

The family . . . where the future touches now.

Volume 37, Number 3

NCFR Honors Family Researchers, Scholars

Presentation of all NCFR awards will be made Monday, November 9 at 3:30 p.m. in Ballroom C/D of the Clarion Plaza Hotel. This consolidation will allow plenary speakers as much time as possible for their sessions. A reception will follow the awards ceremony.

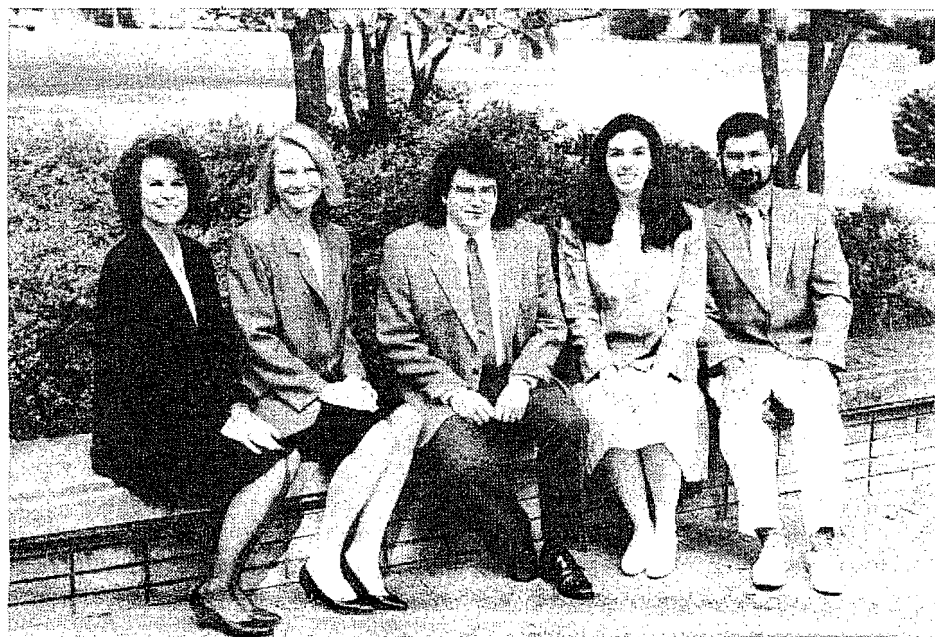
Awards for family research and scholarship, leadership, and excellence as a student will be presented including those for Distinguished Service to Families, Ernest Burgess, Reuben Hill, Student/New Professional, NCFR/Guilford Book, Feminism and Family Studies Section, Family Therapy Section, and recognition of the program vice-president and local arrangements committee chair.

Announcement of the recipients of the Reuben Hill Award, Student of the Year Award, and the NCFR/Guilford Book Award have been made.

Reuben Hill Award

Winners of the 1991 Reuben Hill Award are Caryl E. Rusbult, Julie Verette, Gregory A. Whitney, Linda E. Slovik, and Isaac Lipkus, of the Dept. of Psychology, University of NC-Chapel Hill, for their article, "Accommodations Processes in Close Relationships: Theory and Preliminary Evidence," published in the *Journal of Personality and Social Psychology*.

The Reuben Hill Award recognizes



Winners of the 1991 Reuben Hill Award are, from left, Caryl Rusbult, Julie Verette, Greg Whitney, Linda Slovik, and Isaac Lipkus all of the Dept. of Psychology, University of North Carolina-Chapel Hill. Their article, "Accommodations Processes in Close Relationships: Theory and Preliminary Evidence," was published in the *Journal of Personality and Social Psychology*.

the published article that best combines research and theory on a family issue. It was established by NCFR in 1980.

"All partners in close relationships eventually behave badly," is the first sentence of the award-winning article and introduces the authors' question: Given the ubiquity of potentially destructive acts in the course of intimate interaction, under what conditions is a partner willing to inhibit the impulse to reciprocate in kind and instead react constructively?

Prior research has consistently found that distressed couples show greater reciprocity in destructive reactions than do non-distressed couples. The authors move beyond the description of differences between couples and construct a theory of accommodative processes with specific predictions regarding how individual-level dispositions and relationship-level characteristics affect how couples negotiate accommodation processes.

The authors draw on data from a series of studies to examine their hypotheses. They find that greater commitment to the relationship is a key predictor of greater willingness to inhibit destructive acts, and that commitment mediates the effect of many of the other variables. In addition, psychological femininity (a more communal, relationship orientation) and greater partner perspective-taking have direct effects on accommodation.

Contrary to the authors' expectations, relative measures of involvement (the extent to which I believe my commitment to the relationship is greater than my partner's) do not play a significant role in explaining willingness to inhibit destructive acts.

Given the key role of commitment, the authors also investigated its determinants, and found that level of commitment was best explained by relationship factors, particularly higher satisfaction, having made greater investments in the relationship, greater relationship centrality, and perceiving poorer alternatives to the relationship. These factors affected commitment and also exerted direct effects on tendency to inhibit destructive reactions to negative partner behavior.

Finally, the authors use laboratory

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Pleck Discusses Work - Family Issues

Do flexible schedules reinforce inequity in the marital division of labor? Do flexible schedules really help working families? These are two questions **Joseph H. Pleck** will address in his plenary session, "Work-Family Policies: Dilemmas and Opportunities," Monday, November 9 at 10 a.m. during NCFR's annual conference in Orlando.



Pleck

Pleck, director of the Center for Research on Women, Wellesley College, Wellesley, MA, notes there are three categories of work-family policies: child care, flexible schedules, and parental leave.

"Each have their own historical evolution and policy issues," he explains. "Child care arose first as a policy area, had a major setback in the early 1970s, but in certain respects has made considerable progress since then."

He says the three main child care issues today are how the implementation of the recently enacted Act for Better Childcare will shape the future evolution of childcare in the next 20 years; the continuing issue of low pay and high turnover of childcare workers; and the continuing "deep social ambivalence about non-maternal care, reflected in various ways."

Pleck maintains that there are two policy issues at play in flexible

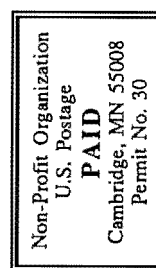
scheduling: Do they or can they really help working families?

"The predominant current forms of flexible schedules actually have relatively little flexibility, so effects are small," he notes, "but when actual degree of flexibility is high, the evidence is that positive effects are demonstrable."

The second issue is whether flexible schedules reinforce inequity in the marital division of labor. "Contrary to most others," Pleck says, "I argue not."

According to Pleck, parental leave is the newest policy area. "Much more so

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TIME DATED MATERIAL

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How Do Our Values Influence Us?

This is my last column in the REPORT. I could never be a newspaper columnist (as if you hadn't guessed already); four copy deadlines a year is about as often as I can manage. The next time I share my thoughts with you, it will be in person at the annual conference in Orlando.

I would like to acknowledge the NCFR Board members I have worked with this year. They spend considerable time (and often their own money) to serve on the Board. Usually our work for NCFR has produced favorable results, but it's not always fun or even interesting. (A friend who serves on the Board of another association told me that BOARD is pronounced correctly, but spelled wrong). In any case, I appreciate the efforts and good will of our Board of Directors. Likewise, our NCFR staff are hardworking and helpful, and I have appreciated our more frequent and closer association this year.

Contemplating my Presidential address is a daunting prospect (for you, too, I'm sure); I have been thinking about it quite a bit. Traditionally, NCFR Presidential speeches have been almost entirely professional, and I feel some pressure to follow precedent. However, I keep reflecting about how my world views have been changing, and I would like to share some of these personal/professional insights with you. I plan to spend the next couple of months organizing my thoughts about values in the study of marriages and families. This might sound pretty boring, but I think not; I will try to keep you interested and entertained. Among other things, I will talk about how our values influence what we look for, what we see, and even more, how we interpret our observations.

As a graduate student, I accepted the traditional view that scientists could hold their values in abeyance while they made unbiased observations about the world. I have become more and more aware of the extent to which our values influence what we do, and the way that we see the world. I have been somewhat aware of my own values, but as a social scientist, I have attempted to see the world as objectively as possible. Over the years,

different experiences have brought me to the clearer realization that we often look for and construct knowledge based on our preconceptions.

For example, in the early 1970s, my graduate training at Minnesota included an introduction to family development which continued into the early 1980s when I helped Evelyn Duvall revise her classic text. Shortly after the revised text had been published, Ralph LaRossa correctly pointed out to me that family violence had been overlooked in our revision; less than a page was given to discussing child abuse and incest, and no other form of family violence was even mentioned. Ralph's observation surprised

me. In fairness, the text was intended as more of a conceptual lens than a substantive review. But ignoring family violence is understandable; it was not part of my personal experience or professional training, and despite burgeoning evidence, I had given it virtually no thought.

Over the past several years, my wife and I have spent countless hours talking with a friend who was brutalized by her parents when she was a child. She was the oldest of several daughters who were beaten by their mother, and in turn, sexually seduced by their father. One time when my daughter and I were leaving to go somewhere, this friend

became angry and upset; her emotions were puzzling until we both realized what it meant to her for a father and young daughter to go off alone. My conversations with her have helped me see the world more completely than before.

In my presentation at the annual conference, I want to present a systematic professional statement about my increasing appreciation of the role of values and in family science. I hope to see you there.

Brent Miller
1991-92 NCFR President

Awards, from Page 1

studies of dating couples to examine the link between reported willingness to accommodate and actual behavior when individuals received false feedback that their partners had acted destructively in interaction. They also tested effects of partners' combinations of levels of accommodation. They find strong predictability of behavioral measures from structured self-report measures, increasing confidence in the validity of their measures. They also note that couples' distress (low satisfaction with and commitment to the relationship) is highest when both partners fail to inhibit destructive reactions.

This ambitious set of studies provides a rich and diverse set of findings that will inspire additional research and theoretical argument. These studies help to advance our understanding of accommodation processes in close relationships. The authors have made an important contribution to the knowledge and understanding of American families.

This year's committee included family scholars from across the U.S. and members of the Research and Theory Section. They reviewed 50 journals from which 29 articles were nominated. Five finalist articles were selected, and all Committee members rated these to determine the winning article.

The other four finalist articles were: "Divorce and Psychological Distress," by Alan Booth and Paul Amato in *Journal of Health and Social Behavior*.

