

A History  
of the  
National Women's  
Committee  
of the  
United States  
Professional Tennis Association  
(through 1992)

*by Rosemary L. DeHoog  
as commissioned by the Women's Committee*

# Dedication

*Ada "Tish" Loveless*

*Professor emeritus of physical education*

*Kalamazoo College*

*Women's tennis coach*

*Mentor*

*Friend*

*Without whose support and friendship over the years,  
I would be greatly diminished.*

## Letter from the President

**A**s you read this Women's History of the USPTA compiled by Rosemary DeHoog, I think you will share in a perspective of the USPTA that closely mirrors the progress women have made in all aspects of society and the workplace in the past decade.

Very often young women will ask me why we have had a Women's Committee in the USPTA. Much of my answer to this question is chronicled in the pages that follow – not the individual stories – but the collective efforts that served to buoy the spirit and fuel the courage for women like me who gained strength from this unconditional support.

As we know, history is always evolving. And much has evolved since Rosemary drafted this account of women in the USPTA.

I am both humbled and proud to have been the first woman president of the USPTA. I am even prouder of the many women who now serve on divisional boards and the Executive Committee. As I write this, five of our 17 divisions are led by women presidents. It is a great tribute to the USPTA which sets an example by not only accepting female leadership, but nurturing and encouraging it.

Any individual's success in life is influenced by mentors, male and female. I'm sure there are many women not included in this history who could write similar stories of their personal journeys, struggles and triumphs in their role in the tennis profession. Sharing these journeys is important. It is very motivating to listen to other's travails and accomplishments and to understand that change takes time.

Special thanks to Rosemary DeHoog for her efforts in documenting, compiling and editing this work. And, for the record, Rosemary currently serves as president of the Eastern Division of the USPTA. Congratulations, Rosemary!

Kathy Woods  
June 1996

# Highlights of the history of the national Women's Committee

Before 1980	Profiles of early women members
1980 (Colony)	First meeting for which USPTA has records, Colony Beach and Tennis Resort
1981 (Hawaii)	Women's meeting added to convention program
1982 (Chicago)	Badges of men and women professionals all the same color
1983 (West Palm Beach)	More national board directors
1984 (Tucson)	45 men and women attended a seminar on "The Woman Professional: Policies and Procedures." Room-sharing done by national Women's Committee. Computer list of women gave the national Women's Committee access to its members
1985 (Saddlebrook)	Goal of liaison in every division topped list of objectives
1986 (Palm Springs)	Liaison network complete except for one. Room-sharing taken on by national office for both men and women Janet Schissel of Northwest and Kathy Woods of Middle States on national USPTA Board of Directors First of national Women's Liaison newsletters
1987 (April)	Women's issue editorial served to focus depth of women's feelings, especially for men Women liaisons to serve two-year
1989 (April)	Resolution of USPTA Board of Directors to further the cause of women within the Association with the following stated goals: (a) an increase in women's membership (b) an increase in women's participation in leadership at the national and divisional levels (c) an increase in women's participation on committees (d) an increase in women testers (e) an increase in women's participation in tournaments and increased prize money for women's tournaments (f) an increase in women's participation in the convention and in their comfort level at the convention
1989 (Boca Raton)	17 USPTA divisions divided into two sections Woman on the cover of USPTA directory
1990 (Palm Springs)	Women in leadership roles of Women's Committee expanding
1991 (Hilton Head)	The work goes on! We now have three women division presidents Kathy Woods is national vice president
1992 (Tucson)	

## Preface

In August of 1990, I received a short note from Diane Selke, National Committee co-chair, asking me to do a “good chronological order of events and accomplishments” of the Women’s Committee in time for the 1990 USPTA National Convention in Palm Springs. Soon, a large box arrived with 10 years of records of the Women’s Committee.

Fortunately, or unfortunately as the case may be, the request was made of a trained historian. It seemed innocuous enough. But as I looked at the foot-high pile of file folders that included minutes of previous meetings, and reread letters from former national Women’s Committee chairs and regular members, I was deeply touched by the sense of determination to change things for the better. Frustration and sometimes anger at the slow pace of change that I found in the papers, somehow dictated that more was required of me than a quick, superficial chronological order of events and accomplishments.

Remembering only the events, devoid of the energy, concern and gutsy risk-taking of those women who laid the philosophical groundwork in what was traditionally a man’s occupation, seemed to deny their desire to make the system work. I knew I could not make Diane’s deadline of September 1990. Thus, the birth of this history came to light over the winter of 1990-91.

I hope the events recorded herein will serve as a testimony to the fact that ideas channeled into hard work and cooperative endeavors can indeed change the face of our professional being. These ideas can positively influence our future, not only as women tennis professionals, but as women in society.

R.L.D.  
June 1992

# Introduction

Someone picking up a history such as this might well ask why the world needs a history of the national Women's Committee of the United States Professional Tennis Association, other than for its very limited readership of tennis professionals or because someone thought it might be nice to have.

As I began to work on this, these thoughts occurred to me many times. But as I kept on working and researching, I found many parallels between what was happening in the USPTA and what was happening in the world at large.

In the USPTA, women are a minority group in a large, male-dominated association. Women of the USPTA have a special vocational interest: in this case, tennis. Because of their traditional roles as child bearers and housewives, their entry into the workplace in large numbers did not occur until the need for extra manpower became necessary during World War II. Prior to 1974, the USPTA had approximately 80 women members from its founding in 1927.

Many of the early women members of the USPTA are famous names of the past: Doris Hart, U.S. Women's Champion; Valerie Scott, Junior Wimbledon winner and U.S. Open semifinalist; and Magda Rurac of Romania. Others are well-known in physical education circles, such as Judy Barta, Mary Jane Donnalley and Lois Blackburn Bryan. In 1991, there were approximately 1,300 women members, which comprised 14 percent of the Association's membership – a far cry from the 80 in the first 50 years of the Association. More than half were over 35 years old.

As in society at large, when a new segment of the population enters the work force, extra assertiveness and technical training may be needed. Again, this comment is not made as an excuse but merely acknowledges that this situation often exists. Thus, an extra effort is sometimes necessary to integrate new groups into the current work environment.

A group gives the individual a greater position of personal influence and self-satisfaction. There is strength in numbers, thereby making it possible to have a voice both at the local (divisional) level of the organization as well as the national level. Perceived and real discrimination in the workplace can also be addressed when others share the same concerns. Learning what other women are doing in their jobs and what problems they have can be shared much as men have done for years through the "old boy network." This is a new procedure for women.

In the late 1970s, these issues began to surface as the concerns of women tennis-teaching professionals were brought up at meetings for discussion. The first women's meeting for which we have records was at the 1980 USPTA Convention at the Colony Beach and Tennis Resort in Sarasota, Florida. The records for the first five years of the Women's Committee occupy one folder. Records from 1986-1990 occupy five. This bit of trivia is significant in the fact that as more women became members, the activity and involvement increased as well as the paper work, prompting letters from members requesting certain services from the Association.

By 1980, dissatisfaction with services for women within the USPTA mirrored what many women were experiencing throughout the country. The Women's Committee became a microcosm for improving the position of women within a framework in which they might have some influence, but operating under the established umbrella of the Association. In its early days, the committee lacked direction. It relied primarily on the mood of its attendees to generate an agenda. This is why it was important to designate an individual who could pull together the loose ends. But due to the constant ambiguity concerning who made up the committee, progress was slow.

In 1992, the goals of improving services for women members and increasing leadership roles at the divisional and national levels seemed to be moving forward. If only one woman derives inspiration from this work to "do her thing," then it is well justified.

# The groundbreakers

As alluded to in the introduction, the United States Professional Tennis Association was founded in 1927 as an association of independent professionals.

Many of the early tennis teachers brought with them a teaching background in physical education and a love for the game. One woman who contributed greatly to the early years of group tennis instruction was Judy Barta of Mt. Kisco, N.Y., a life member of the USPTA. Judy has done it all, from being a professor of physical education at Barnard College to being the founder and co-owner of the Ball Boy Company (the first tennis ball machine), a ranked USTA scholastic and collegiate tennis player, a vice-chair for junior development and women's collegiate championships of the United States Tennis Association, director of the Barta-Leighton national Tennis Schools for Teachers to the co-owner of Body Wise Inc., a sport and fitness company.

