

Winter 2016
KAPPA KAPPA GAMMA

The Key

PAGE 32

#YOLO

*Can millennials avoid
bursting their bubbles—
and their budgets?*

WASHINGTON



1960

LOOKING BACK

A sterling job: In the 1960s you didn't neglect the silver, and members of Iota Chapter, *DePauw*, pass the time with conversation while polishing it. If we had a time machine, we'd love to eavesdrop on this moment.

“It was very hard to say, ‘I’m going to put money into my 401(k)’ when I was making \$20,000 a year. I still don’t put in as huge an amount as much as I should.”

—Ericka Greene, *Ohio Wesleyan*

Winter

2016, Volume 133, No. 3



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The House Autism Built

I was so moved by this series of photographs and captions; explaining the photos was not necessary.

THE PICTURES WERE BEAUTIFUL and honest and stirred my deepest emotions while giving true meaning to the phrase “a picture says a thousand words.” As a mother of two beautiful boys with autism, I didn’t need to read any words to see the story of this brave family and the struggles and triumphs they encounter each day. The final photograph of Marcus and his mother brought tears to my eyes as it’s these moments of peace, love and connection that make the fight for our children with autism or any disability worthwhile

—**BETSY ARMACOST CROSSWHITE**, *Denison*

Sweet Memories

ON THE INSIDE FRONT COVER [of the spring issue] was a brief story about the Philadelphia alumnae sewing layettes for Norwegian babies in 1946. I remember helping my mother embroider these small pieces of white flannel and learning

some new stitches. My mother, **Margaret Carroll Brosnahan**, was an alumna of **Beta Alpha, Pennsylvania**. My younger sister, **Ann Brosnahan Thompson**, followed me to Kappa, also at the University of Pennsylvania. Seeing that photograph brought back memories that had been latent for years. It was such fun reading that page. Thank you.

—**MARY ELLEN BROSNAHAN COTTER**, *Pennsylvania*

Thank You

MY WIFE AND DAUGHTER ARE Kappas from the University of Missouri and they pointed out “The House Autism Built” article to me. The photo article is a powerful piece about the impact this disorder has on the child and family, perhaps the best one I have seen. We need to continue educating the public about autism and the role our society has in supporting the efforts of autism professionals. On behalf

of all of us that work in the space of autism spectrum disorder, thank you for having this piece in the current issue of *The Key*.

—**J. JOHN REIS**,
Thompson Foundation for Autism, St. Louis, Missouri

Lyme to Lemonade

JUST AS I WAS OPENING MY Key magazine, I’m thinking they should do a story on Lyme disease. Then, there on page 17, it was staring right at me! Thank you for doing this. I’ve had Lyme since 2005. I went undiagnosed until 2012. The 11th doctor got it right. I still struggle, but am getting better. Slowly. So needless to say, was thrilled to see the article.

— **ANONYMOUS**

Correction

NANCY DELONG HOCH, KANSAS, was listed in In Memoriam in the fall issue in error. *The Key* apologizes to Nancy and her family.

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

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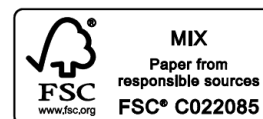
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Elf Tales

SPREAD THE CHEER

W DO YOU OWN A STUFFED ELF IN MY HOUSEHOLD BUT SHE is not an official “Elf on the Shelf” from the book. I’m pretty sure she remains nameless or perhaps everyone’s forgotten her name. The “children” that sometimes live here—ages 22, 22, and 21—just missed the Elf-on-the-Shelf era as children. Oh, my daughter, Kara, had to have an elf (as a teen) because her younger friends were getting presents and pranks from their elves. Maybe our elf tradition never got off its feet because we were substandard elfers. For next time, I have a plan.

When we acquired our elf years ago, the official elves were sold out. We settled for a large (think Cabbage-Patch doll size) overpriced elf we purchased at a gift shop.

Our doll-elf makes an appearance once a year, but my young adults ask why I still put “that thing” out. If there are ever grandchildren, we’ll have to get ourselves a proper Elf on the Shelf. Nowadays, there’s Pinterest for inspiration, so my next elf attempt will be fly.

How am I so confident? Because I have an “in” with Scout Chippie, one of the best elves around. Scout has his own Instagram @scoutchippie where he posts photos of his antics. Whether you are a newbie elf or a pro elf, Scout Chippie shares his tips: First, focus on the joy. Next is getting

organized (you knew that was coming). Scout Chippie has been called an overachiever—he made his debut this year via airmail, parachuting down from the kitchen chandelier—but Scout Chippie told me he’s all about keeping the magic alive for the family he serves. He says being organized is the key to bringing magic for 24 days.

Scout Chippie keeps a calendar of ideas for each day and has all of the materials on hand so he isn’t scrambling to come up with something new or flesh out a half-baked idea on elf nights.

Scout Chippie is a morning elf, so he serves elfy treats: donut snowmen, Santa pancakes and reindeer sticky rolls.

Has Scout Chippie ever had an elf-fail? “Not yet,” Scout says. “Although I’ve heard frightening tales from my fellow scout elves

and even from my friend, the Mensch on a Bench.”

Scout Chippie minds his budget, looking in the kids’ toy boxes for inspiration and hitting the craft bin for beads, feathers and felt scraps he can use to make magic. “Cheap and cheerful is the way to go,” he says.

Meanwhile, *The Key’s* elves, including Scout Chippie, have been busy making this issue for you. Enjoy!



—**Kristin Sangid**, EDITOR



GARNET DELIGHT

The golden key badge is close to any Kappa’s heart, yet sometimes you want a little bling.

Linda Proby Fairweather,

Miami, fell in love with and rescued this antique hand-forged garnet badge from 1886. The 130-year-old badge belonged to **Hattie Freeman Malatt**, an early member of Delta Chapter, *Indiana*.

Linda is a member of The Golden Key Alumnae Association. The group rescues wandering badges. Visit goldenkey.kappa.org/keepers-of-the-key.

“I view travel through the lens of food; And I am never disappointed in the cultural riches I find.”

— **Rebecca Wheeler**
OWNER AND GUIDE AT
CHICAGO FOOD WALKS



THE
mix

Natalie Hall,
Denison,
discovered new
(to her) foods on
Rebecca's Devon
Avenue, Chicago,
food tour.

ERIKA DUFOUR





Taste Maker

REBECCA WHEELER INVITES YOU TO VISIT THE FOODWAYS OF
INDIA—VIA ONE OF HER CHICAGO FOOD WALKS.

FOOD. IT'S ONE OF THE MOST SATISFYING (AND filling) ways to discover other cultures. I recently embarked on an afternoon of discovery in my own backyard on a Chicago Food Walks tasting tour. **Rebecca Wheeler, Indiana**, guides hungry participants as they nibble their way through some of the city's most ethnically diverse cultural corridors.



From top: Spiced potatoes that are a part of halwa puri; Naan baking inside a tandoor oven at Khan BBQ.

“I was struck by the way food creates community. As Rebecca reminded us, it’s a ‘common language that brings people together regardless of where we come from.’”

“I view travel through the lens of food,” Rebecca says. “And I am never disappointed in the cultural riches I find.” Rebecca has trained in kitchens around the world, including stints in Paris, China, India, Thailand, Vietnam and beyond. “I poke around markets, eat at street stalls, attend and assist in cooking schools and come home to share what I’ve learned,” she explains.

It was Rebecca’s grandmother who inspired her love of travel and exotic food: A Peace Corps volunteer in Malaysia and Ecuador, her grandmother returned to Ohio with recipes that piqued Rebecca’s curiosity. “When I’d visit my grandma on her farm, she would make Malaysian beef curry for me,” Rebecca recalls. “It was and still is my favorite dish. It ignited a love of spicy and flavorful foods!”

Spice and flavor was exactly what I got when I joined Rebecca’s tour of Devon Avenue—one of three Chicago food tours she offers. Known in Chicago as “Little India,” Devon Avenue may be the best place

this side of Mumbai to sample Indian and Pakistani cuisine and goods. At Patel Brothers and Kamdar Plaza—markets whose walls are stacked high with Indian pantry essentials—Rebecca introduced the region’s staple seasonings: turmeric, black mustard seed, cumin, coriander and cardamom. They were rich, sweet, spicy and creamy.

Soon, it was time to eat. We started with halwa puri, a breakfast spread of curried chickpeas, potatoes and pickled vegetables paired with deep-fried bread. Next up: bhel puri, Indian street fare made of puffed rice, chopped vegetables and tamarind chutney and spicy cilantro chutney. The flavors exploded as I chewed: savory, tangy and sweet. To cap things off, we sampled a thali, a vegetarian lunch that offers a mix of sweet, salt, bitter, sour, astringent and spicy tastes in the form of chutneys, rice, lentils, potatoes, curries and more—all with soft roti for scooping and dipping.

As Rebecca described the history of the neighborhood—a



place for Chicago’s population of over 400,000 Indian and Pakistani people to preserve their culture and celebrate togetherness—I was struck by the way food creates community. As Rebecca reminded us, it’s a “common language that brings people together regardless of where we come from.”

As I sat at tables exploring new flavors, I experienced the type of fellowship that only sharing a meal can bring.

—By **Natalie Hall**, Denison

ERIKA DUFOUR (3)

It's All in the Jeans

Two doyennes of denim share their insider tips for picking the perfect pair.



NO MATTER YOUR AGE, SHAPE or style, jeans are a fashion staple in every woman's closet. But finding that perfect pair—or pairs—can be downright painful. How do you know which is the best for you?

"Jeans are all about comfort and confidence," says **Kate Foster Lengyel**, *Colgate*, executive vice president and chief marketing officer at NYDJ. "Don't settle for anything less than a pair that makes you look and feel amazing."

When shopping for new denim, **Brigid Wahl Lee**, *Mississippi*, women's sales manager, U.S. wholesale at 7 For All Mankind, offers this dressing room strategy: Try on several different cuts of denim, but also three to four different washes of each cut. "This is the ideal way to find what suits you best," she says. "Chances are, there will be more than one."

As for fit, Kate advises that the right pair should "hit at a comfortable spot at or below your natural waist and shouldn't pinch or gap at the waist." And don't overlook the advantages of jeans that have some give to them. "Look for a fabric that has a bit of stretch so it's forgiving, comfortable and hugs in all the right places," Kate says. "Do a little squat test to make sure that they aren't too loose or too tight when you move. And, do a little twirl to see how you love the view from the back!"

Kate's and Brigid's best advice? The perfect pair of jeans is not only flattering, but makes you feel great too. "Confidence looks good on all ages, shapes and sizes," Kate says.

— By **Laura Vinci**, Kansas

THEMIXSTOCK

Denim Lookbook



1. High Rise

Pair high rise jeans with a cute cropped sweater or T-shirt for a runway look.

2. Flare

Ideal for cold weather; pair flares with loafers and a cute blazer or cozy sweater.

3. Skinny

Skinny jeans are amazingly comfortable and slimming to wear. Perfect for dressing up!

4. Trouser

Rock this style with a fun belt and heels for a retro-inspired look.

5. Straight Leg

Show off your favorite ankle booties with a straight leg pant.



“Look for a fabric that has a bit of stretch so it’s forgiving, comfortable and hugs in all the right places.”



Exercising Your Options

A PHYSICAL THERAPIST EXPLAINS HOW EXERCISE CAN BENEFIT SOME PATIENTS AS THEY BATTLE AND RECOVER FROM CANCER.

STUDIES SHOW THAT EXERCISE CAN BENEFIT CANCER patients, but intense treatment regimens often leave them too fatigued. What's a patient to do? *The Key* caught up with **Andrea Venetz Eisgruber**, *Virginia Tech*, owner and physical therapist at Core Concepts Physical Therapy and Pilates in Westminster, Maryland, to find out more about exercise programs to combat fatigue and improve the outcome for patients during and after the dreaded "big c."

Andrea helps cancer survivors exercise their way to more energy at her Core Concepts Physical Therapy and Pilates studio in Westminster, Maryland.

How can exercise affect a cancer patient's recovery? Regular physical activity in cancer survivors is linked to increased life expectancy and

can help decrease body weight and body mass index. The higher the BMI, the higher the risk for cancer and its recurrence. Getting survivors to exercise is

critical in keeping body weight down and decreasing risk factors. **How do you put the right exercise program together**

ELI MERKAPLAN

for a cancer patient?

Cancer treatments affect the entire body. Every system is involved: lymphatic, immune, cardiovascular, nervous, hematologic and musculoskeletal. It's critical to understand this when working with a cancer survivor. Adaptations must be made to ensure safety. For example, shortness of breath and lower-extremity swelling could be a sign of congestive heart failure, cardiac toxicity, or severe pulmonary changes that warrant stopping exercise until checked by a physician. Cancer survivors are strong people, but their bodies can be weak from treatments. They need a trained eye to monitor them for safety.

What does a typical exercise program for a cancer patient look like?

No two survivors will have an identical program, which is based on current medical condition, time since diagnosis and where they are in their treatments. Generally, an exercise program might include aerobic exercise three to five days per week, strength training two days per week and stretching daily.

What kinds of physical benefits do you see in your patients?

People who exercise are stronger, have better endurance and are more flexible. All of these physical changes have a positive outcome on daily living and functioning. For example, a cancer survivor who has undergone a double mastectomy and has incorporated structured and supervised exercise into her routine will have greater range of motion in her upper extremities. This increase in motion may allow her to complete her normal activities, such as showering, combing her hair, putting on a shirt, all without the help of a caregiver. This independence can set the tone for the rest of the recovery and the future.

Are there benefits beyond physical gains?