"The Costs and Benefits of Social Support in Families," by Elizabeth B. Robertson, Glen H. Elder Jr., Martie L. Skinner, and Rand D. Conger, in *Journal of Marriage and the Family*.

"Sponsoring the Next Generation: Parental Willingness to Pay for Higher Education," by Lala Carr Steelman and Brian Powell in *American Journal of Sociology*.

"Family Economic Hardship, Parental Support, and Adolescent Self-Esteem," by Les B. Whitbeck, Ronald L. Simons, Rand D. Conger, Frederick O. Lorenz, Shirley Huck, and Glen H. Elder Jr., in *Social Psychology Quarterly*.

Committee members of the 1991 award were: Dr. Alan Acock, Dr. Margaret Arcus, Dr. Brian K. Barber, Dr. Alan Booth, Dr. Leonor Boulton Johnson, Dr. Wesley Burr, Dr. Vaughn Call, Dr. David H. Demo, Dr. William J. Doherty, Dr. Mark Fine, Dr. David Fournier, Dr. Lawrence Ganong, Dr. Jean Giles-Sims, Dr. Jane Gilgun, Dr. Deborah D. Godwin, Dr. Yoav Lavee, Dr. William Marsiglio, Dr. Pamela Monroe, Dr. Colleen Murray, Dr. Dennis K. Orthner, Dr. Toby Parcek, Dr. Karl Pillemer, Dr. Sonya Salamon, Dr. Nancy Sederberg, Dr. Jill Sutor, Dr. Walter Schumm, Dr. Jay Teachman, Dr. Elizabeth Thomson, Dr. Linda Beth Tiedje, and Dr. Lynda Henley Walters. Dr. Elizabeth Menaghan was chair.

Student Award

This year's Student Award is shared by Reena Sommer and Karen Blaisure. The award is presented to graduate level students demonstrating excellence as students and showing high potential for



Sommer



Blaisure

contributions to the field of family studies.

Sommer is a doctoral student at the University of Manitoba and was nominated by Gordon E. Barnes Ph.D. In addition to Sommer's work at the University, she was a research assistant on the Winnipeg Health and Drinking Survey, a large longitudinal general population study on alcohol abuse.

Blaisure recently was graduated from VA Polytechnic Institute and State University and was nominated by Katherine R. Allen Ph.D. In addition to her coursework and teaching duties at VA Tech, she was named the 1991 Outstanding Graduate Student in the Dept. of Family and Child Development.

NCFR/Guilford Book Award

This year's recipient of the NCFR/Guilford Book Award is Martha McMahon of McMaster University, Hamilton, ONT, Canada. Her manuscript, **Motherhood: Gender Identities and Gendered Selves**, will be published by Guilford Press.

McMahon earned her Ph.D. in sociology and taught at Seneca and Centennial Colleges in Toronto while working on her doctorate. She worked in federal and provincial government-sponsored academic upgrading and re-training programs for sole support mothers, social assistance recipients and immigrant women.



McMahon

She earned her master's degree from McMaster University in Hamilton and her undergraduate degree in economics and sociology from University College Dublin in Dublin, Ireland.

McMahon ventured to Canada as a foreign student and then returned to Ireland. She later emigrated from Ireland to Canada to earn her doctorate.

"My background is a little unconventional, even by Irish standards," McMahon notes. "Between degrees, I was a goat farmer for about six years in Ireland. Many sociologists, especially those who think of themselves as qualitative researchers, spend years 'in the field,' but for me, this term has particular connotations."

McMahon's research examined the experience of motherhood among a sample of fulltime employed mothers of pre-school children in Toronto. In-depth interviews with 60 women revealed that middle class and working class women had different understandings of the costs, rewards, and meanings of motherhood. Despite these differences, most of the women experienced a process of moral

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REPORT

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



CFLE Directions

Aggressive Marketing Paying Off

We're in the midst of a large marketing campaign for the **Certified Family Life Educator (CFLE)** program and for related family life education products including the family life span poster and the family life education Curriculum Guidelines. Much of this marketing is being conducted with the help of dedicated CFLEs.

Carol Mertens, CFLE, CFLE Focus Group Chair recently sent a letter to all CFLEs asking for their help in recruiting new applicants. She asked each CFLE to contact at least five people whom he/she thought could benefit from the CFLE designation. They were also given the option of supplying the NCFR office with the names so that we could contact them directly. The response so far has been fantastic! Over 50 CFLEs have submitted an average of six names. This is an especially good list because the CFLEs have been through the application process themselves and know what is required to be certified. They are able to make a knowledgeable

McMahon, from Page 2

transformation as they took on the identity of motherhood.

Women who become mothers do not merely live out an already-formed gender identity, according to McMahon. Rather, motherhood gives women the opportunity to achieve a gendered sense of self—they become 'womanly' persons. Other studies of socialization have taught us how mothers produce children. McMahon's research, on the other hand, exposes the ways in which children produce mothers.

The NCFR/Guilford Book Award was established in 1988 to annually honor scholars near the beginning of their careers who demonstrate outstanding writing and research skills, but who need special support and assistance to complete their first book.

Serving on this year's committee were Bert Adams and David Klein, co-editors of the Guilford series; Gary Lee, NCFR Publications Vice-president; Patricia Dyk, former NCFR Student/New Professional representative; and D. Terri Heath, NCFR Student/New Professional representative.

**Attention!
All Members!**

The 1992 Annual Conference program was mailed to you on August 14. Please contact headquarters at 612-781-9331 if you do not receive your copy by September 15.



determination of who would be qualified and to tell these people first hand about the designation.

Thanks to those who responded. If you haven't yet done so, can we count on hearing from you?

A mailing to the subscribers of Family Life Educator and Families in Society has elicited many phone calls with questions about the program. Several callers were not aware of the program and were very excited to know that a program that recognized the content and value of family life education existed!

In addition to this mailing, a questionnaire was sent to 2,100 people who had ordered the CFLE application packet sometime in the last two years, but who have not yet applied. We asked if they planned to submit their application for any of the next three reviews. If they did not plan on applying, we asked them why.

Over 150 responses have been received to date (a return rate of 7%, which is excellent for a survey). Twenty-six stated that they would be applying soon (17%). Many had not yet applied, but planned to do so some time in the future. Reasons for the delay included misplacing the application packet (7%), being too busy (3%), or not having the financial resources at the time (5%). Those who did not plan to apply at any time questioned the value of the designation (10%), felt the fee was too high (25%), or that the application process was too complicated or time-consuming (27%). Many of those who felt the process was too complicated had made their conclusions based on the old application packet instead of the revised, simplified version. A total of 10% were retiring soon, changing career directions, or had ordered the packet to share with students or colleagues.

Based upon the 7% sample, it appears that the main areas of concern are the perceived complexity of the application process and the application fee. The Certification Review Committee (CRC) has spent a great deal of time reviewing the process and trying to develop an easier method for documentation. A point system was designed last year but it was even more complicated than the original process! The revised application form, introduced in January, 1992, requires less information and structures it in a more organized format. The response to the new packet by those who have applied has been excellent. Many people have stated that while the process is still fairly thorough, it was manageable. In addition, they found that completing the application provided them with a valuable assessment of their background.

It was never intended that the CFLE designation be obtained by simply filling out a form and paying a fee. The application process includes documentation of knowledge and experience in ten family life substance

areas. The standards and criteria used to establish the CFLE designation are well-grounded in family theory and respected in the family life education field. Many colleges and universities use the CFLE standards as the basis of their marriage and family studies curriculum. Those who complete the application process and become Certified Family Life Educators have truly earned their designation and can truly consider themselves among a select group of family professionals. That makes the CFLE designation meaningful and valuable. While the progress of the CFLE program has not been as immediate as some other certification programs, the core of the program is solid and will, in the long run, endure.

I received two phone calls this week which demonstrated the increased recognition of the value of the CFLE credential. Two CFLEs who had not renewed their designations this year called to ask if they could reactivate their CFLE status. Both stated that they had not renewed because they did not feel the credential was necessary for their careers. They now found themselves in situations

where they felt the designation would in fact make a difference. One was starting her own company and felt that being a Certified Family Life Educator would increase her credibility. The other was applying for a new job and thought that the CFLE designation would increase her chances of getting the position!

Are you certified? Do you support the concept that those who teach and develop family life education programs should be knowledgeable and qualified in the family field? Show your support for the Certified Family Life Educator program by applying!

(Special note: When this column went to press, we had 17 new applicants for the Fall review!)

Dawn Cassidy
Certification Director

CFLE Demographics

I'm often asked what type of person is certified as a **Certified Family Life Educator**. What kind of background do they have? In what field do they work? Here is this year's annual demographic profile of the pool of active CFLEs:

Profile of Certified Family Life Educators*

Total number active Certified Family Life Educators: 584

Highest Degree

	Number	Percentage
Doctorate	233	40
Masters	227	39
BS/BA	49	10

Employment Category

	Number	Percentage
Educator	271	46
Therapist/Social Worker	86	15
Administrator	94	16
Student	24	4
Clergy	14	2
Research & Development	6	1
Medical	2	1
Retired	4	1

Employer

	Number	Percentage
Educational Institution	295	51
Public Service Agency	75	13
Self-employed	58	10
Religious Organization	37	7
Private Sector	26	4
Government	16	3
Retired	3	1

Gender

	Number	Percentage
Female	402	69
Male	165	28

Note: This information is taken from the membership application. Because not all members answer all questions, figures do not equal 100%.

Headquarters

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Winners Named in Media Awards Competition

Winners have been announced in the 24th annual NCFR Media Awards Competition according to Ollie Pocs and Robert Walsh, competition chairs, in the Dept. of Sociology at IL State University in Normal.

First place awards were made for videos in the following 14 categories:

Abuse and Neglect: "Child of Rage: A Story of Abuse," distributed by Ambrose Video Publishing, produced by Gaby Monet, New York, NY.

Aging: "Losing It All: The Reality of Alzheimer's Disease," distributed by Ambrose Video Publishing, New York, NY, produced by Michael Mierendorf, Minneapolis, MN.

Contemporary Social Issues: "NO MEANS NO: Understanding Acquaintance Rape," distributed by Human Relations Media, Pleasantville, NY, produced by Angelique LaCour/Wade Hanks-Discover Films, New Orleans, LA.

Families with Special Needs: "Today's Health: A Special Face," distributed and produced by Helene Lerner-Robbins.

