# 

Volume 35 Number 2

June 1990

The family...where the future touches now.

# Officers elected for 1990-1991

The new NCFR president-elect for 1990-91 is **Brent C. Miller, Ph.D.**, professor of Family and Human Development, UT State University.

The publications vice-president is Gary R. Lee, Ph.D., professor of sociology, University of FL, and program vice-president-elect is Patricia Voydanoff, Ph.D., director of the Center for the Study of Family Development at the University of Dayton.

Public policy vice-president is Roger H. Rubin, Ph.D., associate professor of Family and Community Development and director of the Family Research Center, University of MD. Gary L. Bowen, Ph.D., associate professor and chair, Families and Children Specialization School of Social Work, University of NC-Chapel Hill, is the membership vice-president.

The Student/New Professional representative-elect is **D. Terri Heath**, **Ph.D.**, doctoral student in the Dept. of Family Relations and Human Development at the OH State University.

The chair of the nominating committee will be JoLynn Cunningham, Ph.D. Other committee members are: Leanore B. Johnson, Ph.D., Thomas Lasswell, John L. McAdoo, Ph.D., Denise A. Skinner, Ph.D., and Kay Michael Troost, Ph.D.

A total of 700 members (19 percent) voted in the election. This compares with 587 in 1989; 606 in 1988; 1201 in 1987; and 572 in 1986.

All new national officers and the nominating committee will begin their terms following the NCFR annual conference in Seattle in November.

New officers in the Section elections are:

EDUCATION AND ENRICHMENT:
Judith A. Myers-Walls, Ph.D.,
chair; Carol A. Darling, Ph.D.,
vice-chair; and Irene Lee, Ph.D.,
secretary/treasurer.

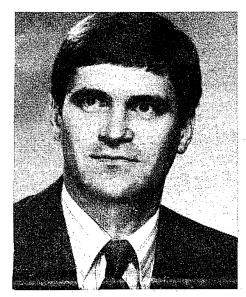
ETHNIC MINORITIES:
Edith A. Lewis, Ph.D., chairelect; Patricia M. Wilson, Ph.D.,
secretary/treasurer; and Norma Bond
Burgess, Ph.D., membership chair.
FAMILY AND HEALTH:

Sandra K. Burge, Ph.D., chair; Barbara A. Germino, Ph.D., vicechair; and Perri J. Bomar, Ph.D., sccretary/treasurer.

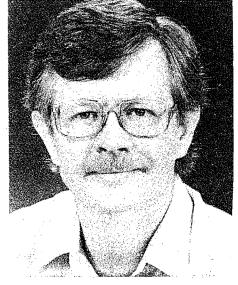
FAMILY DISCIPLINE:
Gary W. Peterson, chair;
Kenneth V. Hardy, Ph.D., vicechair; and Colleen I. Murray,
Ph.D., secretary/treasurer.

FAMILY THERAPY:

D. Russell Crane, Ph.D., chair;
Eugenia (Jennie) Barr, Ph.D., vicechair; Karen S. Wampler, Ph.D.,
sccretary/treasurer; and Scot M.



Brent C. Miller



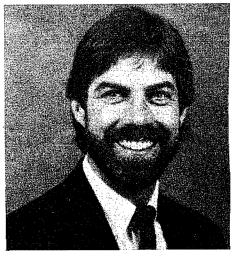
Gary R. Lee



Patricia Voydanoff



Roger H. Rubin



Gary L. Bowen



D. Terri Heath

Allgood, Ph.D., member-at-large. FEMINISM AND FAMILY STUDIES

Constance Shehan, Ph.D., chair; Katherine R. Allen, Ph.D., vice-chair; Polly Fassinger, Ph.D., secretary/treasurer; Kristine M. Baber, Ph.D., newsletter editor; and Vicki L. Loyer-Carlson, Ph.D. and Maureen A. Perry-Jenkins, Ph.D., student/new professional representative. RESEARCH AND THEORY:

Elizabeth G. Menaghan, Ph.D., Reuben Hill Award chair-elect; and Becky L. Glass, Stephen Jorgensen, Ph.D., Jay A. Mancini, Ph.D. and Barbara H. Settles, Ph.D., nominating committee.



JoLynn Cunningham

Non-Profit Organization
U.S. Postage
PAID
Cambridge, MN 55008
Permit No. 30

by Central Ave. N.E.
lite #550
linneapolis, MN 55421
IME DATED MATERI
lease Deliver by

Indy 1 1990

## President's report



M. Janice Hogan 1989-90 NCFR President

## The challenge:

Please join me in congratulating the newly elected officers. We welcome their commitment of time and talent, and we look forward to their active participation in November at the Seattle meeting. Leadership in NCFR continues to be critical because of the high standards established by you for programs, publications, and representation.

From my point of view, balancing members needs with the finances is the most challenging assignment given to your elected officers. The members of NCFR are educators, clinicians, researchers, policy analysts, and combinations of these professional roles. We want you to know that we plan for these diverse professional interests in our publications, programs, and services.

The high level of interest in the strategic plan adopted by the Board of Directors in April is gratifying. The news

## balancing needs and finances

of the plan traveled fast -- some accurate and some false rumors. Hopefully, the booklet which was mailed to members in May provided enough information for you to join in the dialogue about NCFR's future. Most of the concerns expressed are about the phase out of the Certification of Family Life Educators (CFLE). The phase out decision, 1990-1996, was a tough one for the Board. This newsletter, the September newsletter, and the annual conference can serve as forums for discussion.

Family life education continues to be a major thrust for NCFR. To implement this important part of the strategic plan, I am appointing a task force in Family Life Education (FLE). The FLE Presidential Task Force will start its work on a preliminary plan in September via mail and meet together in November during the 1990 annual conference. I would welcome

your suggestions for membership on this task force.

Good news about the meeting in Seattle continues! Important messages from keynote speakers, the latest research presented in poster sessions and roundtable discussions, and the opportunity for sharing common concerns with colleagues highlight the annual conference. The Theory Construction and Research Methodology pre-conference workshop will continue to feature work in progress. Each of the Sections and focus groups will have time to talk about issues. I look forward to further discussing the strategic plan, FLE, and other programs with you in Seattle.

Sincerely, Jan Hogan 1989-1990 NCFR President

## **Contributors** donate generously

Appreciation goes to seven persons for gifts to NCFR from January 1 to April 30, 1990. Their donations further NCFR's purposes and enable the continuance of programs and activities.

Thank you to Kenneth Davidson, Eau Claire, WI; Bryan Strong and Christine DeVault, Felton, CA; Catherine Gilliss, San Francisco, CA; and Joan Aldous, Notre Dame, IN; for non-restricted account donations. Thanks also to Catherine Surra, Austin, TX, for a donation to the Feminism and Family Studies small grants account; and to Barbara Chandler, Arlington, VA, for a donation in memory of Dr. Muriel W. Brown. (See related story about Dr. Brown in this issue.)

Contributions may be sent to NCFR, 3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421. They may be made to a general fund or to several special funds or projects. Call Dr. Mary Jo Czaplewski at 612-781-9331 for more. information.

Deadline for the August issue of REPORT is July 18, 1990.

## REPORT

of The National Council on Family Relations

Executive Director Editor Typesetting and Printing

Mary Jo Czaplewski Kathy Collins Royce Sunshine Graphics Cambridge, MN

NCFR Report is published quarterly by the National Council on Family Relations, 3989 Central Avc. N.E., Suite 550, Minneapolis, MN 55421. Third-class postage pennit.

Subscription rate is \$5, included in annual membership dues. \$12.00 per year postpaid individual rate.

NEWS DEADLINES: February 1 for March issue; May 1 for June issue; August 1 for September issue; November 1

---

## Former NCFR award winner dies Brown received NCFR's Muriel W. Brown, 97, an early

member of NCFR, died December 28, 1989, at the Wisconsin Avenue Nursing Home in Washington, DC.

She was a member of the NCFR executive committee in 1948 and was chair of the program committee that year.

In 1971, Dr. Brown and Felix Berardo represented NCFR on task forces for the White House Conference on Aging. She also represented NCFR on the steering committee of the National Voluntary Organizations working to implement recommendations made at the conference.

In 1974, Dr. Brown chaired the NCFR task force on aging. She led a session, "Be Intimate as Long as You Live," at the annual conference that year, drawing an audience of 700 persons.

Special issue studies social networks

A special issue, Social Networks and Personal Relationships, is scheduled for the February, 1992, issue of Journal of Social and Personal Relationships.

Manuscripts are welcome on theoretical and empirical materials that examines the impact of network composition and structure on the content and operation of personal relationships, ranging from marital ties to relatively weak ties with community members.

Appropriate contributions include articles focusing on structural features of networks and their impact on the internal character of a personal relationship (e.g., network density and relationship stability), and articles focusing on relational features of networks such as the degree of social participation with friends and its impact on marital conflict.

Four copies of manuscripts should be submitted for editorial review no later than January 1, 1991. They should be in a style consistent with the Journal, with double-spaced text, and should not exceed 30 pages, including references, footnotes and tables.

Authors are encouraged to contact the editors with questions concerning topics or manuscript preparation: Robert Milardo, Child Development and Family Relationships, 30 Merrill Hall, University of ME, Orono, ME 04469; 207-581-3128; or Barry Wellman, Centre for Urban and Community Studies, University of Toronto, 455 Spadina Ave., Toronto, ONT Canada M5S 1A1; 416-978-3930.

Distinguished Service to Families Award in 1977.

Dr. Brown retired as a specialist with the Dept. of Health, Education and Welfare, in 1962, after a 29-year career that began in 1933 when she was assigned in Washington to develop and supervise a national emergency parent education program for the Works Progress Administration.

She worked on parent education programs in California and Oklahoma from 1935 to 1940, then returned to Washington as a family life specialist with the U.S. Office of Education.

She was a community development specialist and program officer with the international division of the Office of Education from 1953 until 1956 when she joined the staff at HEW's Children's Bureau where she remained until retiring.

In retirement and during her federal

career, Dr. Brown was a consultant to national and international organizations on various aspects of family life. In 1949, she was in Germany to study problems in parent-child relationships.

Dr. Brown was born in Rochester, NY, and was graduated from Wellesley College. She did postgraduate work in psychology at Stanford and earned her doctorate form Johns Hopkins University. Before moving to Washington in

1933, she was a teacher in Philadelphia and directed a child study and training program for the Society for the Prevention of Cruelty to Children in Rochester and Monroe County, NY.

Dr. Brown was author with Margaret Mead of The Wagon and the Star, a study of American community initiatives. She also wrote several publications on family issues.

She is survived by a sister and a niece.



## CONTEMPORARY FAMILIES: LOOKING FORWARD, LOOKING BACK

EDITED BY ALAN BOOTH University of Nebraska

The National Council on Family Relations continues its tradition of publishing authoritative information on families with its third book in the Decade in Review series.

This collection of original articles surveys outstanding research on family issues in the 1980s with trend projections for the decade ahead.

Topics include:

• Trends and Directions in Family Research • Child Care • Remarriage and Stepfamilies • Families in Later Life • Adolescent Sex, Pregnancy, and Parenting • Work and Family Life • Impact of Divorce on Children • Domestic Violence and Sexual Abuse • Minorities • Health • Policy • Therapy

## **FEATURED AUTHORS**

Felix Berardo Jetse Sprey Norval Glenn Mary Anne Fitzpatrick Catherine A. Surra Linda Thompson Alexis J. Walker Myra Ferree Jay Belsky Lynn White Gay C. Kitson Leslie A. Morgan David H. Demo Marilyn Coleman

Lawrence Ganong Viktor Gecas Timothy Brubaker Jay A. Mancini Rosemary Blieszner Darwin L. Thomas Marie Cornwall Robert Joseph Taylor Linda M. Chatters M. Belinda Tucker Edith Lewis William Vega Brent C. Miller Kristin A. Moore Richard Gelles

Catherine E. Ross John Mirowsky Karen Goldsteen Elizabeth G. Menaghan Toby L. Parcel Glenna Spitze Sara McLanahan Karen Booth Patricia Voydanoff Joan Aldous Wilfried Dumon Fred P. Piercy Douglas H. Sprenkle Bernard Guerney, Jr. Pamela Maxson

This volume provides a highly useful review of family research produced during the 1980s. It is an essential time saver for easily locating the most current, well-researched findings about the tremendous recent changes in family life. It features the life course perspective, deals with relevant explanatory variables, and offers insightful ideas for further exploration. It will appeal to students and academics in the family field and to a wide range of their colleagues in other social science disciplines.

Jon R. Conte

Arizona State University

RELEASE DATE: JANUARY 1991 Contemporary Families will be available for use as a text in the spring semester next year.

Call (612) 781-9331 for information

National Council on Family Relations 3989 Central Ave. N.E., Suite #550 Minneapolis, MN 55421

To order, use the yellow form in the front of this book or contact the NCFR office. DISCOUNTS AVAILABLE FOR BOOKSTORE ORDERS.

# Five-year CFLE phase-out explained



Dawn Cassidy
Certification Director

As most of you know, the NCFR Board of Directors has been engaged in the task of strategic planning necessary to ensure the future stability and health of the association. This included thorough scrutiny of all programs and services.

As a result, the NCFR Board of Directors decided to phase-out NCFR support of the CFLE program over the next five-year period. This decision was made based upon the CFLE program's impact on the financial status of NCFR and the low number of applications received since the program first began in 1985.

Applications will be accepted for the November, 1990, and July, 1991, reviews. As it stands now, the July, 1991, review will be the last opportunity for new family life educators to be certified

through NCFR. Applicants will be approved for a period of five years. Approval will not be renewable under the auspices of NCFR after July, 1996.

If you are already a CFLE, you will continue to be certified until the end of your current five-year period. At the end of this five-year period, you may renew your designation for whatever time remains until July, 1996. In other words, if you were certified in July, 1987, your five-year designation period will end in July, 1992. Upon receipt of your subsequent continuing education credits, NCFR would recertify you from July, 1992, to July, 1996. Active CFLEs will continue to receive the CFLE newsletter **Network** as well as other services through July, 1996.

While there have been many problems with the CFLE program over the years—the most prominent being the financial shortfall of \$109,000 created by the complex procedures used for applying and reviewing candidates—many good things have resulted as well.

At its inception, there were only two ways through which a candidate could apply for certification: the Standard, very long and complicated form which required lengthy documentation in all family life education categories; and the Provisional form, for those candidates with strong academic backgrounds but little experience. Very few well-qualified people could afford the time to apply by either method. In 1986, a special "experience recognition" category was developed which simplified the process and recognized the value of five or more years of experience in the field. This enabled many excellent candidates to become certified.

In 1987, the Life Span Family Life Education poster was developed by Margaret Arcus, University of B.C. in Canada. This poster has been used to plan and evaluate curriculum and to describe the scope and content of family life education. Thousands of these posters have been sold at a nominal price.

In 1988-1989 the review process and forms were streamlined, and the continuing education and renewal forms were simplified making it easier for candidates to complete and for NCFR to review. All CFLE records were computerized.

In 1989, a quarterly newsletter specifically for CFLEs was introduced. This newsletter has been very well-received and has provided a networking forum. In April, 1990, the first CFLE Directory was printed, and the family life education curriculum guidelines were repackaged for marketing to the public. Curriculum packet orders already have surpassed the 1990 budgeted amount

surpassed the 1990 budgeted amount.

A network of CFLE State
Coordinators was initiated in November,
1989. Gurrently there are CFLE
representatives in 25 states who have
provided invaluable assistance by
encouraging potential CFLEs to apply.

All of the above advancements have been helpful in building a dedicated network of CFLEs worldwide.

Because of the concern expressed regarding the decision to phase-out the CFLE program, a task force on Family Life Education is being appointed by NCFR President Jan Hogan.

The establishment of the Family Life Education task force coupled with the fact that the CFLE program will be phased-out over a period of five years, (as opposed to being immediately cut-off) creates the opportunity for CFLEs and NCFR members to come together in support of

family life education. As the Certification Director until July, 1991, I encourage all NCFR members and CFLEs who are dedicated to the cause and values of family life education to rally forth in support of certification by providing the task force and the Board with your most creative and cost-effective solutions to the problems which have placed this program in jeopardy -- namely, low enrollment and high cost to the organization.

The certification designation was marketed as being of value for the career ladders of professionals. Since word of the phase-out of the program has spread, I have received numerous calls and letters from CFLEs telling me of the real benefits they have received from being Certified Family Life Educators. Many of these people have been very angry about the Board's decision. While it is tempting to dwell on this anger, throw up your arms, and walk away, I urge all CFLEs and concerned NCFR members to use this anger constructively.

The response the Board and I have received leads me to believe that the Family Life Education Certification is valued. But the real test of its value remains to be seen. What are each of you willing to do to make it a stronger, more cost-effective, highly-recognized program? Should it remain under NCFR's auspices or go to another entity? What can be done to increase the number of applications and lower expenses? If you have opinions and ideas regarding the current decision and the future of the Certified Family Life Educator program, call or write to the NCFR Board of Directors c/o the NCFR office.

Dawn Cassidy Director, CFLE Program

# Long-term day care effects to be studied

More than 75 percent of U.S. children under age two today are in some type of day care arrangement. What long-term effects will day care have on the social, emotional and cognitive development of these children? Will they be more or less independent? And how will day care affect the familial relationships of this next generation of children?

These are among the questions the National Institute of Child Health and Human Development (NICHD) hopes to answer as part of a unique national study to be conducted at 10 research centers throughout the country. The five-year, \$15 million project, called "The National Study of Young Children's Lives," is scheduled to begin in July and run until 1995 at the University of Arkansas, University of California-Irvine, University of Kansas, University of Pittsburgh, University of New Hampshire, Temple University, University of Virginia, University of Washington, University of Wisconsin and Western North Carolina Center.

