

# LEHIGH

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ALUMNI BULLETIN

SPRING 1996



**The women of Lehigh:  
A celebration**

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SPRING 1996

## FEATURES:

**6 A century of influence**

*Before coeducation, women had long touched Lehigh.*

**12 Credible journeys**

*Lehigh alumnae succeed by many yardsticks*

**22 Shadows of doubt**

*Researchers improve reading of mammograms*

**28 A visual truth**

*The presence of women has reshaped the campus.*

**35 Defying gravity**

*Joan Straumanis didn't want her job, but she pursues it with passion.*

## DEPARTMENTS:

3 President's Desk: *Lehigh in the limelight*

4 Lehighlights

4 Your Turn

41 Corner Notes: *Breaking ground*

42 Class Correspondence

66 In Remembrance

80 The Last Word: *A functioning economy*

*On the cover: Commencement celebration, in triplicate. Photograph by H. Scott Heist.*



## A silver celebration

When I arrived on South Mountain 21 years ago this fall, the grandest experiment in Lehigh's history — coeducation — was being performed in every laboratory (and residence hall and classroom and party room) on campus.

Not that it was a question for those of us involved. No one in my circles was opposed to coeducation, that I knew of. Having grown up in liberating times and coeducational high schools, most of us would have thought any other system odd. We were all just students, working hard for the same goals and with similar dreams. But for some alumni at the time the loss of a century of tradition stung; for a few, it still does.

But having dropped that antiquated barrier, Lehigh has much to be proud of in its daughters as well as its sons. In a quarter century Lehigh has gone from its trepidant admittance of a handful of women to a freshman class last fall that had 40 percent women. From a time when women had to fight for admittance to student groups such as the band, they now hold

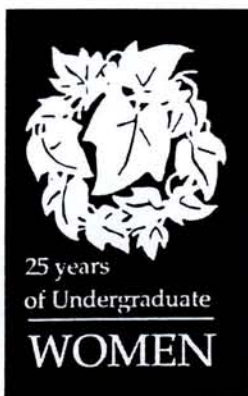
many significant leadership roles. Our alumnae are successful executives, entrepreneurs and engineers. They're accomplished jugglers of work and family (see page 4 for the story of Lisa Farnin '84, named 1996 Working Mother of the Year) and CEOs of busy households.

This issue kicks off a year-long celebration of the 25th Anniversary of Coeducation. From a University Symposium on Diversity Sept. 11

through a gala recognition event in April, the coming year will be full of events holding up the accomplishments of Lehigh women and the issues dear to them.

Lehigh has come a long way from that August day in 1971 when the first women arrived. It is a different world now, too. And the changes in the workplace, in the family, in our culture and politics prove just how right the trustees were when they made the controversial

decision to admit women. The world needs all the people it can find — women and men — with the solid, flexible, liberal education that Lehigh provides.



*Bob Fisher*

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The Lehigh Alumni Bulletin is published by the Lehigh University Alumni Association, Barbara Turanchik '75, Executive Director. It is produced in cooperation with the Office of University Relations.

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Photographs © by H. Scott Heist. Covers, inside front cover, and page 1 photos.

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## LEHIGH ALUMNI BULLETIN

(USPS 309-540), Vol. 83, No. 3, Spring 1996  
Published quarterly by Lehigh University in cooperation with the Lehigh University Alumni Association, Inc. Second-class postage paid at Bethlehem, Pa. and at additional mailing offices.  
**POSTMASTER: Please send address change labels to Alumni Records, Lehigh University, 27 Memorial Drive West, Bethlehem, PA 18015**

# A century of influence

*25 years of coeducation were preceded by 100 years of women touching Lehigh.*

by Rita M. Plotnicki  
Photography by H. Scott Heist

Some dates in history, like December 7, 1941, stand in boldface type because they mark sharp turns in world history. Other dates portend changes that are more gradual, but ultimately just as significant in their sphere.

The fall of 1971 was a boldfaced event in Lehigh's history, as women began enrolling as regular undergraduate students. But as the following timetable shows, the influence that women have had on the university began much earlier and still continues.

**June 21,  
1878—**

The Lucy Packer Linderman Memorial Library is dedicated as the first—and so far only—building on campus named solely for a woman.

Asa Packer, Lehigh's founder, built the library as a memorial to his oldest daughter, who died

in 1873. Her daughter, Sallie, checked out the first book, a Bible.

**March 28,  
1881—**

In the minutes of a faculty meeting, the secretary, Mansfield Merriman recorded that: "The President [Robert H. Lambertson] presented a letter from Miss Elsie E. Warner of South

Bethlehem asking if any arrangements had been made for the admission of females to courses of study. The idea was informally discussed by the Faculty at some length."

**Lucy Packer Linderman**

**1885—**

According to Willam A. Cornelius, Class of 1889, an unidentified young woman registers at Lehigh and passes the entrance exams.

Though the Register, the catalog for the period,



states that the university is for the education of men, there apparently is no written rule prohibiting women from matriculating. William A. Lamberton, professor of classics, persuades the student that she would be happier at a college with other women students.

## October 13, 1887—

Packer Memorial Church, a gift to Lehigh from Mary Packer Cummings, is dedicated. In addition to building the church as a memorial to her family, Cummings, Asa Packer's last surviving child, provides funds to renovate the church, aid students and help with operating expenses.

During a financial crisis in the 1890s, Lehigh cannot pay interest on the money it borrowed from Asa Packer's estate. Cummings and her sister-in-law, Mary Augusta Packer, the principal beneficiaries of the estate, agree in 1908 to transfer their rights to the interest on the note, more than \$300,000, back to the university. Lehigh president Henry Drinker notes that Cummings' gifts make her Lehigh's second largest benefactor after her father.

## Summer 1902—

The first summer extension course specifically for teachers, Methods of Teaching History and Civics, is offered. Summer extension courses are designed to let adults

further their education. The Register of 1909-10 records that 15 of 24 students enrolled in the 1909 summer courses are women.

## Founder's Day, 1910—

Coxe Mining Laboratory is dedicated. Sophie G. Coxe, widow of Lehigh trustee Eckley Coxe, donated the funds for the building. Coxe, known as the "Angel of the Anthracite" for her many charities in the mining region, continues the tradition of Mary Packer Cummings by making major contributions to Lehigh to honor family members.

Other women who provide naming gifts for university buildings include Clara Mart, who donates funds for Mart Library in memory of her husband, Leon '13, and son, Thomas '51; Elizabeth Fairchild-Martindale, who with her husband, Harry '27 provides the major gift for the E.W. Fairchild-Martindale Library and Computing Center; and Victoria Zoellner, who with her husband, Robert '54, are the naming benefactors of the soon-to-be-completed Zoellner Arts Center.

Lehigh's Leadership Plaza, in front of the Alumni Memorial Building, features the names of 32 women who have been major benefactors of the university over the years. Thousands of other women—including relatives of alumni, philanthropists and alumnae—have made significant financial

contributions to Lehigh.

## 1917—

Women are employed on campus as secretaries by now. One of the first, Helen G. Ryan, joins the president's office and works as secretary to six Lehigh presidents until

The faculty passes Hughes' resolution "provided that no permission be thereby extended to women to attend undergraduate courses in the university other than extension courses." Another provision stipulates "classes in which women are students should largely be limited to the late after-



Linderman Library is the only building named solely for a woman; Packer Chapel was the first donated by a woman.



noon and to Saturdays, so that the general character of campus life shall not be affected by this innovation."

retiring in 1965.