Human Development Across the Life Span: "Intergenerational Activities Program," distributed by Gaylen E. Whited, Lincoln, NE, produced by Brenda Testani, Broome Co. Child Development CNL, Binghamton, NY.

Human Reproduction and Family Planning: "It's Our Baby! Parents Talk About Certified Nurse-Midwife Birth Care," distributed by The Cinema Guild, New York, NY, produced by Kathryn Niewenhaus and Gary Crowds, Williamsburg, VA.

Marital and Family Issues and Communications: "Falling in Love Again," distributed by Gaylen Whited, GPN, Lincoln, NE, produced by Venus Group.

Mental Health, Stress, Transition, and Crisis Management: "Under Control," distributed by Churchill Media, Los Angeles, CA, produced by Maura Shea, Somerville, MA.

Non-traditional Family Systems: "A Kid's Guild to Families," distributed by Learning Tree Publishing, Inc., Englewood, CO, produced by Words, Inc., Westport, CT.

Parenting Issues: "The Parent's License," distributed by Pyramid Film

and Video, produced by Arnold Shapiro Productions, Marisa Fernandez, Santa Monica, CA.

Sexuality and Sex Role Development: "Fresh Talk: Youth and Sexuality," Part 3 "POWER", distributed by START Productions, produced by Teresa Marshall and Craig Berggold, Vancouver, BC, Canada.

Teenage Pregnancy and Sexuality: "PROJECT FUTURE: Teenage Pregnancy, Childbirth, and Parenting," distributed and produced by Vida Health Communications, Adrienne Meisner, Cambridge, MA.

STD/AIDS: "A Million Teenagers," (fifth edition), distributed and produced by Churchill Media, Los Angeles, CA.

Addictions/Drug Abuse: "The Party's Over," distributed by Pyramid Film and Video, produced by Niemack Hassett Productions, Inc., Santa Monica, CA.

These winning videos will be shown during the Media Awards Festival at the annual conference in Orlando. Hours are Saturday, November 7 from noon to 6 p.m.; Sunday, November 8, 9 a.m. to 1 p.m.; and Monday, November 9, noon to 6 p.m. Other times are available by appointment. Martha Calderwood is the coordinator.

Pleck, from Page 1

than the other two policies," he says, "it presents the policy issue of how much is it legitimate to mandate employers to provide a policy. The available data suggests that the cost to employers of mandating this particular policy is low, but opponents dispute this, and find other grounds to resist it."

Pleck notes that "although legislation at the federal level is blocked, there has been a steady extension of parental leave benefits at the state, union, and employer level."

Pleck is concerned with far-reaching effects of work-family issues as well. "At a broad level crosscutting all three areas, there is a general issue: In the U.S., these policies are under attack from both the 'right' end of the continuum of family ideology (these policies encourage wives' employment, with various subsidiary effects that collectively destroy the family), and from the 'left' (these policies reinforce traditional gender roles and really only benefit the middle class--

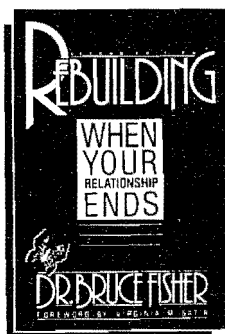
and by implication, whites)."

According to Pleck, "both help explain why the U.S. lags behind the rest of the industrialized world in these policies."

In addition to his position as director of the Center for Research on Women, Pleck has published a number of books, including *Working Wives, Working Husbands* (Sage, 1985). Pleck used data from two national studies of how husbands and wives allocate time to housework. Pleck determined the relative degree of overload experienced by working wives.

He concluded that although overload remains, it is declining because "men's time in the family is increasing while women's is decreasing." He sees a "value shift in our culture towards greater family involvement by husbands account(ing) for this similarity, but many men still do not want to participate in housework to the degree that women do."

Divorce Degree



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REBUILDING:
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Bruce Fisher, Ed.D.

The long and difficult process of divorce recovery can be as tough as earning a graduate degree. To make the process easier for your clients, internationally-renowned divorce therapist Bruce Fisher has revised and updated his half-million copy best-selling guide, *REBUILDING: When Your Relationship Ends*.

The new second edition of *REBUILDING* retains the successful "divorce process rebuilding blocks" format, and includes new relationship material on *adaptation, fear, openness, relatedness and purpose*, making the revised 1990's model a nineteen-step process for putting one's life back together after a divorce. The new edition reflects a decade of feedback from hundreds of thousands of divorced persons who have read and used *REBUILDING*—many of them on their own, others in one of thousands of therapy, self-help, church, and community groups the book has spawned in the U.S.A., Canada, Australia, New Zealand, Mexico, and elsewhere. Fisher's rebuilding model is clearly the most widely-used approach to divorce recovery. His *Fisher Divorce Adjustment Scale* is recognized worldwide as a measure of adjustment to the end of a love relationship.

A clinical Member of the American Association of Marriage and Family Therapists, Dr. Fisher is the founder and director of the Family Relations Learning Center in Boulder, Colorado.

Available in bookstores, or write for our free catalog.

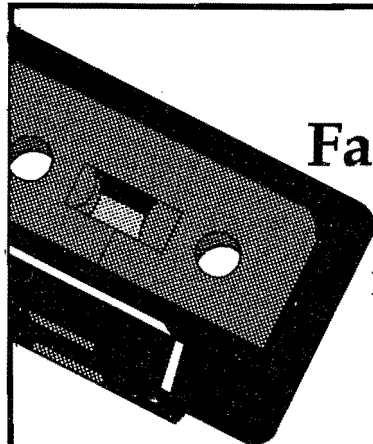
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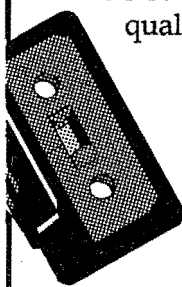
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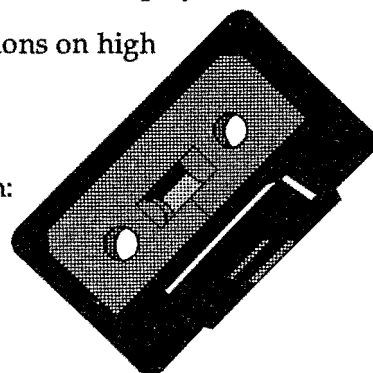
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REP6



Executive Review

Realities, Visioning, Customer Service

In a *Family Relations* article (October, 1992) which I co-authored with Gary Bowen, NCFR's membership vice-president, we describe the membership profile and professional role identities of NCFR's current members. Our findings--from the 1991 comprehensive membership survey--indicate that NCFR faces some challenging opportunities stemming from the contextual realities in which we and thousands of other organizations now exist.

The "new technologies, economic, political and social forces and values have altered not only our institutional arrangements, but the personal expectations of our members..." as well. (p. 7) NCFR is at the crossroads of its future.

Three important and related concepts are appearing more frequently in association management literature which may be helpful to NCFR in repositioning itself and in servicing the needs of the now diverse group of professionals whom we consider our members.

These terms are "realities" used by Drucker (1990), Snyder and Edwards (1992), "visioning" used by Land and Jarman (1992) and "customer service" used by Carey (1992).

Drucker describes "realities" as those things (conditions) which we know we must do today in contemplation of tomorrow. Realities require self-imposed limitations for setting a future agenda. Peter Goldmark, president of Rockefeller Foundation, puts it another way, "...Each generation serves as a trustee for succeeding generations." (Independent Sector annual conference, October 1991).

David Pearce Snyder described seven realities for the future of associations as "crucial national needs for leadership" (p.1) "These realities," he says, "should underlie every decision maker's assumptions" in setting the agendas of our associations. The idea is that what we do or do not do now, today--based on reliable knowledge of what is--will have far-reaching future consequences.

"Visioning" is a concept growing from an understanding and acceptance of current realities. It is the process of creating an internal picture of the possible future having already been achieved given that action is taken now. It is the act of projecting future consequences of today's decisions within the context of one's mission.

Unlike strategic planning which is a structured blueprint for achieving goals, visioning defines an end product, but leaves the "how to get there" rather vaguely defined to allow for creativity. Visioning is an exercise used frequently by Olympic athletes who rely on vivid images of winning to spur on their performance.

Organizations also harness the power of the future by defining a vision, a purpose and committing to achieve it.

This compelling purpose energizes life because it focuses the entire organization through the sharing of the same common values. No doubt, NCFR's founders achieved what they did because their purpose and values formed the heart of the vision that pulled NCFR into the 40s, the 50s, the 60s, and 70s. In the 80s and 90s, the growing diversity of the values has, in many ways, blurred that vision. It is time, now, for us to redefine it.

The concept of "customer service" or satisfaction comes from the marketing literature. The 1990s is a highly competitive environment for professional associations. As their numbers and purposes continue to increase in answer to the specialized needs of the professionals, no longer can the old and respected organizations depend on their prestigious histories to maintain their membership bases.

In a market-driven world, the idea of thinking of members as customers to whom products and services are delivered is but half of the equation. In addition to being buyers of those goods and services, the customer (member) concept also includes the ownership and participative perspective. Thus, an association member often becomes the "creator" or a portion of the product line by making real as well as perceived needs known. The challenge to staff and leaders is to discover and provide that which the members (customers) and other publics want before some other organizations tap into and fulfill their unmet market needs.

The development of inexpensive computer systems and mass communication technologies such as video, teleconferencing and FAX now enable every association to expand its databases and to personalize communication with its members quickly and efficiently. The growing popularity and use of visioning to answer the needs of members creates a more synergetic and intelligent allocation of resources from the central office staff, to the services and products offered, as well as to leadership structure and functioning.

Over the past two years, NCFR leaders, staff, and members have begun to use some of the above concepts in setting the stage for its future. The thrust has been to go to the members directly, for your ideas, needs, and profiles.

For example, current and suspended members have been polled and from their thought-provoking comments and profiles have come plans for further refining through the use of focus groups, new ways of orienting Board members, new strategies for the annual conference, and new products and services and fees for those services. More is yet to come.

Many of these ideas will be discussed at the Orlando conference in November.

Write and let us know your realities, your visions, and your customer needs for NCFR. Most of all, what can we do to keep you as our satisfied and vital member, eager to use NCFR's services in your professional career?

YOU TELL US--WE ARE LISTENING!
Mary Jo Czaplewski Ph.D. CFLE
NCFR Executive Director
Synder, David Pearce and Gregg Edwards. (1992). *America in the 1990s*. ASAE Foundation.