Although other studies of the effects of day care on child development have been conducted in the past, this is the first national study of this size and scope. A minimum of 1,200 children from diverse backgrounds and geographic locations will be recruited for the study, which will examine the effects of different types of day care situations on children and their families. All children will be monitored at regular intervals from the time they are one month old to the time they are three.

Because early child development is a complex process affected by many factors, investigators will also look at a variety of influences in addition to the day-care environment, These include the individual characteristics of the child such as age, sex, health, birth order and temperament;

the child's home environment (i.e., physical situation, as well as quantity and quality of parental care); the family's demographic characteristics, including income, education and race; and other general family characteristics such as family size, the number of parents living

at home, husband/wife relationship, and parental attitudes and beliefs.

NICHD is the lead institute of the National Institutes of Health (NIH) in Bethesda, MD, for research in maternal and child health.

The deadline for the August issue of REPORT is July 18, 1990.

# Family Life Chie Education Framework

This colorful 24" by 36" wall poster describes family life education by specifying major content and learning concepts for family life education programs over the life span.

## **IDEAL FOR:**

- curriculum design
- program development
- continuing education
- classroom instruction
- career development
- · program assessment

## TOPIC AREAS:

- 1. Family Interaction
- 2. Interpersonal Relationships
- 3. Human Development and Sexuality
- 4. Education About Parenthood5. Family Resources Management
- 6. Ethics
- 7. Family and Society

\$7 each (includes 1st class postage & handling)
Contact:

National Council on Family Relations 3989 Central Avenue N.E., Suite 550 Minneapolis, MN 55421 (612) 781-9331 • FAX (612) 781-9348 Letters to the editor

# Members speak out about strategic plan

(Editor's note: This letter was originally sent to CFLE members and Board members of NCFR. It needs one clarification: Family Relations will not be eliminated or changed to a "nonrefereed pamphlet." The NCFR strategic plan notes, "FR content, format and editorship will be guided by the results of a market survey conducted within the next year. The journal remains targeted to practitioner audiences (users of research)."

Dear CFLEs and Supporters of Family Life Education:

Recent actions by the NCFR Board members have caused several CFLEs, as well as other NCFR members, to become concerned about the perceived lack of support for family life education by the current Board. At the last Board meeting in April, various recommendations from the strategic planning committee report were voted upon which involved some major changes for NCFR. This report, which will have a long-term effect on NCFR, was not available for members to read or discuss prior to Board actions. As a result, all options could not be considered and inaccurate information could not be challenged.

The major concerns, which are summarized below, pertain to the termination of the CFLE program, the change in dues structure, and the potential elimination or major format change of

Family Relations.

CFLE Program: This program was abolished because of its cost effectiveness. However, the new CFLE director is really making progress with this program and has had requests for 500 CFLE applications from January 1 to May 1, 1990. In addition to enhancing the merchandising of this program, she has also created a network of 22 regional coordinators who have encouraged and facilitated the interest of a diverse group of applicants. If this program is abolished, what is being communicated about NCFR's support of family life education? What accounting methods are being used to determine the costs of the program, i.e., actual expenses vs. overhead costs? Are the overhead costs at NCFR's central office too high and could they be reduced? How many NCFR members will be lost because of the termination of the CFLE program? Could this program be operated out of a university setting similar to journal editorships?

Dues Structure: The NCFR Board voted to change the dues structure which will essentially increase membership fees while decreasing membership benefits. Currently membership dues are \$80 per year, which includes the subscriptions to two journals and membership in a state association. In comparison, the new fee structure entails a fee of \$80, includes only one journal, and eliminates membership rebates to state associations. A second journal can be obtained by paying a supplemental fee of \$15. Furthermore, NCFR members will have to pay additional dues to belong to an affiliated council. The change in dues structure could have serious effects for the well-being of both Family Relations and the Journal of Marriage and the Family, as well as state councils.

Family Relations: This journal has been a major asset to family practitioners, especially family life educators. However, it was reported at the Board meeting that Family Relations is also not cost effective, and thus a major format change was recommended similar to the non-refereed pamphlet, 2001: Preparing Families for the Future (see above Editor's note). If FR is radically changed and loses its refereed status, where will family life educators

NCFR members are invited to participate in a Strategic Plan Forum to be featured in the August newsletter. Please send your responses to NCFR, 3989 newsletter editor, Central Ave. NE, Suite 550, Minneapolis, MN 55421.

Deadline for ALL submissions is July 25, 1990. Items selected for publication may be edited for clarity and brevity.

Furthermore, accurate information which reflected the increasing number of subscribers and present financial status was not considered in the decision-making process. A survey of the membership will determine the fate of this publication.

Since these actions by the Board greatly affect the future of NCFR, we would appreciate your support in the following ways:

- 1. Write or call NCFR Board members and ask them to reconsider their decisions regarding the CFLE program, dues, and publications. Request an open forum at the next NCFR annual conference for communication about these issues. This discussion should include accurate information, a consideration of all options, and an opportunity for CFLEs/NCFR members to have a meaningful dialogue with the NCFR Board. Staff members and editors who are involved with the programs being affected by Board decisions need to be included in this information exchange.
- 2. Vote NO on any proposed bylaws changes that implement these decisions. Although there is no provision for NCFR to have a referendum on important issues, members will be sent a ballot (in August) regarding changes in the bylaws necessitated by the latest decisions of the Board. A negative response to bylaws changes will give the Board a message that the members want a voice in the strategic plans for the future of our organization.

Sincerely, Tristan Jimenez, CFLE Chair, CFLE Curriculum Review Committee

To the NCFR Board, Strategic Planning Committee, and Members of NCFR:

Actions at the April Board meeting cause serious concerns for the future of NCFR and the state affiliates. The state organizations, especially, serve as the disseminators of family research and information to non-NCFR members and the general public. Yet we do this with little assistance from the national office. The only tangible help national provides is the names, addresses, and dues of national members within the state. Now national is taking away the state dues reimbursement. This action will reduce the membership of the state affiliates, when automatic affiliate membership no longer exist. Few people will pay extra to belong to a state organization, especially one with limited resources and benefits, and the state affiliates will find it impossible to encourage membership in

The amount of dues reimbursement. was negligible and most states have had to ! publish their applied research? charge NCFR members extra state dues.

Because they were automatically state members, most were willing to pay a little more. However, I fear the willingness to become actively involved in the state organization, which occurred with automatic state membership, will not happen once that inclusion is ended. Therefore, the most productive and needed leaders to the state organization will be lost. Each year the state affinates are asked what we have done to promote NCFR in our state. Is it not time that the states ask NCFR to help promote the state organizations as well?

The cancellation of the CFLE program due to lack of cost effectiveness raises questions of a different sort. Seldom is certification a money-making activity. At best it should break even. After only five years, to expect it to be operating in the black is hopeful, but not necessarily logical. What should have occurred is the gradual reduction in cost to the national office over the last five years indicating a break-even point in the near future. However, if this has not occurred, does that mean the program is undesirable or unnecessary? What needs to be done is to evaluate the operation of the program on all business and professional indices. After careful review, a streamlining in operation and requirements for certification may accomplish the original intent of the Board of Directors.

Certification can only help to promote the recognition of NCFR as well as the state affiliates. By granting certification, we are not only saying that an individual has a degree of expertise in the field, but also that we as a national organization maintain a set of standards and values. We are very good at patting ourselves on the back, but our real value is in what others know us to be. The actions of the NCFR board appear to be leading to a cloistered organization, whose membership, both national and affiliate, will gradually decline.

Byron Skinner, Ph.D., CFLE President, Mississippi Council on Family Relations

(Editor's Note: This letter was originally sent to CFLE members of NCFR.)

Dear Certified Family Life Educator:

Over the period from 1985 to the present, you and 537 colleagues have been certified as Family Life Educators by the National Council on Family Relations. At its initiation, NCFR embarked upon the program with enthusiasm and with the thought that the certification program would strengthen the family field and serve those certified to good advantage.

However, the CFLE program has been a financial dilemma. NCFR has supported it with finances to the sum of \$109,000. The fees for services have not covered the costs of providing them. There has not been a significant growth in the number of applicants who become certified. Administration and marketing of the program has become much more efficient, but the low CFLE enrollment continues to be costly to

Because of its impact upon the financial status of the organization, the Board of Directors at its meeting of April, 1990, moved to discontinue certifying family life educators effective July 1, 1996. This long phase-out period of six years reflects our concern for those of you enrolled in the program.

#### CFLE Renewal and New Applications

For those of you who are certified, your credential designation will continue to the end of your current five-year period.

The services accorded to you by NCFR such as receipt of the annual renewal seal the newsletter, and other services, will continue to the end of your credential period. Those who have applied, but have not yet been approved, will also have a five-year designation upon approval. NCFR will, however, discontinue accepting new applications on February 1,

#### Rationale for Changes

We would like to review with you the thinking that led to this action by the Board of Directors. After ten years of discussion, the Board of Directors embarked on strategic long range planning in November, 1989. The purpose was to clarify NCFR's mission and goals and to strengthen NCFR's position as a cuttingedge professional membership organization aimed at integrating family theory, research, and practice. The Board's vision of NCFR's future place in the family profession is that when people think of family research, they will think of NCFR because of its excellent programs, products and services. In other words, in the vision of the Board, it will be clear that NCFR serves and is representative of those who conduct and/or use research on families. In order to set the stage for making that vision a reality, the Board, with the assistance of a professional consultant, thoroughly and thoughtfully assessed NCFR's strengths. weaknesses, and future roles. As a result, many significant changes will be necessary within the next few years. They include the reorganization of the governance structure aimed at more effective operations, better constituent communications, and sharper program and product focus to enhance NCFR's services, thus giving it a stronger leadership position in the family field.

Throughout its 52 year history, NCFR has been known for its diverse membership. What followed over the years were attempts to provide "all to all" in programs and services which, in turn diluted the mission and focus of the organization. The strategic plan, finalized and approved by the full board in April. 1990, established a more focused direction based on the overriding values of excellence, integration, continuity, efficiency, and financial stability for all programs and services. The strategic planning committee, using information gained from many interviews with members (including CFLEs) also used these five values as criteria in their assessment of all current NCFR programs and services.

Thus, in the future, NCFR publications will be improved and targeted to specific basic and applied research audiences, the annual conferences will be reformatted to better meet constituent needs, NCFR members will be provided with choices of services, and public policy outreach will be focused on research dissemination to key national and local

## policy groups. Family Life Education

Family life education will continue to be an outreach priority of NCFR despite the fact that the process of certification will be phased out in 1996. Under the new plan, NCFR will continue to produce family life education materials and will provide guidance in family life education curriculum development. The five criteria above formed the basis of the decision to discontinue credentialing, but will enable NCFR to continue delivering high quality family life education research and

## See Letters on page 5

## Letters, from page 4

the same time providing for organizational financial stability.

This action, deemed necessary primarily because of financial reasons, is disappointing to you, we know. But it is our hope that your commitment to family life education and to NCFR, will enable you to view the action in the context of overall planning for NCFR. We trust that in shifting support to other phases of the program, NCFR will continue its high level of service to you and to its other members. Sincerely,

M. Janice Hogan, Ph.D. NCFR President

Lynda Walters, Ph.D. NCFR President-elect and Chair of the Strategic Planning Committee

(Editor's Note: The following letter was originally mailed to members of the NCFR Board of Directors. It needs one point of clarification: Family Relations will not become a "pamphlet" under the strategic plan. The NCFR strategic plan notes, "FR content, format and editorship will be guided by the results of a market survey conducted within the next year. The journal remains targeted to practitioner audiences (users of research)."

#### Dear NCFR Board Member,

In the November, 1988, issue of Family Science Review, I had an article published in which I discussed some problems that I saw with NCFR. Briefly, they were: 1) an insulated and self-perpetuating leadership, 2) a tendency to reduce rather than expand our journal offerings, and 3) certain problems with the annual meeting. I suggested that some of these problems may be contributed to the membership collapse that we experienced in the decade of the 1980s.

Since that time, I have been pleased to note some significant improvement with the annual meetings. However, if what I have heard about decisions made at the April, 1990, Board meeting are true, then our difficulties in the first two areas are getting worse.

First of all, it does not surprise me that the CFLE program is not cost effective. It seems that NCFR is developing a pattern of launching programs (usually after paying some outside group for the idea) that it cannot afford. However, you need to consider the tremendous loss of credibility that we will suffer by starting something like this and then withdrawing from the field. Such actions hardly reassure NCFR's faithful core membership who have invested time and money into this and similar projects. Perhaps the Board should share its ideas with the general membership before it votes on them. Once properly informed, it is possible that some of us could help develop a plan to save the CFLE program.

Secondly, I understand that you have recommended downgrading Family Relations to some kind of non-refereed pamphlet (see Editor's note above). In addition, I understand that you have voted to change the dues structure so that it will include only one journal, with a supplemental fee necessary for the second journal. I presume that it is not your intention, but certainly these two actions together (if not the first one by itself) will result in the demise of Family Relations. You can be sure that the majority of NCFR members will have no interest in paying extra for a quarterly version of 2001: Preparing Families for the Future. First we throw away

information to its constituents while at the Journal of Family History and Family Science Review and now you want to dismantle Family Relations? Where does this self-destructive impulse

> Finally, requiring additional dues to belong to a state council will surely be a disaster for many of our affiliates. This is so obvious that I can only assume that your actual intention with this action is not to save money, but to do away with the state councils. That, in many cases by the way, is probably a good idea.

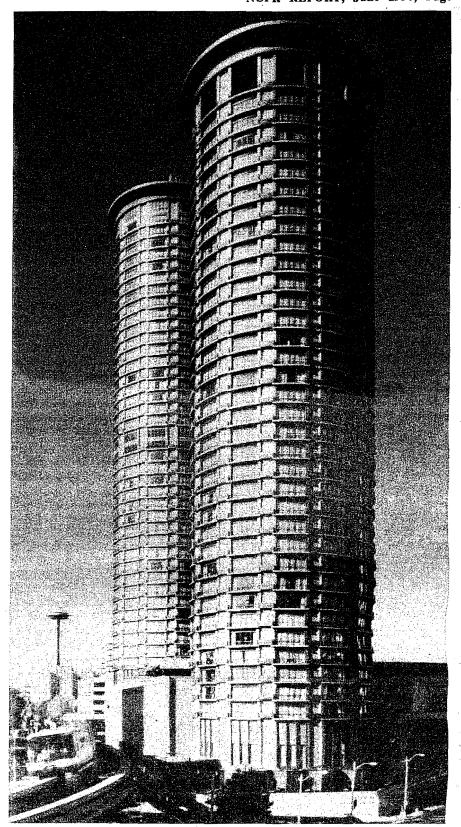
> The NCFR Board is taking upon itself to make some very big changes that could be very harmful to the organization, and result in a lot of negative feeling toward you and the organization by what's left of the membership. I strongly urge you to provide for some meaningful input from the general membership. Let's debate these proposals in an expanded business meeting in Seattle. Let's publish some pros and cons in the NCFR REPORT. How about giving our Section chairs some time to discuss these issues with their members? In many ways the Sections are the life-blood of this organization, and plans to further centralize authority by eliminating the chairs from the Board would be very counterproductive. It may sound like a good idea from a management-efficiency viewpoint, but further restrictions of input is the last thing the NCFR needs.

Bron Ingoldsby Dept. of Family Science Ricks College Rexburg, ID 83460

Letters to the editor are welcome. All letters must be signed and must include a complete address and telephone number. No unsigned letters will be printed.

Send your letters to NCFR Report, 3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421.

All letters selected for publication are subject to editing for clarity and length.



## Twin Towers

NCFR will hold its 52nd annual conference, November 9 through 14 at the Westin Hotel in Seattle, WA. The facility has 865 guest rooms, including 43 suites. Non-smoking floors are available, and 38 rooms are designed for disabled guests.

The hotel is located in the heart of downtown Seattle, convenient to three major department stores a block away. It is close to Pike Place Market, the Seattle Center and Space Needle, the Waterfront, and the city's renowned aquarium.

# Seattle first settled in 1851

## History

In 1851, the first group of settlers arrived in the Puget Sound area, and founded a city at Alki Point, at the entrance to Elliott Bay. These settlers moved into the vicinity of Seattle's present Pioneer Square. The settlers decided to name the new town Seattle, after Chief Sealth of the Duwamish and Suguamish Tribes.

## City Government

Seattle operates under the Mayor-City Council form of government. The mayor and nine council members are elected to four-year terms. All meetings are open to the public.

## Industry

The largest single employer in the Seattle area is Boeing, manufacturer of jet planes. Three-fourths of the Seattle economy, however, is involved in nonmanufacturing activities. Seattle is one of America's leading ports. As the largest

urban area north of San Francisco and west of the Rocky Mountains. Seattle is the Northwest's major center for trade, distribution and services. Another industry that has been booming in Seattle is the tourist and convention industry, which is not surprising considering Seattle's beautiful surroundings, its city sights and entertainment, and its convention facilities.

## Location

The City of Seattle is located on the Pacific Coast of Washington State. It is in the center of western Washington, on the eastern shore of Puget Sound, an inland water body connected to the Pacific Ocean. There are mountain ranges on both sides of Seattle; the Cascades to the east and the Olympics to the west. Built on seven hills, Seattle is a beautiful city with unmatched mountain and water

## Climate

Seattle has a mild climate all year round. The Olympic Mountains protect the Puget sound area from heavy rainfall and high winds from the west. On the east, the Cascade Mountains shield the area from the winter cold.

Winter days are short, but summer days are long, with 16 hours of daylight in midsummer. The average summer temperature is 64 degrees, and maximum afternoon temperatures of 80 degrees or more are uncommon. Average yearly rainfall in Seattle is 36.2 inches. Seattle winters tend to be cloudy, with an annual snowfall of 8.6 inches.