The group instruction techniques developed at the Barta-Leighton tennis schools in the '60s are now accepted as the norm for excellent group tennis instruction. Judy is well-known as a teacher of teachers, having brought together the presidents of the American Association of Health, Physical Education and Recreation (AAHPER) and the USLTA (now the USTA) in the early '60s to promote tennis. Now, some 30 years later, she is still involved in tennis and is working on a mechanical concept for learning and grooving the serve.

Valerie Scott of Milwaukee, Wis., is a player of international reputation. She is a life member of USPTA. (Life members must be at least 55 years old and have been a member for 20 years.) Valerie's playing career includes a junior Wimbledon championship and a world ranking of No. 7 in 1939. She was also a member of the 1939 British Wightman Cup Team and defeated Sarah Palfrey Fabyan, then ranked No. 4 in the world.

In 1951, at the urging of friends, Valerie established the River Tennis Club in Milwaukee. She was resident professional and manager until her retirement in 1981. In 1986, she was the recipient of a Distinguished Service Award from the USPTA in recognition of 30 years of devoted service. On her 40th anniversary at the River Tennis Club, the club was bought by its members.

Another distinguished woman of the USPTA is Mary Jane Donnalley, Ph.D., president of the Behavioral Science Center, a Wimbledon player, a ranking United States woman player for 20 years and a former coach of the U.S. Junior Wightman Cup Team. She has been a tennis director and tennis professional at prestigious clubs and resorts as well as a designer and builder of tennis facilities. Mary Jane is also a licensed umpire and a broadcaster of tennis matches for radio and television. She received a USPTA service award in 1990.

Janet Hecht of Barrington, R.I., says that she has always been "a big fish in a little pond." She started playing at the age of 8, though she had no lessons until she was 21. Janet played college tennis and won some local tournaments. She was ranked No. 2 in Rhode Island from age 35 to 39. Her real love for tennis, however, came from an ever-changing role as teacher and "cheerleader."

For eight years, Janet ran the Rhode Island Open Junior Championships with more than 100 entrants, taught girls' tennis in junior high schools and was a director/instructor in the Providence Summer Tennis School for nine years. She sat on the board of the Rhode Island Tennis Organization, went to meetings, seminars and conventions, and taught for several recreation departments. Through these activities, she introduced literally hundreds of children and adults to tennis. A few became excellent players and many became certified teaching professionals, among them USPTA pro Don Henson of Coronado, Calif.

Most of Janet's life has been devoted to tennis in one way or another and, since she never officially retired, she's still at it. She never considered her efforts (many of them as a volunteer) to be a career; it's more of what she would call an "obsession."

“I have this driving desire to make up for the instruction and opportunities I never had as a child,” she said. “My greatest satisfaction has always come from developing players – giving them some expertise and a lifelong love of the game. Because this is an ongoing process, the accomplishment of my goals gives me recurring gratification.”

Another profile which shows the diversity of the early women tennis-teaching professionals is that of Shelley Walters of the Florida Division. Shelley started teaching at the country club in Richmond, Va., and soon became head tennis professional at the Hermitage Country Club in Richmond. From there, Shelley became manager at Mid-Town Tennis Club in Chicago in 1970. She has a lot of recreation experience as well, and received a USPTA Continuous Service to Professional Tennis Award. Shelley was a member of the USPTA Executive Committee in 1968.

Probably the one characteristic that emerges from these profiles is that of adaptability. Mary P. Johnsen of the Pacific Northwest is no exception. While growing up, she was lucky enough to know Hazel Wightman and stay in her New Haven home during the big tournaments. She met many of the great names of the past, such as Louise Brough and Doris Hart. In 1969, Mary was elected secretary of the Eastern Division. She also served with George Bacso on the testing committee.

Mary was the White House pro from 1972-74 while her husband was stationed in Washington. She has also been head of the International Racquet Sports Association and president of Racquet Sports Associates, a consulting firm that helps ailing tennis clubs. Following the death of a son, Mary finished a degree in psychology and completed a master's degree to “help others deal with their own mortality and that of loved ones through bereavement counseling.” But, as she says, “Tennis is a friend. That's what I love about it.”

From these profiles, it is obvious that women have been excelling in tennis and related fields for many years. One of the largest differences between these women and the tennis professionals of today is that these groundbreakers used either academia or the tournament rankings to establish a background in tennis management. The advent of open tennis in 1968 presented opportunities for a tennis player to earn a living on the circuit. As Billie Jean King said, “Let's put the money on the table and play for it.”

The woman tennis-teaching professional today is probably a very good formerly ranked junior, collegiate or tournament player who may have played the circuit, satellite or professional, and works for a resort, a club or a recreation program almost exclusively. The birth of the indoor tennis club in the Midwest and northeast regions, along with the demands of growing public programs in the early '70s, changed the face of tennis and created a need for qualified teaching professionals.

In response to this increasing demand for qualified pros, Skip Hartman's Tennis Institute sponsored the National Tennis Teachers' Conference in New York City, attracting tennis teachers from all over the country. Its objective was to teach the fundamentals of tennis to teachers who were seeing a phenomenal demand for their services.

The United States Tennis Association took over sponsorship in cooperation with USPTA, and another instructional institution was born. It served to popularize group tennis instruction much like physical education teachers had done with team sports. The popularity of tennis in the '70s provided women an opportunity to enter tennis on a professional level – as teaching professionals.

## Early years of the USPTA national Women's Committee 1980-83

There were no records kept of any previous meetings or even informal get-togethers by women before the 1980 convention in Sarasota, Fla. This was the first meeting for which we have written information. If a women's meeting was held at the 1978 convention at the Colony, no notes or minutes survive in the Women's Committee files.

As early as 1980, the perception existed that women's needs were not being addressed by the Association. Charlene Grafton stated that the letter she sent regarding the women's program at the convention was not acknowledged by the Executive Committee and she hoped that in the future, correspondence would be sent directly to the people in charge of the women's program and acknowledgment requested. Since no mention of the women's meeting was made in the convention agenda, an announcement was made at the banquet. Charlene also stated that she was not able to continue as chair. Melissa Porzak, president of the San Diego Division, volunteered to assume the responsibilities.

At this first meeting, nine divisions were represented by 15 women professionals (see appendices). As early as this meeting, the suggestion was made to have a representative from each division to exchange ideas on a national basis. Ultimately, it would take another six years before the women's liaison network would become a reality.

The recommendations from this meeting seemed quite reasonable and attainable: the women's meeting should be included in the convention agenda; the tournament should have more events for senior women as well as a more equitable distribution of prize money; a system for pairing room-mates at the National Convention should be devised; and practice times for matches should be available. Dot Kropf of Kennett Square, Pa., was named a convention hostess and coordinator. She offered to organize the room-sharing and practice times.

Between this meeting at the Colony in 1980 and the next women's meeting at the Ilikai Hotel in Honolulu, the only correspondence is a letter from Melissa Porzak to Tim Heckler, then president of USPTA, requesting that the recommendations of the women's meeting be implemented.

"Paradise" was the setting of the 1981 convention meeting at the Ilikai Hotel in Honolulu. Progress on the 1980 recommendations was mentioned by Melissa. The women's meeting had indeed been added to the convention program. Additional tournament events were also added and the prize money was nearly comparable.

However, frustrations regarding the tournament still existed as women in some divisions were not informed of the tournament events. The issue of national board representation was also brought to the fore. Janet French of the Midwest Division offered to work with Bob Raedisch, tournament director, to notify women, receive entries and set up tournaments for the 1982 convention. I would write a letter to the nominating committee in support of Melissa Porzak's nomination to the national Board of Directors should a vacancy occur.



*Kathy Woods, the first woman president of the Association, began her involvement with the USPTA by volunteering as newsletter editor for the Middle States Division.*

Dot Kropf asked to be the moderator for the 1982 convention in Chicago.

In September of 1981, Dorothy Kropf became chair of the Women's Committee. Dot, as she is known, was a longtime tennis teacher at the country club in Kennett Square. She did not have to teach tennis. She was married to a successful lawyer but she taught because she was good at it, she loved the game and her students sought her expertise.

At this time in the history of USPTA, there were very few women members. Only a small number of women attended meetings, either divisional or national. There also seemed to be some feeling that the men did not want women members and that women were not treated as equals; that women had to prove themselves to be as professional as men. Thus, in March of 1982, when Melissa Porzak applied for nomination to the board, it was at a time when women were beginning to realize that they were not represented at many levels in the Association's hierarchy. They were beginning to be vocal about it. It seemed that each woman carried her own burdens and successes without much help or praise from anyone, professionally speaking.