There are many psychological benefits to exercising, such as decreased fatigue, depression and anxiety, and increased self-esteem and feeling of happiness. For many survivors, getting into an exercise routine is a chance to take control and do something structured and supervised that will lessen the side effects of cancer treatment. It is also a chance for camaraderie. Being present to support a fellow survivor or have someone support you can help you maintain an active lifestyle.

What if a patient is too tired to exercise?

Exercise can help combat the feeling of fatigue. There is a vicious cycle between fatigue, decreased activity levels and deconditioning. It's a tough cycle to break, but finding motivation for that survivor, pairing them with another survivor, working during times of day when they have more energy, exercising in short bouts throughout the day, monitoring exercises and modifying them to something they can do and still feel accomplished—all of these things can help.

Can people who were physically active before diagnosis pursue the same physical activities after?

Absolutely! Most survivors are able to participate in physical activity while being treated or after they have completed treatments. Exercise reintroduces survivors and their bodies to a level of activity they may not have seen for some time. The goal is to get back to a previous level of functioning or specific activity.

—By **Kristen Desmond LeFevre**, Indiana

Andrea is certified by the American College of Sports Medicine and the American Cancer Society.

BOOKS

Cooking the Books

A great cookbook can inspire, instruct, and make you look like a five-star chef. Here are four of my favorites that deserve a place in your kitchen library.

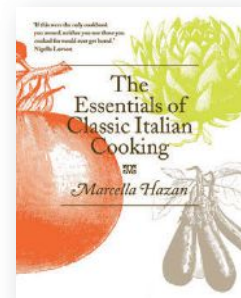
—Compiled by **Kristen Desmond LeFevre**, Indiana



Classic Home Desserts

BY RICHARD SAX

Hold on to your sweet tooth. From cobblers and cookies to pies and pastries, this collection has it all.



The Essentials of Classic Italian Cooking

BY MARCELLA HAZAN

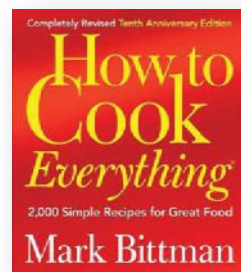
This indispensable manual will have you exclaiming, “delizioso” recipe after recipe.



Fix, Freeze, Feast

BY KATI NEVILLE
AND LINDSAY TKACSIK

Busy? Hungry? Resolved to cook more at home? Learn how to stock your freezer with ready-to-defrost-and-serve homemade courses, sides, desserts and more.



How to Cook Everything

BY MARK BITTMAN

Bittman says, “Anyone can cook, and most everyone should.” Now, hopefully everyone will (at least a bit) with the help of this book’s straightforward approach.

Fabulous Fixer-Uppers

KAPPA HOUSE RENOVATIONS THAT WILL MAKE YOU SWOON.

THE OLD ADAGE IS TRUE—COMPANY IS GOOD FOR a house. But houses that withstand the amount of traffic a sorority hosts on a daily basis sometimes need a facelift. These House Boards reveal renovations that have turned tired rooms into stunning showplaces.



New Chapter, New Digs

ETA CHI, NC STATE

CAROLE HOLLOWELL Interiors of Raleigh, North Carolina, worked magic to convert this former men's fraternity house into a spectacularly chic space for the 109 members of Eta Chi Chapter. Kappa's newest chapter enjoys several colored accent walls, fun patterns and a variety of textures. Carole infused classic styling with a mixture of new items

and antiques. Navy upholstered furniture is dramatic yet safe for high traffic. The informal sitting areas on each floor are never boring: On the walls, colorful artwork pops. Even the throw pillows, displaying popular idioms, are a source of inspiration. The house was dedicated in July 2016 and the chapter celebrated its Installation in November 2016.



A Perfect Fit

EPSILON KAPPA, SOUTH CAROLINA

WE CAN SEE WHY EPSILON Kappa members are still reveling in the beauty of their 2014 home renovation. The project, led by Hood Construction in partnership with Lambert Architecture, added 2,000 square feet, which allows members to conduct chapter meetings in house rather than in a campus auditorium. The

update also offers a larger kitchen and eating area, new flooring on the main floor, a craft room and a larger space for laundry. And, with 31 members living in, there is always someone to have fun with. The house is a short walk or shuttle ride to campus, making it convenient for members to stop in often to create lasting memories.

TOP LEFT: JED GAMMON; LAMBERT CONSTRUCTION



Keep the Charm

BETA XI, TEXAS

THIS COLONIAL REVIVAL style property, built in 1939 for Beta Xi Chapter, is the most recent Kappa house to undergo an update. Designed by Birdsall Briscoe, the property is a national historic landmark. Because of this, the front of the house with

its Ionic columns and entry portico remains intact, highlighted by new landscaping. The interior gained about 6,000 square feet with new study spaces, larger bedrooms and more bathrooms. The rejuvenated house will reopen in spring 2017.



In With the New

ALPHA, MONMOUTH

AFTER SEARCHING FOR A larger chapter house for several years, the women of Alpha Deuteron Chapter found that sometimes what you're looking for is right in front of you—or right next door. Their new house is only one door down from

their old home! They are now able to hold chapter meetings and recruitment events in their home rather than in a campus classroom. The three-story house has four bedrooms and two-and-a-half baths and houses 14 chapter members.



Blue and Blue and Brand New

GAMMA PI, ALABAMA

TO ACCOMMODATE ITS more than 470 active members, Gamma Pi Chapter paired up with interior designer **Susan Stone Trousdale, Alabama**, to create a glamorous and welcoming space. Susan combined Kappa blue and blue with metallic and antique pieces, making the home shine from floor to ceiling.

With four stories and 40,000 square feet, the house allows for 66 members to live in and offers ample space for activities and events. The chapter room can be converted into study spaces or a multipurpose area for large conferences. Paneled window shutters, beautiful chimneys and 10-foot-tall doorways complement the open plan.



Functionally Fun

UPSILON, NORTHWESTERN

FLEXIBILITY, DURABILITY and functionality. These were the three main goals during the renovation of the chapter house at Northwestern. And boy, did interior designer **Susan Paletti Brunstrum, Illinois**, deliver. Each of the large common rooms in the house was designed for five different layouts, which can be rearranged as needed. The

space is now equipped with floor USB outlets, making it convenient for the approximately 70 live-in members to plug in for study time. The living area has two large sectionals, a maple TV cabinet and, of course, three wooden carved owl accent tables. The pop of bright coral color in the throw pillows, artwork and blankets adds extra fun.

TOP LEFT: HIKING IN HEELS; KYLIE TOWERS SMITH; SUSAN TROUSDALE; WERNER STRAUBE

Digging Deep

HOW THE DISCOVERY OF ONE SMALL DINO MIGHT HAVE BEEN THE BIGGEST THING TO HAPPEN TO WOMEN IN PALEONTOLOGY.

PODOKESAURUS HOLYOKENSIS (“SWIFT-FOOTED lizard from Holyoke”) roamed the Connecticut Valley during the early Jurassic Period 190 to 174 million years ago, leaving its footprints in the soft, reddish mud that hardened into sandstone over time. The dinosaur was about the size of a large house cat, with formidable claws, a supple neck, a slender torso, and an outrageously elongated tail.



From left: Around 1911, professor Mignon Talbot leads a class of Mount Holyoke science students; While the original fossil was destroyed in a fire at Mount Holyoke, a cast of the specimen, along with a half-scale model of *Podokesaurus holyokensis*, is on display at Yale's Peabody Museum of Natural History.

YALE PEABODY MUSEUM OF NATURAL HISTORY

In the mid-1800s, paleontologists began to study what locals had wondered about for generations: those mysterious foot-long, three-toed tracks preserved in area rocks. Numerous expeditions had turned up slabs of sandstone embedded with prehistoric bones and fragments. But until 1910, no one had found an actual dinosaur skeleton in the area—despite the efforts of some of the most famous men in paleontology. Instead, the discovery was made by a woman with a keen eye. And she wasn't even out hunting fossils.

A professor of geology and geography at Mount Holyoke College, **Mignon Talbot** (1869–1950), *Ohio State*, was a standout in her field. She had earned her Ph.D. from Yale in 1904 and was elected the first female member of the Paleontological Society in 1905. But on the day she discovered *Podokesaurus*, Mignon was simply a woman out for a walk with her older sister, **Ellen Talbot** (1867–1968), *Cornell*.

“It was pure accident,” Mignon wrote in her memoirs. At the base of a nearby gravel pit, a streak of white caught Mignon’s eye. “I was pretty sure it was only a pick mark,” she wrote, “But I went down to see.”

The ‘pick mark’ turned out to be a bone, and it wasn’t the only one: There were vertebrae and ribs, too. Mignon recalled, “I saw those bones, and I said, ‘Oh, Ellen, come quick! I’ve found a real live fossil!’”

Mignon returned the next day, accompanied by a crew of workmen. “Another piece of sandstone was lying near the one where the fossil was,” she recounted. “I asked the men to turn it over, and there was the rest of the fossil, almost complete excepting its head. Complete to the tip of its tail.”

Mignon urged that the



specimen be sent to Washington, D.C., or Yale. Instead, it was kept on exhibit at Mount Holyoke’s museum in Williston Hall, where Mignon had spent several years curating the collection of minerals, invertebrate fossils and Triassic footprints. Now the jewel of that collection was her own *Podokesaurus*. Then, over Christmas vacation in 1916, Williston Hall burned to the ground, destroying every specimen in its holdings. To this day, Mignon’s find is the subject of controversy. *Podokesaurus*’ fossil is strikingly similar to a family of dinosaurs called *Coelophysis*; so similar that many scientists wonder if *Podokesaurus* is actually another species of *Coelophysis*. Only more *Podokesaurus* fossils will settle the score.

But not a single specimen has been unearthed since Mignon’s and Ellen’s 1910 walkabout. Today, casts of Mignon’s fossil still remain. But they are only outer impressions and lack the kind of key details that might have been revealed by a CT scan

of the original fossils.

When Mignon first spotted what turned out to be *Podokesaurus*, she shouted up to the top of the gravel pit to tell Ellen that that she’d found something significant. Ellen (like any big sister might) replied, “Mignon! Have you lost your mind?”

But she had not lost her mind; she had found the earliest known dinosaur discovered in the Eastern United States. Although it was a small fossil (45 inches long from tip to tip), the impact of its discovery—and the woman who discovered it—was huge.

As one of the first American women to study paleontology and the first to discover a dinosaur, Mignon’s mark is etched into the field’s history as deeply as *Podokesaurus*’ tracks in Holyoke’s sandstone. In a time when a woman’s paleontological pursuit was perceived by some as nothing more than a hobby, her discovery of *Podokesaurus* provided a counterargument worth preserving.

—By **Kristen Desmond LeFevre**, Indiana

“I saw those bones, and I said, ‘Oh, Ellen, come quick! I’ve found a real live fossil.’”

Is Grad School Worth It?

Six Steps to Help You Determine Your Post-Grad Path

TO GET TO THE BOTTOM OF THE DEBATE, WE SAT DOWN WITH three experts: **Kathryn Wieland**, *Iowa*, director of career services for Iowa State University's College of Business; **Leigh Anne Cutcher**, *Iowa*, human resources director for the University of Michigan Law School; and **Jennifer Baugh Royer**, *Texas A&M*, co-founder of Success Quest educational consulting firm. Follow these expert steps to determine your path.



1 Ask questions. A lot of questions. Consider: How are you going to pay for it? Are you willing to potentially defer buying a home or getting married? Most importantly, why do you want to attend grad school? “When working with clients, I recommend they evaluate their reason for attending graduate school,” says Jennifer. “I want to make sure their reason for attending is sound and it’s an advisable step in terms of career advancement or personal satisfaction.”

2 Evaluate your ROI. Your Return on investment

determines how much money you’ll get back from your investment. “Money Under 30 has a great ROI calculator that looks at your age, the cost of graduate school per year, books, living expenses and more,” says Leigh Anne. “It’s not perfect, but it can help you estimate your return.”

3 Determine your readiness. “As you get ready to go to graduate school, you have to be pretty confident about this being the area you want to direct your career,” says Kathryn. For some, there is a level of

uncertainty: We all remember a time when we didn’t know what our direction would be. “If you don’t know what to do, generally speaking, I’d go to work. Go explore the opportunities to determine if the graduate route is really what you want to do or if school is just what you know.”

4 Do your research. “Schools can provide you with data on their programs,” says Kathryn. “What has happened out of this class of this graduate program? Where have these people gone? What jobs are they in? What are the salary levels? Schools can produce those answers for you.” In addition to programs, research your career field. What does the job market look like for your career in the next 10–15 years? Are there a lot of jobs available? Don’t skimp on gathering the facts.

5 Don’t forget to consider your own feelings. For some, the pursuit of higher education is a passion. If you have an intrinsic desire for knowledge, then going to graduate school might mean more to you than the average person. It’s important to consider your personal feelings as well as the facts. “Listen to that inner voice,” says Jennifer. “Don’t dismiss what your heart is telling you, but be thorough, be practical and pragmatic, and get all the research you can.”

6 Weigh the pros and cons. You’ve done the research. You have the facts. Now, “Develop your own pro/con list,” says Leigh Anne. “This is an individual decision. At the end of the day, you need to do what makes the most sense for your situation.”