# Balancing power: leadership and followership



Mary Jo Czaplewski Executive Director

My March column addressed the changing trends in associations and their management structures which are shaping future leadership modes and the structures of organizations. Since that issue arrived on your desk, NCFR's Board of Directors made difficult and far-reaching decisions about the future of NCFR at their Spring meeting. By the time you read this, a booklet entitled "NCFR Strategic Progress Informed by Plan: History, Inspired by Vision," should have reached you. I encourage each member to read it carefully. This strategic plan will be followed in the August issue of this new-letter by a ballot containing the necessary changes in NCFR's constitution. In the interim, ample opportunity has been provided for you to voice your thoughts and to offer suggestions on the steps being taken to position NCFR, your organization, for a

healthy financially stable future. If you recall, I invited you to share your thoughts and dreams for NCFR's future in March.

In this context let us consider some thoughts on leadership and followership -popular topics worldwide today. Take for example, the Soviet Union as it grapples with relinquishing its Communist leadership to the many Eastern Block countries seeking to reinstate their own independence. John W. Gardner, former Secretary of Health, Education and Welfare, has some insights on leadership in his book, On Leadership (Free Press, Macmillan, 1990), as have Warren Bennis and Burt Nanus in Leaders: The Strategies for Taking Charge, and Nanus, The Leader's Edge: The Seven Keys to Leadership in a Turbulent World (Contemporary Books, 1989).

Both leaders and constituents are significant actors in any organizational relationship. It is impossible to have effective leaders if there are no followers. A vast literature exists on the failures of leadership -- the abuse of power, injustice, short-sightedness, and indecisiveness. Until recently little was written on the failures of followership -- apathy, passivity, cynicism, and spectator-like non-involvement. More and more research and management structures are focusing on strengthening followers/constituents (for example, Quality Circles and Theory Z in management).

Some characteristics of effective followership have been identified by Lundin & Lancaster. (The Futurist. 24:3, p. 19). These are:

·Integrity: requiring loyalty and

SCOTT

willingness to act within the organization in accordance with your beliefs and values. This means willingness to see the truth, to cope with conflict, and to take personal risks to benefit the common good of the association.

•Owning the Territory: understanding the organization. This is a unique combination of knowledge and commitment that enables you to see how your membership contribution contributes to the larger effort. NCFR historically has had only about 10 percent of its members who are committed to active participation in the association.

•Versatility: ability to adjust to change, changing definitions, ideas and products without the paralysis of stress at not knowing all the answers. An ability to deal with ambiguity and at the same time to establish collaborative communication.

•Self-initiative: taking responsibility for one's own actions and one's place as a piece of the whole organization; challenging the status quo because of personal concern about the good of the entire group, not just one's own self-interests.

In the past nine months the leaders of NCFR -- Board of Directors -- have carefully considered our organization's future, and because of their belief in that future, have taken sincere, but bold and perhaps even risky steps, to ensure it. They did so only after studying the trends occurring in the macro-environment and in NCFR's micro environment as well. They studied NCFR member use and

valuing of programs and products, the financial stability of those programs and products, their excellence and efficiency. Many of the consequent decisions expressed in the strategic plan have not been popular as indicated by the backlash of letters and phone calls which both board and staff are receiving from constituents. The responses, for the most part, have been critical of the plan. Many have been reactions to circulating mis-information and half truths. Few responses have been supportive and constructive.

In my March column, I challenged all members to share their thoughts and dreams for NCFR's future with Board leaders as they did their planning. Few accepted that challenge and came forth to help guide the Board in their decisionmaking. Once again, using a paraphrase from President Bush -- instead of "read my lips," -- I challenge you to... "read the plan and heed the invitation...", to share with your leaders, your own creative, pragmatic, and thoughtful solutions for building a strong future for NCFR. You all have the opportunity from now until September when your ballot on constitutional changes arrives, to read the strategic plan and to demonstrate those followership qualities of integrity, versatility, owning the territory and selfinitiative, by letting us hear from you about how you see NCFR moving off the "status quo" and into the future.

Your anger has been heard and acknowledged; now let us hear your constructive ideas. Less than 10 percent

ETR Associates

Presents the 7th Annual

Family Life Education

Institute

See report, on page 7



S O L G O R D O N

**P**romoting Self-Esteem: Key to Reaching Vulnerable Youth



Peer Pressure Reversal: Saying No and Saving Face

HARON



CHERRI FELDER

A IDS Education: Involving Parents for Successful Programs



PEGGY BRICK

P ositive Images:
Educating Teens for Sexual
Health



A L L E N M E N D L E R T een Stress & Esteem:

<u>T</u>een Stress & Esteem: Techniques to Empower Young People



N A N C Y A B B E Y

 $rac{A}{}$  bstinence Education: Coping with Sexual Pressure

dolescent Life Skills in the 1000

Achieve a
Breakthrough
With Strategies
From Experts
That Can Make a
Difference in the
Lives of Teens

TRAININGS
FROM
EXPERTS
FORA
POSITIVE
APPROACH

TO SAVE BE AN EARLY BIRD!

Register at least 4 weeks
in advance of your
course date and be an
"Early Bird":
\$99.00 per day.
(Regular registration:
\$129.00 per day)

Call 1(800) 321-4407 toll-free for more information.

Professional Development Trainings at Six Locations Across the Country Atlanta June 11-June 15, 1990 Dallas . June 25-June 29, 1990 Washington, D.C. July 9-July 13, 1990 Chicago July 23-July 27, 1990 San Diego August 6-August 10, 1990 Boston August 20-August 24, 1990

Parting of the state of the sta

# Students, new professionals challenged



Norma J. Burgess S/NP 1989-1990

What an EXCITING spring Board meeting we attended! Numerous changes are occurring in the NCFR. The organization is increasingly becoming responsive to the needs of the membership. Change is sometimes painful, but so is stagnation. One of the major decisions proposed is that student members become a Section. There are several implications. First, the establishment of a Section represents a solid base from which to operate. As a Section, we can also determine some of the functions we may envision as important to continued professional growth and development, these may include special speakers and sessions at the annual conference, more indepth workshops, seminars and other possibilities. I am very excited about the future!

Challenges are ever present in the profession -- those which must be met by outstanding colleagues like you. I have been extremely pleased with the response to calls for participation in the annual conference in Seattle. Feel free to contact your Section chair if you would like to participate in other ways at the conference. They need you. A number of events are planned for networking, and you should take every advantage. You will hear more about the activities later this summer. Be sure to sign up as early as possible for the volunteer slots at the conference. If you have not made plans to attend, please do so now.

Students and new professionals are the life blood of any organization, and we will make the difference through our continued growth and development. If you have not been doing so, begin now working on publishable research or other scholarly activity, for this is the essence of your contribution to the field of family studies. Because NCFR is interdisciplinary, we stand to gain vast information from each other and even agree to disagree on some issues. Life would not be as interesting if we were all alike.

A proactive attitude toward opportunities is essential for success. Constantly find time to read between your studies/research/practice activities to find unique opportunities for professional

## Report, from page 6

of NCFR's members usually vote on constitutional changes. Will this pattern be repeated again in a lack of response to this important strategic plan with its forthcoming constitutional changes? Only you -- the constituency -- the followers -have that answer.

I have confidence that NCFR members will NOT fulfill the prophecy once made by Bertrand de Jouvenel, that, "a society of sheep must in time beget a government of wolves." (Gardner, On Leadership, 1990) I hope I will not be disappointed.

Mary Jo Czaplewski Executive Director

you." They are ever present around you, but must be sought...they do not come to you. Opportunities may take the form of joint publications, grant proposals, dissertation fellowships, postdoctoral research funding, and similar opportunities.

Ask a trusted veteran colleague for career advice and offer them the privilege to become a mentor. Find out what is occurring in your discipline, in higher education, in general, if this is the goal

advancement that may be tailored "just for that you seek. If I can be of service to you, please feel free to call.

> Begin thinking about possible goals, objectives, and suggestions for the Student/New Professional Section so that we may enter a new era of professionalism with a flair for readiness. What are some of the goals you would like to see accomplished? What do you think students/new professionals would benefit the most from regarding career changes, directions, etc.?

DON'T FORGET TO SEND IN YOUR REGISTRATION FOR HOUSING EARLY! If you have not already done so, please forward your forms... for volunteering at the annual conference. There is a form on page 9 in this issue. Norma J. Bond Burgess P.O. Box C Department of Sociology Mississippi State, MS 39762 Student/New Professional Representative

### Families, poverty topics of special issue

Journal of Family Issues announces a special issue for December, 1991, on Families, Poverty and Public Policies.

Submissions are especially encouraged on legal, historical or critical analyses of public policies affecting lowincome families; empirical analyses of legal and policy innovations in areas such as AFDC, child support enforcement, child care, support work, health care

delivery, housing and homelessness; and analysis of ethnic and family structure differentials in the impact of public policies on low-income families.

Papers will be reviewed through the journal's regular process. Manuscripts should be no longer than 30 pages and should follow APA guidelines.

submitted no later than December 15, Law School, Stanford, CA 94305-8610;

Prior to August 1, submissions and correspondence should be directed to Robert F. Kelly, Dept. of Sociology, Le Moyne College, Syracuse, NY 13214; 315-445-4481 or Sarah H. Ramsey, College of Law, Syracuse University, Syracuse, NY 13210; 315-443-2529.

After August 1, submissions should Four copies of articles should be be sent to Kelly or Ramsey at Stanford 415-722-2465.

## GRADUATE STUDY IN MARRIAGE AND THE FAMILY

A Guide to Master's and Doctoral Programs in the United States and Canada

> by John Touliatos Texas Christian University

A Human Sciences Publication sponsored by The National Council on Family Relations

- Features 121 graduate programs in family studies and marriage and family therapy
- Program descriptions contain such information as names, addresses, and telephone numbers of department chairs and graduate coordinators; degrees and areas of study offered; courses; degree requirements; tuition; financial assistance available; deadlines; enrollments; graduate degrees awarded; faculty; and other important comments
- 175 pages (approx.)

- \$12 NCFR members \$22 Non-NCFR members and institutions (Please add \$3.00 for postage and handling. These charges are slightly higher outside the U.S.)
- Sponsored by National Council on Family Relations 3989 Central Ave., N.E., Suite 550 Minneapolis, MN 55421 (612) 781-9331

ORDER FORM (please print or type)			
Graduate Study in Marriage and the Family			
	by John Toui	iatos	
Name			
Address			
City	State	Zip	***************************************
Order by prepaid request members and \$22.00 for add \$3.00 for postage an please also add 7% sales are accepted for Canadia weeks for processing.	non-NCFR members d handling (slightly h tax. U.S. funds draw	and institutions (U. igher outside the U. in on U.S. banks or p	S. dollars). Please S.). In Texas, ostal money orders
Order directly from:	Human Sciences 4221 Capilla Fort Worth, Tex		

4221 Capilla Fort Worth, Texas 76133	•
A publication sponsored by the National Council on Family 3989 Central Ave., N.E. Suite 550, Minneapolis, MN 55421 (6	

LIBRARY RECOMME	NDATION FORM (please forward t	to your librarian
From:		
Name	,	
Department		
Institution		
Please order the book listed	I below:	
Title	Author	Price
Graduate Study in Marriag and the Family	e Touliatos, John	\$22.00
*add \$3.00 for postage and	handling (higher outside U.S.)	
Order directly from:	Human Sciences Publications 4221 Capilla Fort Worth, Texas 76133	

A publication sponsored by the National Council on Family Relations 3989 Central Ave., N.E. Suite 550, Minneapolis, MN 55421 (612) 781-9331

# IFL Volume 15 off the press!



Rocky Ralebipi FRD Director

The IMFL can be used to study trends in marriage and family literature. It can help you discover the most popular topics in a given year or decade. For example, the most popular subject category in Volume 15 (1988/89) is FAMILIES WITH SPECIAL PROBLEMS, followed by ORGANIZATIONS AND SERVICES

TO FAMILIES. FAMILY RELATIONS

AND DYNAMICS was the most popular

category in 1987 (Volume 14). The

applied fields, especially FAMILY

the KWIT INDEX. The keyword

identified directs the user to the AUTHOR

INDEX, where the rest of the reference is

articles under a particular concept by using COUNSELING AND EDUCATION, (which include marital and family therapy, family life and sex education and families with special problems) have made the greatest gain of any of the categories during the last decade.

Three areas have continued to show a decline in interest over the history of the Inventory. Interest in the area of MARRIAGE AND DIVORCE STATISTICS has dropped from a high of 12 percent of the articles in Volume 1 to about 2.4 percent in Volume 15. The TRENDS AND CHANGE IN MARRIAGE AND FAMILY category dropped from a high of 17.2 percent in Volume 1 to a low of 2.6 percent in Volume 15. MATE SELECTION, which includes articles on dating and courtship topics, is now the least popular topic with less than 1 percent of articles dealing with this issue.

Those of you who have not sent in your order for Volume 15 of this invaluable index should contact our order fulfillment department at (612) 781-9331. The cost is only \$45.00 for members and \$119.95 for non-members. due to reduced printing costs this year. Contact NCFR for discount prices on Volume 13 (1986 data) and Volume 14 (1987 data).

Rocky Ralebipi FRD Director

Volume 15 of the Inventory of Marriage and Family Literature (IMFL) has just been published! This latest volume includes 5,000 references to journal articles indexed in the online Family Resources Database from September, 1988, to December, 1989. Over 11,000 authors are listed.

We have also improved the useability of this volume. In Volume 14, we introduced the subject tracking system by which users could locate references in the SUBJECT INDEX directly from the KWIT INDEX. The intention was to provide the user with more references using a single keyword. However, the letters and phone calls we received from users of the Inventory convinced us that they preferred the author tracking system even if it means locating only one reference per keyword. Therefore, we have chosen to reinstate the author; tracking system for Volume 15.

The author tracking system works as follows: unless the author's name isalready known, the user looks for journal | opportunity/affirmative action employer.

# Classified Ads

Home Economics: Professor, twelve-month tenure track position, Extension State Specialist in Human Development and Family Life at Iowa State University. Position requires Ph.D. in child development, early child education, family and child life, or closely related area. Responsibilities include giving leadership, planning, implementation and evaluation of issue based programs, preparation of educational material, providing support for field staff and direct teaching of Extension clientele. Deadline: June 30 or until position is filled. Submit letter of application, resume, transcripts and three letters of recommendation to: Human Development Specialist Search Committee, Department of Human Development and Family Studies, 170 LeBaron Hall, Iowa State University, Ames, IA 50011. Iowa State University is an equal

The University of Minnesota offers Master's and Doctoral degrees in Family Social Science, focusing on research, theory and practice. The faculty's research interests include marital and family therapy (AAMFT) accredited program at the Ph.D. level), family and social policy, family economics, gerontology, family life education, family financial management, human sexuality, and family relationships. Fellowship support and assistantships are available. The University of Minnesota is an equal opportunity employer.

For more information, write or call: V. Lorraine Haley, Secretary to the Director of Graduate Studies, 290 McNeal Hall, 1985 Buford Avenue, University of Minnesota, St. Paul, MN 55108; phone (612) 625-3116. All application materials must be received by December 15. This includes all letters of recommendations, GRE scores and official transcript of grades.

Instant Experience in Private Practice - 24 essential forms for accounting, therapeutic treatment, handouts, etc., to start your own private practice, \$50. Also clients can chart their own progress with ANXIETY AND DEPRESSION or MARITAL TREATMENT packets, each \$20. VISA/MC. Counseling/Communication Concepts, P.O. Box 15040, Dept. RP, San Antonio, TX 78212. (512)733-3422.

Play Therapy Workshop - 1990

June 18-19, Philadelphia, PA; July 13-14, Detroit, MI; Aug. 10-11, Cincinnati, OH; Sept. 21-22, Toronto, Canada; Oct. 19-20, San Diego, CA; Nov. 2-3, Dallas, TX; Contact: Family Psychological Consultants, 1750-25th Ave., Suite 200, Greeley, CO 80631. 303-351-6688.

## **Proposals** on Child Care Accepted

Proposals are being accepted for the 1991 Southeastern Council on Family Relations 40th annual meeting, "Positive Family Relationships: Child Care Challenges," to be held February 27 to March 1.

Topics that strengthen the following systems are especially welcome: working parents and their children, child care providers and schools, employers, and family and children's service providers.

Child care providers, counselors, educators at all levels, service providers, and students are encouraged to submit proposals for paper presentations, panel discussions, workshops, symposia, or media presentations.

Abstracts of 200 words describing the topic and preferred format should be sent to Dr. Suzanna Smith, 3041 McCarty Hall, University of FL, Gainesville, FL 32611-0130; 904-392-2202.

## Extend Your Impact . . . With These New Client Resources



LIFE CHANGES: Growing Through Personal Transitions

Sabina A. Spencer, M.S. and John D. Adams, Ph.D.

Here's valuable help for clients experiencing a divorce or separation, a loved one, relo major job change, retirement, or any other significant life transition.

LIFE CHANGES identifies and explains the seven predictable stages we all go through during a major life change: Losing focus; Denial; Questioning; Letting go; Testing new limits; Searching for meaning; Integrating. Spencer and Adams are internationally-recognized organization consultants and workshop leaders.

\$8.95 paperback Spring, 1990 REBUILDING:

When Your Relationship Ends - Audio Version

Bruce Fisher, Ed.D.

More than 300,000 copies of Bruce Fisher's book, REBUILDING: When Your Relationship Ends, have provided support and nurturance for people recovering from the ending of a love relationship. Now Fisher discusses his "divorce process rebuilding blocks" on audiotape, using the same 15-step model, with the added bonus of Bruce's warm and reassuring voice \$9.95

Spring, 1990



Ask your local bookseller, or order direct: add \$2.25 shipping for first book, .25 for each additional book; CA residents add 614 % WRITE FOR OUR FREE CATALOG!