So when Melissa agreed to pursue nomination, the women were thrilled to have a positive goal to strive toward, rather than just complaining that they were not represented. Melissa was president of the San Diego Division and had been for a previous term. She was the first woman divisional president, 1980 San Diego Division's "Pro of the Year," a 1981 member of the Nominating Committee for national officers, and 1980-81 chair of the national Women's Committee. She seemed superbly qualified for national office.

As the luck of the draw would have it, this was a year when there were several very qualified men. The national hierarchy was sensitive to the issue of reverse discrimination. Citing a lack of national administrative experience on her part, Melissa's nomination was not to be. However, the Women's Committee was encouraged to get "our candidate adequate administrative experience."

In hindsight, it was probably too soon for a woman to penetrate the established male network. Women's discontent had not been heard as a groundswell for increased participation and, in some cases, services. Most men thought everything was fine as long as women didn't take business away from them. Melissa's rejection led to her withdrawal from the workings of the USPTA. It was not only a Women's Committee's loss, but also the organization's. The resolve of the committee was only strengthened by this failure. It just meant that women had to work harder at making their feelings known and pursue their goal with even greater fervor.

Except for the exchange of letters regarding Melissa's nomination, 1982 saw little correspondence to the Women's Committee. Mike Fryer, the Executive Director, replied to Dot's requests regarding the women's meeting, but other than this letter, there were none others. It is hard to know why. No interest, perhaps; a system too hard to buck; or women were just too busy making their own programs and families go to have extra time to give to an organization. But it was also becoming clearer that the committee had to have a link to the women members across the country, between conventions, to educate and encourage them in what they were doing.

In 1982, the USPTA National Convention was held in Chicago, Ill. The women's meeting was held on the first day, as recommended in 1981. Women could meet other women early on and establish friendships and working relationships immediately. While seemingly a small matter, the convention badges of all USPTA members, men or women, were the same color, reflecting equal status. Previously, men had one color and women another, regardless of whether one was a spouse of a USPTA member or a certified professional.

Janet French volunteered to help on a women's tournament, as a women's senior event had been requested for 1982. This had not been acted upon by Bob Raedisch, tournament director. Dot reviewed the progress of having a woman on the Executive Committee.

Also attending the women's meeting was then-USPTA President, Tim Heckler. In speaking about

the point of women's participation on the national board, he stated, "The Executive Committee is aware of the lack of women among its officers." He recommended that we prepare our candidate well, and also made clear that the Executive Committee meetings are open to *all* members. Jack Justice, chair of the Nominating Committee, expressed the committee's desire to have a suitable woman candidate. Jack also stated that, in an attempt to "open up" board positions, a new board would be chosen each year with a new nominating committee. Previously, board officers had served two years.

During the meeting, Ann Bain read some comments on the limited involvement of women in the USPTA. Mary Johnsen felt that women could occupy any position in the Association so long as they "pay their dues" by getting in and working hard. A general discussion on how one could get involved in the work of the Association ensued. The meeting ended with a general discussion of the conflicts with tournament activities that prevented some women from attending the meeting, and the desirability of having the convention at a different time of the year. Dot Kropf agreed to be chair for 1983. Other than the women's meeting minutes from the 1982 convention, there was no other correspondence.

*While seemingly a small matter, the  
convention badges of all USPTA  
members, men or women, were now  
the same color, reflecting equal status.*

From Chicago in 1982 to the PGA Sheraton at West Palm Beach, Fla., in 1983, the USPTA certainly moved its conventions around. Again, the women's meeting was held early in the convention. Rich Fanning of the Hawaii Division and chair of the Nominating Committee spoke to the committee about the ongoing project of getting a woman elected to the national board, but so far there was "no one with a good track record."

He said that he got the impression from many divisions that women were not actively involved. When asked to take on a job, they said they didn't have time. His suggestion was that if someone wanted to get involved in their division, they should go to the divisional president and tell them they wanted a job. Rich asked for a list of women who had been working and would like to be nominated. Dot gave Rich a list at the convention.

Mike Eikenberry, the convention chair, spoke briefly about his disappointment at so few women playing in the tournament, due to poor communication between the divisional tournament chair and the individuals attending the conference. He suggested that the committee urge women to attend and play in the tournaments.

In 1983, 10 percent of the Association was made up of women. Mike felt that 10 percent of the work was not being done by women. I pointed out that as there were no women on certification committees, they did not feel that this was attainable. Men were the role models, not women. USPTA certification was attainable but many felt it was a hassle they didn't need to go through. Pam Hatt of Australia said that in most countries, a tennis professional cannot be hired without being certified. It was generally agreed upon that women needed to be encouraged to become certified and to meet together to discuss mutual problems and aspirations. I was chosen as chair for 1984.

In summarizing the first four years of the national Women's Committee, it would appear that, due

to the dearth of correspondence, not many women cared whether or not the committee existed or what decisions were made on their behalf. From 1980-82, the letters were from the chair to the Executive Director, Mike Fryer, dealing directly with convention requests for the following year. If a woman within the division had a problem, she dealt with it independently with the national office through the committee chair or, seemingly, not at all.

The women's meetings tended to be "gripe sessions" with a focus for action centered on specific grievances. There was no long-range planning to advance women's causes. The idea of women representatives for each division that was laid out in 1980 was never followed up on. There was no help for the representative or insights into what divisional representation could mean to women in USPTA.

What the early meetings did was to bring to light the general discontent that women members felt. The action that came about later with a specific set of goals would not have been possible without realizing that, until someone did something, an improvement in services would not happen.

So by late 1983, a plan of action was beginning to take shape. To have a woman elected to the national board was the primary goal, with improvements in tournament events a close second. These concerns took on added momentum with the increased number of women members. The question was how to do it.

## Rosemary DeHoog 1983-86

### Laying the philosophical groundwork

Following the 1983 convention in West Palm Beach, Florida, I became chair of the national Women's Committee. A native of Muskegon, Mich., I was the first woman certified by the USPTA in New York outside of the metropolitan area in 1974. I am head professional at the Drumlins



*Rosemary DeHoog (left) and Billie Jean King have been active in furthering women's role in tennis.*

Tennis Club in Syracuse and an adjunct professor of physical education at Syracuse University. After graduating with a history major from Kalamazoo College, I played No. 1 singles for four years and won four MIAA singles and team championships. In 1959, I was awarded the Sue Little Sportsmanship Award, and in 1986, I was a charter inductee in the Kalamazoo College Athletic Hall of Fame. I have been on the Women's Committee since its inception in 1980.

I met with Tim Heckler, Executive Director of the USPTA, in West Palm Beach to discuss the issues that the committee felt were becoming important to women. In a letter to Tim following the convention, it was suggested that the job ahead was sensitizing current members,

both men and women, to the task of encouraging and promoting women's membership. Some of the difficulty lay in the fact that the membership had tolerated its own sexist attitude. But with the numbers skewed 12 to one in favor of men, and since women were doing a traditional man's job, it was no wonder that women felt nothing special was being done for them.

Building on the previous work of Melissa Porzak and Dot Kropf, the following requests were made of the national officers:

1. A budget for the Women's Committee. (Possibly to facilitate housing arrangements for the National Convention, extra help for testing sessions to promote prospective women members, extra mailings, etc.)
2. Women (or a woman) should appear at every certification workshop to provide role models for prospective members.
3. Getting a computer list of women members.
4. Asking divisional presidents to seek qualified women for divisional office.
5. Reconsideration of the 1978 Executive Committee vote that USPTA pros admitted prior to 1978 and wishing to upgrade must take the whole test over.
6. Advice from USPTA's General Counsel, Paul Waldman, on our national board problem.

Of the goals originally articulated in 1983, the Women's Committee was trying to improve the delivery of USPTA services to women and encourage them to be more visible within the USPTA as speakers, writers and players. This would prepare women for future leadership roles toward national board representation. Yet, frustrations still existed.

If someone wished to upgrade his or her professional rating, it was necessary to take the whole test over again if certified before 1978. The old nemesis of women's representation on the national board still appeared unattainable. Tournament events were canceled if there were not enough women to play.

In a letter from Executive Director Tim Heckler, he said he supported a review of the testing procedures for those who took the test before 1978, and submitted the question at the February 1984 board meeting. It was then referred to the Executive Committee in September for action. A positive response was forthcoming.

