



The North Carolina State Beauticians and Cosmetologists Association, Inc. recently held its 45th Annual Convention in Raleigh, N.C. Mrs. Ruth Ross was crowned Miss N.C. Institute and will compete in the National Contest in Miami, Fla., in July. Miss Ruby Darby was crowned queen of the Junior Executive Board of the NCBC. This is the committee responsible for awarding scholarships to black colleges. Pictured above (l to r) are: recording secretary, Mrs. Sylvia Tucker, "Miss N.C. Institute," Mrs. Ruth Ross, president, Mrs. Carrie Kirkpatrick and vice president, Mrs. Leola Marsh.

Recruitment Of Women Did Not Begin Until 1973

By Audrey C. Lodato
Post Staff Writer

Third in series

In the 76-year history of the Federal Bureau of Investigation, the arrival of women as Special Agents is relatively recent. Recruitment of women did not begin until 1973.

Special Agent Dru Kurrle recounted, "I remember in junior high, an agent who lived across the street from us came and spoke to the students. I asked him if women could be agents and he said no, but they could come in as clerks. And that wasn't that long ago!"

Things are changing. There are now approximately 550 female agents working for the Bureau, out of a total agent force of 8,500. Still, that's only six percent.

The Charlotte field office has had a number of female agents over the past 10 years. Dru Kurrle and Deborah Decker are two of the women presently assigned to Charlotte. Both entered the Bureau in early 1983, within two weeks of each other.

"I think it's a slow process for women to be accepted in law enforcement," Kurrle commented, "but the Bureau has made great steps in that direction. Training together with the men helps." Decker agreed, adding that acceptance came more readily from newer agents. "Assignments are based on capability and experience, not on gender," she said. "The job is geared to take advantage of skills you've developed," Kurrle added. "But I still get callers who say they want to talk to a

real agent."

The job is a challenge, with long hours and some travel required. "This is not a 9 to 5 job by any stretch of the imagination," Kurrle explained.

While all agents are available for any type case, each is assigned to work a unit specializing in a particular area. Kurrle's squad handles bank robberies, fugitives, extortions, kidnappings, and crimes aboard aircraft or on federal reservations.

Decker works in the area of white collar crimes.

Although a law or criminal justice background is not a prerequisite for acceptance by the Bureau, having that experience helps new agents in training. "The most difficult part of the training for those without a criminal justice background," asserted Kurrle, "was learning that whole system."

The four-month training period for new agents is divided into academic, physical, and firearms training. Physical training includes defensive tactics, conditioning, and arrest techniques. Classroom work covers interview techniques, psychology and sociology, law, forensic, investigative techniques, and administrative matters.

Dru Kurrle was the head of the law enforcement department at a community college in Virginia before joining the FBI. She majored in criminal justice and psychology in college, and then attended law school. Her experience included work as a part time police officer and magistrate, a job in the prosecutor's office in Baltimore, serving as a sex crimes investigator, and performing a variety of other investigative work in Virginia.

About her decision to join the Bureau, Special Agent Kurrle explained, "I enjoyed investigations when I was working in Baltimore. I felt I was suited for it because I enjoy working things out, putting the pieces together. And I feel I'm accomplishing something good, as far as society is concerned."

Decker likes the diversity of her duties as a Special Agent. She was a physical education major in college, and the sports discrimination battles of a decade ago led her to law school. Decker wasn't sure she wanted to practice; as an attorney. "It's hard for me to sit still," she admitted. From the FBI's training academy, Decker first went to Albany, NY, for six months before coming to Charlotte. She likes her present assignment because it combines both urban and rural opportunities and experiences. Special Agent Kurrle agreed that Charlotte offers excellent training opportunities.

Both women say their families have been supportive of their new careers. "My folks thought it was great," Decker reported. "They're very proud."

Kurrle's husband has been very supportive. "He's in law enforcement, himself and understands

the hours," she remarked. The response of other family members has been mixed. "Every time I talk to my grandmother, she asks me if I like this job; she couldn't believe I would. But my father always thought it was great."

The FBI is looking for qualified women. "A lot of women might think they don't have the qualifications, but they do," Kurrle insisted. Then, summing up her experience with the Bureau thus far, she stated, "I feel like I found a home."