—By Catherine Mace and **Lucy First Gerlach**, DePauw

Kappa Kandy

SWEET SELECTIONS FOR KAPPA MEN & BOYS



Tie One On Him

Give him something to hoot about at your next fancy occasion in this light blue silk owl tie for boys. // \$44.50 // www.brooksbrothers.com



Monmouth Man

Ready for adventures in the sky or sea, this ultralight men's Venture Jacket is wind resistant and water repellent. // \$99-\$119 // www.northface.com



True Blue Shoes

He'll be the coolest boy on the block in these Adidas Hyperfast 2.0 kid's running shoes in Mineral Blue / Shock Blue. // \$50 // www.zappos.com



Fleurtastic Feet

Subtly sock away his Kappa pride with these fleur-de-lis socks in navy blue. // \$8 // www.thetiebar.com

CLOCKWISE FROM TOP LEFT: BROOKS BROTHERS; THE NORTH FACE; ZAPPOS.COM; TIEBAR



Ask Clara

ADVICE FOR ANY OCCASION

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

Dear Clara:

I just received an invitation to a reunion of my extended family. I love them, but every time we get together, there is more drama than I can handle. Any advice for putting up with a dysfunctional family?

—Signed, *Trying to Find the “Fun” in Dysfunctional*

Dear Dysfunctional:

Your family members are likely to be the same old selves they’ve always been, but perhaps there are relatives you can handle in group settings but not one-on-one? Position yourself accordingly. Or, consider limiting how long you stay. Would you breathe easier if you left the party after a few hours? Make a plan to navigate strategically so you can avoid the drama while keeping your family happy.

Dear Clara:

I’m a stay-at-home mom of a toddler. I just moved to a new town in Florida and I’m useless at making new mom friends. It’s worse than dating in junior high! Any tips?

—Signed, *Friendless in Florida*

Dear Friendless:

Like dating (even in junior high), you just have to keep trying. There’s no secret place for playdate soul mates. Put yourself out there. Groups and sites like meetup.com, Mothers of Preschoolers, Big Tent and International MOMS Club are designed for moms to connect, without the worries of who’ll ask you to the junior high dance.

are different between us. How do I move forward?

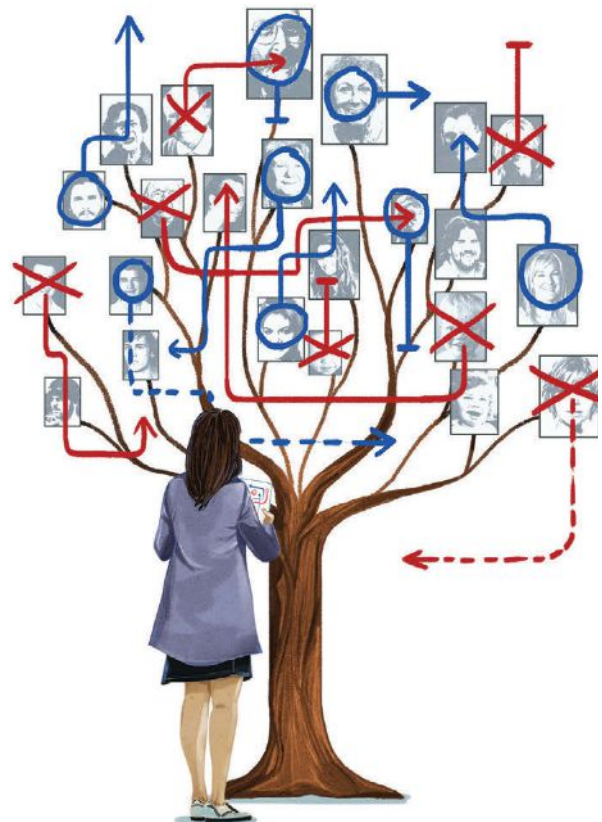
—Signed, *Seeing Red, Feeling Blue*

Dear Red and Blue:

Belittling a friend’s political opinion is not a healthy way to maintain a friendship. There is real value in maintaining bipartisan friendships, so try to help your friend see places where you share common ground. Failing that, move forward with the understanding that politics are off the table. Despite what the 24-hour news cycle would have us believe, there is more to life than politics.

Dear Clara:

A close friend of mine blew up at me when I told him how I voted in the presidential election. Now whenever we talk or text, he’s short with me and I can feel that things



JONATHAN BARTLETT

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

Fan Favorite

This peacock feathered fan (fancy!) belonged to Kappa Founder **Martha Louisa “Lou” Stevenson** and is on display at The Heritage Museum in Columbus, Ohio. In the Victorian era, women’s behavior was carefully choreographed and decorative fans served as a means of expression. A true Victorian, Lou used her fan as an extension of her everyday gestures. Peacock plumes were popular among Victorian women for their exotic touch. Although Lou’s fan dates from the early part of the 20th century, peacock feathers have been an iridescent motif in fashion since the fifth century B.C. Peacock designs are still found on stationery and wallpaper designs today.

—By *Meredith Wray*, William & Mary

Fashion Fact: Peacock plumes, like the ones featured in Lou’s fan, were popular among Victorian women for their exotic touch.



CATHERINE MACE



T. YSON

Changing Places

*Prepare now
for one of
the most
important—and
challenging—
roles you will
ever have.*

By Jodi Noding, *Florida*

It can happen on a midnight phone call with the doctor on the other end telling you about your mother's stroke. Or it can happen gradually when you realize your father is not only repeating himself a lot, but now cannot remember what you just told him.

At some point, many "children" have to shift from the back-seat role in their parents' lives to front passenger—then often right into the driver's seat. Often, that's an uncomfortable role reversal for both the aging parents who are used to being in charge of their own lives and their offspring who teeter between not wanting to offend and not wanting to face the reality of an ailing parent.

But professional caregivers, financial experts and those who have been on this journey before say that being prepared is good for everyone. The alternative—just dealing with it when something happens—plunges families into having to make very important, and often costly, decisions in emotional times.

First steps

You may have to be a bit of a detective to recognize that your parent needs a helping hand, says **Anne Magdsick Miller**, *Purdue*, director of client services at Senior Home Companions in Indianapolis.

Anne says there are several warning signs to look for when you see your parents. Maybe it's poor hygiene and Mom is wearing dirty, unseasonable clothes and refusing to shower. Perhaps it's noticing that Dad's finances are out of order with unpaid bills piling up on the kitchen table. Or perhaps it's seeing unexplained scrapes and dents on your parents' car. They may be acting depressed, not taking medicine properly, skipping their hobbies and not eating well.

"Many times, parents say they're fine," she says. But, "if two signs



are in place, it is time to act.”

Not that it will be easy. Depending on where the aging parents are mentally, if they are competent, it can be a power struggle.

“In most cases, inside they realize it, but they don’t want to give up their independence,” Anne says.

It’s not unusual for the companion service phone where Anne works to be “ringing off the hook” after holiday visits when children spend long periods observing their parents and their environment.

“The best scenario, if you realize they need the support, is to call and get some care in place, even once a week. Come take them to the grocery store, get them to go through the refrigerator, go through the mail, get them out of the house. Then, it’s in place. So if they have an event, the care is there and you can ramp it up, even for just several weeks.”

A firm like Anne’s provides a broad range of care. “We’re a personal service agency ... what you normally do for yourself, we can help with—including personal care, help around the house, taking medicine and providing companionship.”

Usually, Anne says, the goal is to keep people in their homes. But there can be advantages to retirement centers, such as socialization and activities. You also can get services to help with independent living, so parents don’t have to go into an assisted living or nursing home setting.

Connecting with a geriatric service can also be a resource to link to other senior aids. “There are amazing products out there now to keep people safer or that are easier to use, like large keypad phones and remotes, clarity phones for the hard of hearing, and clocks that will tell you the time, day, date and temperature. There are raised toilet seats that can make so much of a difference in their life’s goal of trying to keep people as independent as we can. In many cases, they know they need help but are pushing back. But once we start, it’s the greatest thing in the world and gives family piece of mind.”

When looking for a service, Anne suggests reaching out to people you may know in your parents’ town or using a service like Angie’s List. Be sure to ask agencies specific questions like if they have caregivers who have experience with dementia, Alzheimer’s, hospice or personal care as well as lifting and transferring clients. You’ll want to check their licenses and ask for references as well.

And of course, money is also a factor. Families have to think about how they are going to pay for services. Are there hourly fees? Ask if the cost is for all services any day of the week—some agencies may have upcharges for holidays, personal care, weekends and cooking. Some are private pay only and some will take Medicaid or Aid and Attendance Pension for veterans. Long-term care insurance or life insurance policies also may be options.

Money matters

Amy McCracken Weldele, *Ohio Wesleyan*, a senior wealth manager in Ohio, says she encourages clients to start filling in their children on their finances and retirement plans early, before any health issues arise, but parents aren’t always receptive.

“Sometimes, we introduce it for years. It can be taken by the parents as being nosy,” Amy says. “People have a fear of losing control. Being incapacitated and giving control to a child can be hard for people.”

But, it’s important to have the talk before clients become forgetful, ill or start overdrawn their accounts. She tells people, “Initiate the conversation. Have a family meeting.

Provide a list of advisers, such as a financial adviser or estate planning attorney. Be organized and have everything in one place, including a list of accounts, so your kids know where things are.”

Also important to include is a power of attorney and a listing of advisers, such as those who prepare the tax returns. Don’t forget online accounts, she cautions. “Online accounts are a whole new world for planning. You need the passwords. It’s more challenging to track down.”

Once you have those details, “then you get to smaller details of personal property and who you want the ring to go to.”

“Family dynamics can be interesting,” she notes. “Most of the time, parents have a handle on who would be best.

“People have a fear of losing control. Being incapacitated and giving control to a child can be hard for people.”



The Hard Questions



When it's time to talk end-of-life care, finding the answers to these questions is key for caregivers.

Has your estate planning attorney reviewed the estate documents within the last several years?



Is there a last will and testament with appropriate and current executors and guardians named?



Is there a power of attorney with current agents named?



Is there a health care power of attorney document and living will with appropriate and current agents named?



Are there any trust documents?

If so and if applicable, are the named and successor trustees appropriate and current?



Are all assets titled properly and consistent with the estate plan?



Do all retirement plan accounts and life insurance policies have beneficiary designations consistent with the estate plan?



Is there a safety deposit box?
Do you know where and how to access?



Do you have user IDs and passwords for online accounts?



Do you know where to find a financial statement or accounting of all assets, accounts, etc.?



Do you know where/how to find the financial adviser?



Have the intentions for personal property such as jewelry and other valuables been communicated in writing?

Some of it is geographic location and, in estate planning documents, having someone in the state could be better.

Sometimes they go in order of birth or they have an idea who would be best."

When kids are younger and parents are in their 30s and 40s, people may use a friend as their backup, but "once kids have grown up and proven themselves, they want their children."

Having a conversation also can let everyone know about resources parents already have, like long-term insurance and what services might be available locally. For example, "Bookkeeping services will manage your checkbook and pay your bills. For kids out of state and who work full time, it's good to know there are third parties out there that do this for a living."

Amy says that a good team of advisers can make the difference, and financial advisers and attorneys often coordinate. For someone who doesn't have a lot of resources, a few meetings with an attorney can help set things in order.

It's the law

"People don't like to deal with this," says **Christine Tripp Yates**, *Miami*, an estate planning attorney in Fort Lauderdale, Florida. But Christine cautions that getting the legal authority to care for incapacitated parents is easier—and far cheaper—if you get the paperwork signed in advance. And most of us will need help at some point in our lives. About seven out of 10 will be at least temporarily incapacitated before they die, statistics show.

"If a parent is incapacitated, you cannot do estate planning because they cannot sign the paperwork. Then, your only recourse is to institute guardianship," Christine says. "In Florida, that takes about 21 days and can cost roughly \$5,000. Drawing up the legal paperwork ahead of time that you need to seamlessly move into a caretaking role can be half that amount, and you can start immediately instead of stressing about finding a lawyer and going to court."

She suggests clients have documents for health care surrogates—people who can make medical decisions for them—as well as a durable power of attorney, a living will and a revocable trust. These legal tools all work together to let people care for loved ones.

Christine also says that having the conversation before any hint of a medical issue is wise.

"I've dealt with people with dementia and Alzheimer's. They get defensive and then they start turning to people they are not related to."

Role reversals

The biggest stumbling block to helping your parents may be, of course, your parents.

No one knows this better than elder care expert and author **Gail Gladder Goeller**, *Washington State*, who wrote *Coming of Age with Aging Parents* (a finalist in ForeWord Magazine's 2004 Book of the Year contest) after dealing with four parents, hers and her husband's. She was thrust into the caregiver role again when her husband, John, developed Alzheimer's and died.

"Each one had different maladies. John's mom died first of Alzheimer's. John's dad died of a chronic condition. My mom died of a stroke; then my dad died of a stroke," she says.

The couple quickly ran into almost every elder care situation imaginable—many of which are detailed, often hilariously, in *Coming of*

Age with Aging Parents: The Bungles, Battles and Blessings (Patina Productions, 2015).

From trying to find a place to get her mother-in-law's hair permed to having to find emergency housing after a fight erupted between two seniors (sisters, no less) over dentures to spending Christmas in the emergency room instead of the living room, Gail's firsthand experience shows how sticky it can get when you are in charge of your parents.

The book is divided into 60 vignettes followed by questions, including "Surviving the Annual Family Reunion," "To Tube or Not to Tube, That Is the Question," and "When 'I Will' Means 'I Won't.'"

Gail, who also speaks and holds workshops on aging, says the questions get people thinking about their own situations.

One problem is most people think "they are going to just up and die. That's like 10 percent of people now," she says. This means that most of us will end up needing care provided by others at some point, like it or not. It's the best of all worlds when you are willing to broach it before the crisis, Gail says. "What it brings up if you wait is more fear. Death is undergirding everything to talk about."