Adding women members to the special computer code was slow, but by the spring of 1984, the task was near completion. Interestingly, the USPTA does not ask for the applicant's sex on the application form. Names which could be either male or female had to be checked at the divisional level so the appropriate computer entry could be made.

During 1984, Dot Kropf worked hard behind the scenes encouraging the most qualified of our gender to seek nomination to the national board. Letters were sent to USPTA President Bill Tym and Executive Director Tim Heckler, including the minutes of the 1983 Women's Committee meeting. There was no response from either Bill or Tim.

In a letter dated February 1984, Dot told me how supportive Jack Justice of the Southern Division had been in "encouraging development on the distaff women's side." Also at this time, attempts to recruit women for national office were plagued with personal overtones of whether women's nominations had a chance of being accepted. It was unfortunate that one of our most qualified members with a national reputation was told that she should work her way up through her association first, and that it was "a bit early" since some older powers would give the committee and me a hard time. She said because of this, she would not be submitting a resume.

She wrote, "My feelings are that the women need to be active and work together and have offices

of influence. I'll support someone else all I can." Two women presented applications but neither was nominated. It was felt by the Nominating Committee that each lacked executive and administrative experience. Dave Sivertson of the Texas Division, representing the Executive Committee position, said the "best way for women to develop the experience and administrative skills that the Nominating Committee is looking for . . . is for women to get involved at the divisional level and then to rise through the ranks to regional vice president or president."

By the 1984 meeting in Tucson, Ariz., there had been some small gains. Women's membership rose to 544; a series of letters on tournament participation was sent prior to the team and national championships encouraging women to play, and room-sharing for the convention was established. Consciousness-raising among USPTA officers promoting women's participation continued.

There were some gains in testing and certification, as well. A Saturday morning meeting on "The Woman Professional: Policies and Procedures" attracted 45 participants, both male and female. Sean Sloane was moderator, and Barbara Braunstein of Florida gave a summary of the women's meeting, which prompted a very lively discussion. Many men encouraged the women to speak out. At least men could understand the intense pressure of balancing career and family that women face.

Once again, though, women expressed frustrations: the difficulty of getting into the USPTA hierarchy, not being included in tennis activities although they had successful programs, and not being taken seriously in meeting situations. Many women felt that recognition and sensitivity on the part of others would be appreciated in light of their sometimes-dual roles – that of mother and tennis pro.

Another issue to further aggravate the women's sensitivity at this time was a decision to charge the University of Arizona's women's tennis team the full registration fee to attend the convention. The attendees at the women's meeting unanimously felt that this was a shortsighted decision. Undoubtedly, some of these team members would go on to be teaching professionals, and this would hardly cast the USPTA in a positive light in their minds.

Some felt that the women shouldn't meet alone, as their problems were no different from those of any tennis pro. The women's meeting was never intended to exclude men. Men just never came, except for the USPTA officers.

This meeting was considered so successful that I, along with Barbara Braunstein, prepared an article for *ADDvantage* magazine. The Florida Division became the first to have a women's liaison. Barbara, the USTA's Florida Schools Director, was first to take on the task of trying to get women into the pipeline on a divisional level. She encouraged state convention attendance and tried to meet all the women in the Florida Division. In the 1985 Florida Division newsletter, it was observed that more women had become visible in the USPTA, both locally and nationally.

At the 1985 state convention, attendance was up for women at the seminars and the open meeting, but only two women participated in the team competition. The reason given for so few players was that there was only one division for women (open) and as many women hold assistant pro positions; they are required to work on weekends if the tennis director is away. Barbara had also established district liaisons within the division to give more women administrative experience.

As 1985 progressed, it became clear that the ongoing question of how to get a woman on the national board was "the issue."

The response from the national USPTA leadership was always that a woman (like a man) should receive experience as a divisional officer and executive committee member before receiving Nominating Committee recognition. In a letter to General Counsel Paul Waldman, I asked what options were open to get some kind of ad hoc representation on the national board. Paul replied that, ". . . the questions raised in your letter will be addressed at a September meeting, and the board will try to help in some way."

By convention time at Saddlebrook in Tampa, Fla., in 1985, the meeting of 14 women brought forth a new attempt to establish a broad set of goals for use beyond the convention. As the goals were put together, it became obvious that the early complaints were being put behind us. Our goals were sounding almost high-minded, but one technical achievement – getting all women identified in a computerized membership list – gave the Women’s Committee national access to its members for the first time. A 1984 objective was now realized, thus the goal of a liaison in every division became achievable.

*As 1985 progressed, it became clear  
that the ongoing question  
of how to get a woman on the  
national board was “the issue.”*

Other objectives, such as a women’s page or column in USPTA publications and newsletters, a “jobs available” column and seminars on subjects where women were not always knowledgeable, were specific activities in which any woman in any division could participate. More training programs and possible involvement with the Senior Women’s Tennis Association were goals that had more depth professionally than concerns of whether the Association even wanted women. Finally, the committee encouraged women with Pro 2 and 3 rankings to upgrade, and unaffiliated women pros to become certified.

If a single meeting could really be identified as the beginning of activism and involvement on a broad scale, the meeting at Saddlebrook in 1985 was probably it. The women’s meeting at the regular convention started the ball rolling, and a poolside meeting was held with Paul Waldman, clarifying action taken by the national board. The president would serve only one year, thereby opening up new opportunities for leadership. Mark McMahon of the Florida Division expressed his support for the positive set of objectives that had come out of the first meeting.

The job description for the liaison was worked on, and it was also agreed that the hierarchy of divisional liaisons would give reports annually at the women’s meeting during the National Convention. One of the most important points raised in regard to the work of the liaisons was that they should have the flexibility to take action that is appropriate to their division, but that might not be suitable for all. The motto “flexible uniformity” seemed to fit the situation.

With a mandate from the Women’s Committee for the liaison program, and a statement of confidence from the committee for a third term of office, I began to work on the liaison program in 1986. Only the Florida Division had a liaison in place at this time, Barbara Braunstein.

During the fall of 1985 and early winter of 1986, letters were sent to all divisional presidents. They described the liaison program and indicated whether or not a woman in that division had already requested to be considered for the post. The committee felt strongly that the liaisons should work within the divisional leadership already established, so the division president was asked to speak with the volunteer, hopefully making the appointment mutually agreeable. Where no volunteer had come forward, the divisional president was asked to find an interested woman who was willing to take on added responsibility. As early as ’86, there was talk that this was not enough for women; some felt that men’s and women’s goals were incompatible and that a separate organization should be formed that would address women’s needs.

The intent of the women’s liaison network was kept simple to avoid controversy and speed

implementation. Its purpose was to establish contact with every female member and every prospective member in the divisions in order to improve the delivery of USPTA services to them, e.g., benefits, professional help and tournament participation.

Yet some divisional presidents could see no reason to have a woman liaison. Ironically, in a couple of instances, these were divisions where women had been the most vocal in Women's Committee meetings. This added to the "out of touch" charge that many women felt existed as far as their divisional officers were concerned.

Most divisional presidents were cooperative and eager to help their women members become equal participants in the work of the division. A liaison packet was prepared with the help of Barbara Braunstein, and copies of newsletters, introductory letters and the long-awaited computer list of members were sent to all new liaisons. Since each division had its own problems to tackle, the national liaison would serve as a resource person. By March of '86, the new liaisons were beginning to make contact with their members and trying to establish a personal relationship with them.

As 1986 wore on, the chair's time was spent encouraging the liaisons to forge ahead and let their members know they existed to help them in any way they could. That summer, my tenure as committee chair drew to an end and Barbara Braunstein took over.

In trying to recapitulate the gains from the fall of '83 to the fall of '86, it would appear that the "gripe sessions" of the early years signaled to the membership that something was bothering women. Professional advancement or participation sometimes suffered as a result. Therefore, extra opportunities for involvement needed to be created to give them a chance to be full participants in their Association.

The establishment of the women's liaison network gave USPTA a much better pool of qualified members. They could serve in all kinds of capacities as well as improve women's services in general. If other women were then inspired to get involved on a national and divisional level and not be daunted by the system, then all previous efforts were worthwhile.

On a more technical level, room-sharing was so successful that the national office took over the concept for both men and women in 1985.