Bowen, Gary and Mary Jo Czaplewski. (1992). *NCFR Profile. Family Relations*. 41:4. p. 7.
Schardt, Arlie. (1991). *Collaboration. Foundation News*. p. 36.
Drucker, Peter. (1990). *The New Realities*. Harper and Row, NY. p. xi.
Carey, Stephen C. (1992). *Marketing the Nonprofit Association*. The Greater Washington Society of Association Executives Foundation. p. 12.
Land, George and Beth Jarman. (1992). *Future Pull, the Power of Vision and Purpose. The Futurist*. July. p. 25.

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RPT

Headquarters
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Elizabeth Force Thanked For IUFO Service

In 1968, Dr. Elizabeth Force served as NCFR's 26th president. In one of her addresses to members, she noted, "Our identity as a national organization must be clear and unmistakable. Our energy must be harnessed to significant causes clearly articulated, and not to random activities...let it never be said of us that our influence exceeds our wisdom, but rather than our collective wisdom born of scholarship, varied experiences and genuine concern is significant because it is valid, because it is selfless." (1968)



Force

Dr. Force has emulated those words in her own professional life--as a family life educator, and particularly in her faithful and continued services as NCFR's representative to the International Union of Family Organizations (IUFO) at the United Nations.

For the past 31 years (since 1962), she has traveled to many countries and attended weekly sessions at the U.N. on family issues of global concern.

In April, 1993, she will pass the torch of leadership to Dr. Marilyn

Bensman. A letter from the IUFO Secretariat Yves Lajoie, secretary general, describes Dr. Force's generous services: "Dr. Elizabeth Force has carried out this task (as permanent representative of the IUFO at the U.N.) devotedly and with great distinction for more than 30 years."

NCFR thanks Dr. Force for her contributions of time, energy, and resources on behalf of NCFR for the past 31 years.

Dr. Force currently is training and orienting Dr. Bensman for her role as non-governmental organizational representative to the U.S. for the International Union of Family Organizations.

Correction

Education and Enrichment Section Chair-elect for the coming year is Joan Comeau CFLE. She is not the new Section chair, as reported in the June issue of REPORT.

Carol Darling is the present Section chair-elect and will become Section chair in November. She can be reached at Family, Child and Consumer Science Dept., FL State University, Tallahassee, FL 32306; 904-644-4429.

I apologize for the error.--The editor.

Your Lucky Day

If you are reading this issue of REPORT, you're one of the lucky ones to have received it. According to the December-January 1991 postal performance report issued by Hauser List Service, only 79.8 percent of the 62 million pieces of third-class mail EVER arrived at their destinations.

Delivery time of third class mail averaged 16.6 days.

First class mail fared only somewhat better: It took an average of 7.3 days to deliver, and 94 percent of the 90 billion first-class letters reached their destinations.

Members who have missed journal issues, newsletters, or other mailed items from NCFR should contact Kathy at 612-781-9331. Maybe you're one of the 20 percent missing your third class mail or the 6 percent missing your first class materials.

Contributors

Nine persons contributed donations to NCFR from June 1 to July 31. Their generosity aids NCFR in continuing its programs and awards.

Persons interested in making contributions to specific funds or the non-restricted fund account should contact Mary Jo Czapski, NCFR executive director, 3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421 or telephone her at 612-789-9331. Donations are tax deductible as allowed by law.

Thank you to these contributors: Dr. Mary E. Heltsley, Roseville, MN, Osborne Fund; John M. Williams Ph.D., Menomonie, WI; Dr. Nelwyn Moore CFLE, San Marcos, TX; Dr. Barbara A. Chandler, Arlington, VA;

Jacqueline Haessly, Milwaukee, WI; Karen H. Rosen, Falls Church, VA; Bryan Strong and Christine DeVault, Felton, CA; and Ralph D. Popp, Vienna, VA, all contributors to the non-restricted fund account.

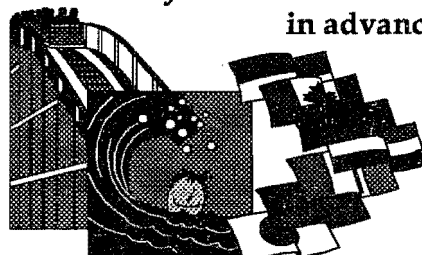
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1992**



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Register early for the NCFR Conference!! Disney flyers will be sent only to those who register in advance. These prices are available only by returning the special Disney flyers with full payment by October 14, 1992.

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VISIT THE EXHIBITS & VIDEO FESTIVAL

1992 NCFR ANNUAL CONFERENCE

One of the highlights of the NCFR Conference is the opportunity to visit the Exhibits and Video Festival. Visit all the exhibit booths, browse through the combined book and take one displays, and view the latest videos. Many of your colleagues have materials in the exhibits.

- Discover the latest materials for your classroom or job!
- Great prizes will be given away daily at the exhibits - including free passes to Disney World! You must be present in the exhibits area during the drawings to be eligible for prizes.

Exhibit Hours:

Sat., Nov. 7 11:00 am - 5:30 pm
Sun., Nov. 8 9:00 am - 1:00 pm
Mon., Nov. 9 9:00 am - 12:15 pm
1/2 Price Book Sale 11:15 am, Mon.

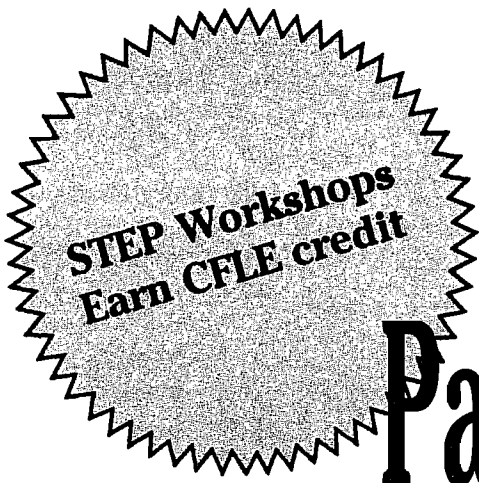
Video Festival Hours:

Sat., Nov. 7 12:00 pm - 6:00 pm
Sun., Nov. 8 9:00 am - 1:00 pm
Mon., Nov. 9 12:00 pm - 6:00 pm

ATTENTION AUTHORS!!

If you have written a new book in the last year tell your publisher to exhibit it at the NCFR Annual Conference. It's a great market! Share your materials with your colleagues. Send Cindy Winter, CMP, Conference Coordinator the telephone number, and a contact name at your publisher for each title you have published by Sept. 15, 1992. See will then call your publisher.

Special thanks to Ollie Pocs, IL State Univ., Exhibits Chair, and Martha Calderwood, Consultant, Charlottesville, VA, Video Festival Chair.



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Work, Family '92 Theme

A broad spectrum of ideas on "Families and Work" will be presented at NCFR's 54th conference November 5-10 at the Clarion Plaza Hotel in Orlando, FL.

Program Vice-president Patricia G. Voydanoff, University of Dayton, notes that "because of recent changes in the economy and family structure, work and family life are becoming increasingly interdependent."



Voydanoff

She explains that "work provides economic resources to families and its demands affect the quality and texture of family life. Although interest in balancing work and family responsibilities was prompted by increases in women's employment, the consideration of work/family linkages must incorporate a perspective that recognizes the work/family issues are relevant to both men and women."

"Such a perspective," she continues, "would encompass topics such as relationships between employment and work characteristics and family life, gendered division of labor at home and at work, work/family role coordination over the life course, employment and income policies and family-oriented personnel policies."

Theory, Research Combined In Workshop

Thirty-seven papers on topics ranging from women and work to religion and the family will be presented at the Theory Construction and Research Methodology Workshop, Thursday and Friday, November 5 and 6 at the Clarion Plaza Hotel in Orlando, FL. The Workshop is held prior to NCFR's annual conference.

Two special presentations will be made by David Cheal, University of Winnipeg, and Anselm Strauss, University of CA-San Francisco. Postmodernism and the family will be Cheal's topic on Thursday night when he presents, "It's Now or Never: Modernity, Postmodernity, and the Politics of Periodization."

During a brown bag lunch session on Friday, Strauss will participate in a conversation with workshop registrants on qualitative methodologies and theory development.

Among the workshop topics are papers on domestic violence by Robert M. Milardo and Renate Klein; Cindy Sutton and Joan Aldous; and Kathryn M. Feltey. David Olson's Circumplex Model will be the topic of a paper by Brent Harker, Wesley R. Burr, and Russell L. McClure.

Family systems theory is explored in papers by David R. Imig and by Deborah Lewis Fravel, Harold D. Grotevant, Pauline G. Boss, and Ruth C. McRoy. Life course issues will be covered in papers by M. Katherine Hutchinson and Constance L. Shehan.

Research methods and statistical methods are examined in papers on the unit of analysis in family research by R. Frank Falk and Nancy B. Miller and by Charles F. Halverson and Karen S. Wampler.

The effect of interview privacy on marital quality data is the topic of William S. Aguilino's paper, while Alan C. Acock explores the modeling of rare events.

This workshop differs from others in that papers are not presented during the meeting. Instead, conference participants receive the papers ahead of time and read them before attending the workshop.

During the workshop, two discussants make detailed comments about the two papers scheduled for each hour and a half session. This is followed by comments from the presenters and the workshop participants.

Registration for the workshop is \$30. To register, make your check payable to NCFR 1992 Theory Workshop, and send it to Gay C. Kitson, 1992 Workshop Chair, Dept. of Sociology, University of Akron, Akron, OH 44325-1905. Include your name and mailing address. You will then receive the packet of papers to be presented at the workshop.

Gay C. Kitson

Military Workshop Almost Full

"Work and Family in the Military: Change and Challenge," a pre-conference workshop of the 54th NCFR annual conference, is filling quickly. The overwhelming response has come from military family support centers worldwide.

The workshop will be held Wednesday through Friday, November 4 through 6 at the Clarion Plaza Hotel in Orlando, FL.

There is limited space for NCFR

conference attendees who may wish to attend. **PLEASE REGISTER IMMEDIATELY!**

General sessions include empowering families in transition, management of organizational change, DOD Family Policy issues and trends, and visions for the future.

Cost for the three-day session is \$75. To register, contact: Hay Systems Inc., Attn: DOD Family Conference, 2000 M St., NW, Suite 650, Washington, DC 20036; FAX 202-296-5369.