Like Amy, Gail says a meeting is best. "The first thing is to bring family together after a letter or a phone call to tell them it's time to talk about end-of-life issues." She also suggests using a facilitator, like a geriatric care manager, nurse or social worker, who will cover the basics because, sometimes, parents will refuse to talk.

And siblings may not be on the same page. During these emotional times, "Having ground rules is important. Don't contest ideas or religious preferences ... First of all, we need to know what Mom and Dad want. We need to respect their wishes unless we believe it will get them into trouble. Listen to each other differently: Ask them how they got to that conclusion."

Gail also reminds family members that "grief is a tough emotion to get your arm around. It's easier to go to anger than to grief. Any way you can model grief is healthy."

Transitioning out of the home

At some point, living in the family home will likely no longer be possible. So it's helpful to brainstorm options and to know it could be, as **Stephanie Peters**, *Nebraska*, calls it, "a stair-step process."

Stephanie has a graduate certificate in gerontology and works as a quality assurance administrator for the University of South Florida in Tampa, Florida.

"My situation is unique as my 87-year-old mother lives with my husband and me," Stephanie says. "She requires some assistance. The unique part is that my husband is 89 years old—we've been married for 24 years—and he actually helps a lot in looking after my mom since he is retired and is able to be at home with her when I am at work."

Stephanie's mother came to live with the couple in October 2015 after first trying to manage on her Nebraska farm alone after her husband died. Stephanie and her two sisters were monitoring the situation, but she said, "We had close calls we were not aware of. The fact my mother lived in a small rural town where everyone knew her helped."

"One day, on a two-lane highway, neighbors saw her in the middle of the road trying to reattach the passenger-side mirror."

When her mother arrived at bridge club, Stephanie's sister got a call with members telling her, "We don't want your mom driving home." They later found out a farmer had turned into his driveway and her mother clipped him as she drove by.





“The first thing is to bring family together after a letter or a phone call to tell them it’s time to talk about end-of-life issues.”

Ultimately, the incident helped the daughters convince their mother to explore other living options.

“We had a family intervention one Thanksgiving. We told her we were concerned that this isn’t working,” she says. The sisters, who were accompanied by their husbands, asked, “If you couldn’t live at the farm, where would you want to go?” Stephanie said there was a nice independent living facility in Lexington and her mother knew people there. But her mother was resistant. She visited, but she said she just didn’t want to do it because she felt pressured. “You guys are forcing me,” Stephanie recalls her mother saying.

Her mother’s changing memory was challenging too. She agreed to try the facility, but then would wake up angry to find herself there. It lasted for about 18 months. Stephanie regularly brought her mom to visit Florida and “realized I was giving her assisted living.” She talked it over with her husband and sisters and then her mom. Stephanie relocated her mom to Florida in March 2016.

“I can’t believe how many times I tell my worried friends, ‘Everybody’s happy.’” Her retired husband is around to keep an eye on her mom while Stephanie is at work. And her mom gets to have her cat.

“I think it’s important people have choices,” she says. If circumstances change, they have already identified a possible next step. “She could go to a skilled nursing facility within a minute of our house.”

Caring for the caregiver

Those who have been through the process say all this can take a mighty toll on children tasked with aiding their parents, even when there is more than one family member to help out.

Gail says that after her mother died, she was on a try-harder mission.

“Dad had lost the love of his life, my mother,” she says. “What could I do? Commit to seeing him nearly every day I was in town, dinner in hand, conversation included.”

Not only did this rob him of the skill building to start caring for himself, it launched Gail into depression trying to be the “good daughter.”

In hindsight, Gail says she found she needed to recreate her own life. That included finding support groups and occasionally hiring a geriatric care manager to keep her expectations and behavior in check.

“In retrospect, I wish I had moved my body more versus reaching for the sweets that somehow wound up in my grocery cart. I gained 30 emotional pounds.”

Ultimately, Gail found a community to buoy her. “I found a friend with whom I could walk and talk, and later, another soul mate with whom I could share yoga to commence balancing my life. I reached out to Dad’s friends and mine to offer companionship for Dad.”

“And finally, I was willing to tell my brothers how I was *really* doing.”

Magic Beans

Ground in tradition, Westfeldt Brothers is steeped in New Orleans' long-standing coffee trade.

By Maggie Heyn Richardson, *George Washington*



Photography by Bryan Tarnowski





For more than two centuries,

coffee has been a fundamental part of the culinary and social culture of New Orleans.

It's not just the city's penchant for chicory café au lait served alongside warm beignets. Nor is it just landmark gathering spots like Café du Monde or Morning Call Coffee Stand that spawned the notion of the laborers' coffee break and served locals and tourists for generations. And it isn't solely boozy Café Brulôt, the brandy-spiked coffee drink New Orleans families serve in slender china cups that makes New Orleans a true coffee town.

Alongside these gustatory expressions is the city's historic and long-standing role in the coffee trade. New Orleans has been a significant coffee port for more than 200 years. Since the early 19th century, import companies have brought in green coffee beans from around the world through the Port of New Orleans. Today, it is the second-largest coffee port in the country.

Among those importers, Westfeldt Brothers Inc. is one of the oldest of its kind in the United States. The company was first founded in Mobile, Alabama, in 1851 by Swedish Vice Consul Gustavus Adolphus George Westfeldt, who had immigrated to the U.S. in 1835. Westfeldt moved to New Orleans in 1853. By 1880, his company had become one of the country's principal green coffee importers. Since then, it has been run by six generations of Westfeldts.

The latest generation is the first to be represented by a woman. **Shelby Westfeldt Mills**, *Alabama*, joined Westfeldt Brothers in 2007. Today, she serves as the company's executive vice president. Shelby works directly under her father, Thomas Dugan "Tommy" Westfeldt, the CEO of the company.

Growing up in New Orleans, Shelby says she never anticipated a career in the family coffee business and that her father never pressured her to follow in his footsteps. Her decision was formed after a series of circumstances no one could have predicted. Like so many others in modern New Orleans, it would be touched by Hurricane Katrina.

After high school, Shelby left her storied hometown for the University of Alabama, deviating from a well-worn path that sent most of her peers to Louisiana State University in Baton Rouge, Louisiana.

"I WANTED TO DO SOMETHING DIFFERENT," SHELBY RECALLS. "I KNEW I wanted that big, SEC school experience, but I wanted to be somewhere new. It just needed to be within a day's drive from New Orleans."

A chance meeting with some members of the **Gamma Pi Chapter**, *Alabama*, while looking at colleges influenced her decision not only to attend the university, but also to pledge Kappa. Shelby's mother, Linda, is also a Kappa. "I made lifelong friends through Kappa and felt like we were at the center of it all," she says.

After college, Shelby ventured further—this time to New York City—where she was in the midst of interviewing for marketing jobs when Hurricane Katrina hurtled across the Gulf, making landfall in southeast Louisiana on Aug. 29, 2005.

A couple of days later, the storm's floodwaters filled New Orleans. The city's tea-saucer topography was helpless after the man-made levee system breached. Life was unalterably changed for everyone.

Shelby's father moved the company temporarily to Asheville, North Carolina, and asked her if she wanted to help as operations stabilized.





Members of the Westfeldt family sit at their tasting table to evaluate beans they have ordered. Each type of bean is roasted to a medium roast and tasted three times for a fair and thorough evaluation.



Clockwise from top right: Shelby Westfeldt collects beans from the warehouse to bring back to the office to roast and evaluate; Small trays hold the many types of beans that Westfeldt Brothers Coffee has in stock; Portraits of Westfeldt family members who have run the company are displayed in the New Orleans office.



Employees unload a truck full of new beans—which they will taste—at the warehouse where Westfeldt Brothers Coffee stores its coffee beans.





“He asked me if I’d be interested in getting a job as a clerk on the New York Board of Trade—today, called ICE Futures U.S.—to help keep an eye on coffee prices,” Shelby recalled.

Shelby agreed and soon entered the jarring world of futures trading and took a position with the firm, East Coast Options Services. The commodities exchange brokered the trade of physical commodities such as coffee, sugar and cocoa, and it was every bit as frenetic as displayed in the movie “Trading Places,” Shelby says.

“It was about 95 percent male, 5 percent female and no other blond Alabama Kappas,” she jokes. “It was like the Wild West with everyone screaming and yelling on the floor. Eventually, I got used to it. I was able to elbow my way through the crowd and not take the yelling personally. You just had to learn to roll with it. I ended up loving the energy.”

Over the course of the next year, Shelby passed her crash course in the international coffee market and, for the first time, it occurred to her that she might be interested in joining the family business.

She called her father and asked if he would give her a formal interview. Tommy Westfeldt agreed, and by 2007, Shelby was officially on board. “My father told me there would be no free rides,” Shelby says. She began learning day-to-day operations, understanding how to work with her dad and finding her own strengths at the company table. Westfeldt has

Shelby Westfeldt roasts beans for a tasting at the offices of Westfeldt Brothers Coffee.

built a niche in selling green coffee beans to small and midsize roasters and coffeehouses throughout the U.S. Many of the company’s clients are in the South. Worldwide, the coffee business is rich in companies and growers that have been run by the same families for generations. Shelby says Westfeldt has business relationships that go back 100 years.

Shelby also works closely with her brother-in-law, Ryan McKinnon, who serves as vice president. “He and I get really creative and work well together,” she says.

The company carefully selects beans from farms largely in Central and South America and Asia. Its traders negotiate prices and get the beans to the United States where they’re sold to Westfeldt’s clients. To ensure the consistency and quality of the product, the team holds regular cuppings, or tastings. Tasters and executives take loud sips to aerate brewed coffee, allowing every nuance of flavor from the beans to roll over their tongues. It takes years to perfect the skill.

Shelby acknowledges that the international coffee business has long been male-dominated and chuckles at the realization that she’s the first woman in the family to ever have earned a company paycheck.

“It’s such an exciting field,” Shelby says. “No day is the same.”



THEY'VE DONE THE MATH



Millennials can see the future,
but they can't afford it.

BY BRIAN J. O'CONNOR

JUST OUT OF COLLEGE,

Libbi Rettew Vynalek, *Virginia Tech*, realized she had a lot to learn about money.

“I was the girl who never paid her dues on time every September and had pennies in my checking account,” says Libbi, 29. “I was living paycheck to paycheck and having my credit card declined at the store.”

After graduating from Virginia Tech in 2011, Libbi was petrified of her student loan debt even though, at \$10,000, it was less than average for graduates. “Coming out of college, it seemed like a lot of money and I just avoided it. Debt collectors were calling all the time,” she says. Although, “They all were so nice.”

Every college graduate faces a learning curve when it comes to starting his or her financial life. Most make a few mistakes, but all of them have an opportunity to build a strong financial footing that can last a lifetime. In the last decade, however, recent grads have faced a stiffer challenge than those of the past. Millennials graduate with more student debt into a slower-growing national economy that’s reduced job opportunities while facing options that can dig a young person deeply into debt in ways earlier generations never faced.

Millennials also need to deal with the challenges of providing for their own retirement in a world that’s gone from guaranteed pensions after decades in the same job to a do-it-yourself world of individual retirement accounts, 401(k)s and other alphabet soup. Workers have to provide for themselves as they shift from job to job. A 2014 study from the Council of Economic Advisers, an agency within the Executive Office of the President, found that because of the economic hit many millennials took by starting their careers during the Great Recession, they were buying homes and getting married much later than those in their parents’ and grandparents’ generations.

Of the 43 million Americans carrying student loan debt worth some \$1.3 trillion, more than half regret taking out the loans and 37 percent said they made a late payment at least once in the past 12 months, according to a study from the Global Financial Literacy Excellence Center at the George Washington University School of Business.

During August, the unemployment rate for young adults ages 18 to 34 stood at 6.7 percent—more than one-third higher than the all American rate at 4.9 percent, according to census data.

As recently as 2014, more than 32 percent of millennials still were living with their parents, according to the Pew Research Center.

Perhaps the biggest challenge facing young grads today is the fact that, unless they learned good financial habits at home, they’ve probably never been exposed to even basic money management concepts, such as compound interest, the corrosive effects of debt, and inflation. Without home economics classes or financial literacy training, few millennials realize that they are the first generation of workers who will be entirely on their own when their working lives end.

Many baby boomers will collect at least a partial pension or have participated at one time in an old-fashioned profit-sharing program. Boomers also are more likely to inherit money when their “greatest generation” parents pass on because that demographic benefited

from the post-war economic boom that preceded globalization and the energy crisis. But much of that money was already eaten up by the Great Recession or will supplement their own struggling retirements, leaving little, if any, legacy for their millennial children and grandchildren.

“In teaching young women about finances, my experience is that they don’t know what they don’t know,” says **Amanda Holden**, *UCLA*, who blogs at dumpsterdogblog.com and runs Invested Development, a Portland, Oregon, financial planning firm focused on college-age and young working women.

“Retirement is not even on their radar,” Amanda adds. “Nobody has said to them, ‘Hey, you’ve got to do this on your own. You don’t have pensions like your parents.’ That’s my biggest concern about millen-

“Coming out of college, it seemed like a lot of money and I just avoided it. Debt collectors were calling all the time. They all were so nice.”

nials. Teaching young people about retirement should be happening in college and even high school. But once you graduate, you’re thinking about college debt and buying a car and paying for a wedding.”