Impact <u>So</u> Publishers Post Office Box 1094 San Luis Obispo, California 93406

## INVENTORY OF MARRIAGE AND FAMILY LITERATURE

The only comprehensive annual index of professional literature in the family field.

Thousands of journal articles from over 600 professional journals cross-referenced by \*author \*subject \*keyword-in-title.

Includes Marriage & Family...

 Organizations and Services Therapy

 Employment Relationships \$45.00 \$35.00

\$29.00

·Research

•Education

Volume 15 - 1988-89 data Volume 14 - 1987 data Volume 13 - 1986 data

Discounts on multiple orders.

Order from:

National Council on Family Relations 3989 Central Ave. N.E. #550 Minneapolis, MN 55421 Telephone: 612-781-9331 FAX: 612-781-9348



# NCFR follows family, children, medical bills



Margaret Feldman NCFR Washington Representative

NCFR has been following several important family issues: Family and Medical Leave (FML), child care, and health care. None are resolved as I write this, but action may be closer than we think.

Family and Medical Leave Act

The Women's Legal Defense Fund (WLDF) is the lead agency of the consortium pushing for family and medical leave. The House just passed a "compromise" bill which includes "spouse" in the family members for whom one may take leave. It specifies employers of 50 or more rather than the 20 the Senate bill requires. The bills are quite similar, but WLDF is backing the "compromise" in order to get a bill passed. If action has not been taken by the time you read this, call your senators and representatives and urge action so that this

session.

Child Care

The Children's Defense Fund (CDF) is the lead agency for the Child Care bills. Senate Bill 5.5 was approved on June 23, 1989, and H.R. 3 was passed by the House on March 29, 1990. Conferees in the Senate have been named from Labor and Human Resources Committee, and from Finance, (from the House Committee on Education and Labor, and from Ways and Means. CDF is still hoping for final action on a completed bill by the end of May. Even though rumors circulate that there may be a Presidential veto for some unclear reason, CDF argues that the present bills seem to meet all the administration objections. The only possible exceptions are the requirements that states must set some standards of child care, which has been fought all along by conservative Republicans, and the unwarranted statement that the bills contain "too much government." It is a point of view.

CDF suggests local action of writing letters to the President urging him to sign the bill that comes out of committee -thus setting up the first child care bill in recent history. CDF suggests you enclose a crayon in your letter to:

The President George Bush The White House 1600 Pennsylvania Ave. Washington, D.C. 20500

Both the House and the Senate bills set a cost of \$1.75 billion for child care -about \$7 per each American, compared to \$84 each for the S & L bailout and \$11 for the MX Missiles. In addition to the \$1.75 billion, the bills increase the amount of the Earned Income Tax Credit

important issue does not die in this to about the same amount the administration originally proposed.

> Both bills offer choice to families for family day care, relatives, for-profit or notfor-profit, religious or secular centers. Both build on existing networks -- like Head Start and schools -- and target poor and near-poor children. Both allow funds to help businesses expand child care facilities. The Senate bill provides more flexibility and less targeting than the House bill. Senate funds are new discretionary funds while the House bill "is funded through a mix of new discretionary funds along with an expansion of an existing block grant, the Title XX Social Services Block Grant." (CDF update, April 19, 1990).

> > Pepper Commission on Health Care

The Pepper Commission has reported on health care, but without suggestions for funding there is still no real focus for legislation. The report was in two parts: first, improving access and universality of health care, and second, long term care for all ages. At the recent NCOA conference, we were reminded that the vote on universality of care was 8 to 7, more or less on party lines, but the vote on long term care was 11 to 4. This shows that there is more agreement on long term care than there is for universal access for medical care even though we have 35 million Americans with no insurance -and these are mostly the working poor. The issues in universality are tax policy and protection of business.

Several congresspersons and senators, including Senator Rockefeller, have introduced or will introduce bills to implement more universal health care to long term care. The bills will proceed to hearings, but no action is expected soon.

COFO Data Project

The most exciting activity for COFO at this time is our family data project. Family data is gathered by a variety of agencies in the federal system, but there is no centralized place where researchers can learn about what is available or gain access to it. Furthermore, agencies do not work together to make sure their categories, age groups and definitions are comparable or that important gaps do not exist. COFO is serving as a catalyst to get the agencies together, and our efforts so far have been widely supported throughout the agencies.

This is an excellent time for COFO to become involved in data gathering since the importance of family data is becoming obvious to many policy makers. Among other interested persons, President Bush established a Working Group on Improving the Quality of Economic Statistics headed up by Michael Boskin, his Economic Policy Advisor. Recommendations include new benchmark estimates of poverty appropriate to prices, consumption patterns, and family composition in the 1990s. I will be following this to see if there will be opportunities for our members.

Another group interested in the new complexities and necessary definitions of family is the National Institute on Aging, directed by Dr. Matilda Riley. Dr. Katrina Johnson is a family specialist there and an NCFR member.

Dr. Riley, in a master lecture at NCFR's 1982 annual conference, discussed The Family in an Aging Society: A Matrix of Latent Relationships," which is available in Vol. 4, No. 3, Sept. 1983,

See Washington on page 12

# Students: volunteer work earns free registration

Each year during the Annual Conference, NCFR student members have the opportunity to volunteer their services for 8 hours in exchange for a "free" Conference registration. The number of positions is limited: Send in your form soon!!

## What is a Student Volunteer?

- A representative of the National Council on Family Relations to those who attend the conference.
- Someone who exchanges 8 hours of work during the conference for a refund of the student registration fee (\$50).
- A new professional/student who would like to observe the behind-the-scenes activities of a national Conference.
- Someone who would like additional opportunities to network with other students and professionals.
- A person who is committed to making attendees welcome and who wants to help others.

## What are the Responsibilities of a Student Volunteer?

- Attend training sessions before beginning work as a volunteer.
- Check in at the student volunteer desk upon arrival at the conference.
- Be at your assigned position 15 minutes before you are scheduled to work to be briefed on the day's progression of events and information pertinent to your job and shift.
- Be willing to do any task necessary for the smooth operation of your specific assigned project and the conference as a whole. (Note: Some positions may include lifting and moving boxes and equipment.)
- Read the Conference program in advance so you are able to answer questions which may be asked by attendees.

To be considered for a volunteer position, please complete the application form and return to: David Bird, Oregon State University, Department of Human Development and Family Sciences, Milam 322, Corvallis, OR 97331 (phone: 503-

## STUDENT VOLUNTEER FORM

The National Council on Family Relations 1990 Annual Conference will beheld November 9-14 at the Westin Hotel, Seattle, WA. Student volunteers will be needed for behind-the-scenes jobs during the conference. Your help will be appreciated.

Name		School
Address		
Phone: Day (include Area Code)		Evening
Rank order the areas in wh	ich you would be willing	g to volunteer your time:
registration local information employment service press room	host/hostess audio-visual set-up audio taping general errands (I h	special events set-ups miscellaneous exhibits ave access to a car)
Please check the following total of 8 hours is required		illing to volunteer your time: (A mum of 4 hours at a time.
, – •	=	<ul> <li><u>Sunday, November 11</u></li> <li><u>morning</u></li> <li><u>afternoon</u></li> <li><u>evening</u></li> </ul>
Monday, November 12 morning afternoon evening	Tuesday, November 1: morning afternoon	<del>-</del>

Students who work 8 hours will receive a refund of their conference registration fees

for the NCFR Annual Conference.

## Panel features early female researchers

Three Women of Lifetime Honor in Family Studies will present a panel, "The History, Struggle, and Development of Women in the Academic Community and in Feminist Research," Monday, November 12 from 6:45 to 8 p.m. at the NCFR annual conference.

Panelists will be Jessie Bernard, Mirra Komarovsky, and Matilda White Riley, with Harriet Presser, immediate past president of the Population Association of America, as moderator.

The presentation is sponsored by NCFR's Feminism and Family Studies

The women will reflect on their experiences at the forefront of women moving into the traditionally malesegregated world of academe. They will describe the obstacles and unique situations they faced as women in graduate school and then in teaching, research, and departmental politics. They will share how they and others in their cohort dealt with these issues, where they found support, and how they assess change over time in the development and impact of women's studies and feminist research.

An informal reception will follow the panel discussion.

Proceeds from ticket sales will support the establishment of the "Jessie Bernard Endowment Fund" for an annual presentation of the "Outstanding Research Proposal from a Feminist Perspective Award."

Tickets are \$25 for non-students and \$10 for students. Additional contributions toward the Section goal of \$10,000 for the endowment fund will be accepted. They may be sent to NCFR, 3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421, and MUST be marked, "Feminism and Family Studies--Jessie Bernard Endowment Fund."



Jessie Bernard



Mirra Komarovsky

You may register for the panel on the annual conference registration form. The form will be mailed to each NCFR



Matilda White Riley



Harriet Presser

member with the program in August, or you may request one from NCFR at the address listed above.

## Roundtables sponsored by **Councils**

NCFR's Association of Councils will sponsor three roundtables during this year's annual conference in Seattle.

The first will deal with the existence of the Association. "To Be or Not To Be: State and Regional Affiliates," will focus on the need for state and regional councils. Leading the discussion will be Don Bower, key person in the Southeastern Council; Connie Steele, a vital member of the Texas Council and now the Tennessee Council; and Mary Jo Czaplewski, NCFR Executive director. Each will bring a different perspective to the session.

The second topic will be "Influence and Affluence and Its Effect on the Family," led by Bea Romer, a CFLE and First Lady of Colorado.

The third topic is "Work and Family Issues: A Comparative Look at the Military and the Corporate Sector." The newest group organized within NCFR includes persons in the military or providing services to the military. Dick Brown, who is responsible for Family Life Education programs at Air University at Maxwell Air Force Base, and Ellen Galinski, co-president of the Families and Work Institute and president of NAEYC, will head the session.

You may register for the roundtables on the NCFR annual conference registration form.

## **BOOK YOUR ANNUAL CONFERENCE** TRAVEL ARRANGEMENTS NOW!

Dikmen Travel, Inc., is NCFR's official conference travel agent, and can ticket attendees for the lowest airfare prices.

## Northwest Airlines

5% off the lowest applicable roundtrip fare, and 45% off coach class between your home city and Seattle.

## United Airlines

5% off the lowest applicable roundtrip fare, and 40% off coach class between your home city and Seattle.

The agency also offers these services to conference attendees:

Car Rentals

Extensions and Tours

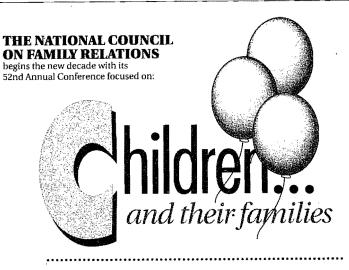
Dikmen Travel can ticket any airline and coordinate extensions and tours to Hawaii, Canada, the Orient, etc.

Dikmen Travel, anc Seattle, WA 98121

Dikmen Travel Westin Building (across from the Westin Hotel) 2001 Sixth Ave., Suite 2810

Convention Desk agent contacts Kaye or Michelle Monday-Friday 8:30 a.m. to 5:30 p.m. (Pacific)

> 206-441-8111 • FAX 206-441-3092 Nationwide toll-free 800-284-3386 (ask for Convention Desk)



**"T**he well being of children in America has dramatically declined since 1970" says Fordham Institute for Innovation in Social Policy in a study measuring social health. Marian Wright Edelman, Children's Defense Fund, echoed that theme in a recent 60

## **KEYNOTERS**

JUDITH S. WALLERSTEIN,

The Long-term Effects of Divorce on Children and Their Families" Psychologist, researcher, lecturer, wellknown author, founder and director, Center for the Family in Transition, Corte Madera, CA

JENNIFER JAMES,

'A Cross-cultural Perspective on America's Children and Their Families" Cultural anthropologist, lecturer, newspaper columnist, talk show host,

"Childhood Experiences, Interpersonal Development, Sexuality and Reproduction: Recasting Extant Data in a Biosocial Perspective"

Professor, author, expert witness on child care issues. Pennsylvania State University KAREN A. POLONKO,

"Implications of Feminist Scholarship for the Study of Families and Children" Award winning writer, researcher, author and speaker in family primary relationships, feminist issues, Professor, Old Dominion University





Contact: Conference Coordinator

3989 Central Ave. N.E. Suite 550

Minneapolis, MN 55421 Phone: 612-781-9331

National Council on Family Relations

SEATTLE, WASHINGTON! The Kids Place! Selected among the top cities in which to raise children by Savvy Magaziné

**NOVEMBER 9-14, 1990** 



CONFERENCE HIGHLIGHTS

Networking, Workshops, Posters, Exhibits, Debates, Symposia, Round Tables, Video Festival, Reception.

..........

# Plenary Speakers set for Seattle Conference

lecturers are set for NCFR's 52nd annual conference, "Children ... and Their Families," in Seattle in November.

The conference theme focuses on children--living in an increasingly complex world, as valued individuals, as vulnerable and developing persons, as family members living in a variety of family situations. Conference attendees will be educated and motivated to make positive differences in the lives of children and their families.

This year's plenary speakers include Judith S. Wallerstein, Ph.D.,

Plenary speakers and distinguished psychologist, researcher, lecturer, author, and founder and director of the Center for the Family in Transition in Corte Madera, CA. She will speak on "The Long-term Effects of Divorce on Children and Their Families."

> Jay Belsky, Ph.D., will address "Childhood Experiences, Interpersonal Development, Sexuality Reproduction: Recasting Extant Data in a Biosocial Perspective." sociologist, author, and advocate for children from PA State University in University Park.

"A Cross-cultural Perspective on Futures." America's Children and Their Families," is the topic to be presented by Jennifer James, Ph.D., cultural anthropologist. lecturer, newspaper columnist, and talk show host from Seattle, WA.

Karen A. Polonko, Ph.D., demographer, sociologist, writer, and researcher from Old Dominion University in Norfolk, VA, will speak on "Implications of Feminist Scholarship for the Study of Families and Children."

Rounding out the plenary sessions will be a presentation by NCFR's current president, M. Janice Hogan, Ph.D., family sociologist and economist and associate dean at the University of MN, St. Paul. Her topic is "Creating Family

Distinguished lectures will be presented this year by:

Frank Furstenberg, Ph.D., sociologist and professor with the University of PA. Philadelphia. He will give the Duvall Lecture.

Gerhard Neubeck, Ed.D., sociologist and sex educator and professor emeritus at the University of MN in St. Paul, will present, "The Making of a Career: Neubeck on Neubeck."

Pepper Schwartz, Ph.D., will present "Missing Voices: Homosexuals and Lesbians--Their Families and Children." She is an author, lecturer and sociologist at the University of WA in Seattle.

## BC Council offers workshop

A pre-conference workshop on marriage preparation will be presented by the BC (Canada) Council for the Family on Saturday, November 10 at the Seattle Westin in Seattle, WA.

"Strengthening the Family at the Point of Origin" will examine some of the theoretical bases for marriage preparation. demonstrate methods of practice, and provide opportunities for participants to network.

The session is scheduled for 9 a.m. to noon as part of the pre-conference activities for the National Council on Family Relations annual conference.

The workshop is aimed at marriage preparation providers, family life educators, clergy, researchers, and students.

Cost is \$25 for NCFR members, \$30 for non-NCFR members, and \$15 for students. Interested persons may register on the NCFR conference registration form that will be mailed with the conference program in August, or you may request a form from NCFR, Conference Coordinator, 3989 Central Av. NE, Suite 550, Minneapolis, MN 55421.

## Pre-conference workshop discusses theory, methods

The Theory and Methods preconference workshop will be held Friday and Saturday, November 9 and 10 at the Seattle Westin in Seattle, WA, as part of the NCFR annual conference.

Papers accepted include critical assessments of major theoretical frameworks currently used in family studies, new techniques for measuring family phenomena, and challenging attempts to apply new theories and methods to substantive areas of research.

On Friday night, participants will celebrate the workshop's 20th anniversary. David Klein, workshop archivist, will present an analysis of the intellectual content of the workshop and changes in its structure and shape over the past two decades. On Saturday afternoon, Jetse Sprey will provide the focus for a contemporary critique of family theorizing. Several discussants will also participate.

New this year is a "5-minute project update" session. Its purpose is to inform colleagues briefly of current developments

papers presented at earlier workshops, and new projects underway. These brief introductions can provide the impetus for informal gatherings of interested colleagues through the annual conferences.

All NCFR members are invited to the workshop. Registration before September 1 is \$30; after that date, it is \$45.

on on-going projects, new thoughts about Students may register as a group. One student must pay the full \$30 (or \$45) fee and will receive a full set of papers. Each additional student in the group pays \$10.

For registration information contact Dr. Greer Litton Fox, Dept. of Child and Family Studies, 115 Jessie Harris Bldg., University of TN, Knoxville, TN 37996-1900; 615-974-5316.

## Nominations open for service award

the 1991 Southeastern Council on Family Relation's Distinguished Service Award. individual's "outstanding contributions" to the council.

The nominee may be a current or past 32611-0130. member of the council, and each

Nominations are being accepted for nomination should be documented by two supporting letters.

All nominations should be made by It is presented in recognition of an November 1, 1990, and should be mailed to Evelyn Rooks-Weir, 3041 McCarty Hall, University of FL, Gainesville, FL

## MEET THE AUTHORS

The "Meet the Authors program will be back again in 1990. This year the program will take place on Tuesday, November 13 from 4:45 to 5:45 p.m. in the Exhibits area as part of the concluding ceremonies of the Exhibits.