An ongoing concern was trying to convince the leadership that women needed to see other accomplished women in testing, speaking and board positions. Probably most important was the philosophical groundwork that was laid. Improvement in the women's professional position could best be accomplished within the established framework of the USPTA, despite other voices urging a separate organization for women tennis professionals. Women were committed to helping other women.

In an article in *Working Woman* magazine in October 1986, Waleria Conrad states that "the younger a network is, the less likely it is to approach management on policy issues that affect women. In the early stages, network leaders usually concentrate on building membership, providing women with practical career advice and educating members about the company."

In a letter to Barbara Braunstein in August, I added, "I think a real plus would be the establishment of divisional conventions for women (in those divisions that are large enough) to help them gain administrative experience on a smaller scale before being thrown into more involved situations. Also, great care needs to be exercised to be certain that a convention operates within the divisional structure and with the full cooperation of the divisional president.

"Thirdly, I think it is important for the national chair to have regular liaison follow-up. Conversely, liaisons should report on a regular basis. Fourth, one of my original requests, made three years ago, was a budget earmarked for the Women's Committee. And lastly, publicity about liaisons should appear in the national USPTA publications."



*Increasing women's participation in tournaments has been a primary goal of the committee.*

With the establishment of the women's liaison network, the Women's Committee was finally in a position to coordinate the USPTA women's network. As in Conrad's article, the committee was now able to "provide women with practical career advice and educate the members about the company."

The long-term goals were to become more visible and involved in district, divisional and national activities and to prepare women for future leadership roles. In the short-term, women sought involvement in district activities and established personal contact with all existing women members residing in their district. Increasing membership then evolved into career opportunities with approaching college and university women's tennis teams and presenting information to unaffiliated women. Tournament participation could also be increased as could USPTA involvement with the Senior Women's Tennis Association. Lastly, women were urged to write for publication, both for their divisional newsletters and for *ADDvantage*, USPTA's monthly magazine.

So in 1986, an organizational hierarchy might look like this: national Women's Liaison + division Women's Liaison + district (area) Women's Liaison + district (area) women USPTA professionals.

The national USPTA office in Tampa was providing improved services. The computer list of women was being used and, when so requested by the divisional president, mailing labels were made available, thus cutting down the time necessary to get out mailings. The correspondence to members was also taking on a more professional look. To cut down on response time, many things that had previously been done by hand were now sent out on USPTA stationery and typed. The national office was also a great help in convention correspondence and bore the mailing costs.

By June of 1986, Barbara was assisting in the start-up of the liaison program. Many of her materials, such as newsletters, questionnaires and surveys developed for the Florida women's liaison, were sent out as part of a package prepared for new liaisons. Being the first divisional liaison, it was entirely appropriate that Barbara should become the next chair. She and I met in New York during the USTA Clinicians Day and talked at length about goals and what should be done next. She contemplated where the Women's Committee should go in the future.

One thing that should be avoided, I pointed out, was the establishment of any separate entities, such as a women's committee for testing, that would run independently of the duly constituted and established authority. The committee's strength has been in its willingness to seek change *within* the system, not to compromise long-term gain for short-term window dressing.

Prior to 1986, no specific items in the budget were earmarked for women's liaison, and the national office did many of the mailings. Yet, both Barbara and I felt that the division liaisons should have budgeted funds available for their activities' use, be it for newsletters, conventions or a professional meeting. The computer lists of women tennis professionals in the division were to be forwarded to the liaison.

Also, by this time, a package of USPTA materials to be used in approaching women's college tennis teams as prospective members had been prepared. New member packets were being readied by the national office. By convention time, the liaison network was in place. The original liaisons were as follows:

California	Judy White
Eastern	Diane O'Brien
Florida	Barbara Braunstein
Hawaii	Mark Skillicorn
Intermountain	Diane Selke
Middle Atlantic	Ann Grubbs
Middle States	Kathy Woods
Midwest	Sue Selke
Missouri Valley	Alice Ann Ratway
New England	Bev Raws
Northern California	Chris Parker
Northwest	Connie Bayer
Pacific Northwest	Carolyn Lumber
San Diego	Melissa Porzak
Southern	Nell Carver
Southwest	Casey Pfordt
Texas	Andrea Rains

The 1986 convention was held in Palm Springs, Calif. At the first meeting of the liaisons, 17 women attended. Out of the 17 divisions, only five were not represented. Janet Schissel, USPTA Secretary, spoke on behalf of the national board, and Kathy Woods, Middle States Division President, spoke on behalf of the Executive Committee. During the meeting, the question was raised again of why women were meeting separately. Paul Waldman expressed a concern that women were receiving extra mailings and materials, and that this might be illegal. The women's general meeting attracted several supportive men, including George Bacso, who expressed his desire to have a better understanding of what the Women's Committee was all about.

But the most important result of these meetings was the preparation of a mission statement by and for the new women's liaisons as well as a set of specific, measurable goals for 1987. The mission statement is as follows:

*"To become recognized for our achievements and abilities, to become more visible and involved in the tennis industry and the USPTA, and to prepare for leadership roles in the USPTA."*

The summary of goals included making personal contact with every woman member in the division, holding divisional or district women's meetings to encourage membership and participation, submitting at least two articles for national publication, and presenting to at least three college and/or university tennis teams to discuss tennis careers and the USPTA. Barbara was chosen as the new national Women's Committee chair and liaison.

## Barbara Braunstein

1986-88

### “Pleasantly relentless”

With Barbara Braunstein of the Florida Division helping with the establishment of the national liaison network, her leadership in the Women's Committee was already underway.

After the establishment of the liaison network, the committee now had some sharply defined goals and a reason for existing. Several special interest committees were formed:

Paths to USPTA leadership	Kathy Woods
Testing	Rosemary DeHoog
Continuing education	Janet Schissel
Awards	Janet Schissel
Public speaking	Barbara Braunstein
National Convention	Judy Jeanette
Senior women	Janet French
National tournaments	Carolyn Lumber
Job opportunities	Bev Raws and Chris Parker
Writing for publication	Mary Johnsen

Everyone was encouraged to get to work. If a road block was encountered, they were to try to find a way around it. Personal contact with every woman in every division and the recruiting of women within a division to help was the first priority. Secondly, the liaisons were encouraged to participate actively in the divisional convention and to get others (both women and men) to help. Next, the liaisons were to try and get at least two articles written by members in their division and lastly, a membership drive among college and university teams was encouraged. Annual reports would be expected of all liaisons.

Barbara had been head tennis professional at the Trails Racket Club in Ormond Beach, Fla., from 1981 to 1984. She then became the Florida Schools Program Director of the USTA. She was an officer of USPTA's Florida Division and an instructor of several Specialty Courses. As a player, she consistently ranked in the top 10 in Florida Senior Women's tennis. She is also a past USPTA national champion in Women's 45 singles.

Barbara had been around long enough in USPTA circles to remember when only three women attended the Florida Division convention. She knew more had to be done to make women feel that they were an integral part of the divisional activities. When Spike Gurney challenged Barbara to head such an effort, she accepted.

In 1984, Florida formed a network of district liaisons that worked to encourage women to participate in district meetings and events, and come to the divisional convention. Before the national

network of liaisons was formed, some experience with the liaison concept on a divisional level in Florida led to the implementation nationally.

Yet, just as the liaisons were beginning to gather speed, the committee was still seen in some circles as only a complaint committee. The women were beginning to feel their wings and to realize that professional involvement was important.

In December of 1986, the first Women's National Liaison newsletter was sent to all women. The national newsletter would be sent twice a year (in December and June) and a divisional women's newsletter in January and July. All women's activities in the division and any other pertinent information would be included to help disseminate the flow of information.

In 1986, Janet Schissel, president of the Northwest Division, was nominated to the national board; Kathy Woods was on the Executive Committee. They were excellent representatives and role models for the women. Janet's and Kathy's attainment of these positions fulfilled a long sought-after goal of the Women's Committee. It seemed as though women had finally come of age. It was only fitting that, with the establishment of the liaison program, the women not only had a grassroots organization, but representation at the highest levels of the Association.

By February 1987, Barbara had sent "get-started" packets to all liaisons and special interest chairs. The work was moving forward. Yet, as in every organization, there is always another point of view that seems to need an alternative means of expression.