Two big steps young workers can take toward their financial independence don’t have to be difficult or expensive. The first step is to start building an emergency fund so that they won’t be caught short in a financial crisis and end up getting deeper into debt or using up all their cash and missing a loan or rent payment, which can spiral into bigger problems. Starting small by automatically saving just 2 percent from each paycheck to a separate account can make a big difference. For someone earning \$40,000 a year with take-home pay of about \$500 a week, 2 percent is just \$10. While that amounts to the seemingly small sum of \$520 over one year, a study by the Federal Reserve found that 47 percent of U.S. families wouldn’t be able to handle a financial emergency of even \$400.

The second move young workers can make is to start saving a similarly small amount toward retirement through a workplace saving plan, such as a 401(k) account, or to their own Roth IRA. Still, college debt tends to get all the focus. News accounts of staggering, six-figure loan balances for unemployed millennials emphasize the crippling effects of starting out in life already well into the red. Online finance sites for millennials exhort them to pare their spending, pick up side gigs and use every dollar of their Uber earnings to chip away at their student loans.

“I still, to this day, pay on my loans,” says **Ericka Greene**, *Ohio Wesleyan*, who graduated in 2004 after receiving loans, scholarships and aid. Now a senior business analyst for the retail clothing chain The Limited, Ericka started out in low-paying retail jobs and worked her way up to a staff job in the home office.

But early on she struggled, deferring her student loan payments for six months then turning to her grandmother to cover not only her student loans but also her car insurance. She’s made the minimum monthly payments and estimates that even after a dozen years, she’s still got a third of the original balance left to pay.

“I opened every credit card I could and had to use them to pay for things like gas and groceries because I didn’t have enough of a paycheck to cover my basic needs outside of my bills,” Ericka recalls. “I had a friend who, right after graduation, took a position with AmeriCorps and was doing great social service but was also on food stamps. She was even worse off than I was.”

“It was very hard to say, ‘I’m going to put money into my 401(k)’ when I was making \$20,000 a year. I still don’t put in as huge an amount as much as I should.”

When it comes to retirement, Ericka has her doubts about the future of Social Security and has started to save on her own, but she’s not sure it’s enough.

“It was very hard to say, ‘I’m going to put money into my 401(k)’ when I was making \$20,000 a year. I still don’t put in as huge an amount as much as I should,” she says. “It’s almost that, rather than a spending versus saving choice, it’s a three-way thing where you’re saving for a short-term goal and for retirement. I’m adding more as I get older.”

One way to encourage investing, says **Erika Fillmore**, *Princeton*, is to show younger savers the powerful effects compounding—where investors earn interest on their investment as time passes—can have on their money over time. Erika, the chief operating officer of Wealth Trac Financial in Bingham Farms, Michigan, gives the example of two savers, one who invests \$5,000 per year between ages 25 and 35, and another who squirrels away that much per year starting at age 35 until she hits 65.

At age 60, given typical returns on stocks, the saver who started early has invested \$50,000, but has about \$600,000 in the bank. The saver who started 10 years later has invested \$150,000, but gets a total of about \$540,000 from her accounts.

“It isn’t just the initial investment, but it’s the time value and compounding,” Erika says. “The biggest thing millennials have going for them is time.”

Erika says that many millennials who put off thinking about retirement lack access to professional financial advisers, who typically focus on older clients with more substantial amounts to invest. They aren’t dealing with such mundane money matters as student debt and car payments.





“I’ve come a long way in five years. I’ve done a total 180. I like seeing all the possibilities. The fact that we’re going to be debt-free outside of our house in a year is really exciting.”

“It’s very difficult for someone in their 20s to get good professional advice because the people who give good professional advice generally don’t take on people in that age group,” Erika says.

When young people do find an adviser, it’s frequently a representative of their bank or their employer’s retirement plan who is paid on commission to push specific investments that can come with high commissions and fees and don’t always produce the best returns on investment. Erika suggests checking with family members who may already have a relationship with a reputable financial planner.

“It’s really great if anyone in your family works with an established adviser to leverage that family relationship because you should be able to get some good advice,” she says. “Most financial planners work with the 50- to 70-year-old age group and it’s common for their clients to say, ‘My kid is facing some challenges, can you take a look?’ If people can find someone independent and without those conflicts of interest to give advice, that’s always the best situation possible.”

In the absence of professional advice, the generation that came of

age with the internet is turning online for help. While some bad financial advice floats around on the web, a number of young women blogging about financial management have found a following of millennials getting serious about their money. The list runs from Tiffany Aliche, who writes at thebudgetnista.com and is the bestselling author of *The One Week Budget*, to Rosemarie Groner, a former Virginia state trooper who blogs at busybudgeter.com.

Now living in Columbus, Ohio, where she is the Chapter Services Coordinator for Kappa Kappa Gamma, Libbi uses the online budgeting site and app YNAB—You Need A Budget—and not only pays her bills on time, but just bought her first house with her husband of two years. She also set up an automatic transfer from her paycheck to a savings account to build a financial cushion.

“It’s a super-secret savings account that’s not at our regular bank, and we’ve been doing it for so long it’s like it doesn’t exist,” Libbi says. “It’s deducted from my paycheck so I never see it. I started with \$10 and then upped to \$15 and then \$25. I realized, ‘Hey, I can live with this.’ When our washer broke last year and when we move, we’ll dip into that.”

Her bosses offered the Dave Ramsey Money Makeover program, then Libbi read some books and decided it was time to get serious. And it has paid off.

“I’ve come a long way in five years. I’ve done a total 180,” she says. “I like seeing all the possibilities. The fact that we’re going to be debt-free outside of our house in a year is really exciting. You can try to run away from it, but money will always be in your life. So you might as well embrace it and know that the more you know about it, the better you’ll feel.”

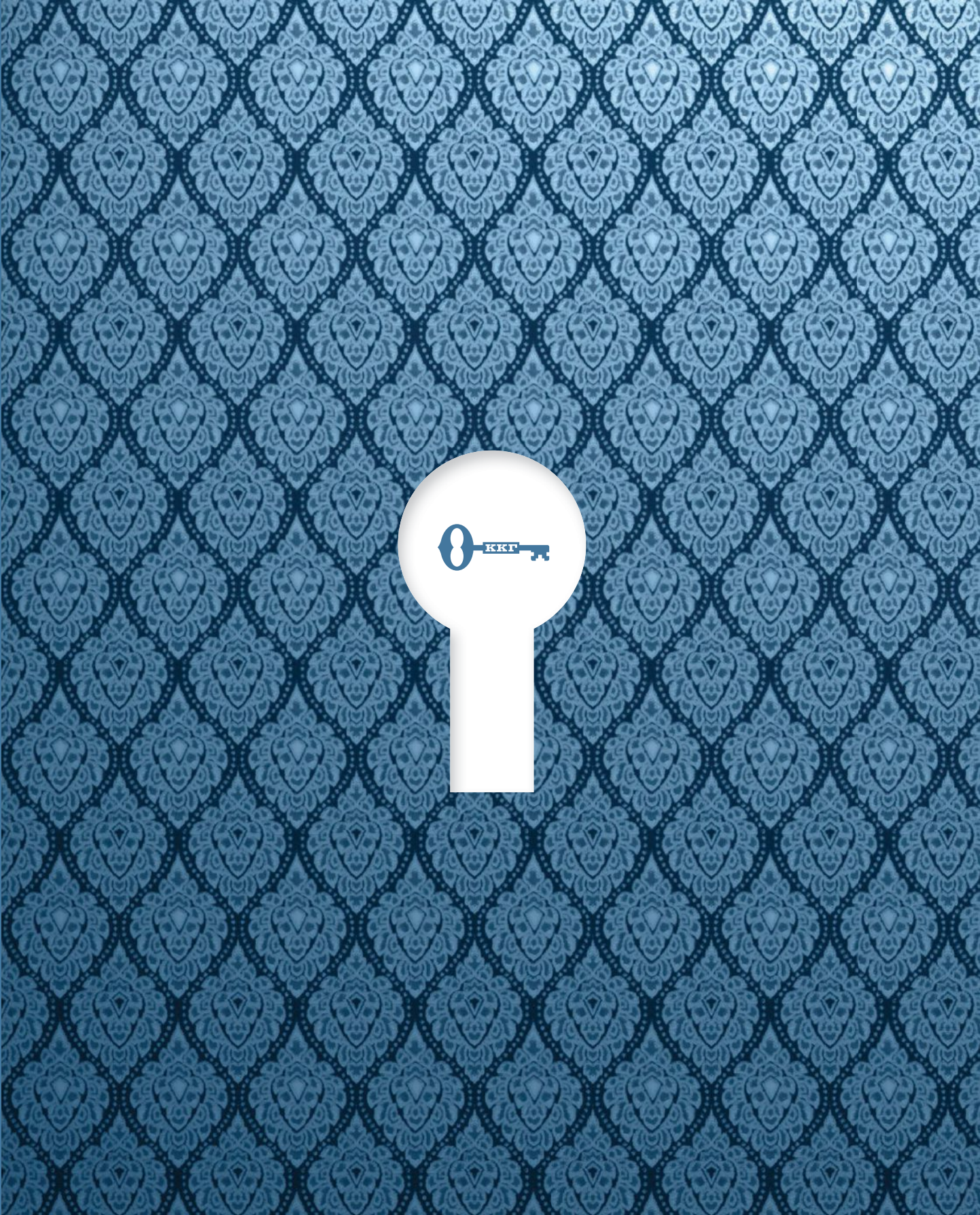
For Ericka Greene, it was a 100-year-old foreclosed fixer-upper of a home that was her financial wake-up call after she decided in 2011 to buy a house.

“It sounds silly to buy a house, which is the biggest debt you can take on,” Ericka says. “For me, that was the ‘Aha!’ time to get serious, because now you have a mortgage. I needed to figure out what I could afford to pay for a loan and contractors. I still had credit card debt at the time, but I was more conscious of it and more inclined to get rid of it so that I could pay into my house.”

Three years later, Ericka sold the home, making enough money for a down payment on a new place and to pay off her fiancé’s car loan.

“I’ve gone from having a lot of credit card debt to having a partner where we can afford a household together and pay off debt,” Ericka says. “It’s strange to think that the 22-year-old who was living paycheck to paycheck is on her second home and was able to buy herself a new car. I’m realizing the fruits of my labor.” **➡**

Brian J. O’Connor is a syndicated columnist for The Detroit News and author of The \$1,000 Challenge: How One Family Slashed Its Budget Without Moving Under a Bridge or Living on Government Cheese. Email brian@funnymoneyblog.com or visit funnymoneyblog.com. Twitter: @brianocweet



Through the Keyhole



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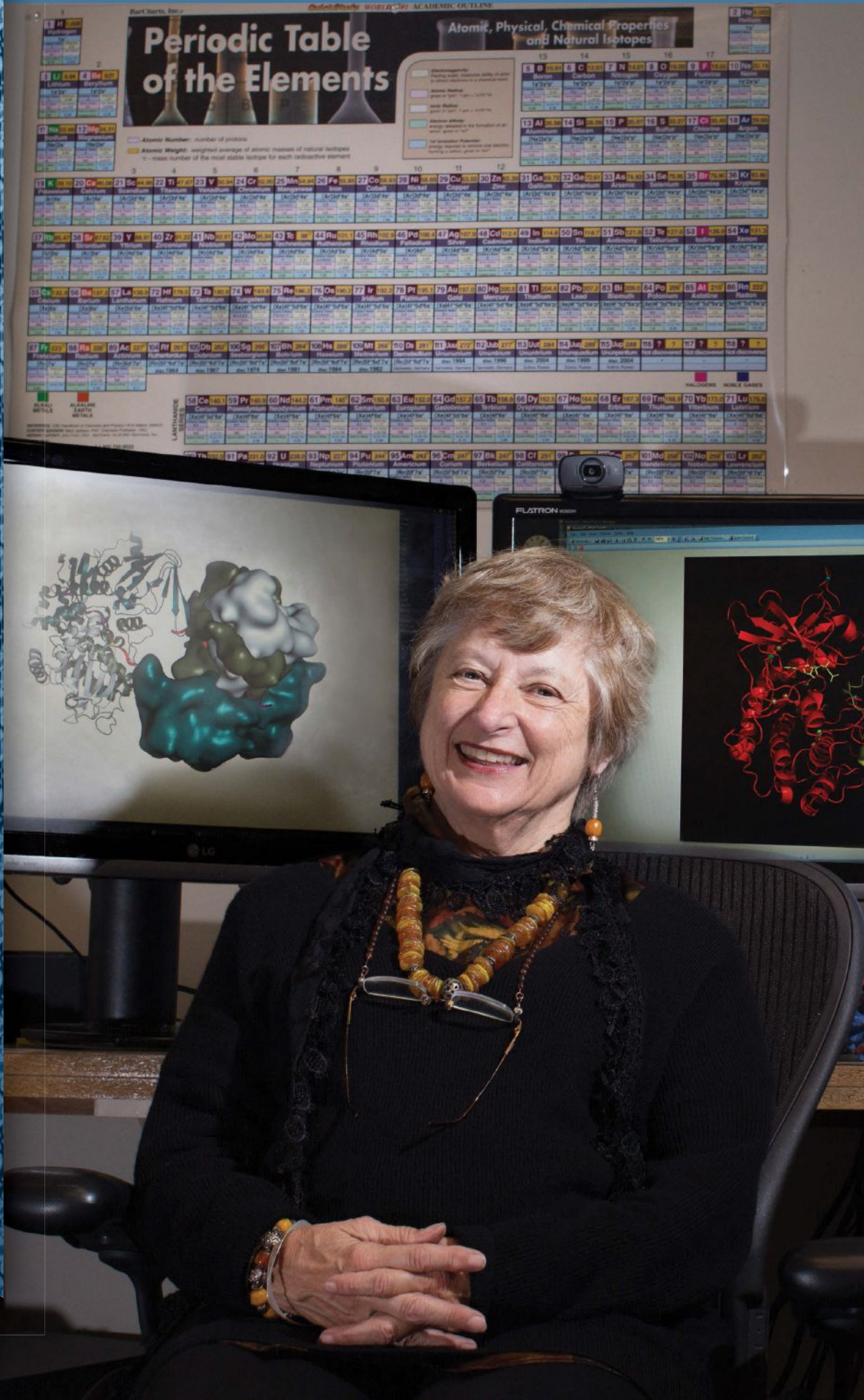
48 REMIX

Ever considered a career in politics? Two Kappas from opposite ends of the political spectrum share their perspectives.