## February 4, 1918—

Percy Hughes of the Department of Philosophy, Psychology and Education persuades the faculty to allow women to enter M.A. and M.S. programs, in part to alleviate the shortage of male teachers caused by World War I. Hughes, director of the summer school program and extension courses since 1907, has already begun granting graduate credit to students who do extra work in extension courses.

A 19th Century prayer book that belonged to Helena A. Packer, given by her father, Robert.



## October 8, 1921—

Bessie Edna Kast, Mary Alice Schwaninger and Edna Grace Tatnal became the first women to receive M.A. degrees from Lehigh. Schwaninger, a teacher at Allentown High School, is the first woman to join the Alumni Association.

## 1923—

Edith A Seifert joins the new bursar's office as a secretary, and is promoted to cashier in 1947, assistant bursar in 1956 and bursar in 1960, becoming the first woman named to the administrative staff. She remains bursar until retiring in 1969.

## 1927—

Ruth Miller, daughter of Benjamin L. Miller, head of the Department of Geology, enrolls in an undergraduate course in bacteriology at Lehigh. "I think I was allowed to take classes because of my father's connection," she said in a 1984 interview. "Bertha Sprague Fox, wife of a professor, Dr. Charles S. Fox, also took undergraduate courses, making us the first women allowed to do so. My class was small and I don't remember any objections from the boys to my being there." Miller marries architect Otto Spillman '19 in 1929 and earns a master's in biology in 1935.

## May 6, 1929—

The faculty minutes note that the following motion was adopted: "Women are admitted as graduate students on the same terms as men except that

registration in courses open to undergraduates is subject to the special approval of the head of the department concerned. Women are admitted to the summer session either as graduate or undergraduate students on the same terms as men. Women are not admitted to the work of the first semester or of the second semester either as undergraduate students or special students."

## Fall 1937—

Lehigh enrolls its first woman as an undergraduate engineer due to a misunderstanding of names, according to Harvey Griffith Jr. '41. "That girl had a French name, the first being Jean, and the registrar undoubtedly thought we had a French 'John' enrolling and didn't give it a second thought," Griffith says. Jean attends "two to three months" before accepting President Clement Williams offer to transfer her to a coed engineering school.

## December 1939—

In a survey by the LEHIGH REVIEW, 31 percent of undergraduates favor admitting women as undergraduates, while 69 percent are opposed.

## February 1943—

The Brown and White reports that Margaret Lams, a graduate research assistant in chemical engineering, is working on leather research. One of the few women ever to receive an industrial

fellowship at Lehigh, Lams is the first of what is expected to be a growing number of women graduate researchers at Lehigh because of World War II, the paper notes.

## April 1944—

BROWN AND WHITE editor Lee Greenbaum calls for coeducation at Lehigh in an article for the ALUMNI

## February 1946—

The Lehigh Dames Club, composed of wives of Lehigh students, organizes with 186 members. With a flood of married veterans returning to campus after World War II, membership soon exceeds 500. The club sponsors social and other programs.

An ostrich fan that belonged to Lucy Packer Linderman



BULLETIN, basing his argument in part on a newspaper poll in which 66 percent of the faculty favor admitting women to the Arts College, 52 percent to the Business College and 42 percent to the Engineering College. "We feel Lehigh should set a goal of 350 to 400 coeds in the Arts school, 100 in the business school and some 100 in the engineering school," Greenbaum says.

Responding to the article, the Board of Directors of the Philadelphia Lehigh Club votes on May 12, 1944: "This Club formally and officially takes the position of being in total and complete disagreement with the thought expressed."

## 1947—

Mrs. H. Barrett (Libby) Davis, wife of the professor of speech, is appointed an instructor in journalism, becoming the first woman to hold a full-time position as a regular member of the faculty.

## Founder's Day, 1962—

Catherine Drinker Bowen is the first woman to receive an honorary degree from Lehigh University. She speaks of growing up at Lehigh as the daughter of Henry Drinker, the

university's sixth president. Bowen began her career as a historian and author with *A History of Lehigh University*, published by the Alumni Association in 1924. She received the National Book Award in 1956 for *The Lion and the Throne*, a biography of English jurist Sir Edwin Coke.

## 1965—

Edna S. DeAngeli is the first woman named an assistant professor. She becomes the first woman to receive a teaching award in 1974 when she receives the Lindback Award "for distinguished teaching by a senior faculty member."

## February

### 1965—

The ALUMNI BULLETIN says 252 women, including 56 taking 9 or more hours, are enrolled in the Graduate School, the greatest number ever. "Most graduate seminars in the humanities have for some time included women, and in one English seminar last fall the women formed a 70 percent majority," the article says.

## April 19, 1968—

CURE (Committee for Undergraduate Responsibility in Education) demonstrates on campus and demands coeducation. The Joint Commission on University Life (JCUL), composed of students, faculty and administration is organized. In January 1969, JCUL forms a committee, chaired by Carey B. Joynt, professor of international relations, to study coeducation.

## October 1969—

The Joynt Committee issues a preliminary report favoring coeducation by a 12-1 vote. A survey of alumni by the committee shows that about 51 percent favor coeducation, with the strongest support coming from the younger alumni. The committee recommends that Lehigh admit 800 women over a five-year period.

## 1970—

Anna Pirszenok Herz of the department of modern foreign languages and literature, becomes the first woman promoted to full professor. In 1972, she is the first woman named a department chairperson at Lehigh.

## January 15,

### 1970—

The Board of Trustees, under the leadership of Monroe J. "Jack" Rathbone, Class of 1921, reviews the final report of the Joynt Committee. Rathbone says he favors coeducation "with the understanding that it was necessary for Lehigh to maintain its standard of excellence in engineering and science...This can be accomplished provided the enrollment of girls is not more than 20 percent of the student body."

## April 9, 1970—

At the Board of Trustees meeting, Lehigh President Deming Lewis states "...[D]uring the last three months, the weight of evidence has convinced us that it is in Lehigh's best interest to become coeducational."

## May 29, 1970—

The Board of Trustees approves a plan admitting 100 women each in the falls of 1971 and 1972, provided that "the Board of Trustees appraise the academic and financial impact of coeducation on the university to decide whether or not the undergraduate coeducation program will be expanded toward the ultimate objective of enrolling 800 undergraduate coeds."

Although there are women faculty, staff members and graduate students, none served on the Joynt Committee or the JCUL. The trustees also were men.