Anyone interested in applying to the FBI should contact Charles Richards at 372-5485.

Next week: Interview with Robert L. Pence, Charlotte's Special Agent in Charge.

RJR Manager Says:

Looking For A Job Is Like Marketing A Product

Special To The Post
Winston-Salem - Looking for a job is like marketing a product, says a recruitment manager for a major corporation.

"You have to package and sell yourself to be successful," says Marylou Southern, manager of college recruitment for R. J. Reynolds Industries, Inc.

Southern sees hundreds of job seekers each year.

"At RJR, we believe that the way a person pursues a job is a good indication of how he or she will perform at it," Southern says.

"That means those applicants who seem to be very much in control have an edge over those who do not."

Developing a personal marketing plan means defining your goals, setting target dates, and establishing specific strategies, Southern says. "And remember that many jobs are not filled through newspaper ads or head hunters," she says. "A good number of jobs are filled through campus recruiting and write-ins."

"There are numerous examples in any company of qualified people who were in the right place at the right time," she says. "So keep in touch with friends and relatives who may be in a position to learn about openings you'll be interested in."

Southern offers the following tips for successfully selling yourself in the job market:

-Make a list of your personal achievements to gain some insight into your best abilities and therefore the best type of work for you.

-Develop a list of references who can support those achievements, and get permission to use their names.

-Prepare a neatly typed

and concise resume, that tells your work history (name and location of company, job title, dates employed and a brief summary of major duties and responsibilities), educational background (schools, dates attended, date of graduation and degree), and languages you speak or read. A one-page well-written resume will get more attention from a recruiter than a two- or three-page, wordy resume. Avoid attention-getting gimmicks, and don't go to the expense of a photo. It will be removed by the secretary before the recruiter sees it.

-Use your resume as a calling card which must

speak in your absence. Remember that a resume can only get you an interview - only you can get the job.

-When you are offered an interview, show on time and dressed appropriately. Be prepared in advance to describe your work history and accomplishments in one concise statement.

-Once in the interview, be positive about yourself. Concentrate on the interviewer's questions and be sure you understand them. If a question is not clear, ask about it before answering. Be creative, be truthful, in answering questions. Be honest about problems you may have encountered in previous

jobs, but avoid negative comments about previous employers or jobs and concentrate on your abilities.

-Follow up the interview with a thank-you letter that recaps your strong points and expresses your interest in the job.

"If you are seriously interested in getting a certain job in a given field, don't give up," Southern says. "A carefully thought-out plan will help you avoid making mistakes that cost you a job lead, interview or offer," she says.

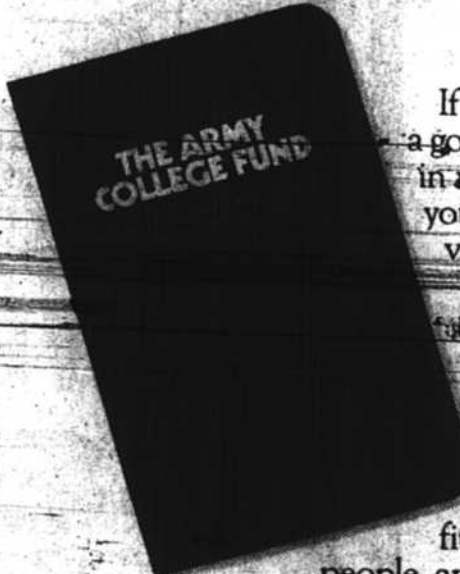
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Rufus Spears Receives 6th District Award

Rufus Douglas Spears received the Sixth District Omega Man of the Year award at Myrtle Beach, S.C.

The Sixth District is composed of North and South Carolina, with 49 graduate chapters and 37 undergraduate chapters.

Brother Spears was inducted into Pi Phi Chapter in 1976. He is married to the former Virginia Crawford. They have two children: Rufus Spears, Jr., 14, and Melanie Monique, 11.

Mr. Spears, an active member of the Statesville Avenue Presbyterian Church, has served on the Board of Deacons, Chairman of the Men's Organization, President of the Trustee Board and is presently Boy Scoutmaster of Troop 167.



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