Favorite Things

What's in your Kappa keepsake box? Whether it's your grandmother's badge or a vintage photo, please share it with us!

thekey@kls.org





LAB REPORT

The Accidental Chemist

How UCSD Chemistry Professor Susan Serota Taylor made—and continues to make—her mark on science.

—By Rachel B. Levin

THE WALLS IN THE OFFICE OF chemist **Susan Serota Taylor**, *Wisconsin*, at the University of California, San Diego, are filled with art and photographs that offer glimpses into her personal and professional life: vibrant snapshots she took of everything from wild poppies to heirloom tomatoes to family members. A framed illustration that could be mistaken for abstract art depicts a cluster of red ribbons coiled into cylindrical shapes, loosely connected by red and gold threads and punctuated by white spheres.

Yet this compelling image isn't mere office décor. It's a model of protein kinase A, or PKA for short, a tiny molecule too small to be seen by the world's most powerful microscopes. Solving and modeling the crystal structure of this kinase, which helps regulate functions in every cell of the body, is Susan's most significant contribution to chemistry.

Susan's groundbreaking work on the structure and function of kinases—which has laid the foundation for drug research to ameliorate diseases from cancer to Alzheimer's—has made her one of the most distinguished chemists in America. She has been a professor of chemistry,

biochemistry and pharmacology at UCSD for nearly 45 years. Among her many accolades, she is an elected member of three national science academies, including the National Academy of Sciences, the National Academy of Medicine, and the American Academy of Arts and Sciences.

Perhaps the most remarkable thing about Susan's extraordinary career, however, is that she never intended to have it.

"This is a story that just points out things don't happen necessarily how you plan them," Susan says when I sit down with her amid a busy October afternoon in her lab at UCSD. It's a day before she leaves for a two-week trip to international scientific conferences in Germany and Switzerland, and Susan has been buzzing around the lab offices like a queen bee attending to the last-minute needs of her hive. At 74, this mother of three and grandmother of three appears to have the vigor and drive of someone half her age.

Susan recalls loving science as a girl growing up in Milwaukee, Wisconsin, and Cleveland, Ohio. Her early interest was encouraged by her father, a high school science teacher turned engineer,

CHRISTINA GANDOLFO

and her mother, a librarian. When Susan set out for college at the University of Wisconsin, her dream was to become a medical doctor.

A chemistry professor, Charles Sorum, inspired her to major in chemistry, an unconventional choice for a woman in the 1960s, but one she had no trepidation about. “There weren’t many other women, but it never bothered me,” she says. “I was always well supported by my male colleagues and male mentors.”

During her senior year, she applied to medical schools and, that winter, also got engaged to Palmer Taylor, who was finishing his Ph.D. in physical pharmacy at the University of Wisconsin. When he accepted

“Young people now, they have a lot of opportunities and plan things too carefully. Sometimes, things just happen that change the direction of your life.”

a position at the National Institutes of Health in Bethesda, Maryland, Susan joined him. However, since she had not applied to any medical schools in the area and the deadlines had passed, Susan put medical school on hold. Instead, she applied and was accepted to Johns Hopkins University in Baltimore to pursue a doctorate in physiological chemistry.

It was a change Susan took in stride. “Young people now, they have a lot of opportunities and plan things too carefully,” she says. “Sometimes, things just happen that change the direction of your life.”

After finishing her Ph.D., Susan still had her sights set on medical school when an opportunity arose for her husband to study

at the University of Cambridge in England. Susan shelved the medical school idea and sought out a postdoctoral fellowship at Cambridge. To her surprise, she was accepted to a protein chemistry lab there. “I’m still not sure why they took me because I didn’t know anything about proteins!” she confides, having previously worked on lipids. Serendipity would end up defining the rest of her career as well.

At Cambridge, Susan found what she calls a “Renaissance” way of doing science. “You didn’t have to publish in *Nature* or *Science*” or other well-regarded academic journals as an end goal of your studies, she says—a notable contrast to the publish-or-perish imperatives of many American science labs. “You went to learn and listen.”

The canteen at Cambridge—where faculty and trainees gathered for coffee, lunch and afternoon tea—was the informal center of scientific discussion. “It was small, so you sat wherever there was a place. You could be sitting next to [1962 Nobel Prize for Chemistry winner] Max Perutz. A lot of Nobel Prizes originated in that canteen just talking. It gave me a foundation for how to think about science and how to think about important problems.” Susan credits this ability to think creatively across scientific disciplines with facilitating her later discoveries.

While at Cambridge, Susan surprised herself by falling in love with protein chemistry and she put to rest any thoughts of attending medical school. Studying proteins “has been my passion ever since,” she says.

When I ask Susan to explain what she’s currently studying, she grabs a notepad and excitedly scribbles and sketches

diagrams to illustrate how kinase molecules become either activated or inhibited and why it matters. Her explanations make intricate processes sound elegantly simple, as if she’s a guide to a microscopic palace pointing out the grandeur of its structure and the fascinating activities of its inhabitants.

Over the four-plus decades that Susan has been a chemist, the process of visualizing nature’s tiniest molecules has changed dramatically. The visually stunning model of PKA that has defined her scientific career is a prime example of how she applies her artistic sensibility to her study of the natural world. “I try to visualize my molecules to make them seem understandable to a biologist because not all biologists think in three dimensions,” she says.

Sequencing one protein used to be an arduous task that could take months. “Now,” she says, “you do this instantly on the computer.” In a matter of seconds, she marvels, “You can do the whole genome!”

In moments like this, Susan’s fresh, wide-eyed excitement about science belies her years of experience. At an age when many professors would already be retired, Susan shows no signs of slowing down. She plans to continue working “as long as I’m functional, [which] I think I still am,” she teases.

“I personally see science as an international career that gives you the opportunity to keep working with young people, both here and abroad.”

As she wraps the conversation to return to her Europe trip preparations, Susan seems as eager for knowledge and experience as that younger self who headed off to Cambridge—and into an uncertain yet promising future.

OP-ED

New Campus Carry Laws

ON AUG. 1, 2016, A CONTROVERSIAL Texas campus carry law allowing concealed guns in university buildings took effect. An ironic date, Aug. 1 was the 50th anniversary of the University of Texas tower shootings—the first mass shooting on a U.S. college campus.

As of Aug. 1, every public university in the state of Texas was required to allow persons with concealed handgun licenses to carry a handgun both on their grounds and in their buildings, subject to “reasonable rules and regulations.” This law, known as “campus carry,” exists in a similar form in eight states throughout the country: Texas, Colorado, Idaho, Kansas, Mississippi, Oregon, Utah and Missouri. Currently, Arkansas and Tennessee allow faculty members to carry weapons on campus, but not students or the general public. At the time of printing *The Key*, a campus carry bill is sitting on the desk of Ohio Gov. John Kasich and a campus carry measure has been prefiled in the Florida house for the upcoming session.

All 50 U.S. states allow citizens to concealed carry if

they meet certain requirements. Currently, there are 17 states that ban carrying a concealed weapon on college campuses: California, Florida, Georgia, Illinois, Louisiana, Massachusetts, Michigan, Nebraska, Nevada, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, South Carolina and Wyoming.

Twenty-four states leave the decision to ban or allow concealed carry weapons on campus up to the university: Alabama, Alaska, Arizona, Arkansas, Connecticut, Delaware, Hawaii, Indiana, Iowa, Kentucky, Maine, Maryland, Minnesota, Montana, New Hampshire, Oklahoma, Pennsylvania, Rhode Island,

South Dakota, Vermont, Virginia, Washington, West Virginia and Wisconsin.

So how does campus carry impact Kappa?

House Boards that privately own their facilities have no obligation to adhere to campus carry laws. All eight campus carry states have laws that allow private businesses or residences to ban weapons from their premises if appropriate signage is posted.

If a Kappa chapter facility is owned by a public university in

a campus carry state, we must look to the individual university's weapons policy to determine whether or not the chapter facility is at risk for being required to allow weapons inside. For the most part, those policies restrict concealed carry to common areas, excluding most residence halls and larger public gathering spaces, such as sporting arenas.

Practically speaking, the majority of our members are under 21 years old, which is generally the age required to

hold a concealed-carry license. Thus, the population of members that would even be eligible to concealed carry inside a chapter facility is small.

The question then becomes: How should Kappa as an organization deal with the fact that firearms may legally be allowed onto chapter property?

As a private organization, Kappa has the purview to regulate the introduction of weapons into our space. Kappa's Founders created our Fraternity as a safe space to develop intellectually. The introduction of legal concealed carry on college campuses is a threat to our carefully cultivated safe space.

Kappa policy prohibits the use, possession or storage of firearms or other weapons on chapter property unless otherwise mandated by local, state or federal law. In order to enforce that policy, Kappa has requested that our House Board-owned chapter facilities post signage that reiterates our policy and meets the legal requirements for prohibiting weapons from the property. While signage may not be aesthetically desirable, for legal and insurance purposes our policies must be communicated in a meaningful and consistent way. In today's climate, our policies must be visually and consistently communicated.

Kappa offers the benefits of "friendship, mutual support, opportunities for self-growth, respect for intellectual development, and an understanding of and an allegiance to positive ethical principles." While this is a different world than the one in which Kappa was founded, Kappa will continue to foster that safe space for our active members as best we can.

—**Sarah Kropp Walther**,
Allegheny,
Risk Management Coordinator

"Kappa policy prohibits the use, possession or storage of firearms or other weapons on chapter property unless otherwise mandated by local, state or federal law."



THINKSTOCK

IN brief



MESSAGE FROM THE PRESIDENT

The Times They Are A Changin’

When Heraclitus wrote that "nothing endures but change," he probably didn't have higher education in mind. Today's reality, though, has college campuses evolving at lightning speed. As an organization whose membership experience begins as undergraduates, these changes have a profound impact on our chapters and their members.

This issue of *The Key* contains an article about campus carry laws. In the future, we'll include information on campus security authorities, emotional support animals and other topics affecting Greek-letter organizations.

Whether you're a new member or a 50-year Kappa, it's important for all of us to be aware of these issues. If there's a topic you'd like to see addressed, please drop us a line at thekey@kkg.org.

—**Beth Uphoff Black**, Illinois Wesleyan

SAN DIEGO

Convention Resolutions

The Convention Resolutions adopted at the 71st Biennial Convention in June 2016 created three task forces: a Nominating Task Force, a Diversity Task Force and a Canadian Task Force.

The charge for the Diversity Task Force is to evaluate Kappa's current human dignity and membership position statements and documents relating to membership; identify opportunities in membership, leadership and programming and suggest plans to address the opportunities; and identify methods to actively diversify our membership and create more inclusive environments.

The charge for the Nominating Task Force is to review other Panhellenic groups' nominating processes, review other nonprofit nominating processes and bring recommendations for changes in the composition of the Fraternity Nominating Committee.

The charge for the Canadian Task Force is to assess the needs of Canadian chapters and associations in relation to the differences between the U.S. and Canada to help our sisterhood continue to grow and flourish in Canada. Be on the lookout for updates throughout 2017.

COLUMBUS, OHIO

Alcohol Skills Training

In the fall of 2016, Kappa Kappa Gamma began offering the Alcohol Skills Training Program to chapters. Twelve chapters participated in the fall, and another 15 will participate in spring 2017.

The research behind ASTP was developed by the University of Washington. ASTP is unlike most alcohol-related

education in that it does not assume alcohol abstinence. ASTP acknowledges that many college students consume alcohol, so the program teaches safety and health surrounding choices. Hillary Stahl, Education Program Coordinator at Kappa Headquarters, touts the program's success in the 12 pilot chapters. Hillary says ASTP has been well received because members can ask honest questions without judgment.

Since information alone does not change behavior, ASTP focuses on self-protective strategies and reducing risk and harm concerning alcohol. Some freshmen have already developed drinking habits before arriving on campus and see campus as an opportunity to drink more.

"A pattern isn't going to

change unless we refocus," Hillary says, "so let's do it in a safe, positive way with education."

ASTP busts several myths about serving sizes. "A full Solo Cup is not a single serving," Hillary says. Participants learn in the two-hour program that just 1 ounce of 100-proof alcohol or 4 ounces of wine is equivalent to one standard drink.

Popular components of the program include real-life examples of blood alcohol level, standard drink sizes, how alcohol affects women's bodies differently than men's and the nutritional aspects of alcohol.

So far, 93 percent of participants learned something new and 92 percent would recommend the program to a peer.

At the end of the pilot, ASTP will be available on a three-year



FA LA LA

Deck the Halls

These alumnae from Salt Lake City show off the festive creations they made in the group's fifth annual wreath-making event. The class was led by designer

Natalie Bernhisel-Robinson, Utah, author of *The Living Wreath* and owner of La Fleur Design in Salt Lake City, Utah.

