

Cain, Suzanne Peck, '41, d. 8/20

Canavan, Suzanne Womack, '61, d. 3/21

DiLeo, Lisa Meadows, '55, d. 12/20

Gupton, Francesca Morgan, '42, d. 10/20

Harwood, Anne Sanford, '55, d. 1/21

Jackson, Judy Metz, '57, d. 8/21

Janssen, Carolyn Patterson, '69, d. 12/20

Kendrick, Ruth Dubose, '47, d. 8/21

Mandell, Sally Cowper, '57, d. 10/21

McKnight, Betty Schmid, '43, d. 8/20

Mead, Linda McCullough, '65, d. 7/20

Miller, Sis Dillard, '47, d. 3/21

Miller, Roxibeth Birdwell, '45, d. 12/20

Neuhaus, Patricia Park, '46, d. 6/21

Payne, Ginnie Webb, '49, d. 8/21

Person, Peggy Rowland, '52, d. 9/21

Ross, Betty Brush, '38, d. 3/21

Rudder, Elizabeth White, '55, d. 11/21

Sharif, Dorothy Collins, '62, d. 12/20

Shepperd, Martha Davis, '59, d. 2/21

Smith, Elizabeth Brown, '64, d. 7/20

Umstatt, Catherine Houston, '41, d. 7/20

Umstatt, Jeanne Smith, '45, d. 2/21

Weinert, Nancy Scott, '63, d. 5/21

Wiles, Mary Falk, '46, d. 12/20

Toronto, University of

Davey, Marion Smith, '44, d. 9/20

Gallagher, Mary Ellen Roos, '49, d. 10/20

Lister, Barbara Gilmaster, '55, d. 1/21

Tulane University

Bayard, Amanda, '01, d. 9/21

Darling, Caroline Benoist, '52, d. 12/20

Flettrich, Leigh Perrilliat, '61, d. 2/21

Himel, Beverly Favrot, '45, d. 11/21

Pleasants, Margot Bouden, '50, d. 9/21

Prosser, Louise Peterman, '42, d. 4/21

Reily, Anne Brown, '46, d. 10/20

Reily, Margaret Hilzím, '48, d. 12/20

Richardson, Gail Read, '45, d. 2/21

Stevens, Pat Land, '45, d. 11/20

Talbot, Georgia Fischer, '46, d. 10/20

Williams, Elizabeth Morris, '50, d. 11/20

Tulsa, University of

Allen, Sandy Stinson, '58, d. 1/21

Arlen-Call, Ann Boyd, '49, d. 6/21

Churchill, Florence Dukes, '51, d. 12/20

Hall, Karol Welsh, '53, d. 3/21

Lassiter, Monta Cox, '68, d. 10/21

Moore, Martha McGinnis, '51, d. 12/21

Skogstrom, Suana Shea, '56, d. 11/21

Vandever, Martha Ingram, '48, d. 10/20

Whittall, Nancy Bostock, '55, d. 12/20

Utah, University of

Armstrong, Karma Steinbach, '51, d. 8/21

Bennion, Jodie Laybourne, '63, d. 7/21

Benowitz, Mary Maynes, '62, d. 11/20

Briggs, Adell Cheney, '45, d. 11/20

Christensen, Sue Douglas, '53, d. 12/21

Colton, Eleanor Ricks, '50, d. 9/21

Droubay, June Geer, '48, d. 11/21

Hammond, Geraldine Sperry, '51, d. 10/21

Higginson, Judi Waters, '59, d. 1/21

Hollstein, Shirley Waller, '46, d. 1/21

Johnson, Shawna Willey, '72, d. 10/20

Johnson, Terryl Combe, '61, d. 8/20

Kerr, Lucile Watkins, '61, d. 2/21

Knight, Nancy Dame, '51, d. 12/21

Layton, Peggy Thomas, '51, d. 9/20

Leaver, Marjorie Dennison, '48, d. 6/21

Morgan, Rose Holden, '49, d. 9/21

Parker, Sydne Lemon, '54, d. 10/21

Patterson, Kathryn Reynolds, '44, d. 9/20

Stahmann, Kathleen Cook, '63, d. 9/21

Stalnaker, Joyce Tanner, '49, d. 5/21

Thompson, Colleen Kelly, '59, d. 8/20

Ward, Irma, '52, d. 5/21

Watson, Barbara Wilson, '46, d. 9/21

Yates, Lee Birrell, '53, d. 12/21

Valparaiso University