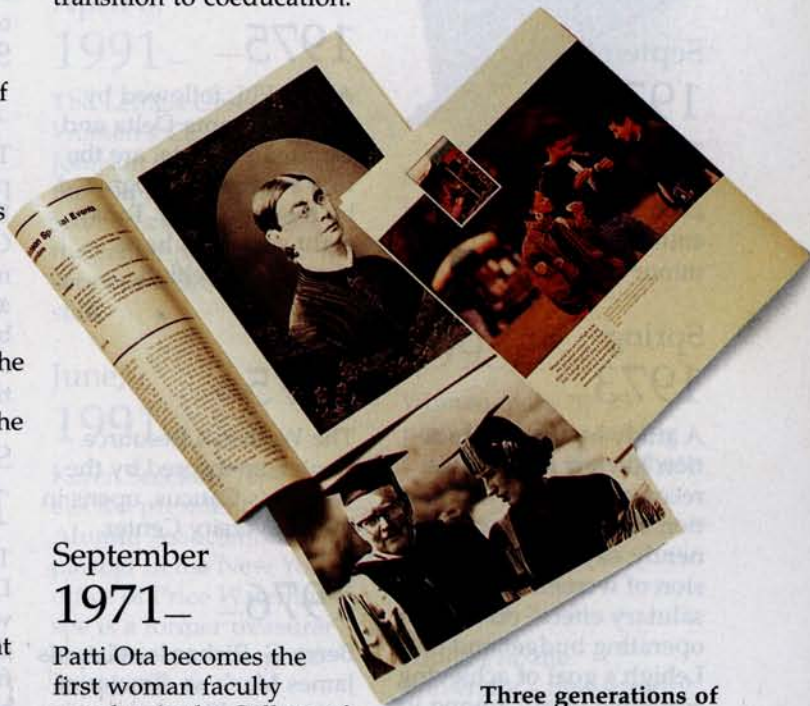
## July 1, 1971—

Ruth Hurley Vihon is hired as associate dean of students to plan the transition to coeducation.

## September 7, 1971—

Numbering 169 — many more than the 100 envisioned by the trustees, women enroll as undergraduates at Lehigh for the first time. "If I had to describe the Lehigh community's reaction to the girls—and vice versa—in a single word, it would be 'mixed,'" Andrea Siegel '75 writes in the 1972 Epitome. "A consensus exists on very few points, the most noteworthy being that coeducation is a shock which the university has not yet recovered from. This applies to the student body as well as the faculty, staff and administration...."

"Has Lehigh changed that much because of coeducation? I doubt it. The girls don't feel that they have revolutionized Lehigh, maybe just made it a little more 'like the rest of the world.'"



## September 1971—

Patti Ota becomes the first woman faculty member in the College of Engineering. Ota is now vice provost for academic administration and planning and associate to the president.

Three generations of Lehigh women: Mary Packer Cummings; Trustee Nancy Maginnes Kissinger with President Deming Lewis; a contemporary slice of campus life.

September 17,  
1971—

The Marching 97 votes not to allow women to join the group. Women do not join the band until fall 1973, when during the Lehigh—Delaware game, seven coeds doff their hats as the band plays "There is nothing like a dame," to reveal that gender barrier had been broken.

Fall  
1971—

Powder Puff Football becomes the first women's sport. Players use the men's locker rooms and some borrow the men's spiked shoes.

September  
1972—

Deborah Greene (Lynott) '76 becomes the first woman to receive the class flag at the Alumni-Freshmen Rally.

September  
1972—

The Women' Study Program is established and expands from a few courses to nearly 30 with a minor now available.

Spring  
1973—

A study by the Coeducation Review Committee recommends that coeducation be adopted permanently, saying the admission of women has had "a salutary effect" on the operating budget and on Lehigh's goal of achieving academic parity among its undergraduate colleges.

Spring,  
1974—

The national streaking fad strikes Lehigh as 400 naked men and a few women run through the campus.

Fall  
1974—

The Women's Caucus is refused recognition because men are not permitted to join. Approval is granted after the group modifies its by-laws.

Fall  
1974—

Louise Tutelian '75 becomes the first woman editor-in-chief of the *Epitome*.

October 4,  
1974—

Jane Kurzeja '78 becomes manger of the freshman football team.

1975—

Alpha Phi, followed by Alpha Gamma Delta and Gamma Phi Beta, are the first sororities recognized by the university. Today, eight sororities have chapters at Lehigh.

Fall  
1975—

The Women's Resource Center, sponsored by the Women's Caucus, opens in the University Center.

1976—

Berry G. Richards succeeds James Mack as director of university libraries. Richards joined Lehigh in 1969 as associate director in charge of the Mart Science and Engineering Library. Under her leader-

ship, the university libraries become computerized information centers with CD-ROM technology.

Fall  
1976—

Women constitute more than 20 percent of the student body for the first time. The 903 coeds enrolled exceed the limit of 800 initially set by the Board of Trustees.

Eileen Canzian '77 becomes the first woman editor-in-chief of *The Brown and White*.

1977—

Nancy Maginnes Kissinger is the first woman elected to the Board of Trustees. She is the daughter of the late Albert B. Maginnes '21, a former Lehigh trustee for whom Maginnes Hall was named, and wife of former secretary of state Henry Kissinger.

Spring  
1977—

The first woman class president, Susan M. Bschorr, addresses the Class of 1977 at commencement. Bschorr is also the first woman to be an assistant director of the Alumni Association in 1979.

Spring  
1978—

The university bans Delta Tau Delta's annual wet T-shirt contest during Greek Week. The fraternity ignores the ban and is charged with violating Lehigh's code of conduct.

The women's tennis team won the ECC title in 1989.

1979—

The Glee Club, an all-male vocal ensemble, merges with the Women's Chorus to form the Lehigh University Choir.

Fall  
1979—

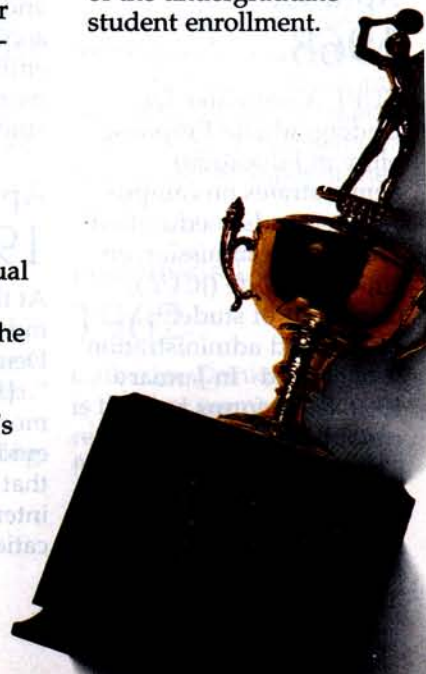
The Women's Roundtable is formed by the provost's office to suggest ways to improve life for women at Lehigh. Its survey of undergraduates and alumnae shows that women want more help in making career choices and looking for jobs.

May  
1980—

Patricia Chase '74, associate director of physical planning, is the first woman to win the Alfred Noble Robinson Award for outstanding performance in the service of the university and unusual promise of professional achievement. Chase joined the office of physical planning in 1974 and has directed it since 1985.

Fall  
1980—

Women make up 25 percent of the undergraduate student enrollment.





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## **From medicine to the military, movies, motherhood and ministry, Lehigh women have used many yardsticks to measure success.**

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**T**he Rev. Kathleen "K.C." Ackley '75 will never forget the look on the face of the hospital receptionist she once passed on her way to visit a sick parishioner. "'Oh,' she said, 'I thought you were just the pastor's wife,'" recalls Ackley, who is an ordained minister in the United Church of Christ in Shaker Heights, Ohio.

The women of Lehigh are not *just* anything. They're physicians like Commander Cynthia Izuno Macri '79, the only board-certified female gynecological oncologist in the U.S. military. They're screenwriters like Maria Mastras Jacquemetton '83 of Los Angeles, stay-at-home moms like Eva Wells Minassian '78 of Hopewell Junction, N.Y., and religious leaders, like K.C. Ackley, who for many years shared pastorates in Pennsylvania and New York with her husband, Curt Ackley '73.