In February 1987, a group of about 20 women met during the Lipton Tournament in Florida in an attempt to organize themselves and gain experience on their own. This group came to be known as the Women's Tennis Network. Dues were collected to forward the work of the group. As Trish Faulkner stated, "The group was not meant to be a subversive organization outside the USPTA, but was intended to give women a chance to be more active and participatory in what they felt would be a less chauvinistic environment."

Due to the system of head professionals and assistants – which exists primarily in the Southern, Southwestern and Western areas of the country – these women felt, as they were mostly assistant professionals, that attendance at a convention was difficult. They were the ones left behind to do the teaching and managing while the head professional was networking at the convention.

Also, if the women did take time off to play a tournament, money would be lost as the prize-money distributions were not equivalent to what could be made teaching. Because of these situations, the women's tournaments were often poorly attended. It was a Catch-22. Take teaching time off to play tournaments and lose money or lose competitive skills and make money.

Lastly, it was felt that women were not proportionately represented as speakers and contributors in the seminars and conventions.

Judy Stiff, a member of the Women's Tennis Network, was also a Florida district president. She sent a letter to the Women's Tennis Network on Florida Professional Tennis Association stationery. The recognized USPTA Florida Division leadership perceived this group of women to be a threat to the division hierarchy. Judy stated that the use of FPTA stationery was a misunderstanding for which she apologized, but in an apparent act of retaliation, she was not reappointed as district president (by the new Florida president) and was removed as Florida's women's representative.

The national office was consulted but it took the position that the division had ultimate authority in its own affairs. And of course, the Women's Tennis Network was accused of boycotting the "old boy" network. Judy has not served in a divisional capacity since but is currently involved with the national Women's Committee. The Women's Tennis Network functioned until 1988, but due to changed professional commitments on the part of some of its leaders, it is no longer active.

It is indeed interesting to note that women's efforts to gain acceptance and experience in their own

right couldn't be reached within the existing framework of USPTA. Women who feel so strongly about issues as to form an alternative organization need to have their efforts channeled into the organization, not out of it.

By 1987, the women's liaison program was beginning to take hold. There were many meetings of three or four people. Women became regular contributors to divisional newsletters. Some divisions had a regular women's newsletter, and Kathy Woods had an article published in *ADDvantage* magazine; Alice Tym had been a regular contributor to the magazine since its inception. Yet, evidence that women were not sure of their abilities continued to plague the committee.

The traditional goals of becoming more visible through attendance at conventions, contacting other women, working on increased membership and tournament participation and sharing information about professional work was hampered by poor response to surveys and meetings.



*A greater number of women are now attending USPTA's annual National Convention.*

In the Eastern Division, out of 54 members, only eight women returned questionnaires, reported women's liaison Diane O'Brien. No women's meetings were held or articles published. However, by 1987, women comprised 14 percent of the USPTA membership, or between 750 and 800 members – certainly an improvement from 10 percent in 1983. There are file letters from women asking to add input to tournaments and offering services to tournament committees. However, many of these offers were never accepted.

Further evidence of the mixed message that women seemed to be receiving occurred in March 1987, when an editorial in *ADDvantage* magazine appeared by Executive Director Tim Heckler entitled, "The Women's Issue – Has It Reached USPTA?" In this editorial, Tim stated that it was his understanding that no problem existed with the women members of the Association and that none had ever come to his attention. He said his awareness had been raised after meeting with women who were officers in the 17 divisions and with members of the Women's Committee at the National Convention.

Following this, he conducted deliberations at all levels with board members, Executive Committee members and members-at-large asking, "What are the problems, if any?" Tim also stated that the USPTA had never discriminated in giving the Certification Exam and he was certain that this was the case; it would appear that from these facts, we should be attempting to draw larger numbers of women into our ranks.

Tim suggested that a concerted membership drive targeted at women might encourage more to apply for membership. He went on to state that it was important for women to continue to strive

toward making a lasting contribution to the tennis-teaching profession. He also mentioned that a woman had been appointed in each division as a divisional representative. At the end of the editorial, he asked for specific information from both males and females to suggest remedies if indeed a problem did exist, and for examples of differing treatment with regard to service or benefits.

The women who had long labored to have their accomplishments recognized and be treated as seriously as their male counterparts were nearly speechless. Barbara Braunstein replied to Tim's editorial in the May/June 1987 issue. Her reply was that when women comprise only 14 percent of an association's membership, it poses certain challenges. With the establishment of the women's liaison network, the committee was trying to help its existing women members as well as attract new ones. If this issue brought more attention to the USPTA, then it was worthwhile.

Tim's claim that "the USPTA has never discriminated in giving the Certification Exam" – and he was certain that this was the case – is almost incomprehensible when women's test experiences were catalogued. As one woman member wrote in response before the new test design, her court test lasted two-and-a-half hours while a young man who was tested at the same time spent only 45 minutes on the court. Also, subtle efforts were made to make the woman candidate cry, just in the phrasing of certain remarks or the withholding of praise. The idea was that the public was tougher than the testers so women had better learn now to deal with it if this was going to be their livelihood. Women responded with letters to the committee and the experiences were told with great intensity and feeling.

In a sensitive and well thought-out letter to Tim, Ann Thompson Kern related her Certification Exam experience. She felt that she was not allowed the same "latitude of instructional options" when her turn came to be tested as that of her fellow test-takers; "as for the execution, I had to take mine on an unlit court in the half-dark twilight that comes early to Southern California in late October.

"Only two (both male) of the five (one female) testers treated me as if I was a worthwhile human being and my written test was lifted from me before the allotted time was up. I was so discouraged over everything else that had occurred that day I just went away . . . certain that my nine months of concentration on the certification material counted for nothing." (She did pass.) When addressing her qualifications for USPTA office, she stated that the San Diego Division of the USPTA "is the most sexist group in which I have ever attempted to involve myself."

Another very thoughtful response to the editorial came from Nancy Osborne of the Pacific Northwest Division. She alluded to the "subtlety of discrimination," noting that in the Pacific Northwest "only three out of 31 women are head pros; in Washington and Oregon only two women serve as officers of the USPTA and on the national level, only two of 39 people on the Executive Committee are women." She, too, spoke of the value of group action, with their first event planned for June (1987). She also asked Tim and the national office to "continue to support women in our attempts to gain equal footing with our brothers in the professional organization."

Fortunately, by the time this editorial appeared, the women's liaison network was in place, which Tim acknowledged. The Women's Committee was surprised at the editorial as the major policy decision of establishing women's liaisons had not been rejected by the national office. The official effort had been adopted by the national Women's Committee at Saddlebrook during the 1985 National Convention as a way of improving the delivery of USPTA services to women.

The very existence of the liaison network was, in and of itself, tacit admission that women needed another way into the system. Complaints had been made for seven years. There was indeed "a women's issue," but the beginning steps to try and address the grievances had already been approved by the national office. All that was needed was time and creativity to make it work, to help make the USPTA woman professional as much a part of "the old tennis pro" network as her male counterpart.

*It was a Catch-22. Take teaching  
time off to play tournaments and  
lose money or lose competitive skills  
and make money.*

In a letter from Barbara Braunstein to Tim Heckler in July of 1987, she refers to a call from Jim Reffkin. "We had a good talk about the women's concerns . . . He had read the letters which you (and I) received and was astonished at the strong reaction of several of them." Barbara goes on to say that "a very important accomplishment of the women's network and the divisional liaisons and your and Jim's interest in the women will be that the women will no longer ever be able to say that no one listened to them. There is a firm procedure established for every woman USPTA member to receive answers and assistance with her concerns, complaints and questions . . ."

From the time I started as chair of the national Women's Committee in 1983, Executive Director Tim Heckler proved to be as helpful as possible in solving a problem or telling committee members where to go to find the answer. From finding a way to get a computerized list of women members and helping get the initial room-sharing cards printed, to the support needed to encourage recalcitrant divisional presidents to accept the women's liaison program, Tim was there working to help us. But much like Jim Reffkin's astonished response at the depth of women's outrage and anger, the committee couldn't understand that what they had perceived as fairness was viewed as indifference by many women members.

If the editorial was intended to shed light on the issue, then it did do that. On the other hand, there were also sentiments expressed that the national Women's Committee wasn't doing enough for women. All that can be added is that everything takes time.

By 1987, 14 percent of the USPTA membership was women, or one out of every seven members. If the statistic that out of 11,000,000 adult tennis players, approximately 54 percent are men and 46 percent are women, then it should follow that four out of every 10 USPTA members should be women. As the statistic revealed, that was not the case. Also in 1987, there were 14 women in leadership roles at the divisional level, and one division had a woman president. On the Executive Committee, out of 39 people, there were two women on the seven-person Board of Directors.