FROM LEFT: COURTESY NATALIE BERNHISEL-ROBINSON; CHRIS MACKLER



TAKE ACTION

Spreading the Word

Megan O'Brien, South Carolina, received an It's On Us Courage Award in Washington, D.C., at the 21st annual Women Against Violence reception. A senior, Megan is a leader in sexual assault prevention in her chapter and on campus, where she is a peer leader for freshmen at the University of South Carolina. As part of her award, Megan met Vice President Joe Biden at the Naval Observatory.

rotation to all chapters.

At the end of the pilot program, Kappa Kappa Gamma plans to offer ASTP on a three-year rotation to all chapters.

KAPPA KAPPA GAMMA

Get Involved

It's now easier than ever to stay connected with Kappa after college. A new online search

for volunteer opportunities makes it simple to search by virtual, local, district or national volunteer positions. To begin your search, visit kappa.org/volunteers. Not sure if you have time? Opportunities vary in time commitment, plus it just might make you happier. Studies have shown that the more people volunteer, the happier they are. To that, we say go blue (and blue!)

Key

ACHIEVEMENTS

Kristin Armstrong

IDAHO. The City of Boise, Idaho, renamed one of the city's oldest and most popular parks after 43-year-old mother and full-time career woman Kristin Armstrong, who recently won her third-straight gold medal in the women's cycling individual time trials at the 2016 Summer Olympics in Rio de Janeiro. After overcoming a diagnosis of osteoarthritis in 2001, Kristin is now the most decorated female cyclist in U.S. history and a leader in her community. The Kristin Armstrong Municipal Park stretches for 28 acres on the Boise River Greenbelt.

Evelyn "Evie" Stevens Baker

DARTMOUTH. An investment banker turned professional cyclist, Evie took her skills from the corporate boardroom to the streets, pedaling her way to the top of the podium to become the fastest female cyclist in the world.

This two-time Olympian currently holds the Union Cycliste Internationale Hour Record—or the distance a single rider can ride in 60 minutes—with a distance of 29.81 miles! Evie most recently competed in the 2016 Summer Olympics in the women's individual time trials and road race.

Whitney Lang Fleming

FLORIDA. Anyone who finds themselves in a caregiving role might want to read *Here in the Middle: Stories of Love, Loss and Connection from the Ones Sandwiched in Between*. This compilation of essays explores the challenges, heartbreak and triumphs that occur when you find yourself caught between raising children and caring for aging parents. Whitney's contribution to the book reveals her feelings of guilt after her mother gave up retirement to take care of Whitney after she developed a rare eye infection. Other narratives in the book include Alzheimer's, cancer and elder care. Available on amazon.com.

Nancy Wall Neill

MISSISSIPPI. Nancy is now the president of the board of directors for the Fulbright Association, which promotes scholarship, collaborative engagement and cultural diplomacy around the world. In 1963, she was awarded a Fulbright grant in literature to New Zealand. Since then, Nancy helped launch programs such as the Alumni Insight Tours and Alumni Service Corps trips. During her time as president, she hopes to focus on increasing alumni engagement, advocacy and visibility for the Fulbright effect.

Ray Fleming Dinneen

WYOMING. Ray was presented with the Wyoming Business Report's Women of Influence Lifetime Achievement award, a prestigious honor celebrating women in business across the state. Ray is founder and executive director of Climb Wyoming, a nonprofit organization

dedicated to helping low-income single mothers in career training and job placement. She also was appointed to the Wyoming Workforce Development Council and serves on the board of commissioners of the Wyoming Supreme Court's Center for Legal Aid and the board of the Wyoming Children's Society.



VINTAGE VOICE

LAURA KELLY ELLIS

KANSAS STATE

Smooth, warm vocals with a touch of velvet noir make Laura's 2016 CD, "Broken, Lovely," intimate and creative. The album features songs of love—lost, found and elusive. Laura produces and performs in three productions she created (Kit and the Kats, Femme Fatale and Cinema Sweethearts) and in her jazz and cabaret concerts. Her music is available on iTunes.

Alison Ochs Gee

WYOMING. Alison's philanthropic spirit highlights her ambition and devotion to her career and community. Recognized by Wyoming Business Report for her work in energy, Alison is the land, oil and gas manager for Cloud Peak Energy. In this role, she oversees and manages relationships between the company and landowners in regard to their respective mining leases. Alison also serves as the chairman of the board of directors for the Wyoming Community Foundation.

Kim Byrd

WYOMING. Since starting at Casper College in 1991 as the student success coordinator, Kim has inspired students by supporting and encouraging personal growth and academic successes. The Wyoming Business Report recognized Kim for her significant contributions by honoring her with the Women of Influence in Education award. Now working as vice president of student affairs, Kim hopes to continue to influence change in a broader scope.

Nancy Delong Hoch

KANSAS. The Nebraska Tourism Conference has awarded the state's highest honor in tourism, the Henry Fonda Award, to Nancy. She has fostered economic development in Nebraska City, Nebraska, as the driving force behind the Kregel Windmill Museum and the Lewis and Clark Interpretive Center and refurbishing the local historic train depot and trolley system. Nancy also has served as president of the River Country Economic Development Corp. and was elected to the University of Nebraska Board of Regents.

Meg Butler

NORTH CAROLINA. Mu District's History and Ritual Specialist had the opportunity to travel with NASA this fall. In November, Meg served as

an archeologist for NASA's IceBridge program, which maps sea and land ice around Antarctica. Meg plans to use her observations from the trip to create educational programming for children in Santiago, Chile, where she lives, as well as publish an article for an academic journal.

Jane "Beth" Howard Stubbs

WESTMINSTER. For over 10 years, Beth has been an owner of Kilgore's Medical Pharmacy, serving the Columbia, Missouri area. A compounding pharmacist, business owner and community volunteer, Beth was a finalist for the Columbia Daily Tribune's Business Woman of the Year. After receiving two degrees from Westminster College and another from the University of Mississippi, Beth earned her Bachelor of Science from St. Louis College of Pharmacy. Beth then started her career part time at Kilgore's, which she has helped to expand by focusing on compounding and patient education.

Mollie Breen

DUKE. A 2015 grad, Mollie works as an applied research mathematician for the U.S. government. In her day-to-day role, she uses computer algorithms, data models and protocols to address critical national security needs. While at Duke, Mollie researched best practices to involve more women in STEM at the collegiate level.

Nicole Hockley

TRINITY. People Magazine chose Nicole as one of its 25 Women Changing the World. Nicole's son, Dylan, was killed at Sandy Hook Elementary School on Dec. 12, 2012, along with 19 other first-graders and six educators. Nicole helped found Sandy Hook Promise, which is "focused on preventing gun violence, and all violence, before it happens



MISS AMERICA

SAVVY SHIELDS

ARKANSAS

Kappa's very own Miss America is a young woman whose heart and goodwill sparkle brighter than the crown on her head. Savvy's "Eat Better, Live Better" campaign promotes health and wellness. She also supports servicemen and women through the USO, visits children in elementary and middle school and serves as the National Goodwill Ambassador for Children's Miracle Network Hospitals.

by educating and mobilizing parents, schools and communities on mental health and wellness programs that identify, intervene and help at-risk individuals," according to its website.

Jennifer Sherrill Forsberg

NEBRASKA. Director of technology for the Bronxville Union Free School District in Bronxville, New York, Jennifer oversees technology

for curriculum, professional development, infrastructure, budget, communications, data and assessment. Jennifer offers sessions of "digital parenting" and presents to parents, teachers and others about digital citizenship, using data in the classroom and Google apps for education. The Bronxville School won the Pioneer Award for Technology in 2016 for digital citizenship and help desk for new students.

IN memoriam

* Adelphi College

Reichmann, Jean Braun, '40, d. 5/16

Akron, University of

Cox, Ann Baughman, '61, d. 5/16
Kilbourne, Karen, '58, d. 6/16
McKee, Patricia Traub, '65, d. 6/16
Satterfield, Carole Roberts, '57, d. 6/16

Alabama, University of

Fischer, Elizabeth Lane, '55, d. 6/16
Halvorson, Margaret Eccleston, '33, d. 2/16
Jones, Jane Lane, '55, d. 5/16
McDonald, Mary Bellenger, '48, d. 6/16
Stone, Patricia Townsend, '51, d. 4/16

Allegheny College

Brandes, Rachel Zwilling, '43, d. 10/06
Cain, Frances Richardson, '57, d. 5/16
Fahrner, Gigi Howe, '53, d. 4/16
Guenther, Donna, '57, d. 9/14
Hedderich, Saralane Zehrung, '56, d. 4/16
McKay, Caroline Emerson, '41, d. 5/07

Arizona, University of

Beckham, Mary McFarlin, '68, d. 5/16
Brutschy, Virginia Skiff, '42, d. 7/16
Bustetter, Joan Irvine, '47, d. 4/16
Lund, Leora Campbell, '41, d. 11/15
Stevenson, Patricia Makemson, '51, d. 7/16

Arkansas, University of

Block, Katherine Harrel, '47, d. 6/16
Cyphers, Mary Helm, '43, d. 4/16
Keene, Miki Bailey, '62, d. 6/16
Long, Ethelle Sherman, '43, d. 6/16
Luplow, Kay Keese, '57, d. 6/16
Moorman, Carolyn Westerfield, '53, d. 7/16
Pitts, Shirley Murry, '53, d. 5/16

Auburn University

Martin, Catherine Bentley, '65, d. 3/16
Radney, Rhett Gresham, '65, d. 4/13

Baylor University

Isaacks, Nancy Cranford, '78, d. 6/16

* Boston University

Dewsbury, Joan Norton, '51, d. 6/16
Johnston, Ida Land, '41, d. 11/05

Butler University

Busch, Ann Metzger, '47, d. 4/16
Demaree, Jody Mustard, '59, d. 4/16
Ewbank, Alice Shelton, '62, d. 10/15
Kautzman, Barbara Seeger, '44, d. 7/16

Marsella, Sandra Adams, '53, d. 7/16

California, U. of, Berkeley

Grether, Sally Moffatt, '42, d. 4/16
Higgins, George Swanston, '57, d. 7/16
Logan, Pilar Adams, '76, d. 8/15
Page, Anne Wolff, '70, d. 4/16

California, U. of, Los Angeles

Hunter, Suzanne Cooper, '50, d. 5/16
Kobata, Sandra Bernards, '69, d. 4/16

Mizer, Shirlee Perry, '54, d. 1/16

Carnegie Mellon University

Zeigler, Dolores Arnold, '57, d. 4/16

Cincinnati, University of

Browne, Frances Ahlering, '45, d. 2/16
Brunk, Betty Mc Cauley, '39, d. 9/15
Milam, Virginia Mc Cartney, '45, d. 3/14
Rhoades, Betty, '56, d. 2/16
Schaffer, Jennifer Hart, '76, d. 4/16
Stout, Margaret Perrine, '25, d. 2/88
Wright, Barbara Stueve, '46, d. 1/16

Colorado College

Day, Jane Stevenson, '48, d. 5/16
Devick, Marion Hubble, '51, d. 4/10
Lunden, Lynn Brough, '58, d. 4/16

Colorado State University

Abeyta, Catie, '15, d. 4/16
Will, Eva, '15, d. 6/16

Colorado, University of

Bridgford, Inez Montgomery, '39, d. 2/16
Dalby, Elisabeth Noble, '44, d. 3/16
Fairweather, June Deneke, '47, d. 6/15
Kocour, Ruth, '68, d. 12/15
Shaner, Teresa Schwilke, '47, d. 3/16
Story, Marilee Butcher, '48, d. 5/16

* Connecticut, University of

Davis, Marilyn Shaughnessy, '50, d. 10/15
Mochrie, Helene Buchanan, '46, d. 6/16
Snyder, Elaine Sanders, '52, d. 2/16

Denison University

Harrison, Judith Timms, '55, d. 3/16
Oliver, Marianna Kimmel, '41, d. 4/10

DePauw University

Fennie, Mary Wade, '41, d. 9/08
Hagmeyer, Mary Ludlam, '56, d. 4/16
Schell, Carol Richardson, '43, d. 6/16
Winton, Nancy Harrison, '53, d. 7/16
Wolfley, Shirley Smith, '46, d. 7/16

Drake University

Bent, June Braun, '31, d. 4/15
Kniel, Patricia Boughton, '48, d. 3/16

Duke University

Gilliam, Anita Campbell, '62, d. 11/15

Florida State University

Higley, Laura Werdebaugh, '85, d. 4/16

George Washington University

McAfee, Julia Preston, '40, d. 3/16
Sykes, Virginia Levy, '38, d. 5/16

Georgia, University of

Jones, Dallis Johnson, '55, d. 6/16

Hillsdale College

Keillor, Mary Alice Carr, '47, d. 4/16
Shepley, Julia Quirk, '59, d. 1/14

Idaho, University of

Burggraf, Marjorie Smith, '42, d. 3/16

Illinois, University of

Duncan, Jane Harber, '63, d. 10/13
Fritts, Ann Parsons, '48, d. 4/16
Hackenberg, Marilyn Narland, '56, d. 8/15
Ramey, Marilyn Wagner, '59, d. 6/16

Indiana University

Bartlett, Cynthia, '64, d. 7/16
Dilley, Margaret Work, '43, d. 4/16
Klaes, Cathy Pollert, '80, d. 6/16
Lake, Dee Bennett, '48, d. 4/16
Lloyd, Betty Jo Hanson, '38, d. 4/16
McKinzie, Jane Hicks, '54, d. 7/16
Walker, Jane Hines, '42, d. 4/15

Iowa State University

Metge, Marlene Smith, '52, d. 6/16

Iowa, University of

Becker, Sally McCormack, '51, d. 4/16
Oakley, Ann Powers, '72, d. 1/16
Rice, Jo Shoeman, '51, d. 3/16