From medicine to the military, movies, motherhood and ministry, educational and job opportunities for women greatly expanded when many all-male colleges and universities, including Lehigh, opened their doors to women in the late '60s and early '70s. This fall marks 25 years since Lehigh welcomed its first coed class. The crashing of the gates at previously all-male bastions brought about vast changes in the roles women can play, many of which are taken for granted today, says Robin Dillon, associate professor of philosophy, who teaches women's studies at Lehigh. "Many of the things that women students take for granted now, women in the first couple of classes couldn't," she says. Twenty-five years ago women had to actively struggle to prove themselves and to find opportunities, she explains. Today women "can assume that if there are jobs for anyone at the end of four years at Lehigh, there will be jobs and opportunities for them. They don't have to think about or fight for acceptance."

Wendy Brouwer '75, a lawyer who joined the Federal Bureau of Investigation in 1982 on a whim, says she came to Lehigh fully expecting to meet her husband. "Our expectations were that we'd get this college education but ultimately we'd be supported by our husbands and have children." Many in her class, she says, still saw themselves as Cinderellas in search of Prince Charmings. But as the women's movement took hold, the numbers who believed they could be Superwomen with careers and families grew. After a while,

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## **"An incredible journey — personally and spiritually"**

Kathleen C. Ackley '75 was married after her sophomore year and expecting her first child when she graduated from Lehigh, where majoring in theater gave her confidence to enter seminary. From the time she was small, K.C. would stand and recite scripture to anyone who would listen. But she didn't realize her calling until she heard a woman minister deliver a sermon at the church she was attending in Reading, Pa.

She and Curt Ackley '73 had moved to Reading to be houseparents at a children's home when she was a senior. K.C. entered the Lancaster Theological Seminary in 1977, a year behind Curt, intending to become a minister in the United Church of Christ.

Even though the UCC had been ordaining women for about 100 years, entering a male-dominated profession was not easy, K.C. says. Her first job after graduation from seminary in 1979 was as co-pastor with Curt of a 300-member congregation in Linfield, Pa., near Pottstown. From 1988 until 1994, they served as co-pastors of a 250-member congregation in Corning, N.Y. The churches where they worked welcomed the unusual arrangement. Each would give the sermon every other week, and they'd lead worship together. "But there were times when people had to adjust their attitudes to accept my role in the pastoral leadership," she says. Some people still have trouble "extending the role of pastoral authority to women and accepting the gifts that women bring to the ministry."

K.C. recalls a time when Curt was away and she was to lead a meeting of the church board. When she and one of the board members arrived early, he whistled at her. Later, he boasted to his peers that "earlier I whistled at a little girl." K.C. looked at him sternly and said, "I'm sorry there were not any little girls here." A woman across the table from her nodded and said, "Atta girl!" K.C. doesn't believe she changed the man's attitude, but is proud at having stood up to his sexist behavior.

The Ackleys, who have a daughter in college and a son in high school, recently moved to Shaker Heights, Ohio, where they both are doing denominational work for the church. K.C. is associate editor for curriculum resources for the United Church of Christ. Curt is associate director of the Council for Health and Human Service Ministries, an agency related to the United Church of Christ.

K.C. and Curt were job-sharing before it was fashionable. But, she says, it was an ideal arrangement for her because it made it possible for her to answer her calling yet be there for her family. "This has really been an incredible journey for me — personally and spiritually," she says. "It's incredible not only to be there in the deepest places of people's lives, to share in their joys and in their grief, but also to see our children and Curt's and my relationship grow and deepen because of our faith."



Brouwer says, "women came to colleges like Lehigh thinking they were going to do something with their lives. The whole gender barriers really broke down."

Today, however, there's a growing backlash to the you-can-have-it-all attitude that drove college women in the late '70s and '80s. Laura Katz Olson, a professor of government who also teaches women's studies at Lehigh, credits reality with the change. "It's a matter of time," she says. "There is just so much of it in the day and it's hard for women to do it all." She says women are growing weary and frustrated because they expect to feel good about having it all; instead they're bewildered: "Why don't I feel good? Why am I so tired and exhausted?"

Merely to survive in the '90s, more and more women with college degrees are demanding flexible working arrangements — such as telecommuting, job-sharing or part-time work — while many others are dropping out of the workforce to raise their children, taking the so-

called "Mommy Track." More than a third of the women in a fall 1995 survey of 6,300 professionals by the Merck Family Fund reported having voluntarily sought ways to work less so that they could spend more time with their families. The women reported cutting back their hours, turning down assignments with increased travel or responsibilities and even leaving boardrooms for family rooms.

Through the years, Lehigh alumnae have found a variety of solutions to the dilemmas inherent in balancing the opportunities offered by their education and the demands of personal and family life. None of the dozen alumnae interviewed for this story says her life is perfect, or easy. But each — whether, by design or by destiny, has a career or family, or both — says she likely would make the same choices again.

American culture abounds with tales of the glass ceiling, the invisible barrier of discrimination that keeps women and minorities from high-level positions.



*A skyline view*

*is one sign of*

*success for*

**Karen Stuckey '75,**

*a Price Waterhouse*

*partner.*

**Today women "can assume that if there are jobs for anyone at the end of four years at Lehigh, there will be jobs and opportunities for them. They don't have to think about or fight for acceptance."**

— Prof. Robin Dillon

A recent study by Catalyst, a New York-based working women's advocacy group, found that women still account for just 5 percent of senior managers in Fortune 2000 industrial and service companies. However, the study also said that 85 percent of female executives are increasingly optimistic about women's promotion potential. And a Department of Labor survey shows that women fare better when companies of all sizes are considered. Last year, the survey said, 42.7 percent of the executive, administrative and managerial positions in the country were held by women. Salaries still differ, though, the survey found, as women managers earn an average of \$570 a week compared to \$833 for men.

Other studies show women are making inroads in fields dominated by men. According to the American Medical Association, women made up 7.6 percent of the nation's doctors in 1970 and 19.4 percent in 1994-95. Forty-two percent of the students in America's medical schools, the AMA says, are women. An American Bar Association

study says women made up less than 4 percent of the nation's practicing attorneys in 1965, but now account for 25 percent of the nation's lawyers and 43 percent of its law-school students.

None of the alumnae interviewed for this article said they had hit the glass ceiling, but all say that, because they are women, they have had to work harder to prove their capability and advance in their professions. Alumnae who work outside the home, like working women across America, also report that they are still responsible for a greater share of the child-care and homemaking duties.

Kathy Kane Schlegel '75 feels as though she's always having to prove herself to those she meets in her job in economic development for the Chamber of Commerce in Logan County, Kentucky, a small Tennessee Valley community about an hour from Nashville. "There still are a lot of people who think men are more capable," says Schlegel, who took the job only after her children

## **"I was always aware that I was different"**

If you think it's difficult being a woman in America, try living on a remote island in the Central Pacific, where there's no electricity or running water, says Cheryl Klein '88 of Babylon, N.Y.

After majoring in psychology at Lehigh and earning a master's degree in education at Aldelphi University, Klein joined the Peace Corps and was sent for three years to the Republic of Kiribati (pronounced Kiribas), formerly known as the Gilbert islands, near where the equator and the International Dateline cross. For two of those years, she was the only white woman among 1,500 natives who spoke little but Gilbertese, a very simple language with only 13 letters. Her job was to teach teachers and show them more modern methods.