In November of that year, Barbara suggested that division liaisons serve two-year terms. District liaisons would be appointed to serve various sectional areas reporting to the divisional liaison. Women's liaisons had achieved voting status on divisional boards, which could then integrate a woman's point of view into board planning and decisions.

Women's network news was appearing in division newsletters, and a line item for operational expenses of the women's liaison was being included in most divisional budgets. The well-established goals of preparing for leadership positions and making personal contact with every woman member in the division were ongoing endeavors. Women were holding divisional or district women's meetings. More women were starting to appear as divisional or national level speakers. Tournament participation was also improving in the national individual and team championships.

## Diane Selke and Bev Raws

1988-90

### “Informed strategists”

By 1988, more women were involved in the activities of the USPTA. The new chair of the national Women’s Committee was Diane Selke of the Intermountain Division. Diane was the general manager of the Ridge Athletic Club in Littleton, Colo. She served as secretary, treasurer and president-elect of the Intermountain Division board from 1985 to 1989, and was Intermountain Division Pro of the Year in 1989. She also placed third in the 1989 national seminar contest. Diane served as the director of tennis at the Concourse Athletic Club in Atlanta, Ga., and was the head tennis pro at the Athletic Club at Inverness in Englewood, Colo.

Yet, even as late as March of 1988, the San Diego Division chose not to appoint a woman or anyone else to the women’s liaison position. The Women’s Tennis Network was still in existence and active, so obviously some women felt that their grievances weren’t being heard.

But the pluses seemed to outweigh the minuses. The liaison network was in place and women had achieved voting status on divisional boards. The national Women’s Committee had an annual budget showing that printing, postage and telephone charges, along with appreciation gifts, were the major expenses. The 1988 annual reports showed improved support by divisional presidents, increased budgets, more women being asked to head committees and drill exchanges, and well-attended round robins for women. Probably most important, women were trying and succeeding at becoming testers.

In a letter to Tim Heckler after the Palm Springs convention in September 1988, Diane was already thinking of ways to advance the cause of women for the 1989 National Convention in Boca Raton. She asked specifically for:

- A national woman tennis figure as speaker (e.g., Chris Evert, Billie Jean King, Virginia Wade, etc.)
- USPTA women (pros) as participants in the public clinic
- USPTA women pros to be assistants in the clinic for spouses and guests
- Paid guests and spouses of all USPTA pros, men and women, involved in special activities
- USPTA women pros involved in announcing speakers at the convention

Also in September of 1988, the women’s representation on the national board continued. Kathy Woods of the Middle States Division submitted an application for nomination to the national board, becoming national treasurer of the USPTA. She began her involvement with the USPTA by volunteering as newsletter editor for the Middle States Division (Pa., N.J., Del.) in 1980 and 1981.

In 1982, she was nominated to the board of Middle States as secretary. Kathy continued as a board member, rising through the ranks to president of the Middle States Division in 1986-88. By virtue of her position, she was also vice president on the board of the Middle States section of USTA as well.

In 1987, after sitting on the national Executive Committee for four years (two as first vice president and two as president of Middle States), Kathy was approached by Larry Parker, chair of the national nominating committee, to apply for nomination as a national board member. And so in the spring of 1988, she did.

She was elected onto the board of directors as treasurer, and installed at the Executive Committee meeting during the September 1988 National Convention. Kathy has served on the board of directors for eight terms to date, and is currently the Association’s president.

In April of 1989, probably the single greatest act took place after the establishment of the liaison system to further the cause of women within the Association. The USPTA Board of Directors adopted a resolution: "That the board expresses its continuous concern about the progress of women members in the Association and has the following stated goals:

- (a) an increase in women's memberships;
- (b) an increase in women's participation in leadership at the national and divisional levels;
- (c) an increase in women's participation on committees;
- (d) an increase in women testers;
- (e) an increase in women's participation in tournaments;
- (f) an increase in women's participation in the convention and in their comfort level at the convention."



*Bev Raws (above) played a pivotal role in improving communications when she agreed to oversee the Eastern section of the 17 divisions, while Diane Selke oversaw the West.*

Finally, the "women's issue" had been dealt with officially by the highest decision-making body of the Association. This resolution represented 10 years of work and probably many more years of thought on the part of its members, both men and women, to see that the abilities and potential of the membership were being used to their fullest potential.

However, in the trenches at the division level, the liaisons were experiencing some rough going. Some divisions changed liaisons when the board changed. Some liaisons were ex officio being nonvoting participants. Some divisions would not approve a separate budget for the women's liaison. Without the resolution from the national board, one division probably still would not have a women's liaison.

In May of 1989, Barbara Braunstein made a suggestion to Diane to divide the 17 divisions into two sections to improve communication and further the work of the Women's Committee. Bev Raws of the New England Division agreed to assist Diane. Bev would oversee the Eastern section and Diane the Western.

Bev is the director of tennis at the Boston Athletic Club and has been a member of the USPTA for nine years. She is chair of the USPTA Women's Committee and a second vice president of the New England Division. Bev was Eastern New England Pro of the Year in 1986. She teamed with Wendy Burnett to win the USPTA Women's 35 Doubles competition in 1989 and was ranked No. 2 nationally that year. Bev was a member of the Avia Tennis Advisory Group from 1987-89 and a member of the IRSA Tennis Industry Council in 1988.

Barbara's letter was pivotal in shaping future action of the Women's Committee and making sure that the liaison system worked to its fullest potential. The years 1988-89 were ones of consolidation as well as looking to some new activities. In a USPTA national committee report, USPTA participation in the Plymouth Women's Doubles Challenge was listed as an accomplishment and further support was suggested for 1990.

Diane also mentioned the success of networking and suggestions for possible speakers at the 1990 convention. In some of the liaison reports before the Boca Raton convention, there was the feeling

that a select group was running the divisions and new members were not welcomed or made to feel welcome. Diane's requests for the 1989 convention seemed to be bearing fruit. The first four goals had been met.

By 1990, the liaison position was taking hold. The separation of the USPTA women's network duties was as follows: Jack Justice, president of USPTA National; Kathy Woods, vice president of USPTA National; Bev Raws, chair for the Women's Committee; and Kathy O'Neal, vice chair for the Women's Committee.

Susie Hunt and Sheryl Behne were Western regional reps. There were divisional representatives in the California, Hawaii, Intermountain, Missouri Valley, Northern California, Pacific Northwest, San Diego and Southwest Texas regions.

Judy Stiff and Wendy Burnett were Eastern regional reps, and there were divisional representatives in the Eastern, Florida, Middle Atlantic, Middle States, Midwest, New England, Northwest and Southern regions.

In an event for the New England Division, a round-robin drill exchange brought out 20 women instead of the usual six. A Texas Tennis Day had 100 participants and 12 USPTA professionals. After the Boca meeting, the goals for 1990 were to increase membership from 5 percent to 10 percent, promote women's leadership roles and promote USPTA women members.

In the 1990 USPTA national committee reports, accomplishments listed since the last report included participation in the Lipton Players Tournament. This is an important event for USPTA members as their matches are played alongside the touring professionals, thus getting additional exposure. The women's liaisons were also sent applications to become involved in Across America Tennis Day (now known as Tennis Across America).

Future committee projects aim at having the Women's Committee objectives published in *ADDvantage* magazine, a recorded history of the USPTA national Women's Committee, the continued support of the Women's Committee to find qualified women testers in each division, the continued support of the committee to aid women in seeking divisional leadership, and the continued drive to increase participation in USPTA national tournaments.

## Conclusion

Now, all divisional women's liaisons are in place and accepted as part of the ongoing mission of the USPTA to "ensure the continued growth of women members in number and in the opportunities for leadership." Always, a sticking point had been the matter of increasing the tournament prize money for women. The prize money for women has been increased from \$1,500 to \$1,900 with the men's going from \$2,500 to \$3,000.

The work of the national Women's Committee is ongoing. It is interesting to look at the difference in goals from the first meetings when the color of the women's name tags had to be changed. Although a small matter outwardly, it carried the message of less than complete acceptance of a professional position. Now, members are talking about professional issues such as tournaments, women's meetings, nominating Billie Jean King for honorary membership (which occurred in 1991), the USPTA staff working with the staff of the Women's Tennis Association on pertinent projects, a liaison with the director of education for the LPGA (Ladies Professional Golf Association), and the terrific communication with the women membership within the divisions, a far cry from early days of the "complaint committee."