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REP6

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54th Annual Conference

National Council on Family Relations

November
5-10, 1992

Clarion Plaza Hotel
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Joseph Pleck, Center for Research on Women, Wellesley College, author of *Working Wives, Working Husbands*.

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Brent Miller, Utah State University, 1991-92 NCFR President

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Orlando Welcomes You

Come to the NCFR annual conference in November, and you'll find yourself surrounded by virtually limitless opportunities for fun and recreation. Once a sleepy little town in Central Florida, known for its sunshine and oranges, Orlando is now a thriving city and home to some of the most famous attractions in the world.

Included are Walt Disney's Magic Kingdom, Disney MGM Studios, Walt Disney World's Epcot Center, Universal Studios, Sea World of Florida, and the Church Street Station. In addition to the great attractions, the Orlando area boasts numerous golf courses, 1,200 lakes, and proximity to the Kennedy Space Center at Cape Canaveral, Busch Gardens in nearby Tampa, and both East and West coast beaches.

During the weekend of the conference, Orlando will host the Citrus Bowl Half Marathon and the Fiesta in the Park. The Marathon will attract world class runners, and the Fiesta brings 600 artists and craftsmen to the area around Lake Eola in downtown Orlando.

The Clarion Plaza Hotel, site of the conference, is located on International Drive, a strip offering a wide variety of accommodations, restaurants, shopping, including an international marketplace and an enormous outlet mall, mini golf, Wet N' Wild, and children's rides. If family members accompany you to the conference, they will have no trouble finding things to do near the hotel. The location also offers easy access to local attractions.

The daily temperature in Orlando in November ranges from the low to mid 80s to the low to mid 70s. The conditions should be ideal for sightseeing and swimming. The Clarion Plaza has the biggest swimming pool you are ever

likely to see. Pack your suits--and plenty of sunscreen!

If you are interested in receiving an Orlando information packet before leaving for the conference, write to the Orlando/Orange County Convention and Visitors Bureau, 7208 Sand Lake Rd., Suite 300, Orlando, FL 32819.

We hope you and your family will join us in Orlando. We look forward to hosting you and to making your stay a memorable one.

The Florida Hospitality/Local Information Committee



Searches Offered At Conference

Representatives from DataTRAQ International, Inc., will offer online customized searches of the Inventory of Marriage and Family Literature (IMFL) at the annual conference in Orlando. Their booth will be located in the Exhibits area in Grand Ballroom B.

Search costs will be \$1.00 per citation (NCFR members conference rate). Start composing your searches if you are already familiar with computer searching, or jot down a description of the information you need in as much detail as possible.

If you're doing your own searching, stop by the booth to discuss search strategies, suggestions, ideas, or refinements to the database that you would like for the future. Terri Lee Cogger and Ronald R. Bradley of DataTRAQ, note that they are "constantly working to improve and refine the information we furnish to you. We look

forward to seeing you at the conference."

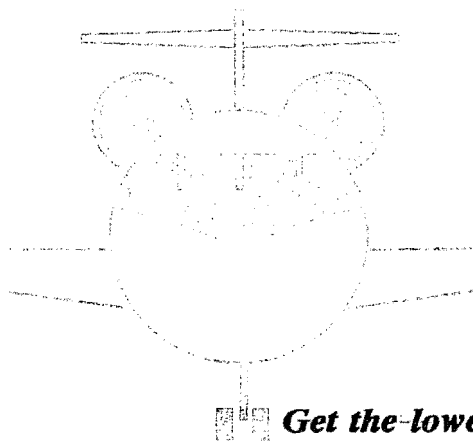
Persons with questions about the database or its products can contact DataTRAQ at 612-755-4867.

Peters Award

The Marie F. Peters Ethnic Minorities Outstanding Achievement Award committee will meet Friday, November 6 at 7 a.m. at the Clarion Plaza Hotel in Orlando. The room assignment will be announced later.

Committee members will plan for the 1993 presentation of the award and are asked to bring specific suggestions for award nominations and for the next committee chair-elect.

All committee members and past awardees are encouraged to attend. Alice Washington Edwards EMOAA committee chair



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ARE YOU BRINGING YOUR CHILDREN TO ORLANDO?

NCFR is making arrangements to have child care available during the Annual Conference. The cost will be approximately \$6 per hour per child. The agency will care for children while parents attend conference sessions. Please fill out the form below if you desire child care services.

- Advance registration by September 15, 1992 is required. If you do not reserve in advance you will be responsible for making your own child care arrangements.
- All applicable information regarding the child care service (enrollment and health forms, parent guidelines, and fees) will be mailed to you by September 25.

CHILD CARE RESERVATION FORM

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Phone _____ (day) _____ (night) _____
Approximate hours of child care per day _____
Name of Child _____ Age _____
Name of Child _____ Age _____
Name of Child _____ Age _____

Mail to Cynthia Winter, CMP, Conference Coordinator, NCFR, 3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421 (612-781-9331).

Students Whirling NCFR's Revolving Membership Door

by D. Terri Heath
 NCFR Student/New Professional Representative

Previous issues of REPORT this year carried articles by Gary Bowen, NCFR membership vice-president, and Gary Lee, NCFR publications vice-president, describing the results of the 1991 membership survey. From these results, it is increasingly apparent that student members are an important piece of the "revolving door" that plagues NCFR's membership.



Heath

Approximately 26 percent of NCFR members are students. (An additional 25 percent of NCFR members are new professionals within five years of their last earned degree.) As the Student/New Professional (S/NP) representative to the Board, I examined these data to better understand the role that students play in this retention problem. What follows is a summary of the results as I presented them to the Board of Directors at the March, 1992, meeting.

Patterns

According to records kept by headquarters staff, 811 new members joined NCFR in 1990. Of these, 510 joined as student members. The following year, 1991, 250 of these 510 did NOT renew their membership. This resulted in a drop out rate of 49 percent in just the first renewal year.

In looking back to 1989 recruitment/retention numbers, I found a similar pattern for student members. In 1989, 356 students joined NCFR. The following year (1990), 219 of these 356 chose NOT to renew their NCFR membership--for a drop out rate of 61 percent. In 1991, an additional 54 of the original 356 did not renew--for a drop out rate of 15 percent.

Thus, in two years, NCFR lost 76 percent of the student members it recruited in 1989. According to headquarters staff, "this pattern has been occurring for many years."

Comparison with Other Categories

How does this poor retention rate for students compare to the retention rates for regular members? In 1989, 219 regular members joined NCFR. In 1990, 57 of them chose NOT to renew for a drop rate of 26 percent. In 1991, an additional 36 did NOT renew for a drop rate of 16 percent, making the overall two-year drop rate, 42 percent.

Although this is a large percentage for regular members, it does not approach the student rate of 76 percent for the same two-year period. Furthermore, the loss of regular members does not result in the same financial costs that are associated with the loss of student members.

Direct and indirect costs for each NCFR member over the 1991 12-month

period totalled \$57--regardless of whether the membership type was student or regular. However, student members pay only \$45 a year, while regular members pay \$80 per year for identical membership services. Regular members subsidize student members.

Subsidies

NCFR has expected its regular members to subsidize students in this way because it believes growth in the organization requires new recruits. Many of NCFR's new recruits are students with limited economic resources now, but who will soon graduate and become regularly employed. When they do, these former students will share in the subsidizing of student members. However, if 76 percent of NCFR student members take the subsidy for a year or two, and then leave the organization, they never move into the regular membership category. The result is a loss rate that violates the assumption that investing in student members now will pay off in the future.

Using data collected in the 1991 NCFR membership survey, I compared those students who joined with those students who remained or stayed in an attempt to discover how we might begin to address this financial loss. From conversations with this student/new professional constituency, I suspected that newer student members were probably more oriented toward application of family scholarship than research. I hypothesized that if these members were disappointed with the level of application they found in NCFR, this might result in their early flight from the organization.

Using three different cohorts of students, and one cohort of regular members who joined as students, I conceptualized a funnel in which Group 1 were those students who joined NCFR in 1990 and 1991 as student members, and were paying student dues in 1991, n = 155.

Group-2 were students who joined in 1988 and 1989 as student members, and were paying student dues in 1991, n = 103. Group 3 were students who joined NCFR in 1986 and 1987, and were paying student dues in 1991, n = 54.

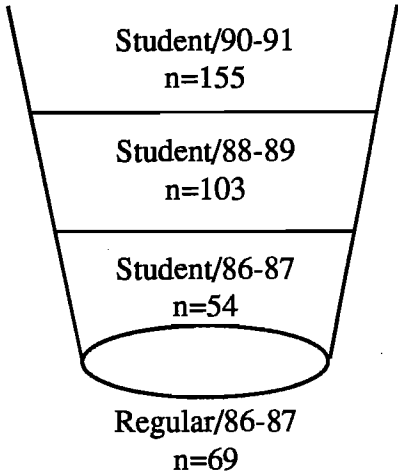
Group 4 joined NCFR as students in 1986 and 1987, but in 1991, were paying regular dues, n = 69.

How Do the Groups Compare?

How are the characteristics of Group 3 members (students who have passed the two-year mark when student loss surpasses 75 percent) and Group 4 (students who have passed the two-year mark, and also made the transition from student to regular members) different from the new student recruits?

It should be noted that these are cross-sectional data and cannot answer longitudinal questions. I compared these four groups in their current statuses. I was not able to explain why students have left in the past six years, but rather have described how those who stayed are different from those who are new recruits.

Figure 1.



On education, all regular members who joined as students in 1986 and 1987, and returned the questionnaire, had graduate degrees. See Graph 1. Therefore, it does not appear that NCFR retains students whose highest degree is the baccalaureate in any significant numbers, and for these two particular years of recruitment, did not retain any (of those who responded).

3.13. These results were significant on a post hoc Scheffe test (.05). Therefore, in addition to regular members more often identifying with educator as their professional identity, these same members are more likely to value NCFR's objective to "Encourage Research," than do student members in their first year or two of membership.