If you have published a book which relates to the conference theme and would					
like to be featured as an author, please complete the following steps:					
1. Fill our the form below and return to the NCFR Conference Coord					
by <b>July 15, 1990</b> .  2. Notify your publisher about this program.					
<ol> <li>Notify your publisher about this program.</li> <li>Books which were featured in the "Meet the Authors" previous showed will not be eligible for the 1990 program.</li> </ol>					
٦,	given first priority for the authors they wish to feature and will not be				
	charged the \$25 fee. The remainder of authors will be on a first-come-				
	first-serve basis.				
5.	There is a \$25 fee for being featured in the "Meet the Authors" program.				
In addition, publishers who have not reserved full exhibit space must e					
	the book to be featured in the Combined Book Display at a cost of \$50.				
	conference. Please contact my publisher and make arrangements.				
	Name of Author(s):				
Address	·				
Name o	of Publisher: Contact Person:				
Address	Address of Publisher:				
Publish	er's Phone Number (include area code):				
Title of	Book:				
Date of	Publication:				
	orm by July 15, 1990 to Conference Coordinator, NCFR, 3989 Central E., Suite 550, Minneapolis, MN 55421.				

### STUDENT HOUSING INFORMATION NCFR 1990 Annual Conference November 9-14, 1990 Westin Hotel, Seattle, WA

Reservation Form 1	or Stude	nt Housing
Name		
Address		
Phone(Please Give Home and		
Date/Time Arrival		
Date/Time Departure		
Roommate(s) (include n	ame, addres	ss, phone, date of arrival and departure)
		<u>-</u>
Please match me with _		Roommate(s) if possible.
Number of additional Re	oommates l	Desired
Smoking	Non-Smo	oking
Student Conference Roo	om Rates:	
	Triple Quad	\$108.00 \$123.00

Student members will be responsible for their room costs; costs will not be assumed by NCFR or the hotel if the preferred room occupancy cannot be attained or if roommates fail to attend the meeting. Proof of student status in NCFR will be needed if rooms are reserved directly with the hotel rather than through this service. Those making reservations with this service will be guaranteed with the hotel as having student status (following verification through NCFR). Reservations will be made through this service only until September 1, 1990. Any request received after that time will be returned with instructions to make reservations directly with the hotel. Each student must mail this form and a \$35.00 deposit check made out to the Westin Hotel by September 1, 1990. Mail to Norma Burgess, PO Drawer C, Mississippi State, MS 39762. The deposit is non-refundable if cancellation is not made in advance.

# Council president explains strategic plan

From the Association of Councils President

In other items in this issue, you have read about the strategic plan accepted by the NCFR Board of Directors at the spring meeting in April. I want to describe the items which impact specifically on the Association of Councils and the affiliates.

First, I want to describe the process from my point of view. The NCFR Board members and the strategic planning committee initiated the process in November, 1989. When I received my copy of the plan for study before the spring meeting, I contacted five state presidents for their input to help me guide my reactions. As the cathartic process of adopting the plan took place, Board members tried to be aware of the future impact and fiscal responsibility of our actions.

Here are the major changes that affect the Association of Councils and some comments on each:

# 1. "Members of the Association of Councils must be members of NCFR."

Comments: I went to the Board meeting prepared to fight this one. The battle for requiring all state members to be national members was recent, but no fight was necessary. The NCFR Constitution states, "The Association of Councils shall be composed of all presidents of state councils or representatives in their stead by each respective council. Only NCFR members shall be eligible to serve on the Association of Councils," Perhaps the intent of the strategic planning committee was to require all state council members to be national members, but their wording (and this is what was passed by the board) requires no change from the NCFR Constitution and current practices.

2. "Affiliated Councils must have a minimum of 25 NCFR members. At the end of any year in which a Council has fewer than 25 members, it will cease to be recognized by NCFR." Comments: In talking with presidents of two small state Councils, there was concern about this one. Keith Schrag of Iowa said it would be difficult. Ben Silliman of Louisiana said it would give their state something to shoot for. That is a good approach. This should be seen as a goal--not an obstacle. In fact, there are states with more than 25 NCFR members, but no existing state Council. The current NCFR Constitution requires only 10 NCFR members to form a state Council.

3. "Councils will reimburse NCFR for any direct costs incurred and shall pay an annual fee for administrative costs."

Comments: This will constitute no change as I see it. At the Association of Councils annual business meeting in 1989, we voted to increase the annual fee each state pays to the national office from \$25 to \$40. The annual fee is already in place. The other direct costs include fees for mailing labels, for example. What about stationery or NCFR brochures? I don't know, but I will find out.

4. "Upon approval by NCFR's membership in August, 1990, NCFR will cease to rebate membership fees to (state) Councils. These fees will revert to NCFR's general operating budget."

Comments: The two small state Councils said this would kill them. However, bookkeeping, administrative and record keeping costs are high for the rebate process. In the accrual bookkeeping method, staff time is costed back to each department—in this case, each state Council. It is not cost effective to collect rebate dollars for each state. During the Board discussion, I stated that most states would have their budgets planned through 1990, and the rebate cutoff was changed from July, 1990, to January 1, 1991.

T.Q. Evans of Indiana reminded me that when NCFR increased its dues by \$5 in 1974 and began rebating to the states, it was a nice surprise and vote of support for

the affiliates. Before that, each state collected all its dues directly from its members. For some states, the rebate was less than their current state dues, and they either lowered their dues or attempted to collect an additional amount from each state member.

This most recent change will deal with the NCFR cost deficit problem and require states to return to their previous system of collecting state dues. This is a logical change.

# 5. "Association of Councils president-elect will no longer serve on the NCFR Board."

Comments: The Board is too large. Three positions were cut from it. This is a financial savings as well. The cost to the Association of Councils for sending two representatives to two Board meetings each year will now be cut in half, effectively freeing up Association of Councils money for other activities. The unwieldiness of the Board is reduced. This is a compromise we can accept.

Finally, the Board worked together in a long, cooperative process with the goal of creating the best possible future for NCFR. We gave and we took. As NCFR must make changes, so must the state Councils. How these changes will look is yet to be seen. The major impact to the states will be to find 25 NCFR members in their state and collecting our own dues.

We can do that. Marilyn Flick Association of Councils President

Minnesota

"Storytelling: Helping Families Deal with Stressful Emotions," was the theme of the spring conference co-sponsored by the MN Council on Family Relations, the MN Home Economics Association, and the Vocational Education Human Development Studies Network.

Doris Brett, Australian psychologist, author, and poet, led participants through an in-depth process using their personal examples to explore the therapeutic value of storytelling. Her techniques are designed to help people work through unspoken feelings and resolve anxieties. She has found that storytelling can give children and adults better control of their fears through the power of imagination. Her own book, Annie Stories, was created in response to her daughter's feelings about attending nursery school.

A group of MN members is in the process of developing a fathering curriculum to be used by parent educators who work with fathers. Members also are involved in a joint effort with related groups to explore ways to increase the number of men in early child and family education.

#### New York

"Television and the Family: A Community Partnership," was the topic for a forum hosted by the NY State Council on Family Relations May 9 at the Rockefeller Institute of Government in Albany.

Robert Larson, president and manager of WTVS-TV, Detroit, was the keynote speaker. He focused on his public broadcasting station's energy devoted to community-documenting urban problems, providing support for problem-solving, helping organizations with communications strategies and building community coalitions.

Participation in the forum was by invitation only. The audience was selected

See Councils on page 13

# Washington, from page 9

issue of Journal of Family Issues., pp. 439-454. It merits rereading and should stimulate a great deal of research which might be useful in the present context of "the family" as caregiver of the aged. Dr. Johnson has identified the need for greater understanding of ethnic and minority families, their structure and beliefs about caregiving and aging. Small targeted samples are needed since groups are too small for isolation from national samples. Unsolicited proposals would be sympathetically read.

Start your think tanks going to help study and define the family of today. NCFR members should be those who take the lead in this endeavor.

## Generations United

NCFR is a member of Generations United (GU), headed by NCOA and Child Welfare League. This group is interested in practice and in new legislation fostering intergenerational, or preferably, multigenerational programs.

At the GU meeting in April, we heard about many intergenerational programs with elderly people working with children, children calling on elderly in nursing homes, college students working with the elderly, etc. All of these programs are to bind the generations and provide continuity by passing on wisdom and giving hope for the future. GU is interested in developing "Baby GUs" in the states. As I distributed NCFR brochures at the meeting, I realized that a major contribution NCFR members could make to the GU movement is to provide evaluation and theoretical underpinning for the projects and at the same time, find

subjects for other developmental studies.

In the realm of legislation, GU is interested in the following issues and bills:

- 1. Title XX. GU is against earmarking these moneys to particular programs which may not meet local conditions.
- Young Americans Act, S-1911, H.R. 1492. These bills need co-sponsors and all members are urged to check with their representatives and senators and urge them to sign on.
- 3. National Youth Service, S.1430, H.R. 4330. This bill brings together the best ideas of several youth services ideas which have been introduced in this session. Rep. Hawkins held a hearing on May 17 and expects to bring it to markup and floor action before the end of the session.

## Action Alert Network

I wonder how many NCFR members think we should develop an action network alert group to let our members know about pending legislation where local action would help. People in the network should alert others as well as take action themselves. Let's talk about this at the Seattle conference.

Have a good summer.

Margaret Feldman

NCFR Washington Representative

STUDENT/NEW PROFESSIONAL QUESTIONNAIRE Address: Telephone Number: (Office)\_ Are you planning to attend the 1990 Annual Conference in Seattle? \_No Yes If Yes, complete questionnaire and return to Norma Burgess. If No, send Norma Burgess your ideas for future programs. Would you like to participate in the 1990 program? If so, indicate 1st, 2nd and 3rd choices: Student/New Professional Representative to Board of Directors Student/New Professional Representative to Sections/Committees Skills Exchange Discussant for session of program (area:\_\_ Session Chair (area:\_ Annual conference student volunteer (8 hours in return for free conference registration) Helping with student-sponsored party Return questionnaire (at once) to: Norma J. Burgess, Ph.D. Department of Sociology/Anthropology Mississippi State University P.O. Drawer C Mississippi State, MS

## Councils, from page 12

to include community leaders, agency administrators, direct service providers, clinicians, school officials, policy makers, elected officials, clergy, parents, and students. The goal was to develop strategies for combining resources and skills to address the critical issues facing children and families in the Capital district.

Support for the forum was provided by the Freihofer Baking Co. Al Freihofer, company vice president, was presented an award acknowledging the company's support of events and programs that benefit the community.

#### Southeastern

"Families and Their Belief Systems," was the theme of the Southeastern Council on Family Relations annual meeting held March 15 to 17 in Charleston, SC. It was co-sponsored by the SC Council on Family Relations.

Elizabeth Norrell, Erskin College, and Lillie Glover, SC State College, were program and local arrangements chairs, respectively.

Keynote speakers were William Johnson Everett, Candler School of Theology, Emory University, and Nick Stinnett, University of AL. Everett addressed "Weaving the Fabric of Faith, Work, and the Family," and Stinnett spoke on "Family Strengths and Family Values."

The 1990 Distinguished Service Award was presented to Evelyn Rooks-Weir, University of FL. Four students were presented awards for outstanding papers given at the conference: Michael Malone, University of GA University Affiliated Program; Suzanne Smith and Catherine Tillman, Erskin College; and Kimberly Harris, East TN State University.

Michael Sporakowski delivered a eulogy for William C. Mason, former

to include community leaders, agency second vice-president/membership chair, administrators, direct service providers. who died February 17.

The 40th annual meeting of the Southeastern Council will be February 27 to March 1, 1991, at the Hilton Inn Florida Center on International Drive. Evelyn Rooks-Weir is the local arrangements chair, and Suzanna Smith is program chair. They may be contacted at 3041 McCarty Hall, University of FL, Gainesville, FL 32611; 904-392-2201.

#### Texas

"Family Lifestyles in the 1990s," was the theme of the May 5th and 6th annual conference of the TX Council on Family Relations. Keynote speaker was Dolores Curran, author, researcher, and parent. She is perhaps best known for her books, Traits of the Healthy Family and Stress and the Healthy Family.

Banquet speaker as John Criswell of WFAA-TV who addressed "Problems Families Face in the '90s." He cofounded, with his wife, the Dallas Deaf Action Center, a multipurpose agency serving deaf and deaf/blind persons in North Texas. He also has been active in numerous civic and charity events.

Workshops were presented on issues concerning children, adolescents and the elderly, plus homelessness, addictions, and family violence.

A pre-conference workshop, "Adolescents in the Family," was held April 4. Three separate time slots dealt with difference aspects of working with adolescents and their families. The sessions were led by Licensed Professional Counselors and Certified Social Workers/Advanced Clinical Practitioners in Texas.

Session topics were "Sexually/Abused Adolescent Males," "Solution Focused Brief Therapy with Families," and "Traps in Treating Adolescents."

# Association of Councils to discuss college systems

Does the university system reward faculty excellence in teaching? Support state councils? Encourage involvement in public policy? These are the questions that will be posed during NCFR's Association of Councils open forum Monday, November 12 at 11:45 a.m. during the annual conference.

Invited discussants include Marilyn Flick, Association of Councils president; Graham Spanier, OR State University administrator; Norma Burgess, NCFR Student/New Professionals representative; Bill Meredith, University of NE-Lincoln department head; Michael Sporakowski, VA Tech professor; and Richard Gelles, University of RI.

Following brief presentations by the discussants, the forum will be open to comments by those in attendance.

"One of the things you learn when you attend a meeting of state council presidents is that most state councils are struggling to stay afloat," noted NCFR Association of Councils program chair William H. Reid. "Maintaining an active, involved membership can be an unreachable goal. There are several factors that might explain why this is so. One reason is that, in many states, university faculty do not support state councils. The university promotion and tenure does not

value making presentations or holding office on a state level. Regional councils rate only slightly higher.

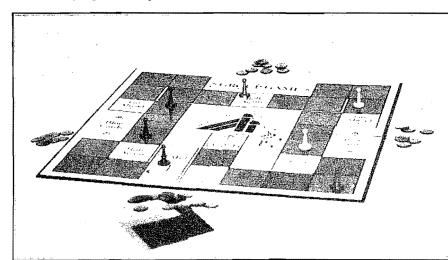
"Hence, university faculty learn that support of state councils doesn't really count and is not rewarded. Professionally speaking, a faculty member would be wiser to devote his or her time and energy to doing other things--like conducting research and publishing those results. The 'publish or perish' world of academia often doesn't recognize the value of state and regional councils.

"Critics of the current university promotion and tenure system also argue that excellence in undergraduate teaching and involvement in public policy are also undervalued," Reid noted. "In fact, some point out that being known as a good teacher can be a disadvantage to the junior faculty member trying to gain tenure and be promoted. If he or she is a good teacher, they aren't devoting enough time to conducting research."

Reid urges all NCFR members to attend the open forum. "Although not all NCFR members are faculty at 'publish or perish' universities, most are products of this system. Come join us and learn more about the university system that we are a product of--and perhaps a part of."

## The Group Game

A unique game to help children discuss sensitive issues with other children.



## **.**

Ages
 Elementary through junior high school

## .ii Benefits for children

- Understand family changes
- Share feelings
- · Feel less alone
- Build relationships
- Learn new skills

## Settings

- Educational
- Therapeutic

## Content areas

- Divorce
- Remarriage
- Other family changes and issues
- · Interpersonal relationships
- Societal and peer pressures

To order:	Send \$17.95 to The 6881 Beechmont Avenue Cincinnati, OH 45230	Aring Institute of Beech	Acres	
Name			· · · · · · · · · · · · · · · · · · ·	<u>-</u>
Address				
City		State	Zip	

(513) 231-6630

The Aring Institute of Beech Acres

# Seattle offers natural beauty

First-time visitors are astonished at the wealth of natural beauty in and around Seattle. Literally touching the city's boundaries are thousands of square miles of evergreen forest and hundreds of miles of salt and freshwater shoreline. With this wealth of nature at their doorstep, both Seattleites and visitors concentrate much of their recreation on the outdoors:

Surrounded east and west by freshwater Lake Washington and saltwater Puget Sound, the city occupies a north-south corridor, slender at the waist and embracing numerous hills. On a clear day, the views of mountains and water are spectacular.

Most of Seattle's attractions are clustered in pedestrian-scale sections, best savored on foot. Central business district buses are free, and the Monorail speeds quickly between downtown and the Seattle Center.

Pioneer Square, the city's preserved historic district, lies adjacent to the southern end of the downtown waterfront. Here the city has its roots, centered around the original Skid Road (Yesler Way), a road used to skid timber down from the hills to Elliott Bay.

Many of the fine old brick and sandstone buildings have been painstakingly restored in recent years and a half-dozen square blocks of the district offer excellent shopping and dining as well as historic ambience. The Underground Tours that go beneath the current-day Pioneer Square cobblestones provide a glimpse of Seattle, circa 1889.

Seattle's strong maritime environment

comes into sharp focus at Fishermen's Terminal, home of hundreds of purse seiners and gill net boats. Residents often take time to stroll along the piers, watch fishermen mending their nets and admire the sturdy boats that take these men to sea.

Getting out on the water is easy. The cheapest way is to board one of the big green and white Washington State Ferries for a ride across the Sound to Bremerton (55 minutes each way) or Bainbridge Island (30 minutes each way).

Both ferries move through the bustling harbor traffic, offer a look at the islands and residential shorelines across Puget Sound and provide stunning views of the city skyline and waterfront from Elliott Bay. Special low-cost pedestrian fares are available; the ferries depart from Pier 52.

Regular excursion boats offer narrated harbor tours and cruises through the ship canal to Lake Washington. An unusual and uniquely Northwest experience is a dinner cruise to Blake Island, a state park in the Sound that can be reached only by boat. Tillicum Village features a North Coast Indian long house where Indians cook salmon over open-pit alder fires. Dinner concludes with a program of costumed tribal dancing.