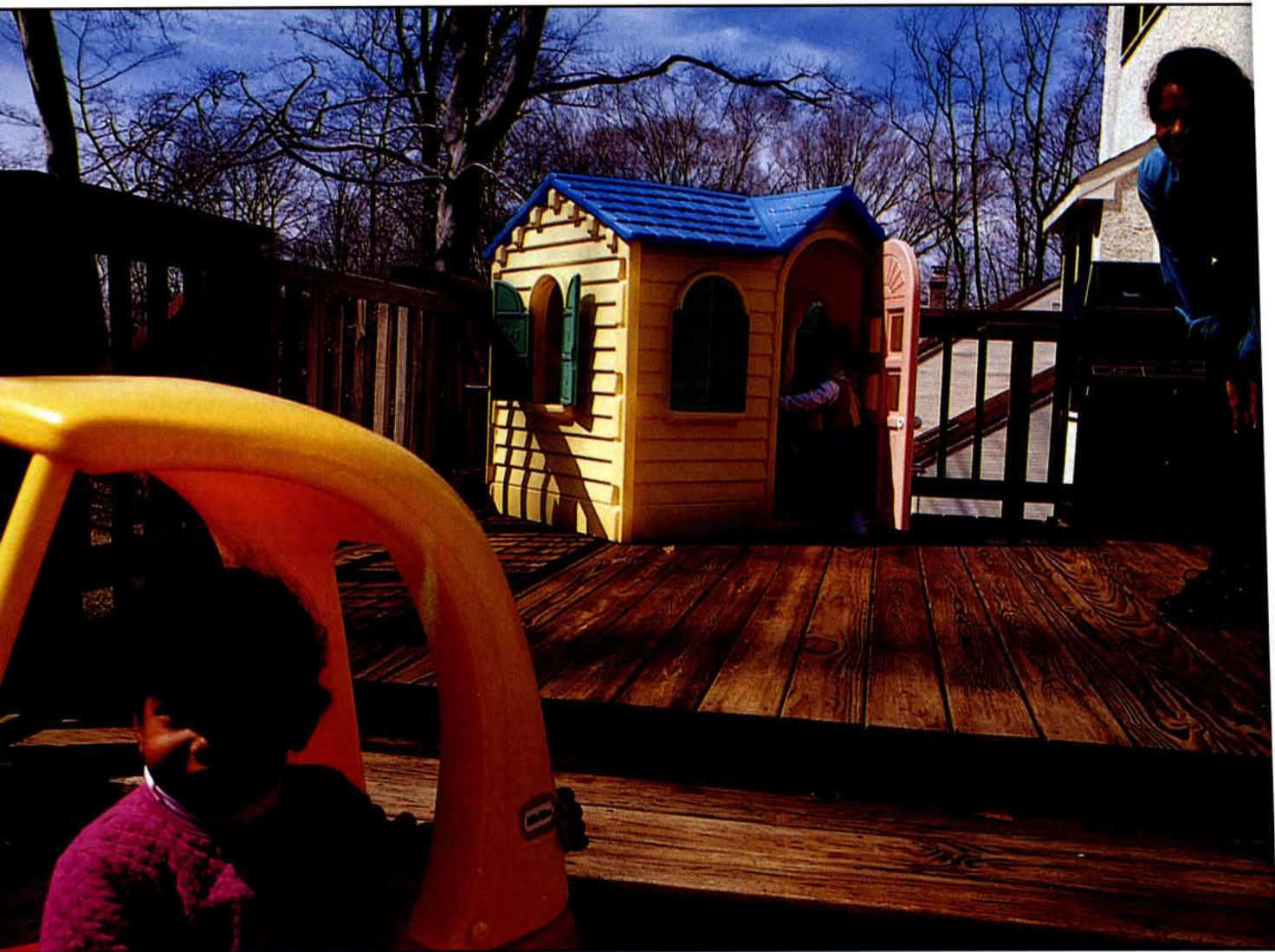
When it worked, Klein knew why she had come. She recalls one second-grade teacher who had given up on a little boy, Io (pronounced Yo), who couldn't recognize the alphabet. Klein helped the teacher devise a game using flash-cards for him. The boy went from hiding his face to shouting the answers in class. At his progress, the teacher said to Klein: "I thought he would never learn. But I did it! I taught him." "Having her say that to me was one of my greatest successes," Klein says.

Being young and single, Klein says, she could not move freely about the island. "They assumed that any woman from America was not a virgin and if you weren't with a husband, it was an open invitation," she says. While she wasn't afraid for her safety, Klein says, "whenever I walked out of my house I was aware that I was different."

Klein not only survived her Peace Corps experience, but also enjoyed it enough to return in March to the College of Micronesia in Pohnpei, the capital of the Federated States of Micronesia, a chain of islands in the western Pacific. She has a two-year contract to teach English and write course material for the college.

Klein says not having a family of her own makes it possible for her to go to the far reaches of the earth "If I had a family I don't think I could do it. Even if I could bring them, would they want to go?"

She's committed to the college until 1998. By then, she says, she'll be 32 and may be ready to come home and settle down.



## "It got harder and harder to go back..."

Sherri Myers Johnson '84 of Newark, Del., feels proud whenever she sees Cheer With Color Guard or Tide With Bleach on the store shelves, knowing that she had a hand in their development. Johnson, a chemical engineering major, worked in product development for Procter and Gamble in Cincinnati for 10 years after graduation.

But the pride she feels in the soap aisle of the grocery store is nothing compared to what she feels whenever she looks at her daughters, Amber, who will be 3 in July, and Ashley, 18 months. "I just love watching them grow and being there to see every little thing that they do," says Johnson, who has put her career on hold while her children are small.

The decision to be a full-time mother did not come easily. When she was pregnant with Amber, Johnson assumed she would take a maternity leave and return to work when it was up. As she got closer to her due date, however, she started having second thoughts.

Once Amber was born "it got harder and harder to go back," Johnson says.

Circumstances also changed. Her husband, Charles, was transferred from Ohio to Delaware, where he works as an international marketing manager in the pigments division of Ciba-Geigy, a chemical manufacturer. A month after Amber was born, Johnson followed him east. If she returned to Procter and Gamble, it would have been at its Hunt Valley, Md., facility, an hour's commute each way. So when Procter and Gamble, looking to cut its workforce, offered severance incentives to its employees, Johnson gladly took it.

With two children under 3 and a large home to care for, Johnson doesn't lack for things to do. Her days are filled with meals, baths, cleaning, videos and trips to the grocery and library. "It's in small pieces like that. It may not sound like much, but it is," she says. "You're the cook, the maid,

the caretaker for the children."

Sure, she says, she misses the adult conversation and time she had for herself when she worked outside the home. But, she says, "I'm insulted when someone comes up to me and says, 'How can you stay home with the kids?'" as if it's a vacation. It's really an insult because it's the hardest job I've ever had, including working at Procter and Gamble. It's a different kind of challenge but for me it's harder."

Her mother was there for her and Charles' mother for him, says Johnson. "I want that sense of security and love for my children. That's not to say they can't get it at day care, but it's my preference, my choice, to do it myself, at least while they're young."

Eventually, Johnson plans to return to work - either full-time in her field or perhaps part-time at something new such as writing children's books or in her own business. "But for right now," she says, "this is right for me."