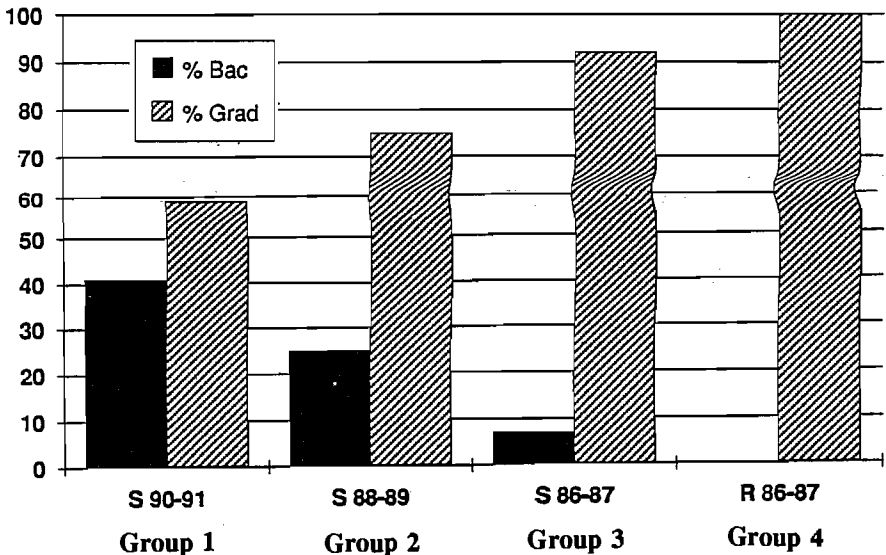
When asked the same question on the importance of NCFR's objective, "Further effective social action to strengthen family well-being," as expected, Groups 1 and 2 had means of 3.00 and 3.09, respectively, and Groups 3 and 4 had means of 3.67 and 3.66, respectively.

Thus, social action was more important to newer student members than to either Group 3 (student members of 5-6 years) or to Group 4 (former student members who are now regular members).

Finally, when asked the importance of "Participating in family policy activities," as a salient reason for joining

Graph 1

Q 84: What is the highest level of education you have received?



Chi square: 51.9 df=3 p=.0001

Role Salience

When asked which role is the most salient to your professional identity, the largest percentage of each of the three student groups chose practitioner (Group 1 = 45 percent; Group 2 = 50 percent; Group 3 = 44 percent). However, the largest percentage of the regular members chose educator (Group 4 = 40 percent). That is, NCFR members who originally joined as students, and continued in NCFR past the critical dropout point of one to two years, making the transition to regular membership dues, feel their professional identities are best described as educators.

In contrast, all three groups of current students identified most strongly with the role of practitioner.

Respondents were also asked to rank order their "importance to you" for the objectives of the NCFR constitution, with 1 being most important and 6 being least important. For "Encourage Research," Group 1 (students joining in 1990-1991), had a mean score of 3.91 and Group 4 (regular members who joined as students in 1986 and 1987) had a mean score of

NCFR, (where 1 is not at all important and 5 is extremely important), Group 1 (students who joined in 1990-1991) felt this was significantly more important (X = 2.91) than did Group 3 (students who joined in 1986-1987) (X = 2.31) on a post hoc Scheffe test (.05).

Changing Reasons for Joining

NCFR's membership is composed predominantly of graduate-trained members who appropriately influence the objectives of the organization toward the needs of this majority group. Newer student members, those who joined in 1988-1991, appear to be more likely to identify with a practitioner role, and value research less, than regular members who joined as students and have been with NCFR 5 to 6 years (Group 4).

Newer students, Groups 1 and 2 are more likely to value "Further effective social action to strengthen family well-being" than Groups 3 and 4. Finally, the

See Students on Page 11

Bensman New U.N. Rep

Dr. Marilyn Bensman has been officially appointed by the General Assembly of the International Union of Family Organizations (IUFO) and NCFR President Brent Miller, as NGO representative at the United Nations. She will act as the representative for both IUFO and NCFR.



Bensman

Dr. Bensman replaces Dr. Elizabeth Force, former NCFR president, who served as the representative for the past 31 years. (See related article on Page 6.)

The position involves attending weekly briefings, serving on specific U.N. committees on global family issues, and attending the meetings of the General Assembly of IUFO which are held annually in various parts of the world.

Dr. Bensman also will be reporting regularly to the NCFR Board of Directors and the members to strengthen the linkages between NCFR and other family organizations around the globe.

Dr. Bensman lives in New York City and recently retired from Lehman College in New York. She has been a

member of NCFR for eight years. She earned her bachelor's, master's, and doctorate degrees in sociology from the University of WI-Madison and also studied at the University of Leicester in England.

She taught at the University of WI, Adelphi University, Garden City, Long Island Center for Urban Education, and Lehman College. She has served on the Board of Directors of the NY Council on Family Relations and has convened several conferences on family matters.

She has been active in the Groves Conference on Families and Sociologists for Women and Society. She has authored several publications on women's and family issues. She has traveled extensively and has had experience at the United Nations as a representative of the NY Chapter of Sociologists for Women and Society.

Dr. Bensman's official duties will begin in April, 1993.

Students, from Page 10

newest student members to NCFR (Group 1) are more likely to have "joined NCFR to participate in family policy activities" than student members of 5 to 6 years (Group 3).

Conclusions

It appears that NCFR is recruiting a large number of students each year who join the organization for one to two years, utilize the fee subsidy supplied by regular members, and then leave the organization before becoming regular members. Students who are relative newcomers to NCFR are more interested in the application of family scholarship than research. Therefore, NCFR does not appear to be meeting the needs of students who join the organization as practitioners.

We should either (a) be more clear about our mission with new recruits to screen out potential dropouts, or (b) develop our applied component more fully to retain those we recruit. To maintain the status quo is to subsidize a majority of students who will never become regular members.

Eliminating the student subsidy is not a recommendation from these analyses. It is clear than many student members use the subsidy as it is intended, and become consistent regular members once they graduate and secure employment. In addition, almost half (48 percent) of students in Group 1 (those who have been an NCFR member for one to two years) state that NCFR is not their primary organization, and 60 percent of Group 2 members (students who have been NCFR members for three to four years) say the same. Therefore, it is clear that our student members are recruited widely by other organizations.

To eliminate the subsidy entirely, might eliminate our chances to attract students in any significant numbers. What we need, instead, is a way of either retaining those we recruit, or not recruiting those who will not stay.

Limitations

Several limitations of this study should be mentioned. First, the overall response rate for the survey was 47 percent. Although the profile of these 1,748 respondents closely paralleled selected demographic information from the NCFR master file on membership type, section memberships, number of years of NCFR membership, gender, state/province of residence, and highest degree earned, there may have been undetected bias toward particular attitudes and responses.

Second, several of the variables analyzed lacked significance, and were not presented here because of space limitations. However, among those variables of significance (the analyses presented here), a clear trend is apparent. These results should be viewed as a first step in understanding why NCFR loses so many subsidized student members in the first few years of membership.

Further analysis and suggestions for alternative explanations are welcomed. Please contact me at the Dept. of Human Services, University of OR, Eugene, OR 97403, or call me at 503-346-4189 or E mail me at:

DTHEATH@oregon.uoregon.edu
I wish to thank Gary L. Bowen for his assistance in these analyses.

Classified Ads

Assistant/Associate Professor, School of Family Studies, University of CT, Search Re-Opened. Experienced Assistant or Associate Professor, School of Family Studies, Program in Human Development and Family Relations. This anticipated position, beginning September, 1993, will combine graduate and undergraduate teaching in the general area of family systems and interaction and clinical supervision of graduate students in training for Marriage and Family Therapy. Candidate must hold Ph.D. in Family Studies, Psychology, Sociology, or equivalent field and qualify for clinical membership in the American Association of Marriage and Family Therapy and Connecticut State certification. Candidate should demonstrate evidence of teaching experience, scholarly production and potential, and sound clinical practice. Applicant must be well-versed in a culturally heterogeneous approach to the study of family issues and dynamics and sensitive to the interrelationship of gender and family process. Send cover letter, curriculum vitae, representative publications and three letters of recommendation to: Sandra Rigazio-DiGilio, University of CT, School of Family Studies, Marital an Family Therapy Program, U-58, 348 Mansfield

Rd., Storrs, CT 06269. We encourage applications from minorities, women and people with disabilities. (Search #1A215)

Graduate Assistantships: Ph.D. specializations in Marriage and Family Therapy and Human Development and Family Studies. MS in Human Development and Family Studies. Nine month stipend; out-of-state tuition waived. Contact: Dr. Jean Scott, Dept. of Human Development and Family Studies, TX Tech University, Lubbock, TX 79409-1162; 801-742-3000.

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NCFR Student Members have special discounted rates for the Clarion Plaza Hotel, Orlando, FL, during the 1992 Annual Conference, November 5-10.

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Address _____
Phone - Day (____) _____ Night (____) _____
Date and Time of Arrival _____
Date and Time of Departure _____
Type of Room Desired: _____ Triple \$83 (\$27.67 per person per night plus tax)
_____ Quad \$83 (\$20.75 per person per night plus tax)

Roommates:

Name	Address	Phone (indicate if day or night number)	Arrival Date/ Time	Departure Date/ Time

_____ I do not have a roommate. Please match me with roommate(s) if possible.
_____ Number of roommates desired.
_____ Female _____ Male
_____ Non-Smoking _____ Smoking
_____ Enclosed is my check for the first night's deposit - \$30 (check made payable to Clarion Plaza Hotel). Checks will be deposited and applied to your hotel bill.

Each student member is responsible for his/her own room costs. If roommates fail to attend, the person(s) in the room will be responsible for the total cost of the room (\$83 plus tax per night). It will not be assumed by NCFR or the Clarion Plaza Hotel. If this situation arises please contact Terri Heath immediately so other arrangements can be made.

Student housing reservation service is available only until **September 15, 1992**. After that date you will be responsible for making your own reservations directly with the Clarion Plaza Hotel.

Return this form and a deposit check by SEPTEMBER 15, 1992 TO DR. TERRI HEATH, Department of Human Services, University of Oregon, 115 Hendricks Hall, Eugene, OR 97403 (phone: 503-346-4189).



NCHS Explains Data, Surveys

(Editor's note: Two columns of type were keylined out of order in June's Family Policy Monitor article by Margaret Feldman. In this issue's column Dr. Feldman updates the information. I apologize for any inconvenience the original mistake may have caused.--The editor)

As we have followed the Presidential and Congressional campaigns, candidates for the Presidency and Congress are talking more and more about "family values." The latest news is that Barbara Bush will speak on family values at the Republican convention. We are in the right field, but I think we are not all exactly agreed on our stance.

What can we all agree on? What values do we stand for? As only one issue, although most of us probably think it would be a good thing if young people waited until they were at least 18 to have a first child, how to express this in family policy is not easy. The mix of family policy with religious values and the rights of self-determination makes this very difficult.