# Sections share plans, schedules for annual

#### **EDUCATION & ENRICHMENT**

The Education and Enrichment Section annual conference program will open with a full-day workshop on Saturday, November 10. The session is co-sponsored by the Certified Family Life Educator (CFLE) program and will focus on issues related to families and the law. The topic choice grew out of concerns expressed by Section members and the CFLE review committee.

Workshop coordinators are Dawn Cassidy, CFLE director, and Judith Myers-Walls.

The Section also will feature workshops later in the week: "Addressing the Needs of Homeless Children," by Patricia Law, on Sunday, November 11. It will cover educational intervention strategies for homeless children. Tammy White and Joan Duffell will present, "No More Victims, No More Victimizers," on Wednesday, November 14. Child abuse prevention efforts to date have focused primarily on teaching children personal safety skills to help them avoid becoming victims. For conference participants who want to stay on the cutting edge of abuse prevention, this workshop will expand the

commonly held definition of primary prevention to include teaching children to avoid becoming victimizers as well. The information is drawn from current research and recently developed prevention curricula for children in kindergarten through eighth grade.

Using a symposium format, "Children's Literature and the Modern American Family," will be explored. Donna Barnes and colleagues from the University of San Diego, College of Education, will guide participants in exploring an intriguing topic -- children's literature as a vehicle to look specifically

at healthy versus unhealthy family dynamics. Such issues as the family portrayed in "supermarket" children's literature, parental conflict and divorce as portrayed in children's literature, and children's literature as a class divider.

New to the Section's conference format will be a resource exchange. This is in response to the need to share information about new programming techniques and methods of delivering information and useful tools and resources. A "Family Life Educator's Resource Exchange" is scheduled for Tuesday morning and will include a continental breakfast. Olivia Collins of KS State University is coordinating the event. Over 30 different strategies and/or methods of approaching family life education will be featured. An informal format is planned, and persons attending will be able to select their own topics of interest.

Special consideration was taken in the Section's roundtable selection to ensure that the topic and presentation method were appropriate for spirited participation. Topics range from youth at risk to children growing up without families to adolescent sexual permissiveness related to music videos. Distinguished Roundtables will be led by Tony Jurich, "Researcher as Teacher," and Margaret Arcus, "Teaching Ethics."

The paper and poster sessions offer full menus of interesting topics. Many are related to the conference theme including, "Adolescent Sexual Behavior: Influences of the Father/Daughter Relationship," presented by Christie Poole, Connie Salts and Thomas Smith, Ir.

You're also encouraged to attend the Education and Enrichment Section business meeting. We have several issues of major concern to discuss, including the CFLE program.

Patricia Kain Knaub

Patricia Kain Knaub Section Chair

## FAMILY ACTION

The Family Action Section name change is still unsettled. Members will be asked to vote again on one of three alternatives: Family Policy Section, Family Policy and Action Section, or Family Policy Research and Action Section. Members also have the opportunity to vote for no name change.

About 75 proposals were submitted for this year's Section presentations at the annual conference. Session topics represented a good balance of interests in relation to the conference theme, "Children...And Their Families."

Topics include: work and family issues, child support and custody, child abuse, farm families, homelessness, poverty, welfare reform and child care.

The Section will co-sponsor a distinguished lecture with the Family and Health Section on Sunday, November 11. It will feature Senator Brock Adams from Washington, and Kristine Gebbie, WA Secretary of Health.

Poster presentations offer presenters and participants opportunities to interact directly on topics of mutual interest.

Invited roundtable topics this year include "Early Retirement Years of Parents: Adult Children," Barbara Settles; "Loss of a Child's World: Growing Up in the 1990s," Jay Mancini; and "The Changing Meanings of Family: Their Long-Term Policy Implications," Wes Burr, John Scanzoni, Pat Spakes, and Shirley Zimmerman.

Other roundtable topics are "Adult Children as Caregivers," Beatrice Bagby;

#### OFFICIAL HOTEL RESERVATION FORM

For Hotel Use:

Date Received:

THE WESTIN HOTEL Seattle 1900 Fifth Avenue, Seattle, WA 98101 Phone: 206-728-1000; FAX: 206-728-2259

## NATIONAL COUNCIL ON FAMILY RELATIONS ANNUAL CONFERENCE, NOVEMBER 9-14, 1990

Thank you for requesting reservations at The Westin Hotel, Seattle. Our entire staff would like to take this opportunity to extend a warm welcome to you during your upcoming meeting.

Company

Please don't forget - make check or money order payable to the Westin Hotel, Seattle. Please Do Not Send Currency.

PLEASE RESERVE THE WESTIN HOTEL, SEATTLE ACCOMMODATIONS - PLEASE PRINT OR TYPE

Address			
City/State/Zip		Telephone	4
Sharing Room With_ IF YOU ARE SHARING A ROOM	//, PLEASE SUBMIT ONE FORM ONL	<u>-Y.</u>	
Express, Diners Club, VISA FAX your reservation if a Reservations. Card #	A or MasterCard credit card a credit card is used. F	rm your reservationOr use you d to guarantee your reservation. You AX to the attention of Lisa Bous Type	bu may also ka, Group
billed through my credit can hours prior to arrival. Roo then released.	ard in the event that I do	tax which will be deducted from my not arrive on the date indicated, o deposit will be held <b>only until 6:0</b>	r cancel 2
Please circle pre	ferred rate below:	T T	-
Rooms Accommodations		Arrival Date	
SINGLE (one person) TWIN (two persons) with two beds DOUBLE (two persons) with one Queen/King bed SUITES - 1 Bedroom 2 Bedroom	SINGLE\$82 per night plus tax TWIN\$93 per night plus tax DOUBLE\$93 per night plus tax UPON REQUEST	Arrival Time	EIVED BY
<ul> <li>Check in time is 3:00 p.m. Che</li> <li>The hotel will retain first night's</li> <li>To cancel a reservation, call the receive a refund on your depo</li> </ul>	eck out time is 1:00 p.m. s deposit plus tax on guaranteed e hotel prior to 4 p.m. on the day	registration and payable at departure.  and deposited reservations not claimed on of arrival. Ask for and retain cancellation nucleased on availability).	date of arriva
NCFR group rates apply 3 days	prior to and 3 days following the o	convention.	
Reservations must be made	by October 16, 1990. Be su	ure to book early. Many years NCFR's bafter October 16, NCFR's block of rooms w	lock of room rill be release
Mail reservation form to:	The Westin Hotel, 1900 Fit	fth Ave., Seattle, WA 98101	
If you phone for reservations, pl group rate.	ease note that you are attending	the NCFR Conference in order to receive	the discounte

Reservation Confirmed for:

Single:

Double/Twin

# conference in Seattle in November

"Faculty-Administration Dialogue," Mollie Smart and Margaret Feldman; and "Attitudes About Long-Term Care," Melanie Broussard.

Poster presentations include those on delayed parenthood and family programs; the marital satisfaction of older couples; parent attitudes about confidentiality in adoption; marital quality of stepparents of adolescents; energy assistance for the elderly; the transition of single to married with children; friend networks of older couples; community needs assessments; the economic partnership of families, government, and business; visitation rights; the JOBS program and its effects on children and their families; and teaching family policy.

The theme of the 1991 conference is "Families and Poverty." This includes families over the entire lifespan and all related issues: unemployment, health care, social security, mental health, health insurance, public assistance, education, community outreach, long term care, issues related to self-esteem, hunger, and mental retardation. Think broadly and creatively about presentations and topics. Shirley L. Zimmerman

Section Chair

#### FAMILY DISCIPLINE

The Family Discipline Section is considering a name change to more accurately reflect its purpose. In a recent Section newsletter, several changes were discussed. Members are encouraged to send their suggestions and comments to Dr. Joe Pittman, Dept. of Family and Child Development, Spidle Hall, Auburn University, Auburn, AL 36849.

The Section is developing a professional code of ethics for family scientists. Dr. Elizabeth Norrell, Erskine College, is chair of the committee. Committee members include Drs. Greg Brock, University of KY; Roma Hanks, University of DE; and Nelwyn Moore, Southwest TX State.

One of the Section goals in the past two years has been to increase membership. In that period, membership has grown to 150 (from 104).

A scholarship for outstanding doctoral level students will again be sponsored by the Section. An additional plan of work is to build an endowment to support the scholarship in the future.

A highlight of the Section's annual conference activities this year will be a special panel session, "Where Should Family Science Go in the 1990s?" with panelists, Drs. Wesley Burr, BYU; James Walters, GA; Robert Salt, UW-Stout; Margaret Bubolz, MI State; Schvanevelt, UT State; and Randal Day,

A variety of presentations relevant to family scientists will be presented in session poster, and roundtable format. Topics include field experience, training family life educators, undergraduate research programs, collaborative faculty/student research, and personal therapy for graduate students. Bill Meredith

Section Chair

## FAMILY AND HEALTH

Did you know that the Family and Health Section received a record-breaking number of annual conference abstracts? We received 155 -- up from 80 last year. That's nearly a 100 percent increase...an outcome of hard work and success!

Each abstract was reviewed by one of four teams consisting of three blind reviewers utilizing a new evaluation form developed by the committee. Abstracts receiving the highest scores were grouped together conceptually and placed on the program. Decisions were most difficult due to the high number of fine abstracts and the limited number of time slots. Not all abstracts could be accepted in the format their authors requested.

three Therewill be symposium/panels, 38 poster presentations, seven roundtables, four invited roundtables, and 51 papers. Several sessions will be co-sponsored with others.

Family and Health will have a session for two distinguished speakers appearing together on the program: Kristine Gebbie, Secretary for Health in Washington, and Brock Adams, Senator from Washington. They will discuss health and policy issues affecting children and families on the state and national levels. Family and Health is co-sponsoring the event with the Family Action Section.

Copies of the annual conference program will be mailed to NCFR members in August. The theme. "Children...And Their Families," is a perfect one for Seattle -- the family and health constituency, and the contextual and social milieu in our country and world right now.

Thanks go to the program committee: Marsha Heims, Doris Julian, Linda Ladd, and Louise Martell; and to the panel of reviewers: Nancy Artinian, Janice Bell, Perri Bomar, Thomas Campbell, Barbara Elliot, Maureen Frey, Barbara Germino, Marsha Heims, Doris Julian, Linda Ladd, Helene Moriarty, and Louise Martell.

A long-time member of our Section, Fred Bozett, suffered a stroke last November and has stabilized. However, he is unable to communicate very well and is confined to bed. I know he would appreciate hearing from you: Fred Bozett, University of OK School of Nursing, PO Box 26901, Oklahoma City, OK 73190.

I am concerned about the membership numbers for our Section. In March, we had 294 active members, down from 310 in February. Our numbers continue to fluctuate and perhaps, in the long run, remain the same. Our Section is the fifth largest of 10 sections. Family Therapy has 521; Education and Enrichment, 517; Research and Theory, 514; and Feminism and Family Studies, 297. Family and Health has dropped down in its size ranking recently. I'm urging each of you to recruit one colleague or friend to join us, and then bring them to the annual conference in Seattle. If we could get all the people who submitted proposals to our Section this year to join, our numbers would grow.

The new Section officers this year are: Sandra K. Burge, chair; Barbara B. Germino, vice-chair; and Perri J. Bomar, secretary/treasurer. They will take office following the meeting in Seattle.

I reported in the last issue of REPORT that the NCFR Board of Directors hired a strategic planning consultant who worked with the committee over the past year. As a result, the Board approved a strategic plan. You should have received a booklet outlining the items. If you have any questions, contact me: Shirley Hanson, Dept. of Family Nursing, OR Health Sciences University, Portland, OR 97201; 503-494-8382.

Our Section has always been active in NCFR, and I receive about 10 calls or letters a week from members on various issues. Please keep the communication open.

Shirley Hanson Section Chair

"The History, Struggle, and Development of Women in Academe and Feminist Research," is the topic of a panel sponsored by the Feminism and Family Studies Section during this year's annual conference.

FEMINISM & FAMILY STUDIES

Panelists are Jessie Bernard, Mirra Komarovsky, and Matilda White Riley, with Harriet Presser, immediate pastpresident of the Population Association of America, as moderator. The event is scheduled for 6:45 to 8 p.m., Monday, November 12, with an informal reception planned for 8 to 8:30 p.m.

These women hold a special place in the hearts of NCFR members and are regarded with deep affection, admiration and respect. Although their schedules are overwhelming, they are willing to make a significant investment of their time to help the Section raise funds for the Endowment Fund to support the "Outstanding Research Proposal from a Feminist Perspective."

They will share what it was like to be at the forefront of women moving into the traditionally male-segregated world of academe; the obstacles and unique situations as well as the sources of support they faced in graduate school and then as faculty members. Their regard for the work and goals of the Feminism and Family Studies Section in promoting feminist scholarship challenging biases in traditional paradigms as well as their regard for NCFR is reflected in their commitment to join us in Seattle.

These pioneers in research and service have challenged traditional views of families and relationships. The panel will be a "once-in-a-lifetime" opportunity to share an informal evening with all four women. Proceeds from the event will be used for the Endowment Fund, but additional gifts will be accepted. Section members need to raise over \$9,000 for the project.

After you have purchased your own tickets, perhaps you could purchase some for graduate students.

Pepper Schwartz has accepted the Section's invitation to be our distinguished lecturer. She will address "Missing Voices: Homosexuals and Lesbians -- Their Families and Children," at 1 p.m., Monday, November 12.

Included in the paper sessions will be "Rethinking Therapy: Substance Abuse and Child Sexual Abuse," "Women and the Distribution of Paid and Unpaid Labor," "Feminist Scholarship: Implications for Quantitative and Qualitative Methodologies," and "Rethinking the Family: Motherhood, Children, and Power."

Roundtable and poster presentation topics include those on lesbian mothers and children; gay stepfamilies; peace; the transition to parenthood; the implications of paid labor for women, men, and children; abortion; sexual aggression; rape; relationship violence; and life course issues.

Each submitted abstract was reviewed by three Section members. Thank you to the 51 reviewers who took the process seriously and offered useful feedback to authors.

See you in Seattle! Karen A. Polonko-Section Chair

## INTERNATIONAL

Sessions on men, women and change, and on children in the world systems will be offered at the annual conference through the International Section. A panel will add to the comparative perspective.

The recent Section newsletter explains ideas for funding and news about plans and projects of an international comparative nature. If you would like to "internationalize" your perspective on the family, you can join the Section for \$5 (\$3 for students) by sending the money to national headquarters with a note explaining your request. We believe the Section newsletter and networking will be worth your investment.

If any active or new members would like to suggest items for the business meeting to be held during the annual conference in Seattle in November, please contact me through BITNET: IRQ@PURCCVM or by FAX at 317-494-0503. You may also write to me at 525 Russell St., Purdue University, W. Lafayette, IN 47907.

The International Section is committed to the support of American family professionals as they seek to work across national boundaries and to international researchers and professionals who contribute to and benefit from NCFR activities. We invite all of you to our sessions in Seattle, to participate in our business meeting and to present papers in our sessions each year.

Karen Altergott Section Chair

#### **RELIGION & FAMILY LIFE**

For the first time, NCFR's Religion and Family Life Section will sponsor a pre-conference workshop forum as part of the annual conference activities.

Strengthening Children and Their Families" will focus on practical ways for strengthening children and their families. including strategies for development of ways to network churches, their communities, and families.

Participating will be Dr. Britton Wood, CFLE family life consultant; Drs. Bill and Linda McConahey, marriage enrichment consultants; Dr. Connie Steele, responder and academic; and Mrs. Bea Romer, CFLE, First Lady of

In addition to the pre-conference workshop, the Section will sponsor an Interfaith Service on Sunday morning, November 11, featuring a spiritual uplift based on "Children's Values for a Future World," led by Dr. Judith Kuipers, vicepresident for academic affairs, CA State University, Fresno. Following a half-day Religion and Family Life Conference on strengthening children and families across the U.S., she has promised a "joining together" in an unusual all-faith service.

The Section business meeting is scheduled for Sunday afternoon. Two suggestions have been proposed:

- (1) Should the name of the section be changed to be more inclusive of all faiths, denominations and belief systems? If you have ideas about this, please contact me. We'll publish feedback in the August Section newsletter.
- (2) Is the Section in favor of sponsoring a commitment t national "Strengthen the Children and Their Families" program? The Section could initiate a national program to network with every denomination or faith willing to participate in a program to strengthen families. What if every county in the U.S. could have a representative family resource team available to initiate family strengths programming through churches, schools, family resource centers,

## See Sections on page 16

# Sections, from page 15 .....

businesses and other service organizations?

Saturday's workshop forum will begin this discussion, and a decision will be made at the business meeting on Sunday.

The Religion and Family Life Section will co-sponsor a distinguished leader roundtable with the Education and Enrichment Section. Debra Lipson of the Children's Defense Fund, Washington, D.C., will lead a discussion on "Are Children Well Cared for in the U.S.?" She will bring copies of Children 1990 and other materials that highlight children's needs.

Looking to the future, a second Section distinguished leader roundtable will provide insights for discussion about "Parenting Children to Live in a World of Tomorrow." The Section's position discussion of "The Church's Understanding and Care of Non-traditional Families," is scheduled for another roundtable.

The quality of proposals submitted to the Section was excellent. Three "blind" reviewers made the selections. Two stimulating themes emerged for paper presentations: "Christian Family Theory and its Relevance to Families" and "Handling Stress and Abuse in the Religious Community."

The Christian Family Theory papers, offered on Monday, November 12, will include a "Christian Family Theory: A Theoretical Model of Family Structure and Processes," "The Personal, Marital, and Professional Well-Being of Pastoral Counselors," "Behavioral Problems and Social Competencies of Pastor's Children," and "Perceptions of Friendships and Dating Between Religious Minority and Majority Adolescents."