Kansas State University

Lyons, Mary Dillin, '40, d. 4/16

Kansas, University of

Apicella, Mary Valentine, '46, d. 7/16
Paulsell, Susan Brimacombe, '67, d. 5/16
Wendt, Carol Evertz, '62, d. 9/15

Kentucky, University of

Dobbling, Patricia Dilling, '57, d. 6/16
Kelley, Betsy Maury, '50, d. 4/16
Mainous, Jacquie Cooke, '48, d. 3/16

Louisiana State University

Chance, Kay Parker, '56, d. 6/16
Manley, Elizabeth Moreland, '53, d. 6/11
Mott, Jane Turpin, '56, d. 5/16

* Manitoba, University of

Edmond, Margaret Herriot, '47, d. 6/16

* Maryland, University of

Race, Martha Rainalter, '39, d. 7/16

Massachusetts, University of

Schwanhausser, Marjorie Merrill, '43, d. 4/16
Voelkle, Shirley Mason, '43, d. 6/16
Welch, Hester Vann, '54, d. 7/16

Miami University

Doty, Lois Baird, '47, d. 3/16
Hammon, Jane Dallas, '46, d. 6/16

Miami, University of

Duvall, Charlotte Freels, '41, d. 4/16
Malo, Joanne Frohbose, '55, d. 5/16

Michigan State University

Dutmars, Patricia Johnson, '41, d. 5/16
Harris, Joann Dodge, '45, d. 3/16
MacLeod, Geraldine Johnson, '45, d. 6/16
Zimmerman, Louise Johnson, '42, d. 2/16

Michigan, University of

Busby, Dorothy Rudy, '40, d. 7/16
Nilsson, Nancy Booth, '64, d. 5/16

* Middlebury College

Damrath, Judith Hall, '55, d. 12/89
Weiler, Judith Cox, '57, d. 10/14

Minnesota, University of

Reynolds, Jeanne Peterson, '45, d. 5/16
Swanson, Virginia Hannah, '46, d. 5/16

Missouri, University of

Branton, Mary Shaw, '41, d. 6/16
Denkler, Joan Canning, '45, d. 8/15
Gardiner, Mary Lou Griffith, '50, d. 6/16
Jackson, Jo Ellen Craig, '57, d. 4/16
Owens, Peggy Tomlin, '49, d. 6/16
Poor, Sue Ann Wood, '49, d. 3/16

Monmouth College

Lamprecht, Anne Kniss, '46, d. 4/16
McBride, Christine Work, '59, d. 12/15
Whiteman, Joann Weakly, '47, d. 4/16

Montana, University of

Messner, Mary Walsh, '50, d. 3/16

Nebraska, University of

Sirois, Julie Johnson, '50, d. 7/16
Varney, Grace Ovitz, '50, d. 5/15
Youngman, Lynda Inman, '67, d. 5/16

New Mexico, University of

Hannett, Falba Murphy, '41, d. 6/16
Sears, Constance Schutte, '45, d. 1/16
Simms, Leslie, '65, d. 5/16

Northwestern University

Hughes, Julie Loeffel, '48, d. 5/16
Kinsey, Claire Billow, '52, d. 4/16
Phillip, Mary Baxter, '47, d. 5/15
Wigglesworth, Dorothy Graham, '33, d. 10/15

* Ohio State University

Bowers, Shirley Armstrong, '51, d. 1/14
Frye, Elizabeth Danks, '50, d. 3/16
Gilmore, Patricia Woodyard, '60, d. 5/16
Hamilton, Ann Bennett, '47, d. 6/16

Ohio Wesleyan University

Ahrendt, Sarah Roberts, '51, d. 6/16
Dawson, Sandra Chapek, '51, d. 3/16

Heath, Marion Allen, '42, d. 2/15
Hudnutt, Sally Atkinson, '49, d. 4/16

Kirby, Susan Thomas, '62, d. 6/16
Morgan, Barbara Schoen, '50, d. 4/16

Proctor, Susan, '84, d. 5/16
Seymour, Mary, '86, d. 6/16

Oklahoma State University

Chitwood, Barbara Johnson, '51, d. 5/16
Lancaster, Laura Myers, '50, d. 5/12

Oklahoma, University of

Casey, Jean Merritt, '54, d. 6/16
McClendon, Carole Kerr, '50, d. 5/16
Ming, Paula Bracken, '50, d. 6/16
Prestridge, Jane Aven, '42, d. 4/16
Selvidge, Frances Shafer, '38, d. 2/16
Smith, Betty Herd, '40, d. 9/15

Oregon State University

Cameron, Barbara Snook, '53, d. 4/16
Hendrie, Norma Larsen, '48, d. 7/16
Hooper, Lavonne Samson, '37, d. 3/16

Magulac, Ruth Lyman, '52, d. 4/16
 Philippi, Beth Miller, '39, d. 5/16
 Schnell, Joan Beakey, '46, d. 4/16
 Stritzke, Deanna Schroeder, '57, d. 3/16

Oregon, University of

Miller, Judith Andrews, '59, d. 7/13
 Schneider, Margaret Gentzkow, '62, d. 2/16

Pennsylvania State University

Murdoch, Dottie Savard, '39, d. 4/16

*** Pennsylvania, University of**

Kipe, Catherine English, '45, d. 3/16
 Muller, Elizabeth Healy, '56, d. 6/16
 Trayser, Jane Leidy, '42, d. 6/16

Purdue University

Browning, Dolores Dewitt, '44, d. 7/16
 Collings, Priscilla Osgood, '46, d. 3/16

Deuster, Patricia Empfield, '40, d. 1/16

Frey, Carol Wattleworth, '41, d. 5/16

Kenyon, Carol Elward, '43, d. 1/15

Marriott-Wilcox, Joy Wilcox, '50, d. 3/16

Theis, Helen Wickizer, '40, d. 3/16

*** Rollins College**

Tipton, Jean Blackburn, '34, d. 5/16

*** San Jose State University**

Berryman, Alice Walker, '49, d. 6/16

Simkin, Judy Woodward, '62, d. 4/16

Southern California, U. of

Handy, Lois Normandin, '47, d. 3/16

Southern Methodist University

Coke, Lucretia Donnell, '36, d. 4/16

Cregor, Dorothy Diers, '52, d. 3/16

Edenborough, Susan Slater, '57, d. 6/16

Goosen, Cynthia Shea, '79, d. 4/16

McEvoy, Joan Saville, '39, d. 7/16

Ogilvy, Judith White, '51, d. 7/14

St. Lawrence University

Carman, Nancy Endruschat, '58, d. 11/86

O'Connor, Suzy Kearing, '86, d. 12/15

Syracuse University

Allis, Bette Massie, '37, d. 5/16

Hunt, Joan Poppe, '53, d. 5/16

Irving, Florence James, '35, d. 4/16

Shoemaker, Mary Kinner, '42, d. 4/16

Whitbeck, Moreland Menz, '54, d. 6/16

Texas Tech University

Brownlee, Linda Roberts, '58, d. 4/16

Irons, Abbye, '05, d. 5/16

Osborne-Flesher, Madelyn Weeth, '54, d. 4/16

Wylie, Glenna Shinn, '55, d. 7/16

Texas, University of

Creamer, Nancy Bowen, '46, d. 6/16

Davis, Rhetta Duty, '58, d. 5/16

Durkee, Jean Brown, '51, d. 4/16

English, Linda Fields, '58, d. 9/15

Golden, Jacqueline, '79, d. 7/16

Keate, Joan Cox, '56, d. 3/16
 Lancaster, Betty Lain, '51, d. 5/13
 Welch, Peggy Kimbrough, '42, d. 12/14
 Young, Sarah Taylor, '56, d. 4/16

Toronto, University of

Stefanik, Paula, '71, d. 5/16

Tulane University

Baker, Betty Budge, '40, d. 4/16

Watters, Natalie Walker, '45, d. 6/16

Tulsa, University of

Berwald, Jane, '62, d. 2/14

Bewley, Christine Hanley, '67, d. 7/16

Calderwood, Nanci Thomas, '58, d. 6/16

Utah, University of

Castleton, Barbara, '53, d. 5/16

Holbrook, Marian Lindquist, '47, d. 4/15

Morris, Denise Dozzi, '55, d. 5/16

Rice, Madelyn Mc Lane, '50, d. 6/16

Rich, Jasmine Freed, '56, d. 4/16

Washington University

Ansley, Jean Seeger, '47, d. 6/16

Funk, Jean Thuenen, '44, d. 4/16

Hosier, Frances Jordan, '57, d. 6/16

Thal, Sara Bass, '66, d. 4/16

Washington, University of

Campbell, Ruthadele Hedgcock, '41, d. 7/16

Hansen, JoAnne Kraus, '48, d. 8/15

Hauberg, Anne Gould, '36, d. 4/16

West Virginia University

Allen, Helen Fiess, '39, d. 4/16

Davis, Nancy Bowers, '49, d. 6/16

Gilham, Diana Beaton, '48, d. 7/16

Jones, Charlotte Nuzum, '54, d. 5/12

Stockdale, Louise Lazzelle, '38, d. 5/16

Whitman College

Ghormley, Gretchen Hartley, '41, d. 6/16

Gustafson, Grita, '53, d. 6/16

Ladley, Amy Reichert, '36, d. 4/16

Mersereau, Elizabeth, '48, d. 5/16

Records, Paula Tubbs, '54, d. 4/16

William & Mary, College of

Clark, Jacqueline Freer, '46, d. 5/16

Kuhn, Frances, '37, d. 2/77

Wollard, Frances House, '50, d. 6/16

Wisconsin, University of

Curry, Martha Easum, '44, d. 4/16

Sonneland, Betty Schneiders, '43, d. 6/16

Walkoe, Nancy Pendergast, '52, d. 10/14

Wyoming, University of

Palsce, Jemimah, '97, d. 5/16

Wolcott, Barbara Meike, '50, d. 2/16

NOTE: **Nancy DeLong Hoch, Kansas**, was listed in the fall issue in error.

Submitted April 1, 2016, to July 31, 2016.

* Indicates inactive chapters.

MAKE A note



Kappa Leadership Conference

DATES AND LOCATIONS

Alpha, Beta, Gamma (Ohio) and Lambda (West Virginia, Virginia, Maryland and Washington, D.C.)
 March 24–26 in Pittsburgh, Pa.

Mu, Xi, Gamma (Kentucky) and Lambda (North Carolina)
 March 31–April 2 in Atlanta, Ga.

Eta, Kappa, Pi and Iota
 April 7–9 in San Jose, Calif.

Epsilon, Zeta, Theta and Delta
 April 21–23 in St. Louis, Mo.

Badge Day

MARCH 6

On March 6, International Badge Day, all sorority women are encouraged by the National Panhellenic Conference to wear their badges and post about their sorority membership.

NPC is promoting #badgeday17 to accompany any posts.

Be proud of the Greek-letter community and #WearYourGoldenKey on March 6! #IWearABadge

remix

ASPIRE TO BE

Jane Swift, *Trinity*, and **Beverly Perdue**, *Kentucky*, were the first women to govern their states—Massachusetts and North Carolina. The story of Kappas in politics continues with **Kirsten Gillibrand**, *Dartmouth*, senator from New York; and **Shelley Moore Capito**, *Duke*, senator from West Virginia. After the 2016 elections, there are five female governors, and 19 percent of Congressional seats are held by women. **Diane Dixon**, *USC (Calif)*, and **Tana Senn**, *Washington Univ. (St. Louis)*, share why they aspired to a life in politics.

Diane Brooks Dixon (R)
MAYOR OF NEWPORT BEACH, CALIFORNIA

FACING OFF

Tana Senn (D)
MEMBER OF THE WASHINGTON
HOUSE OF REPRESENTATIVES FROM THE
41ST LEGISLATIVE DISTRICT

As a young girl, I met senators, congressmen and local officials when I accompanied my father [a journalist] at public events. I loved that buildings, roads and infrastructure were built because of actions by these officials. I recognized that action, solving problems, getting things done was something I liked and admired.

How did you become interested in politics?

There was a busy road by my house and people were focused on the commute time instead of the safety of kids and the elderly crossing the street. Seven men on the city council were making these decisions. I thought they needed a female perspective.

I realized that if you stay true to your principles, you can sleep well at night. I hold true to fiscal responsibility, transparency and listening to the residents. Everything falls into place if you hold true to your core principles.

A defining moment?

Someone asked, “Why do you get to be the sponsor of the equal pay bill?” And I just said, “Well, because I brought it up.” It was really this “aha” moment. We needed to make the change in equal pay and I made that change. So, be the change.

There are 33 cities in Orange County, California. About 15 of these cities have women mayors or mayors pro tem. Never before has such a large cohort of educated, talented women been a strong presence in our society’s institutions.

How do you think the role of women in politics has changed?

The difficulties I experience as a working parent—being away from home and changing schedules—remind me that many women around the state have similar challenges, so that keeps me centered. My goal is to make life better for moms.

I tell women to be their own advocate. Women need to tell their story; no one else will tell it. Be confident, creative and of strong character. Get involved in community organizations. Bring your unique set of skills to the governing table. Stay true to your core principles. And bring other women along with you. Don’t get mad—get ahead.

Do you have any advice for young women interested in politics?

There’s a saying that it takes seven times for a woman to be asked to go into politics before they do it. For a man, they just wake up one morning and say, “I’m going to be a great politician.” I would say to women: You don’t have to wait for the seven times. Your perspective is critical and we need your voice.

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