National Center for Health Statistics Data Conference

The National Center for Health Statistics held a conference the first week of August to give information to present and potential users of their printed and electronic products. Many of their surveys, Natality, National Survey of Family Growth, National Health and Nutrition Examination Surveys, and the National Health Interview Survey, have data of great interest to family researchers.

Interesting findings relating to aspects of family structure based on a number of these surveys were presented in one session, but in response to my leading questions, the presenters agreed that there is no data set which really considers the family constellation as a unit of analysis. The difficulties in creating such data were discussed, and there are no plans to work toward implementation. This would certainly be an appropriate topic for inclusion, given the great interest in family values. We need unbiased and objective data about families.

As most of you know, NCFR and COFO for several years have been trying to promote a collaborative effort among government agencies with data relating to families and their functioning. As has been reported in the COFO Report, action toward this collaboration has been proceeding organizationally through HHS.

NCFR members who would like more information about the NCHS products may call the information number: 301-436-8500. There are exciting new disks for most of the surveys including CD Rom data which can be downloaded onto your PC. A new data surveillance program called WONDER will be out in the fall to monitor and provide a database for the Health 2000 initiative in which NCFR

participated.

Family and Medical Leave

An effort is again underway to get medical and family leave for our workers. Both the Senate and the House have passed bills giving unpaid leave for 12 weeks for employees in firms of 50 or more at the time of a birth or adoption of a baby or other medical emergency. Neither body passed with a margin sufficient to override a Presidential veto, and the bills were not sent to a conference committee at that time in order to delay action nearer to the election.

As of the first week of August, the appointed House and Senate conference committee has met and approved a joint bill. The Senate voted approval, but the House will postpone its vote until early September. Hopefully, both will pass the bill with sufficient margin to be veto-proof. In the meantime, there is a chance for interested constituents to write in support of this bill to your Senator, Congressperson, and the President. Watch your local papers for news.

Peace Dividend

(Note: The subheads *Peace Dividend* and *How are Families Doing Financially?* were reversed in the June issue of *REPORT*. The information has been updated and correctly keylined in this issue.)

The bill to break down the wall between defense and domestic funds to allow more expenditures on programs of benefit to families has fallen by the wayside. New ideas have come forward. The latest, which has a very good chance of passing, was the inclusion of an initiative proposed by the Democratic Task Force on Defense Economic Transition, headed by Sen. David H. Pryor (D-Ark). This initiative, which has not been incorporated into an appropriate bill, would convert \$229 million in national defense funds to finance the Economic Development Administration grants to assist communities adversely affected by defense industry shutdowns, loans for small businesses who have lost defense business, and help to industries to diversify.

A member of Senator Pryor's staff told me that an additional \$1.2 billion would also be coming to ease the impact on communities and workers. These helps to communities and workers are coming in response to tremendous constituent pressure on both Democratic and Republican lawmakers and the President.

It is too bad that constituents did not have the foresight to anticipate the need for conversion and press for passage of the Rep. Ted Weiss bill on Economic Conversion that some of us, including Groves Conference members, had been urging for a number of years. That bill never got more than 40 co-sponsors and never came to the floor. We could have been prepared for this downsizing.

Children's Initiative HR 5600

A revised Family Preservation Act, a major part of a new Children's Initiative (H.R. 5600) is moving forward and may come to vote before the August recess. This bill includes portions of the Mickey Leland Childhood Hunger Relief Act and some deficit reduction measures, and would invest an additional \$3.5 billion over the next five years in an array of child welfare services to strengthen families and keep them together.

The initiative, which is supported by the House Ways and Means Committee, would be financed by a 10 percent surtax on millionaires, the top income group. This surtax should generate enough money to fund the Children's Initiative and also provide a surplus for deficit reduction. There is also hope for action on Sen. Lloyd Bentsen's (D-Tx) S. 4 Child Welfare and Preventive Services Act, which is the Senate companion bill.

How are Families Doing Financially?

A paper entitled, "Families on a Treadmill: Work and Income in the 1980s," prepared by the Joint Economic Committee (Publications office: 202-224-5171) provides a very important economic analysis of what has happened to the two-parent family between 1979 and 1989. Frequently the assumption is made that is only the single-parent family which is having difficulty. Not true.

The paper showed that although hourly pay for wives has increased, it does not make up for the loss in husbands' wages. Women were working 32 percent more in 1989 than in 1979. Without the added income this brings, incomes of 60 percent of the families would have been lower in '89 than in '79. Living standards for 80 percent of two-parent families failed to rise over the decade, and contrary to common belief, without wives' earnings, disparities between the one-earner and two-earner couples would have been even greater.

Another publication of the Committee shows that in 1989, 1 percent of families at the top received the same 13 percent of the total U.S. income as did the bottom 40 percent.

At a recent meeting, economist Lee Price of the Committee, commenting on these analyses, said that he feels we must pay attention to the large pool of high school graduates and give them the training and job security they need. Using the Caterpillar Company as an example, he said employers are more willing to throw out a whole set of workers than to upgrade the skills and productivity of those they have. This is extremely wasteful for society. Government goals, expressed in the publication, *Workforce 2000*, discusses the need for trained new workers, but forgets to mention that 70 percent of workforce 2000 are already in the labor force now and need training now.

The use of women and minorities as a "contingent workforce" is another example of this waste. Employers hire these people for less than fulltime so that they avoid paying benefits and do not put money or effort into training them. The contingent workforce is thus given no chance to improve skills which would be necessary to increase the nation's long-term productivity growth. Some flexibility in work and hours is useful and allows parents to deal with family needs, but should be voluntarily used by workers rather than accepted as all they can get.

Work and family is the theme of the NCFR conference in Orlando in November. NCFR members interested in obtaining an excellent new General Accounting Office publication, "The Changing Workforce: Comparison of Federal and Nonfederal Work/Family Programs and Approaches," may call 202-275-6241 or FAX 301-258-4066 and ask for publication number GAO/GGD-92-84.

Family Friendly Health Care for NCFR and COFO

In my last column, I reported that NCFR and COFO were trying to develop family criteria to use in evaluating new health reform proposals. We are trying to show the importance of families in the provision and maintenance of health, and the potentially negative effect on the family when a member needs extensive health care. We feel that unless the needs of families for support, information, and access are taken into account, the health needs of Americans will not be well-served. The next issue of the COFO Report (October) will show the results of our thinking. All the Washington representatives of the COFO organizations are collaborating on this effort.

COFO Report

I know some of our members are concerned that they are not getting the four issues of the COFO Report they used to get with the COFO Memo. The effort necessary to produce our new publication is very great, and production very difficult for a group without a permanent staff. The new plan of the Report to analyze bills, or as in this case, to set criteria for a good bill, turns out to be much more difficult than the interviews the previous Memos featured.

Given these difficulties, the decision has been made to only produce a total of three per year with none during the summer. We feel that the new analyses provide a much better product than we were able to provide before. We hope you have found the new materials helpful in conceptualizing policy issues and will agree that three COFO Reports, more focused and sophisticated, are worth the

See COFO
on Page 13



S/NP Snippets

Congratulations to S/NP Award Winners

Congratulations to Reena Sommer and Karen Blaisure who tied for first place in the NCFR 1992 Student of the Year award competition. They will share the prize money and be honored at the awards ceremony in November during NCFR's annual conference in Orlando.

Reena Sommer is currently a doctoral student at the University of Manitoba in Canada and was nominated by Prof. Gordon Barnes. Karen Blaisure recently was graduated from VA Tech and was nominated by Prof. Katherine Allen. Congratulations to both of you!

Thank you to all who wrote letters of support and nomination, to the reviewers who volunteered to select this year's awardees, and to the candidates themselves who clearly spent hours preparing the required materials for the review committee. Please plan to attend the ceremony and offer your congratulations to two outstanding new scholars.

Guilford Book Award

Martha McMahon is the recipient of the 1992 Guilford Book Award for Students/New Professionals. Her manuscript, "Motherhood: Gender Identities and Gendered Selves," won a first prize cash award, and an offer of publication in the Guilford Publications' series, *Perspectives on Marriage and the Family*. Martha will receive her award in Orlando during the annual conference awards ceremony. I had the honor of serving on the committee to choose the awardee and can assure you that Martha's book is an outstanding one. Congratulations, Martha! We look forward to seeing your work in publication.

Student Housing

I have finished matching everyone who requested assistance with student housing by the posted deadline, and will notify each student by October 15. If you still need housing, but did not meet the September 15 deadline, you can make reservations directly with the Clarion

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same subscription price.

Politics Will Control Action

My guess is that until November what happens is going to be a response to some political objective. Since family values are such an important campaign theme, it should be a good time to bring family issues forward in any way you can. *With effort, it may be possible to get the Medical and Family Leave bill passed and perhaps something will happen to promote the Children's Initiative and the Economic Transition Bill. All of these are positive measures to promote family well-being.*

Margaret Feldman
NCFR Washington Representative
202-554-0242

Plaza Hotel in Orlando, but I recommend you do so **IMMEDIATELY**. NCFR's contract with the hotel requires that they reserve our block of rooms for a limited time only. Contact them as soon as you know you need accommodations.

Annual Conference Program

The Student/New Professional-sponsored presentations and activities at the 1992 conference have been expertly organized by Linda Airsman, S/NP representative-elect. The **Student Skills Exchange** this year focuses on a topic requested by students and new professionals who attended the 1990 conference in Seattle: Career Opportunities in Non-Academic Settings.

The three papers accepted for this presentation offer recommendations for recent graduates. One paper describes options in the area of policy, another in a practice setting, and the third in research.

Our S/NP Seminar is centered around competing for a position once one is located. Invited speakers will present information on resume/vita writing and

interviewing skills for those either currently on the job market or soon to be.

We will also sponsor the S/NP business meeting which, as always, is an opportunity to meet other students and new professionals in an informal forum, to share opinions and ideas with peers and colleagues, and have questions answered by your elected representatives to the Board.

Linda further informs me that the disc jockey for our S/NP and Guilford Publications-sponsored dance has been reserved since April: If advance planning is correlated with good times, we should find the evening fun and entertaining.

Clarion Plaza Hotel

The Clarion Plaza Hotel was the site of our spring Board meeting, and we had the welcomed opportunity to preview the November conference site. By describing several features of the hotel here, I hope to give readers information to help you prepare for the conference.