On Tuesday, November 13, the second theme, Handling Stress and Abuse in the Religious Community, addresses "The Church's Role in Preventing Family Abuse," "Training the Clergy and Caregivers Within the Religious Community about Abuse," "Development of a Questionnaire to Measure Stress," and "Toward Understanding Stress in Ministers' Families: An Application of the Double ABCX Model."

Poster presentations will provide research results and conclusions about "The Church as a Microsystem of Children and Their Families,' "Fundamentalism and Marital Interaction," "Parental and Religious Effects on Love Attitudes Among College Students," "Knowledge and Perceived Competence of Clergy as Marriage Preparation Providers," "Dual-Clergy Couples: Sex Roles and Marital Quality," "Fetal Abuse: A Philosophical and Ethical Analysis of Neglect or Harm to the Unborn Fetus," and "NCFR Certified Family Life Educator Program: Views of Religious versus University Affiliated Educators."

More information about Section events at the conference in Seattle will be shared in the Section's August newsletter. submit comments, abstracts, research projects, book reviews or other ideas for that issue.

I have received numerous letters and statements about the actions of the NCFR Board of Directors regarding the Strategic Plan; one portion of the Section newsletter will regard the pros and cons of

It is important that we indicate our creative ideas about how to maintain ongoing services to our membership --CFLE, Family Relations and other publications -- while maintaining a solvent and flourishing professional organization. Your help and support are much needed!

Contact me with your ideas: Connie Steele, Child and Family Studies, University of TN, Knoxville, TN 37996-1900, 615-974-4582.

Connie Steele Section Chair

#### RESEARCH & THEORY

Section reviewers evaluated 107 abstracts for proposed annual conference sessions this year. Thanks to the committee: Helen Mederer, Section vicechair; Maxine Atkinson, secretary/ treasurer; Dennis Edwards, Section Student/New Professional representative: Alexa Albert; Ralph LaRossa; and Elizabeth Menaghan.

The 68 accepted proposals have been organized into 10 paper sessions, five roundtables, one didactic seminar, a symposium, and 22 poster presentations. In addition, the Section is sponsoring a special panel presentation organized by Alan Booth, previewing the upcoming decade review issue of the Journal of Marriage and the Family.

The didactic session will be, "Panel Analysis: Research Methods," by David R. Johnson.

"Child Temperaments, Family Processes, and Sibling Relationships," is the topic for the symposium. It features presentations by Gene H. Brody, Zolinda Stoneman, Kelly McCoy, and Michael Buxton.

A number of paper sessions focus on the conference theme, "Children...And Their Families," including "Employment, Children and Families, "Adolescents and Their Parents," "Parents and Children in Later Life," "Family and Caregiver Influences on the Psycho-Social Development of Pre-School Children," and "Antecedents of Adolescent Risk Taking."

Other paper sessions include "The Causes and Consequences of Physical Violence Towards Children," "Measurement Issues: Measuring Marital Adjustment and Stress," "Divorce: Social and Psychological Correlates and Consequences," "Current Issues in Stepfamily Research," and "Marriage, Satisfaction, and Happiness."

## Reuben Hill Award

Alexis Walker, chair of the Reuben Hill Award committee, and other committee members have begun the process of reviewing journals and selecting the recipient of the 1990 award.

## **Burgess Award**

The Burgess Award will be presented at the 1990 annual conference. Marie Osmond, Award committee chair, and the committee members have received the nominations and are in the process of reviewing the packages.

No Responses

In the last issue of REPORT, I Meeting posed the question, "Who do you think are the three major spokespersons on the subjects of 1) families, and 2) children and families?" I regret that I received no responses, to date. I wonder what that means?

Richard J. Gelles Section Chair

## ADOPTION FOCUS GROUP

The Adoption Focus Group is sponsored by the Family Action Section. The Focus Group will hold a brief business meeting at the annual conference in Seattle, and interested persons are asked to bring ideas about future directions and special themes or new formats for the

Plans are underway for another paper session at the November conference, although no presentations are yet confirmed.

Please contact me with ideas for the group: Kerry Daly, Dept. of Family Studies, University of Guelph, Guelph, ONT., Canada N1G 2W1 FAMDALY@VM.UOGUELPH.CA. Kerry Daly

Focus Group Chair

#### NURSING FOCUS GROUP

In November, 1989, the Nursing Focus Group became part of NCFR's Family and Health Section. Focus Group members are reminded that they must be dues paying members of that Section.

Focus groups also must have a minimum of 15 members to be viable, and the group can be disbanded if it falls below that number.

The Nursing Focus Group will meet from 6:45 to 8 p.m., Sunday, November 11, during the NCFR annual conference in Seattle. The program topic is family nursing teaching strategies and curricular outcomes.

Perri Bomar

#### WORK AND FAMILY FOCUS **GROUP**

A Fortune 500 representative will speak at the Work and Family Focus Group meeting during NCFR's annual conference in Seattle in November.

The representative will address corporate concerns and program development regarding dependent care. Dependent care issues also will be addressed by a representative from a work and family agency providing services to business and industry. Information will will be presented on future work/family trends.

The focus group will meet at 11:30 a.m. on Monday, November 12. In addition to the presentations, a business meeting will be held. Topics to be discussed include a proposal regarding membership dues, program committee for 1991, and discussion and dissemination of research by members on work/family

All NCFR members are invited to participate and encouraged to bring copies of work/family research, programs, policies or other resources. If you do not want to bring the materials with you, please mail copies to Roma Hanks, c/o College of Human Resources, Dept. of Individual and Family Studies, Newark, DE 19716.

Leslie Koepke Roma Hanks

November 26-28 "Controlling Overcrowding: Structuring Time Positively," seventh Correctional Symposium; seventh annual Marriott Griffin-Gate Resort, Lexington, KY. Sponsored by Federal Correctional Institution-Lexington, KY Corrections Cabinet, Dept. of Correctional Services, Eastern KY University, in conjunction with Correctional Education Association of KY. Five major presentation tracks: Linkages to the Community, Casework Services, Programs and Educational Services, Employee Development, and Special Management Populations. Calls for papers must be received before July 15 by Training Resource Center, Eastern KY University, 217 Perkins Bldg., Richmond, KY 40475-3127; 606-622-1497; FAX 606-622-6264.

## Rural families topic of Conference

"Rural Families: Legacies for the Future," is the theme of the 10th annual Working with Families conference, September 26 to 28 on the campus of KS State University, Manhattan, KS.

The meeting will cover a variety of rural issues including children at risk, leadership contributions of rural families in the 90s. Amelia Martinez-Brawley, professor of social work at PA State University, is the keynote speaker and the 1990 Ruth Hoeflin Family Forum Scholar. Dr. Martinez-Brawley's topic is "Ingredients of Success: The Effective Human Service Worker in Rural and Small Town Areas.'

Among other invited speakers are Joan Blundall, consultation and education coordinator, Northwest IA Mental Health Center; Bill and Judy Heffernan, Dept of Rural Sociology at the University of MO-Columbia; Anthony Jurich, professor of Human Development and Family Studies, KS State University; and Dennis Murray professor of psychology, Mansfield University.

For more information contact Steve Bollman or Charlie Griffin at The Family Center, Justin Hall, Manhattan, KS 66506; 913-532-6984.

## Family Firm Institute offers awards

Unpublished papers are being sought for an award to be presented by the Family Firm Institute, a national association devoted to enhancing the knowledge and practices of professionals serving family businesses and owners of family enterprises.

The awards for Contributions to the Field of Family Business, will be presented at the Institute's national conference, October 18 to 20 in Atlanta,

Competition is open for three awards, with prizes of \$2,000 per award. Awards will be made for the Best Unpublished Practice paper, the Best Unpublished Research Paper and the Best Unpublished Doctoral Dissertation. All award winning papers will be submitted to Family Business Review for consideration for publication.

Some issues that may be included are succession planning, family dynamics, business valuation, estate planning, coping with in-laws in the firm, using outside boards and advisors, raising financing, sibling rivalry, preparing the next generation, family business and strategic planning, and unexpected transitions.

Criteria for the Best Unpublished Practice paper include applicability to key family business issues, originality of approach, clarity of argument, theoretical grounding, and relevance to professionals who work with family businesses. In addition, the Best Unpublished Research Paper and Dissertation will be judged with regard to the quality of analysis, relevance to scholars and practical researchers, and the creation, extension and testing of

Deadline for paper submission is August 3. For dissertations, the deadline for submission of abstracts was May 25.

For more information contact Research Committee, Family Firm Institute, PO Box 476, Johnstown, MY 12095.

# Family Science Network lists members

The Family Science Network has grown tremendously since its introduction last year in the *REPORT*.

The Network is a service supplied by the Department of Family Studies at the University of Kentucky. It permits any member to send a message to all others or to correspond personally with another member. We conduct open discussions, "post" position openings, and share other information on research and professional issues 'telated to family science, marriage and family therapy, family sociology, and the behavioral aspects of family medicine. The membership is international.

If you are a BITNET user and wish to join, send an E-Mail message to Greg Brock (GWBROCK@UKCC.UKY.EDU).

#### Family Science Network Membership as of 5/16/1990

#### BITNET ADDRESSES LISTED A-Z BY NODE

D1CCMA AVDONIVM	
RISCINIWARROIN VIVI	STEVEN MYERS
JTT58@ALBNYVM1	IIM TEDESCHI
	ATTIO CITED A
SURRAC@ARIZVM1	CATHY SURRA
EFAA279@BGUNOS	RACHEL YATZIV
BI599045@BROWNVM	
CXHRIS@BROWNVM	CHRIS CHUNG
FKGOLD@BROWNVM	ER AN GOLDSCHEIDER
FROOLD@BROWINVIII	TRAIT GOLDSCHLIDER
EDSON@BRUC.ANSP.BR	MARIA FRANCOZO
DA A A RIMCAI STATE	KEN PETERSON
PAAAAB1@CALSTATEHARMO@CC.HELSINKI.FI	
HARMO@CC.HELSINKI.FI	TIMO HARMO
SWMAILMF@CC.UTAH.EDU	MARK FRASER
T TO THE COURT OF THE PARTY OF	
LIBBIECH@CCVM.SUNYSB.EDU	LIBBIE CHUTE
MFRUCHT@CLEMSON	JOHN MURICE
OLIGINA NIC CODA COD LIMA EDILI	TAMES DE ACEDITAN
CUSHMAN@CSD4.CSD.UWM.EDU	JAIVIES BLACKBURN
FRASCA@DAYTONAHA20@DKORRZK1PAU	RALPH FRASCA
ATTACO DE CONTRETE DAT	TITLE & TOTTANING MODD
AHAZU@DKOKKZKIPAC	IL HILL & JUHANNES KUPP
MLATTERE@DRUNIVAC	MATTHEW LATTERELL
MOADOOOECNODO	DALEMANDLE
MCAROO2@ECNCDC	DALE HAWFLE
BECARIO8@EMDUAM11SOC@EMUVM1	ALBERTO RIO GARCIA
COCOEMIUMI	MADTVIEVIN
30C@EMIO V MI1	WAKI I LASYIIV
OLSENJ@FHSS.BYU.EDU	JOSEPH OLSEN
TIAN TENTE OF THE INT	A CONTRACT A TOTAL ON THE CONTRACT OF
HARJUNIE@FINFUN	MINNA HARJUNIEMI
HARJUNIEMI@FINFUN	MINNA HARJUNIEMI
LALANEN@FINJYU	
MMARIN@FINJYU	MARJATTA MARIN
HAAVIOMANNII GEINII III	THE TALK THA A SUICE BALANDATE A
HAAVIOMANNIL@FINUH	"ETIMA DAA VIO-MANNILA
MIKKOASALO@FINUJO	MIKKO A SALO
LEAHEY@FORDMURH	PETER I EAHEY
CFIGLEY@FUS	CHARLES FIGLEY
SMITHTE@FSUWITKIN@FSU	TOM SMITH
WITTING	CITY A STEE STREET, THE
WITKIN@FSU	SIANLEY WITKIN
RWRK708@HAIFAUVM	YOAVIAVEE
TIO10015@INIVIZIBILL	TICATIC VIANT HIZENTOCODAL
U212215@HNYKUN11	HENK VAN DZENDOOKN
WUNDERIN@HROEUR5	SOPHIA WUNDERINK
EGWILLB@INDST	WILL DADDELL
	WILL DARKE! I
EGWILLB@INDSVAX1	WILL BARRATT
INME100@INDYCMS	CITE CTCINIMETY
DOIDD MACHING IND HOURDS OF	SOL SILMWEIL
BOURDAIS@INRS-URB.UQUEBEC.CA	CELINE LEBOURDAIS
KKIECOLT@IUBACS	JILL KIECOLT
I CHENIAKENTUM	LICHEN
LCHEN1@KENTVM	LI CHEN
LCHEN1@KENTVMDAVID@KSUVM	LI CHEN DAVID WRIGHT
LCHEN1@KENTVMDAVID@KSUVM	LI CHEN DAVID WRIGHT
LCHEN1@KENTVMDAVID@KSUVMWRSCHUMM@KSUVM	LI CHEN DAVID WRIGHT WALTER SCHUMM
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK	LI CHENDAVID WRIGHTWALTER SCHUMM PANEHER DOUGLAS REVEL
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK	LI CHENDAVID WRIGHTWALTER SCHUMM PANEHER DOUGLAS REVEL
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK DJZSO@LEHIGH	LI CHENDAVID WRIGHTWALTER SCHUMM ANEHER DOUGLAS REVELJOAN SPADE
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM	LI CHENDAVID WRIGHTWALTER SCHUMM ANEHER DOUGLAS REVELJOAN SPADESTHER WINTERS
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM	LI CHENDAVID WRIGHTWALTER SCHUMM ANEHER DOUGLAS REVELJOAN SPADESTHER WINTERS
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK DZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK DZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK DZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK DZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SPHONE@LSUVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SPHONE@LSUVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SPHONE@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU TJV@NIHCU	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU TJV@NIHCU	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU TJV@NIHCU	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM JUDITH@PUCC BEDFORDV@PURCCVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD JUDITH ROWE VICTORIA BEDFORD
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM JUDITH@PUCC BEDFORDV@PURCCVM ERIC@PURCCVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD JUDITH ROWE VICTORIA BEDFORD ERIC MCCOLLUM
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM JUDITH@PUCC BEDFORDV@PURCCVM ERIC@PURCCVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD JUDITH ROWE VICTORIA BEDFORD ERIC MCCOLLUM
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM JUDITH@PUCC BEDFORDV@PURCCVM ERIC@PURCCVM RQ@PURCCVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD JUDITH ROWE VICTORIA BEDFORD ERIC MCCOLLUM KAREN ALTERGOTT
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM JUDITH@PUCC BEDFORDV@PURCCVM RQ@PURCCVM RALEWIS@PURCCVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD JUDITH ROWE VICTORIA BEDFORD ERIC MCCOLLUM KAREN ALTERGOTT ROBERT LEWIS
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM JUDITH@PUCC BEDFORDV@PURCCVM RQ@PURCCVM RALEWIS@PURCCVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD JUDITH ROWE VICTORIA BEDFORD ERIC MCCOLLUM KAREN ALTERGOTT ROBERT LEWIS
LCHENI@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM JUDITH@PUCC BEDFORDV@PURCCVM RQ@PURCCVM RALEWIS@PURCCVM XG2U@PURCCVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JIFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD JUDITH ROWE VICTORIA BEDFORD ERIC MCCOLLUM KAREN ALTERGOTT ROBERT LEWIS THORANA NELSON
LCHENI@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM JUDITH@PUCC BEDFORDV@PURCCVM RQ@PURCCVM RALEWIS@PURCCVM XG2U@PURCCVM XKFC@PURCCVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JIFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD JUDITH ROWE VICTORIA BEDFORD ERIC MCCOLLUM KAREN ALTERGOTT ROBERT LEWIS THORANA NELSON JOHN SCHULENBERG
LCHENI@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU KCE@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM JUDITH@PUCC BEDFORDV@PURCCVM RQ@PURCCVM RALEWIS@PURCCVM XG2U@PURCCVM XKFC@PURCCVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JIFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD JUDITH ROWE VICTORIA BEDFORD ERIC MCCOLLUM KAREN ALTERGOTT ROBERT LEWIS THORANA NELSON JOHN SCHULENBERG
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM JUDITH@PUCC BEDFORDV@PURCCVM ERIC@PURCCVM RALEWIS@PURCCVM XKFC@PURCCVM XXNS@PURCCVM	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JIFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS NAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD JUDITH ROWE VICTORIA BEDFORD ERIC MCCOLLUM KAREN ALTERGOTT ROBERT LEWIS THORANA NELSON JOHN SCHULENBERG ROBERT VOLK
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM JUDITH@PUCC BEDFORDV@PURCCVM ERIC@PURCCVM RQ@PURCCVM RALEWIS@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM RB2000@RCN	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JIFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS NAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD JUDITH ROWE VICTORIA BEDFORD ERIC MCCOLLUM KAREN ALTERGOTT ROBERT LEWIS THORANA NELSON JOHN SCHULENBERG ROBERT VOLK ROBERT VOLK ROBERT VOLK
LCHENI@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE HOF ON HOLU KCE@NIHCU TIV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM JUDITH@PUCC BEDFORDV@PURCCVM RALEWIS@PURCCVM RALEWIS@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM RB2000@RCN STEPHEN@RPIECS	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JIEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD JUDITH ROWE VICTORIA BEDFORD ERIC MCCOLLUM KAREN ALTERGOTT ROBERT LEWIS THORANA NELSON JOHN SCHULENBERG ROBERT VOLK ROBERT BAKER ROBERT BAKER
LCHEN1@KENTVM DAVID@KSUVM WRSCHUMM@KSUVM DAN@LCLARK JZSO@LEHIGH PSWINT@LSUVM SOCOCK@LSUVM SOCOHE@LSUVM SOKAMO@LSUVM SOWOJT@LSUVM SOWOJT@LSUVM SPHONE@LSUVM NASH@MACALSTR RHD360@MAINE 940SE@MATHER1.AF.MIL NBURGESS@MSSTATE PEWOOL@MSSTATE PEWOOL@MSSTATE 6492PHAY@MUCSD HNF@NIHCU TJV@NIHCU STELLARQ@NUSVM TS1295@OHSTMVSA VUCHINIS@ORSTVM FRCDCCH@OSUCC MICHELSO@PENNDRLS SWARFORD@PEPPCDRM JUDITH@PUCC BEDFORDV@PURCCVM ERIC@PURCCVM RQ@PURCCVM RALEWIS@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM XKFC@PURCCVM RB2000@RCN	LI CHEN DAVID WRIGHT WALTER SCHUMM ANEHER DOUGLAS REVEL JOAN SPADE ESTHER WINTERS ALAN ACOCK ELLEN COHEN YOSHINORI KAMO ROGER WOJTKIEWICZ JIM HONEYCUTT JIEFF NASH ROBERT MILARDO PETE BROWN NORMA BURGESS PAT WOLLINGTON MICHAEL PHAYER HOWARD FULLERTON KEVIN CORAY TAMRA LAIR STELLA QUAH BETTY MENAGHAN SAM VUCHINICH CHARLES HENDRIX RONA MICHELSON STU WARFORD JUDITH ROWE VICTORIA BEDFORD ERIC MCCOLLUM KAREN ALTERGOTT ROBERT LEWIS THORANA NELSON JOHN SCHULENBERG ROBERT VOLK ROBERT BAKER ROBERT BAKER