Seibert, Rin Curtis, '11, d. 8/20

Vanderbilt University

Teeter, Dana Grote, '83, d. 10/21

Washington and Lee University

Spaht Dodson, Lindley Spaht, '96, d. 1/21

Washington State University

Barnecut, Ann Markham, '51, d. 2/21

Bergevin, Kathleen McCaw, '42, d. 4/21

Brown, Janet Darby, '53, d. 2/21

DiJulio, Michelle, '89, d. 2/21

Hennings, Patricia Ott, '52, d. 11/21

Kirk, Ruth Hazlet, '58, d. 12/20

Lawson, Joanne Jorgensen, '47, d. 8/21

Mitchell, Helen Skinner, '53, d. 1/22

Montzheimer, Donna Reese, '52, d. 5/21

Rennewanz, Sandy Beckwith, '68, d. 12/20

Sloane, Judith Frink, '54, d. 2/21

Washington University

Benson, Bonnie Paul, '49, d. 2/21

Floyd, Mary Inman, '41, d. 11/20

George, Lani Hustace, '79, d. 10/21

Hicks, Mary Morris, '50, d. 11/20

MacGregor, Janet Lamm, '49, d. 8/20

Sanders, Patricia Smashey, '50, d. 8/20

Weber, Patricia Horch, '46, d. 2/21

Yates, Joy Evertz, '59, d. 10/21

Washington, University of

Beishline, Anne Dodd, '58, d. 10/21

Blair, Lucy Allen, '64, d. 10/21

Byers, Dorothy King, '52, d. 9/20

Crandall, Toni Kolar, '66, d. 10/21

Edgerton, Patricia, '45, d. 9/20

Footh, Janet Barker, '51, d. 3/20

Kofoed, Carol Miller, '48, d. 7/20

Noel, Carolyn, '61, d. 4/21

O'Connell, Topper Nielsen, '56, d. 9/21

Peterson, Jessie Isom, '50, d. 9/20

Rodgers, Kylie, '20, d. 9/21

Smith, Mary Price, '50, d. 4/21

Steele, Margaret Trenholme, '43, d. 1/21

Swedin, Marcia McIntyre, '53, d. 4/21

Walske, Marjorie Nelson, '45, d. 7/20

West Virginia University

Eaton, Nanette Reckart, '64, d. 9/20

Hastings, Dolores Buehler, '46, d. 11/20

Johnson, Georgia Millender, '53, d. 2/21

McCamic, Jane Chrisman, '58, d. 11/20

Smith, Helen Fisher, '41, d. 12/21

Wilson, Carolyn Hornor, '61, d. 2/21

Whitman College

Bowers, Stella Reid, '44, d. 12/20

Cummings, Patty Brown, '40, d. 7/20

Malico, Virginia Pitts, '45, d. 7/20

Miller, Mary Salling, '56, d. 12/20

Owsley, Norma Jolstead, '56, d. 3/21

Savage, Maggie, '55, d. 8/20

Silvernale, Nancy Allen, '53, d. 12/20

Sobottka, Joan Boldt, '48, d. 11/21

William & Mary, College of

Godsman, Betsy Reed, '64, d. 9/21

Hancock, Gayle Oakey, '60, d. 7/20

Horton, Anne Ward, '74, d. 1/21

Jacobsen, Marie Phillips, '49, d. 11/21

Redding, Bobbe Lamont, '49, d. 4/21

Sheahan, Elizabeth Kustrup, '50, d. 8/20

Wisconsin, University of

Christensen, Joyce Frederick, '58, d. 8/21

Isenberg, Ruth Nelson, '45, d. 11/20

Nordin, Gretchen Webster, '49, d. 12/21

Powell, Julianne Weiss, '48, d. 12/20

Witner, Charlene Sigel, '46, d. 9/20

Wyoming, University of

Corbett, Petie Larsen, '58, d. 4/21

Elliott, Mildred Rains, '45, d. 8/20

Fritz, Darlyn Weatherby, '51, d. 1/21

Johnson, Ruth Menger, '42, d. 9/19

Kinsey-Breidenbach, Amanda Hagel, '00,

d. 12/20

Sanford, Kathleen Long, '46, d. 8/20

Storey, Sally Feltner, '51, d. 12/21

Tobin, Marialyce Barrett, '45, d. 8/21

Unguren, MaryLou Anselmi, '49, d. 12/20

* Inactive chapters.