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**“A Lehigh education is good for more than earning a living.”**

— Eva Wells Minassian '78

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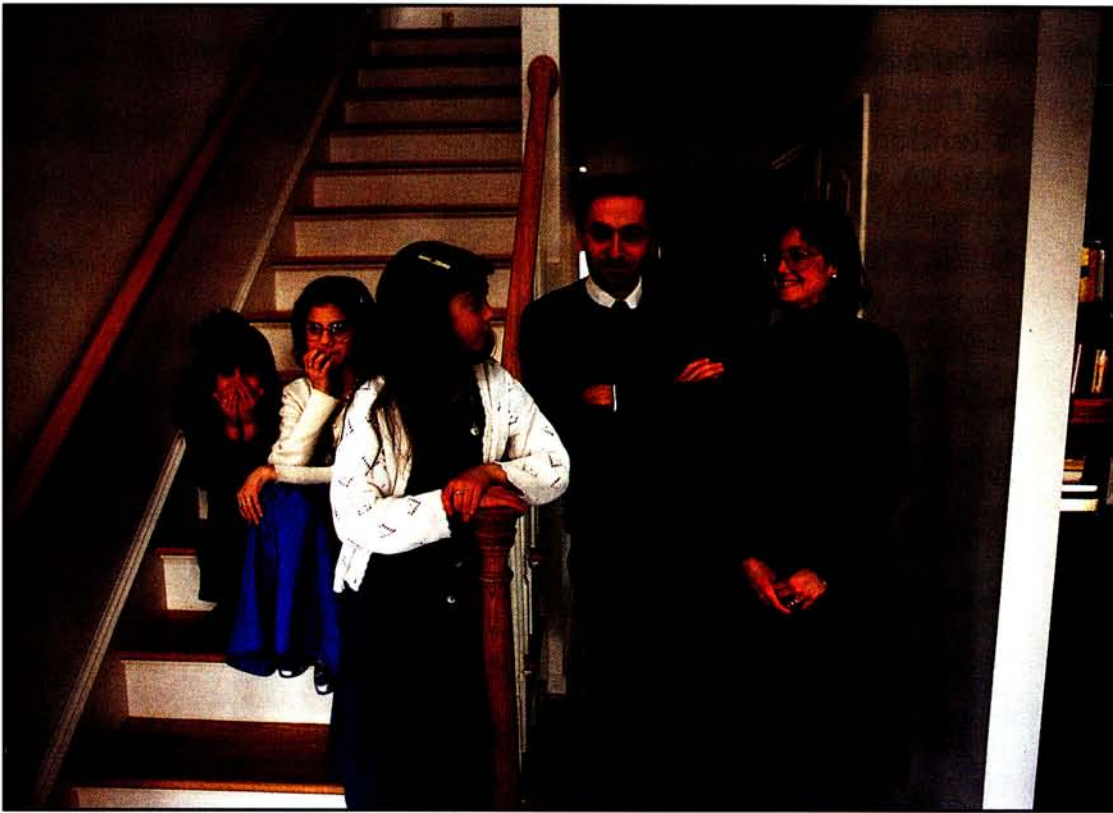
were grown. “Fortunately,” she adds, “once I start working with people, it isn’t a problem.”

Karen L. Stuckey '75 says it took her 15 years to make partner at Price Waterhouse, a Big Six accounting firm in New York City, partly because she took three maternity leaves and worked part time for a year-and-a-half between the birth of her first and second sons. “The normal track is 12 years,” she says.

Stuckey says that even with supportive husbands it is hard for mothers to have careers, because while fathers today may share more household responsibilities, “they don’t plan birthday parties or play dates.”

Dr. Cynthia Izuno Macri, whose husband, Charles, is also an obstetrician-gynecologist at the Bethesda Naval Medical Center in Bethesda, Md., seconds that with an example: The whole time she was at a medical convention in New Orleans in February, she worried about her daughter’s Valentines. She left before they had time to sign them, and she knew her husband wouldn’t think of doing it. He didn’t. “He just didn’t think it was a big deal. But if you are 6 years old and you’re the only one in your class who doesn’t have them, it is,” she says.

A Japanese-American



People told **Eva Wells Minassian '78** point-blank that she should use her education to earn a living. Above, at home with Vahe, 12-year-old Kimberly, Susan, 10, and Christine, 8.

**Sherri Myers Johnson '84** (facing page) at play with Amber and Ashley.



Physician and mom **Cynthia Izuno Macri '79** with Francesca Yoshiko; her name means free in Italian and good in Japanese.

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**“You have to work twice as hard as men just to get attention and then, when you do, a woman who is aggressive is [labelled] a bitch, but a man is expected to be that way.”**

— Maria Mastras Jacquemetton '83

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who went to high school in Pakistan, Macri knew she wanted to be a doctor from the time she was 3. All through medical school at Temple University and during her fellowship at the University of California at Irvine, she felt as though she had to work as hard as the male students “to show these clowns I’m as good as they are if not better,” she says. She waited until she had completed her residency to have a child because she knew she could never use pregnancy or family obligations as an excuse for not performing her medical staff duties.

Even now it is not uncommon for Macri to be mistaken for a nurse. After counseling, a patient will sometimes say: “Well, I’d like to know what the doctor thinks.” But Macri says the disparaging comments come more from patients, who are mostly seamen’s wives, than from colleagues and from older men than from those in her generation. That’s why she’s hopeful that her daughter won’t have to fight as many feminist battles as she did.

Nora Slatkin '77 is executive director of the Central Intelligence Agency, the third highest post in the CIA. Her job entails running the day-to-day operations of the agency which, according to a recent *BUSINESS WEEK* profile on Slatkin, has a \$3 billion dollar budget and employs 17,000 people across the globe. The highest ranking woman in CIA history, she no longer thinks about being a woman in a man’s world. “I think that after I achieved a certain level, my being a woman didn’t make a difference,” she says.

Still, she admits, when she first came to Washington in 1979, it was tough being pretty and petite. “If you’re a woman, getting there is hard. Until you do, there’s no doubt you have to work harder and be better prepared to compete with men.”

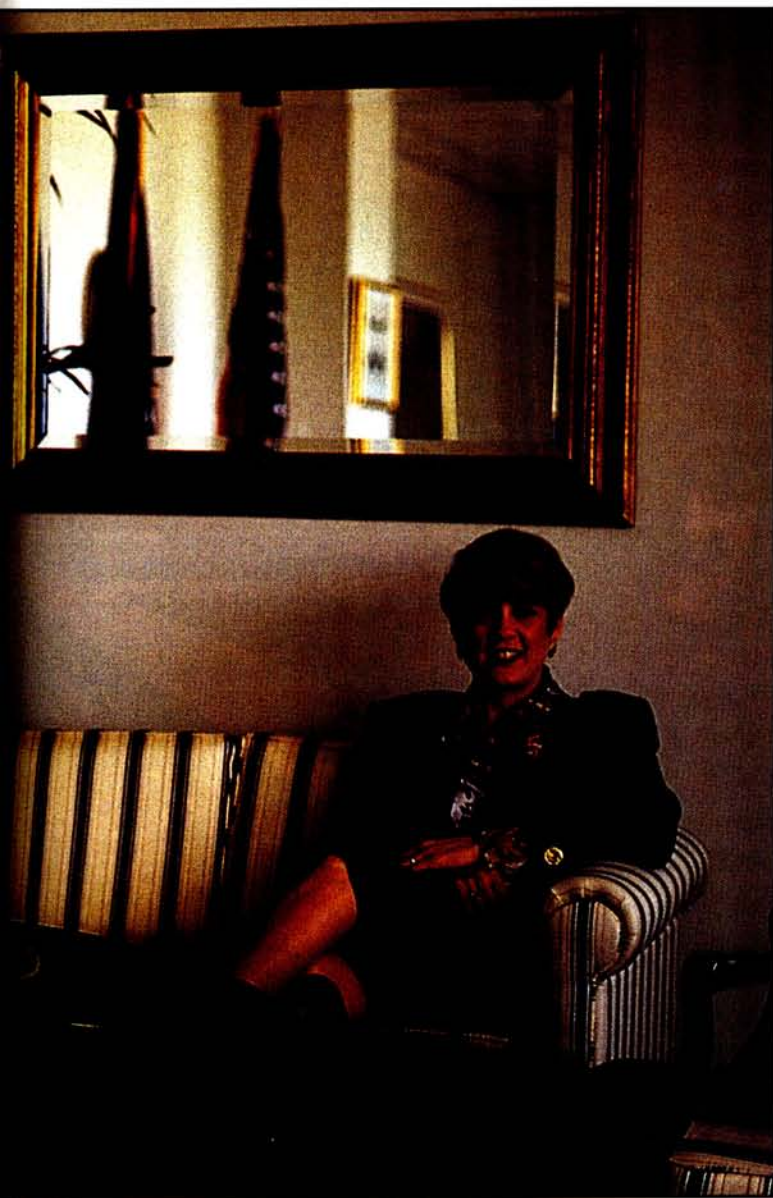
Slatkin says that over the years she learned to use her sex to her advantage. “And I don’t mean that in a flirtatious way,” she says. “If you’re in a room with 300 people, and you’re the only woman, chances are you