COLL

1	
JSUITOR@SBCCVM	JILL SUITOR
TERI@SDNETMORROWB@SERVAX	TERI MCCRACKEN
SOCXX@SEUDAC21	
USERNK8C@SFU	
RAISZ@SJC	HELEN RAISZ
WQUALLS@SLOANKATZJA@SLUVCA	BILL QUALLS
PS5@TAUNOS	ARNON RONICK
YONA5@TAUNOS	WEINBERG HAIM
GBBFBAB@TCSVM	SAM SCANDALIATO
KVRAO@TRAPPER	DR. K.V. RAO
RTIHCG@TUCCSM85119@UAFSYSA	
MWGI@UALTAMTS	MIKE GILLESPIE
BLADEWIG@UA1VM	BECKY LADEWIG
CWHELESS@UA1VMDREESE@UA1VM	CAROLYN WHELESS
USERBINU@UBCMTSG	ROY RODGERS
USERDIMM@UBCMTSG	JIM WHITE
USERHDP@UBCMTSG	DAN PERLMAN
WSCHEU@UCHCEC3BLASTDWY@UIAMVS	STEVE DUCK
U08208@UICVM	
U10327@UICVM	VALERIE GRUNSTED
SOC005@UKAG	GARY HANSEN
CJPECK@UKCCCPD437@UKCC	PAUL DE MESOUITA
DCPAYNE@UKCC	DAVID PAYNE
DSNYDER@UKCC	DOUG SNYDER
FAM002@UKCC	DARLA BOTKIN
FA0768@UKCC HDF004@UKCC	ONEAL WEEKS
JCCROSBY@UKCC	JOHN CROSBY
JCCROSBY@UKCCNETNEWS (UNI	VERSITY OF KENTUCKY)
NUCKOLLS@UKCCPEDSDA@UKCC	CHARLES NUCKOLLS
RJONES@UKCC	REINETTE JONES
SOC166@UKCC	DORIS WILKINSON
SOC198@UKCCGWBROCK@UKCC.UKY.EDU	RICHARD CLAYTON
PAMELA@UKCC.UKY.EDU	GREGORY BROCK
DIBLASIO@UMAB	FRED DIBLASIO
INMATE@UMAB	HARRIS CHAIKLIN
OROGERS@UMAB	
C520248@UMCVMB OLSON@UMKCVAX1	PHIL OLSON
DFRANKS@UNC	DEBORAH FRANKS
JMR@UNC	JACK RICHMAN
SCHIN@UNCCASSELL@UNCVM1	NEIL SCHIER
MELANIE@UNCVM1	MELANIE ARCHER
M_STRAUS@UNHH	MURRAY STRAUS
S_FRANKEL@UNHH	
GMLAQ6@UNIVSCVMN050056@UNIVSCVM	FI WOOD CARL SON
BOSR0004@UNLVM	ALAN BOOTH
HDEV002@UNLVM	CRAIG SMITH
MARK032@UNLVM	JIM GENTRY
DFCDEAN@UOGUELPHFAMDALY@UOGUELPH	KERRY DAI Y
PTB101@URIACC	FLORENCE GINSBURG
SPAJ710@UTA3081	JOHN DALY
PA99678@UTKVM1 CWARGULA@UTMEM1	GREER FOX
DCHRISTE@UTMEM2	CAROL WARGULA PAMELA CHRISTENSON
SWAECHTER@UTMEM2	STEVE WAECHTER
DUNN W@UTSW	WANDA DUNN
RMGTRBS@UVMADMIN	RALPH STUART
DNIETO@UVMVMFAMDALY@VM.UOGUELPH.CA	KERRY DALY
DHDEMO@VTVM1EDWARDS2@VTVMI	DAVID DEMO
EDWARDS2@VTVMI	JOHN N. EDWARDS
FULLER@VTVM1LITTLE@VTVM1	
JAY@VTVM2	IAV MANCINI
SWILSON@VTVM2	CTEPHAN WILCON
NETNEWS@WATDCSAHOGENCAMP@WILLIAMS	NEWS SERVER
AHUGENCAMP@WILLIAMS	ANGIE HOGENCAMP
ADAMS@WISCSSC	ELLEN FOXMAN
PHIL@WUBIOS.WUSTL.EDU	PHIL MILLER
CO3720AZ@WUVMD	ARLEEN ZOBLOTSKY
C27901RP@WUVMD C73221DC@WUVMD	BOB PARKS
ELINZE@YALEVM	NAAMA ZAHAVI-ELY
AMADMOO9@YSUB	DIANA GOULD
AMACAST01@YSUB	JODY PATRICK
AMCAST06@YSUBAMSUBS01@YSUB	SALLY KENNEY

# Pursue these Seattle 'trivia facts'

- In 1989, Zagat, publisher of a national hotel guide, rated Seattle's hotels overall the best in the country. Compared to lodging in 37 other cities, the 11 Seattle hotels; Alexis, Crowne Plaza, Four Seasons Olympic, Inn at the Market, Mayflower Park, Seattle Hilton, Seattle Sheraton Hotel & Towers, Sorrento, Stouffer Madison, Warwick and Westin, were ranked number one in overall quality, room quality, dining and service.
- Savvy magazine rated Seattle the best for women. Each city was rated for livability, cost of living, cost of housing, violent crime rate, public education, number of physicians per 1,000 people and percentage of female managers and executives.
- Seattle is the American city with the brightest prospects for the 1990s

according to a nationwide survey of urban affairs experts. Seattle was praised for its location, culture and environmental qualities.

- Rand McNally: Vacation Places Rated ranked Seattle, Mount Rainier, and the North Cascades as the #1 vacation destination in the U.S. for 1986.
- Because of its natural habitats, Seattle's Woodland Park Zoo is one of the nation's best and most humane zoos.
- Freeway Park Downtown is the nation's first major park to be built over a freeway. A citizen's horticultural committee spent months selecting plants resistant to the winds, gas fumes, and other unique problems of that setting.
- Seattle's thirteen sister cities are: Beer

- Sheva, Israel; Bergen, Norway; Chongqing, China; Christchurch, New Zealand; Galway, Ireland; Kobe, Japan; Lime, Cameroon; Managua, Nicaragua; Mazatlan, Mexico; Mombasa, Kenya; Nantes, France; Reykjavik, Iceland; Tashkent, USSR.
- Seattle ranks among the top five cities in the nation of citizens with a college education. Twenty-four percent of Seattle's adults (25 and over) have college educations.
- Rand McNally: Places Rated Almanac ranked Seattle as the nation's. #1 recreational city in 1986 for the fifth year in a row.
- Seattle ranks second in the nation's 30 largest cities in per capita personal income.
- The Seattle Public Library loans more books per capita than any other city

library in the nation.

- Seattleites buy more sunglasses per capita than any other city in the nation.
- Seattle was ranked as the nation's "most livable" city in 1975 and again in 1984 by the National Conference of Mayors.
- Reading habits: Seattleites are nationally #2 in readership of boating, science hobby, and gourmet cookbook magazines; #4 in skiing magazine readership; #6 in photography magazine readership; and #9 in business readership.
- •Entertainment, the arts and out-of-doors: Seattle is #4 in the nation in sales at eating and drinking establishments, #4 in frequency of opera performances, #4 in spending to support its libraries and #5 in spending to support and maintain its park system.
- Seattle's Medic I program was the first emergency response care system in the U.S. and remains one of the fastest. Response time for the first responding emergency unit is 2-4 minutes.
- Seattle is reputed to be the best U.S. city in which to have a heart attack because the chances of survival are so much greater.
- Property perform cardiopulmonary resuscitation (C.P.R.) has had a tremendous impact on training citizens in this skill. It is estimated that if someone were to fall victim to a heart attack on Seattle streets, one out of three persons passing by would know how to perform this lifesaving technique due to Medic II training.
- Tourism is the State of Washington's fourth largest industry.
- Seattle-King County has three of the world's five floating bridges.
- The only NVA basketball game called off due to rain occurred on January 5, 1988, in Seattle.
- The Seattle area has ten equity theatres.
- Seattle has some of the purest drinking water in the nation.
- There are 16 wineries in King County.
- Median age of Seattelites is 33.
- Seattle is 44th in a listing of U.S. cities by rainfall amounts, and has less rain each year than Atlanta, Houston, Boston, New York, Philadelphia, and Washington, D.C.
- A 1987 ranking listed Seattle as best-inthe-West for manners, and number two in the nation.
- Based on environmental factors, a survey of dermatologists and plastic surgeons ranked Seattle second best in the nation for wrinkle-free complexion.
- In 1989, Seattle ranked #2 among major U.S. cities as a place to locate a business. Those surveyed gave Seattle top billing for its quality of life, governmental climate, access to raw materials and ability to attract executives and professionals. Seattle also ranked high for its access to international markets.

## Meetings

July 17-20 -- "Education Towards Health for All," regional conference of the International Union for Health, Education, sponsored by Ministry of Health, Singapore World Health Organization. Contact: IUHE Conference, Academy of Medicine, Singapore, College of Medicine Bldg., 16 College Rd., No. 01-01, Singapore 0316.

August 10-14 -- American Psychological Association annual convention in Boston, MA. Thirty-five continuing education workshops and 6 academic/scientific seminars. Call 703-247-7880 for more information.



The Consortium of Family Organizations offers a new and better Policy newsletter:

## THE COFO FAMILY POLICY REPORT

The Report reflects a new change from the former Coalition of Family Organizations. The four founding organizations -- American Home Economics Association, American Association for Marriage and Family Therapy, Family Service America, and the National Council on Family Relations -- welcome a new member - Family Resource Coalition - and a new name: The Consortium of Family Organizations.

The COFO FAMILY POLICY REPORT promotes a family perspective in public policy and human services, and will assist policymakers in evaluating legislation and social programs from this family perspective.

Publication Dates:

Spring, Summer, Fall and Winter

A one-year subscription is \$12.00 through the COFO office in Washington, D.C., but NCFR members can get a 17 percent discount with this coupon.

Return the order form below and receive the POLICY REPORT for just \$10.00.

One year \$10.00 (U.S.) Tw Foreign & Canadian \$12.00 For	o years \$20.00 (U.S.) reign & Canadian \$24.00
Name	
Address	
CityState/Province	Zip/Postal Zone
Telephone Number ()	
Method of Payment*: Check enclosed VISA/MasterCard	
VISA/MasterCard Number	Expiration Date
Signature	Date



National Council on Family Relations 3989 Central Avenue N.E., Suite 550 Minneapolis, MN 55421 Telephone: (612) 781-9331

## 1990 National Council On Family Relations Annual Conference Program Schedule November 9-14, Westin Hotel, Seattle, WA

#### FRIDAY, NOVEMBER 9, 1990

12:30 - 5:30 p.m. Theory Construction and Research Methodology Workshop 7:00 - 10:00 p.m.

Theory Construction and Research Methodolgy Workshop

Special Session and Reception

SATURDAY, NOVEMBER 10, 1990

Association of Councils Workshop 8:00 a.m. - 12:30 p.m.

8:00 a.m. - 5:00 p.m. Theory Construction and Research Methodology Workshop Continued

Workshop - "Strengthening the Family at the Point of 9:00 a.m. - 12:00 p.m. Origin" (sponsored by BC Council for the Family)

9:00 a.m. - 5:00 p.m. Workshop - "Family and Law" (sponsored by Education and Enrichment Section)

1:00 p.m. - 5:00 p.m. Workshop - "Strengthening Children and Families: A National, Multi-Denominational Forum (sponsored by

7:30 p.m. - 10:30 p.m. Theory Construction and Research Methodology Workshop

Religion and Family Life Section)

Business Meeting and Reception

SUNDAY, NOVEMBER 11, 1990

8:00 - 8:45 a.m. INTERFAITH SERVICE Judith Kuipers

9:00 - 10:00 a.m. FIRST TIMERS RECEPTION

> Focus Group Sessions Peace and the Family Poverty

10:15 - 11:30 a.m. CONCURRENT SECTION SESSIONS I

11:45 a.m. - 12:45 p.m. POSTER SESSION I

1:00 - 2:15 p.m. OPENING PLENARY SESSION Judith Wallerstein

DUVALL DISTINGUISHED LECTURE 2:30 - 3:30 p.m. Frank Furstenberg

CONCURRENT SECTION SESSIONS II 3:45 - 5:00 p.m. Family Health and Family Action -Dialogue - Senator Brock Adams and Kristine Gebbie

5:15 - 6:15 p.m. DISTINGUISHED LECTURE: Interview -

"The Making of a Career: Neubeck on Neubeck"

5:15 - 5:45 p.m. POSTER SESSION II

> SKILLS EXCHANGE sponsored by Student/New Professionals and Family Discipline Sections

Section Business Meetings **Education and Enrichment** Family and Health

Religion and Family Life

6:15 - 7:30 p.m. Focus Groups

Qualitative Family Research Single Parent Families

6:45 - 8:00 p.m.

Focus Groups Adoption

Nursing and the Family

Session on "How to Write for Family Relations"

OPENING CONFERENCE DESSERT 8:15 - 9:30 p.m.

RECEPTION Sponsored by Oregon, Washington, and British Columbia Councils

9:00 p.m. NO-HOST PARTY Sponsored by Family and

Members

Health Section PARTY for Religion and Family Life Section

MONDAY, NOVEMBER 12, 1990

7:15 - 8:15 a.m.

Focus Group Sessions Family Centers Remarriage and Stepfamilies ASSOCIATION OF COUNCILS BUSINESS **MEETING** 

Section Business Meetings Student/New Professionals International

CONCURRENT SECTION SESSIONS III

PLENARY SESSION 10:00 - 11:15 a.m. Jay Belsky

8:30 - 9:45 a.m.

1:00 - 2:15 p.m.

4:00 - 5:15 p.m.

7:00 - 8:30 p.m.

8:00 - 9:15 p.m.

11:30 a.m. - 12:45 p.m. OPEN FORUM Sponsored by Association of

Councils, Family Discipline, and Student/New Professionals Sections

POSTER SESSION III

Focus Groups **Rural Families** Work and the Family

Section Business Meetings Feminism and Family Studies

CONCURRENT SECTION SESSIONS IV

Distinguished Lecture: Pepper Schwartz Feminism and Family Studies

2:30 - 3:45 p.m. ROUND TABLES Sponsored by NCFR Sections and Association of Councils

POSTER SESSION IV

SPECIAL SYMPOSIUM Margaret Feldman, Chair - "Defense

Reductions: Impact on Military and Civilian

Families and Their Communities"

5:30 - 6:45 p.m. ANNUAL NCFR BUSINESS MEETING

> DISTINGUISHED PANEL AND RECEPTION FOR FEMINISM AND FAMILY STUDIES SCHOLARSHIP AWARDS - Panelists: Jessie Bernard, Mirra Komarovsky, and Matilda White Riley; Harriet Presser,

Moderator

7:30 - 8:30 p.m. Ethnic Minorities Section Business Meeting

> Section Business Meeting Family Therapy

Reception for CFLEs

Special Sessions

Family Discipline Panel - "Where Should Family

Science Go in the 1990s?"

"How to Write for Journal of Marriage and the Family

and Journal of Family Issues"

8:30 - 9:30 p.m.

Ethnic Minorities Section Oral History

9:30 p.m. PARTY Sponsored by NCFR Students/New

Professionals

## TUESDAY, NOVEMBER 13, 1990

7:15 a.m. - 8:15 a.m.

Focus Group Sessions Marriage Enrichment Sexuality

Section Business Meeting

Research and Theory

STUDENT/NEW PROFESSIONALS SEMINAR

8:30 - 9:45 a.m. 10:00 - 11:15 a.m. CONCURRENT SECTION SESSIONS V

PLENARY SESSION Jennifer James

11:30 a.m. - 12:30 p.m. SPECIAL SESSION - "Preview of the Decade in Review: Looking Forward, Looking Back" -Alan Booth et al

POSTER SESSION V

Section Business Meetings Family Action Family Discipline

> schedule, on page 20