Editor's Note

These names were submitted from July 2020 to Feb. 2, 2022. *The Key* regrets we could not publish the complete *In Memoriam*, which will be shared on kappa.org in June 2022 as part of the 74th Biennial Convention. At the Memorial Service in June, we will honor those loved and lost during the two bienniums spanning 2018–22.

In Remembrance

To celebrate a sister with a memorial gift to the Kappa Kappa Gamma Foundation, visit donate.kappa.org and fill in the tribute information.

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Where to Send

Send death notices to Kappa Kappa Gamma, 6640 Riverside Drive, Suite 200, Dublin, Ohio 43017. Phone: 866-554-1870. Email: kkghq@kappa.org

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IN THE KNOW

Developing minds and individuals through higher education is a shared experience of Kappas regardless of our varied backgrounds. It's where we began our journey as students, learning to think critically, make independent decisions, take personal responsibility and work with others. How we seek and access higher education continues to evolve, never more rapidly than during a pandemic. Katherine and Susan share their insights and we'd love to hear yours. Email thekey@kappa.org or DM us on social.

Katherine-Rae Cianciotto

DENISON; DIRECTOR OF CHAPTER SERVICES AT KAPPA KAPPA GAMMA



Susan Pile

MIAMI (OHIO); SENIOR DIRECTOR, UNIVERSITY UNIONS & AUXILIARY SERVICES AT THE UNIVERSITY OF MICHIGAN

<p>Affordability, student loan debt and navigating virtual learning continue to challenge while well-being and fostering a more supportive campus culture come to the forefront.</p>	<p>Tell us about the challenges and changes</p>	<p>Affordability and access continue to challenge. The pandemic accelerated the use of technology for learning. Students want the college experience but with the flexibility of choosing online or in-person classes.</p>
<p>Stay connected and check in. Be willing to learn and listen about the experience and challenges students face today. Help them navigate or access campus resources.</p>	<p>How can we support students?</p>	<p>Make sure they feel loved. Encourage exploration and curiosity about people and the world around them. Teach them to be resourceful.</p>
<p>In college, students begin to make their own decisions and prepare for adult responsibilities. Ensure they know you are a support system but give them the freedom to explore, learn and deal with challenging situations.</p>	<p>How do we support without overstepping?</p>	<p>We learn resilience and adaptability when we struggle, so don't always step in to fix a problem. Support them in managing and talking about their mental health and well-being so they develop the tools for themselves.</p>
<p>I am excited to see how learnings from the pandemic become long-term changes. For example, will institutions reevaluate how they use technology to increase access for students?</p>	<p>Tell me something good</p>	<p>I love working with students today — they give me hope. They are working to address the world's greatest problems — climate change, poverty, and racial justice to name a few.</p>
<p>Teamwork and collaboration. A global mindset is key as you encounter people from all walks of life. Being able to respect and appreciate differences is an important life skill.</p>	<p>What skills are most important for post-grads?</p>	<p>Ability to work across differences, when to lead and when to be a team player, willingness to learn and keep growing, and resilience and mindfulness.</p>



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AMY WALTERS

*OWNER/EDITOR OF THE SCOUT GUIDE
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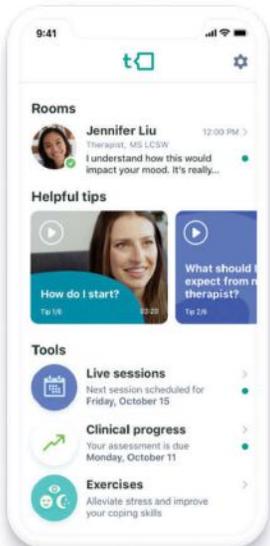
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