Women can now boast five Master Professionals: Janet Adkisson of Bellevue, Wash.; Sylvia Gothard of Park Forest, Ill.; Joan Ramey Ford of Owensboro, Ken.; Alice Tym of McDonald, Tenn.; Betty Walsh of Kenyon, R.I., and Becky Desmond of Downingtown, Pa.

With the support the Women's Committee is now receiving from the national office, it would appear that acceptance of women tennis professionals is improving. The women members are looking forward to making even greater contributions in the future.

# Appendix

## 1980 women's meeting participants

(15)

The Colony Beach and Tennis Resort  
Sarasota, Fla.

Paula Adelman	Midwest
*Beth Grafton Balfour	Florida
*Rosemary DeHoog	Eastern
*Marian Fasick	New England
Karen Jaffa Goldstein	New England
Charlene Grafton	Florida
Janet Hecht	New England
*Gail Horney	Pacific Northwest
*Dorothy Kropf	Middle States
Cec Nieminen	Mid-Atlantic
*Melvina Nozick	Mid-Atlantic
*Melissa Porzak	San Diego
Kay Ruel	New England
*Chris Werner	Northern California
Kathy Woods	Middle States

\*Indicates representatives of divisions

## 1981 women's meeting participants

(10)

Honolulu, Hawaii

Ann Bain  
Rosemary DeHoog  
Janet French  
Doris Hackman  
Pam Hatt  
Mary Johnsen  
Dorothy Kropf  
Melissa Porzak, Chair  
Robin Riddle  
Alice Tym

## 1982 women's meeting participants

(12)

Chicago, Ill.

Ann Bain	Eastern
Nell Carver	
Karen Crosby	
Rosemary DeHoog	
Laurie Fasick	
Pam Hatt	(USPTA International Division, Lawn Tennis Association of Australia)
Mary Johnsen	
Dorothy Kropf, Chair	
Cec Nieminen	
Susan Schmid	
Sally Sowersby	
Betty Tobin	

## 1983 women's meeting participants

(13)

West Palm Beach, Fla.

Nell Carver  
Mary Craig  
Rosemary DeHoog  
Patti Epps  
Sylvia Gothard  
Charlene Grafton  
Pam Hatt (Australia)  
Norma Kovak  
Dorothy Kropf  
Cec Nieminen  
Alice Tym  
Marceil Whitney  
Kathy Woods

## 1984 women's meeting participants

(13)

Tucson, Ariz.

Barbara Braunstein

Rosemary DeHoog

Patti Epps

Pam Fitzgerald

Janet French

Helen Horn

Sissy Kelly

Cec Nieminen

Clari Powers

Valerie Scott

Mary Van Dusen

Penny Warfield

Sally Worski

## 1985 women's meeting participants

(14)

Saddlebrook, The Golf and Tennis Resort  
Wesley Chapel, Fla.

Martha Blaine  
Barbara Braunstein  
Donna Caputo  
Rosemary DeHoog  
Jeanne Dubin  
Janet French  
Judy Jeanette  
Deanne Larsell  
Diane O'Brien  
Wendy Overton  
Maxine Ross  
Susan Schmid  
Sharon Stucky  
Shelly Walters

Paul Waldman, General Counsel  
Mark McMahon, Florida Division

## 1986 women's meeting participants

(16)

Palm Springs, Calif.

Barbara Braunstein

Nell Carver

Janet French

Mary Johnsen

Jan Johnson

Jerry Leavitt

Carolyn Lumber

Chris Parker

Melissa Porzak

Bev Raws

Dessie Samuels

Janet Schissel

Diane Selke

Shizue Iwai

Alice Tym

Kathy Woods

George Bacso, general meeting

## 1986 division women's liaisons

Carolyn Armbrust	California
Martha Ann Bass	Texas
Nell Carver	Southern
Eileen Chevalier	Intermountain
Janet French	Midwest
Shizue Iwai for Diane O'Brien	Eastern
Mary Johnsen	Midwest
Jan Johnson	Northwest
Elizabeth Leach	Southern
Judy Lovie	California
Carolyn Lumber	Pacific Northwest
Chris Parker	Northern California
Bev Raws	New England
Dessie Samuels	Texas
Diane Selke	Intermountain
Alice Tym	Southern
Kathy Woods	Middle States

## 1987 women's meeting participants

(25)

Saddlebrook  
Wesley Chapel, Fla.

Martha Ann Bass	Texas
Karen Bernard	Northwest
Christie Bragg	Southwest
Betty Chambers	Florida
Becky Desmond	Middle States
Janet French	Midwest
Margaret Gonik	Florida
Janet Hecht	New England
Shizue Iwai	Eastern
Kathryn Jones	Intermountain
Sheila Kiefer	Mid-Atlantic
Lisa Moldrem	Pacific Northwest
Avis Murray	New England
Diane O'Brien	Eastern
Jeannette Paddock	Intermountain
JoAnn Padgett	Texas
Vicki Patton	Midwest
Bev Raws	New England
Dessie Samuels	Texas
Diane Selke	Intermountain
Jennifer Slattery	Southern California
Sharon Swanbery	Southern
Betty Walsh	New England
Martha Williams	Florida
Cindy Young	Southern

## 1988 women's meeting participants

(23)

Palm Springs, Calif.

Karen Bernard	Northwest
Barbara Braunstein	Florida
Claudette Caliberte	Florida
Judy Courtney	Intermountain
Becky Desmond	Middle States
Janet French	Midwest
Janet Griffith	Missouri Valley
Janet Hecht	New England
Judy Jeanette	Florida
Ann Kern	San Diego
Anni Miller	Pacific Northwest
Lisa Moldrem	Pacific Northwest
Ann Moore	Eastern
Boots O'Brien	Intermountain
Diane O'Brien	Eastern
Kathy O'Neal	Florida
Marjorie Palmer	San Diego
Bev Raws	New England
Joan Schnarr	Northern California
Betsy Seligman	Eastern
Judy Stiff	Florida
Betty Walsh	New England
Kathy Woods	Middle States

## **1989 women's meeting participants**

Boca Raton, Fla.

(List not in file for 1989)

## 1990 women's meeting participants

(28)

Palm Springs, Calif.

Kris Anderson	Southwest
Sharon Avants	Mid-Atlantic
Janis Ballard	Northern California
Beth Barden	Midwest
Barbara Braunstein	Florida
Wendy Burnett	New England
Annie Callaway	Northern California
Brian Cheney	Southwest
Carrie Cimino	Texas
Carol Coparanis	Pacific Northwest
Becky Desmond	Middle States
Diane Elliott	San Diego
Eve Ellis	Eastern
Janet French	Midwest
Linda Gudina	Northern California
Ursala Harris	Midwest
Susie Hunt	Pacific Northwest
Minka Judson	Midwest
Kay Konove	Eastern
Cathy Lombardo	California
Cheryl McLaughlin	Northern California
Lisa Moldrem	Pacific Northwest
Maggie Morris	Southwest
Avis Murray	New England
Annette Nientzow	Eastern
Polly Moore Naber	Northern California
Judy Newman	Northern California
Sheri Norris	Southwest

## 1990 women's liaisons

Diane O'Brien	Eastern
Jeanie Peabody	Southern
Jane Roberts	California
Dessie Samuels	Texas
Joanna Santarsiere	California
Joan Schnarr	Northern California
Diane Smith	Northern California
Melinda Smith	Hawaii
Lisa Spaulding	California
Carla Stensrud	Pacific Northwest
Wendy Stevens	Mid-Atlantic
Karen Tuomi	Pacific Northwest
Helle Viragh	Northern California
Betty Walsh	New England
Judy Weitz	Hawaii
Amy Wishingrad	New England
Kathy Woods	Middle States

## National Women's Committee Chair

1979	Charlene Grafton	Florida
1980	Melissa Porzak	San Diego
1981-82	Dot Kropf	Middle States
1983-86	Rosemary DeHoog	Eastern
1986-88	Barbara Braunstein	Florida
1988-89	Diane Selke	Intermountain
1989-90	Diane Selke	Intermountain
	Bev Raws	New England
1990-91	Bev Raws	New England
	Kathy O'Neal	Florida