will be noticed. You can use that to make a statement and demonstrate how capable you are.” That philosophy, she adds, developed during her four years at Lehigh, at a time when men overwhelmingly outnumbered women.

Maria Mastras Jacquemetton, an English major who went to film school in Boston after Lehigh, says her sex has worked for and against her. It’s tough being female in Hollywood, says Jacquemetton, who spends her days at home, polishing a script for Walt Disney, “Billboard Bachelor,” about a boy who advertises for a wife for his widowed dad. “You have to work twice as hard as men just to get attention and then, when you do, a woman who is aggressive is [labelled] a bitch, but a man is expected to be that way,” she says.

Jacquemetton remembers peddling an action script she co-wrote with her screenwriter-husband, Andre, whom she met when they both worked at Paramount Pictures Inc. — he as a clerk in the script department and she as a secretary in production. She had to prove the script was a joint-effort. Executives, she recalls,



Flags and family pictures adorn the office of Nora Slatkin '77 at the C.I.A.

## “Never lose sight of what’s important — your family”

An international relations professor at Lehigh turned Nora Slatkin '77 on to government. The highest ranking woman at the Central Intelligence Agency says Lehigh's Oles M. Smolansky, a Soviet foreign policy expert, convinced her “there were a whole range of opportunities in Washington” — even for a woman.

After Lehigh, where she was Phi Beta Kappa, Slatkin, a native of Massapequa, N.Y., headed for Washington where she earned a master's in foreign service at Georgetown University. Her career in D.C. started as a defense analyst for the Congressional Budget Office and has included work for the House Armed Services Committee, as a special assistant at the Pentagon, and as assistant secretary of the Navy for research, development and acquisition. In May 1995, she moved to the CIA, where she is executive director, a job very much like that of a chief operating officer of a worldwide corporation, she says. “My work runs the gamut from intelligence analysis and decisions about collection of information to making sure our product is responsive to our customers and that we have a training program to provide the best people,” she says.

Married in 1982 to Deral E. Willis, a retired paratrooper who now works for Sen. Ernest F. Hollings, D-S.C., Slatkin helped raise the two younger of his three children, none of whom is still at home. Slatkin says her husband sacrificed his career more for her than she for him. “He’s turned down jobs because of me,” she says. “One was an opportunity to go to Oklahoma to take a very prestigious job in the Army. But he turned it down because he didn’t want to be separated and I didn’t want to go to Oklahoma.”

Slatkin says her step-children also have sacrificed for her career. Twice as a staff member of the House Armed Services Committee, she had to cancel Christmas trips to see their grandmother in Oklahoma because of world events — the invasion of Panama was in late December as was the House and Senate vote authorizing the president to go to war against Iraq's Saddam Hussein. When Congress voted to send troops to the Gulf in December 1990, she was needed on the Hill to help prepare the committee that would hold three weeks of public hearings on the action. When U.S. troops invaded Panama in December 1989, she was required to help review the operation and make recommendations to Congress.

The family refused to go home without her, says Slatkin, adding that whenever she's had to disappoint her family she “tries very hard to make it up to them any way I can.”

Slatkin is at work at the CIA most days by 7 a.m. and doesn't get home until late at night. With 12-hour days routine, she guards her time with her husband “jealously,” she says.

Slatkin often meets young women in her work, and while encouraging them to be all they can, she always advises them “never to lose sight of what's important at the end of the day and that's your family.”

would look at it and say, “This is really good. Who wrote it? You, Andre?”

On the other hand, Jacquemetton believes her parents were more accepting of her choice of a career in the arts and her move to L.A. from her native Boston because she was a daughter and not a son. “I think they were more lenient with me and not as upset when I chose a less traditional career path than either of my brothers,” she says. One brother is a lawyer in L.A.; the other, Dean Mastras '85, is a radiologist in Seattle.

Even those aboard the Mommy Track find they sometimes have to defend their choice. Eva Wells Minassian, a biology major with minors in philosophy and psychology, gave up a budding career as a perfume analyst when she married her high school sweetheart, Vahe Minassian, in 1982 and moved with him to upstate New York, where he has worked as an engineer for International Business Machines ever since. She became pregnant soon after they were married. Because the nearest perfumer was an hour's drive and she knew she wanted to be home with their

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*"I've met a lot of mobsters  
but I certainly don't feel  
threatened by them," says  
Wendy Brouwer '75,  
an F.B.I. agent in  
Manhattan.*

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children, she did not look for work.

She's never been criticized by her parents or sisters for "wanting to be the main influence in the lives of my children," who are 8, 10 and 12. But her in-laws and other people have told her point-blank they believe "someone with a college degree ought to use it for earning an income."

Minassian has thought about returning to work when her children are older — perhaps even starting her own businesses based on her writing or baking talents. She's already contacted some neighborhood shops about selling her homemade goodies. But for now she's more than content to be home when her children are and to be helping them and others in the neighborhood with their homework, as she's often called upon to do. "A Lehigh education is good for more than earning a living," she says.

For other alumnae, the solution is a compromise working arrangement.

Karen Stuckey, who audits mutual funds for Price Waterhouse, works from her home in Chappaqua, N.Y., one day a week so she can devote more time to her sons, ages 4, 7 and 10. A nanny cares for them the four days she commutes 60 minutes by train to Manhattan, precious time she uses for work. "I can't tell you the last time I read a good book," she says.

Stuckey often lunches with women who are accountants, lawyers and business executives in the city, "and it's amazing the different options everyone is using" from compressed workweeks and flex-time to telecommuting.

Jennifer Levine '95, an account coordinator at Ketchum Public Relations, a top communications agency in New York City, didn't choose her field because it would someday, when she has children, offer opportunities to work from home or free-lance. "But it's one of the perks," she says. "Fortunately it's not the kind of field I'd miss out on the technology or the latest developments."

Karen Guthorn '80 of Severna Park, Md., a mechanical engineer, started her own home-based business after her live-in nanny left and she couldn't face finding a replacement. A mother of four, ages 3 to 11, she does product analysis for her former employer, Westinghouse, and other big-name industries such as Black & Decker as well as smaller companies. "It's a compromise," says Guthorn, who earned an M.B.A. after her oldest son was born. "It's a nice balance between all the demands [upon] a woman who went to school and my making my family a first priority."

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**"I wonder what the long-term effect will be of all the stresses of women having careers and families. I think the jury is still out."**

— Karen Yawney Ramirez Arnold '75

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Guthorn found that when she worked full-time outside the home it was a constant struggle. Her husband, Peter Guthorn '79, is also an engineer. But if their son was sick, "and we both had an important meeting, it was always mine that had to be missed, [because] I was the mother."

Although she has a partner in her business, The Model Shop, Guthorn says she will turn down projects if they will interfere with her motherly duties. "Because when I have a project I work 60 hours a week, I don't take it if it's a hectic time in our lives — like around the holidays or when the kids are starting school."

Married before she graduated from Lehigh and divorced soon afterward, Karen Yawney Ramirez Arnold '75 couldn't afford to stay home with her children. She worked during the day in the beam yards at Bethlehem Steel, moving structural steel, and attended Temple University Law School at night. Parents and siblings watched her sons because she couldn't afford to put them in day care — and wouldn't have wanted to if she could. "I couldn't have done it without [my family]," she says.

Arnold's first choice would have been to pursue a master's in archaeology, but she knew a career in that field would require travel that would have been impossible as a single mother. So she applied to law school, turning down a scholarship from Pepperdine University because she would have been alone on the West Coast with no one to watch her children.

Arnold remarried in 1989 and has a private practice in Bethlehem with Erv McLain, a friend from her law-school commuting days. "I'm in a new phase of my life," she says: "No children at home."

While a student at Lehigh, Arnold went to hear the famed anthropologist Margaret Mead speak. After the lecture, Arnold remembers, she stood and asked Mead what she thought of young women juggling careers and motherhood.

"Her reply was something about how if women want to work themselves into the ground then that's their choice." Arnold believes society hasn't fully come to grips with women's expanded choices.

"I wonder," she says, "what the long-term effect will be of all the stresses of women having careers and families. I think the jury is still out."

*Beth W. Orenstein is a free-lance writer and mother of three who lives in Northampton, Pa.*





## Thriving in “male-dominated environments”

Growing up with two sisters, Wendy Brouwer '75 often overheard her mother teasing their father, John Brouwer '42, about his giving money to Lehigh.

“None of our daughters will ever go there,” she’d say.

But when Lehigh sent Brouwer its “We’re now co-ed!” poster, she decided to apply. Brouwer (who adopted an older spelling of the family name) chose Lehigh over Bucknell, where her grandfather had gone, because the admissions office was so enthusiastic, she recalls. Brouwer majored in biology thinking pre-med through much of Lehigh. “But I had no intentions of working my entire life so I opted for a law career instead” after courses in business and criminal law at Lehigh turned her on to the possibilities.

After Lehigh, she moved to Washington where, while working as a secretary and a researcher for a law firm, she attended law school at night.

When a colleague was raped, she decided she wanted to learn how to use firearms. The desire prompted her to pursue a career with the Federal Bureau of Investigation. “That way I got free training. They’d give me a gun. They’d give me bullets,” she says. Being a female attorney, which was still a rarity in 1982, made her application stand out, she believes.

Thirty-two recruits — 27 men and five women — entered her class at the bureau’s Quantico training center that year. All the men but only two of the women graduated. “My law school class was only 25 percent women. Between Lehigh, where I was in the first class of women, law school and the FBI academy it continued this pattern I had adopted of functioning in a male-dominated environment,” she says.

After brief assignments with the FBI in Alexandria and Atlanta, Brouwer was transferred to New York City in December 1984. For the last five years,

she has been working on a case involving organized crime and labor racketeering, which resulted in the government takeover of a labor union in New York.

Single, she works long hours and has spent many Saturday nights in her apartment transcribing tapes of conversations at an organized crime family’s social club in New York’s Little Italy. “This case has been my life,” she says.

Brouwer says she doesn’t like to disappoint people but she truly believes living in New York and just going to the grocery store is more dangerous than working for the FBI. “I carry my gun wherever I go...I’ve met a lot of these mobsters but I certainly don’t feel threatened by them,” she says.

“Had I known what I know now,” she adds with a laugh, “I would have gone to medical school and become a dermatologist.”



Women have excelled on the field. The softball team won the Patriot League title three years running.

September  
1981—

In proclaiming a year-long celebration of 10 years of women at Lehigh, President Deming Lewis writes, "The advent of women has made a positive and profound difference in quality of university life. Their presence and contributions have enriched our lives together in many ways—academic, social, cultural and athletic."

October 9,  
1981—

Spouses are invited to attend the annual dinner of the Asa Packer Society for the first time.

July 1,  
1983—

Marsha Duncan becomes Lehigh's first vice president, taking charge of student affairs.

Fall  
1985—

Women make up one third of the undergraduate student enrollment.

June  
1988—

Sharon L. Coe and Lisa Cawley become the first

mother and daughter to receive bachelor's degrees at the same commencement.

November  
1988—

In response to an incident of sexual harassment on campus, 500 students, faculty and staff members rally to demand an improvement in relations between the sexes on campus. Three months later, two commissions of faculty, students and staff, one on minorities and one on women, are created to study how Lehigh could better address the needs and concerns of women and minorities. The commissions make 53 recommendations.

September  
1990—

Alpha Chi Omega and Delta Zeta become the first sororities to live on the Hill, temporarily occupying the houses of suspended fraternities, which recolonize and return.

Fall  
1990—

The Lehigh University Child Care Center opens on the Murray H. Goodman Campus.

Fall  
1990—

Playboy and Penthouse are removed from the university bookstore because they "don't portray the positive relationship [the university] is trying to develop between men and women." Opponents call the ban censorship.

Spring  
1991—

Women sweep the major campus offices: Christine Cobb '92 is elected co-chair of the University Forum. Susan Lanter is class president; Pamela Brady '91 is president of the Student Senate, and Eileen Riehm '91 is president of SAC. Louise Weston '91 and Robyn Suriano '91 are editors-in-chief of The Brown and White; Corinne Abate '91 is Epitome editor.

April 8,  
1991—

The Lehigh University Women's Center opens in Johnson Hall. A result of the commissions on women and minorities, the center provides services to students and staff.

June,  
1991—

Karen Stuckey '75 is elected president of the Alumni Association. A partner in the New York office of Price Waterhouse, she is a former treasurer and director-at-large of the association.

Objects and paintings courtesy of special collections, Lehigh University Libraries. Trophies, team softball and hat courtesy of Lehigh University Athletics.

Spring  
1994—

The Class of 1994 is the first to graduate with all women class officers: Lori Owen, president; Meredith McGowan, vice president; Erika Giemza, secretary and Carolyn Gredys, treasurer.

Summer  
1995—

The first woman appointed dean of a Lehigh college, Joan Straumanis is named the Herbert J. and Ann L. Siegel Dean of the College of Arts and Science. Barbara Turanchik '75

Lehigh's first Patriot League crown was won by the cross country squad in 1992.



becomes the first woman executive director of the Alumni Association.

September  
1995—

Women make up 39 percent of the incoming Class of 1999, the highest percentage ever.

March  
1996—

Alpha Phi, the university's first sorority, accepts an offer of a house on the Hill for fall 1996, becoming the first sorority to obtain permanent housing there.