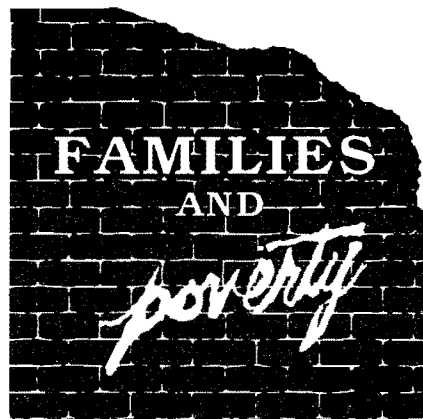
If keeping meal costs low while you're in Orlando is important, you have

several options. There are a variety of inexpensive restaurants near the hotel, within easy walking distance. In addition, the hotel provides a well-stocked, moderately priced convenience store near the main lobby. Items include snacks, cereal, bakery goods, a wide selection of drinks, and toiletries. For presenters who need last minute assistance with copying and overhead transparencies, a full service business center offers regular hours. Finally, a large, outdoor pool and jacuzzi are available for those who remember their swimsuits.

So Long...

This is my last column in the REPORT. I go off the Board in November, and Linda Airsman and Karen Blaisure move onto it. I have enjoyed serving you for the past two years, and would like to thank all those who elected me to this term. Thank you for a great opportunity. I look forward to continuing with NCFR and to meeting new NCFR colleagues in the future. Thank you.

D. Terri Heath
S/NP representative
Human Services
University of OR
Eugene OR 97403



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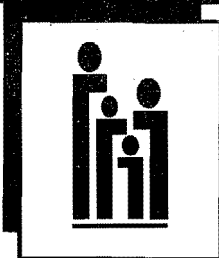
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See Special '92 Conference Offer on Page 9



Section News

Sections Ensure Great Program in Orlando



Education and Enrichment has an exciting program to present at the 1992 annual conference in November. Earlier in the year, 84 proposals were received by the Section, and 62 were accepted at the program committee meeting in March.

The number of proposals was up 71 percent from the previous year, reflecting not only the overall increase in proposals for the entire conference, but also a growth in applications to the Section. The theme, Families and Work, is an appropriate one for the Education and Enrichment Section, and there is growing interest in family life education in NCFR and in the larger surroundings in which we find ourselves.

Four symposia are being sponsored by the Section, and an additional one is being co-sponsored with other Sections. The first, "Facilitating Peace: A Role for the Family Life Educator," will be presented on Saturday.

On Monday, "Using Human and Social Capital Theory to Explain Educational and Career Aspirations of Youth," will be presented. Scheduled for Tuesday are "Family Support Centers and the Workplace," and "Advances in Education, Therapy, and Research with Premarital Couples: The Use of the PREP-M Instrument."

"United Nations' International Year of the Family: Recommendations Regarding Family Life Education for Peace and an Update of NCFR Plans," will be sponsored with the Family Policy and International Sections.

It was exciting to see the mesh in some of the paper proposals; it was possible to put together some paper sessions that will provide a stimulating juxtaposition of findings and approaches. The first is "Sexuality Education," on Saturday, with "The Impact of Work on Families," on Monday.

"Parent and Family Influences on Adolescent Development" and "Adolescent Attitudes Toward Work, Education, and Gender Roles," will be offered on Tuesday.

Five focus groups associated with the Section will meet during the conference. Sexuality will meet Saturday; Single Parent Families and CFLEs meet on Sunday; Marriage Enrichment on Monday; and Middle Age on Tuesday. (This creates an interesting progression of topics, don't you think?)

There will be numerous poster sessions and several roundtables sponsored by the Section, but the highlight of the poster sessions for Education and Enrichment is the **Educators Resource Exchange**. It provides an opportunity for conference attendees to review materials, approaches,

programs, and evaluations relevant to family life education. What an educator can always benefit from is a new idea for use in an educational setting. Educators of all kinds should find something exciting at the Sunday session.

Please come to Orlando in November and see what the Education and Enrichment has to offer. Think about what you might share and submit a proposal for the 1993 conference. The only way we can continue to present the best is if you send us the best to review for the program.

Judith A. Myers-Walls
Section Chair
Child Dev. and Family Studies
Purdue Univ.
W. Lafayette IN 47907
317-494-2959



Greetings from San Antonio, home of the **Family and Health Section** chair and roving reporter. Why, just last week, I roved 500 miles around Iowa on a bicycle, but Iowa roads and highways might be less engaging than NCFR news.

First, come to Orlando for the NCFR annual conference, November 5-10. Visit our many fine poster sessions, participate in symposia and workshops, learn from plenary and paper sessions. I have described some of our offerings in the previous columns, and the conference schedule is also printed in the June, 1992 issue of REPORT. (Also the conference programs have been mailed to you.)

Second, come to Orlando and greet our new Family and Health Section officers: Barbara Elliott, chair; Larry Ganong, vice-chair; and Patricia Tomlinson, secretary-treasurer. They will take office at the annual business meeting on Saturday night.

Third, come to Orlando and personally thank the Section volunteers for their contributions to the program. Seventeen persons reviewed manuscripts and helped with program decisions: Kathryn Anderson, Glenna Boyce, Kit Chesla, Barbara Elliott, Kathy Gilbert, Cathy Gilliss (et. al., a team of colleagues and students reviewed a total of 24 proposals), Barbara Holder, Linda Ladd, Mary Lawler, Marilyn McCubbin, Sarah Ann Peyton, Sally Rankin, Linda Reece, Kris Robinson, David Sexton, Jocelyn Turner-Musa, and Nancy Wilson.

Four individuals agreed to be discussants for the paper sessions: Kathy Gilbert, Joan Patterson, Linda Tiedje, and Robert Volk. Four students volunteered to moderate paper sessions: Sherri Aversa, Ann Petrick, Ann Garwick, and Daryl Goetz. Thank you!

Fourth, come to Orlando and play. All conference-goers will have "free" (i.e., unencumbered by meetings) time on Sunday afternoon to visit local attractions. Even more exciting is our **Section social**--a pre-dance gathering

around the pool on Monday night. I hope to see you there!

Sandra Burge
Section Chair
Univ. of TX Health Science Center
7703 Floyd Curl Dr.
San Antonio, TX 78284
512-270-3920



Two important events await us in the next two months: NCFR's conference in Orlando, and the U.S. Presidential election. Both will have profound implications for members of members of the **Feminism and Family Studies Section**, needless to say!

1992 Program Update

Plans for the symposium in Race, Class and Gender have been finalized. Speakers will include Margaret Andersen, University of DE; Pat Hill Collins, University of Cincinnati; and Maxine Baca Zinn, MI State. Marie Osmond will be the discussant.

The symposium is co-sponsored with the Ethnic Minorities Section. Another invited symposium, co-sponsored with Research and Theory (who organized it), and Family and Health, will feature Anselm Strauss.

Paper Presenters

- * Please send copies of your papers to your session discussants: "Farm Women and Families," Karen Secombe, Dept. of Sociology, University of FL, Gainesville, FL 32611; 904-392-0265.
- * "Division of Household Labor," Stephen Blackwelder, Dept. of Sociology, NC State University, Raleigh, NC 27695; 919-535-3143.
- * "Gender Roles," Betty Menaghan, Dept. of Sociology, OH State University, Columbus, OH 43210-1353; 614-292-6681.

The Section business meeting will be Saturday, November 7 from 7:15 to 8:45 p.m. A social gathering will begin immediately following the meeting. Bob Milardo (207-581-3128) and Vicki Loyer-Carlson are planning the event. They've sent me hints of fun, food, and music (and possibly some interesting "break the ice" games).

Teaching Materials

Donna Sollie and her committee have finished the packet of feminist teaching materials and will have them for sale at the conference. Approximate price is set at \$7.50. Contact Donna at 205-844-3230 for more information.

1993 Program

NCFR Program Vice-president Bill Doherty has announced the 1993 theme as "Moral Discourse on Families." Suggested topics to the Feminism and

Family Studies Section include (but are not limited to): 1) Are the needs of mothers at odds with those of children? 2) Are the values (or priorities) of employed mothers in conflict with those of mothers whose work is home-based? (as the media have suggested in the discussion of the "Mommy wars"? 3) How can the value of domestic labor and family care be better determined? Why are these activities undervalued? What are the consequences of undervaluing? And a more general question: What does it mean to teach, research, and practice from a feminist perspective?

Constance Shehan
Section Chair
Dept. of Sociology
Univ. of FL
Gainesville, FL 32611
904-392-0261



I am pleased to report that the program for the Orlando conference is finalized. We have many exciting, thoughtful, and useful presentations from the **Family Policy Section**.

Here are some of the symposia and paper sessions: "Issues in Family Policy Research," Robert Leik, Kathryn Rettig, and Shirley Zimmerman; "Rural Family Policies: Internal and External Considerations," Ramona Marotz-Baden, Deb Gebeke, Sonya Salamon, Charles Hennon, Charles Griffin, Patricia Dyk, and Stephan Wilson;

"Fathers, Unemployment and Children," Catherine Chilman, Robert Tuttle, Shirley Zimmerman, Claudi Shuster, and Denise Skinner; "Balancing Work and Family: An Evaluation of Work-Time Flexibility," Christopher Higgins, Linda Duxbury, Catherine Lee, and Barbara Gutek; "The Study of Family Adaptation in the U.S. Military: Is a Fresh Perspective Needed?", Gary Bowen, Dennis Orthner, Joe Pittman, Paul Gade, Barbara Janofsky, Susan Kerner-Hoeg, Vaughn Call, and John Nelson;

"Developing Public/Private Partnerships Around Work/Family Issues," Peter Stein, Roma Hanks, John Pryor, and Leslie Koepke; "Families at Risk: Homeless and Economically Disadvantaged Parents and their Children," Sally Koblinsky, Elaine Anderson, Leslie Richards, Cynthia Schnuge, and Kathryn Goetz; and "Family Policies at the Workplace: Public and Private Initiatives in NY State," Marilyn McCabe, Eileen Trzcinski, Nancy Saltford, and Ramona Heck.

In addition, there are many poster sessions and workshops. Topics addressed include peace, stepfamilies and adolescence, workplace policy, AIDS,

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AFFILIATED COUNCILS

"Moral Discourse On Families" '93 Theme

"Moral Discourse on Families," is the theme of the 1993 NCFR annual conference set for November 10-15 at the Hyatt Regency Hotel in Baltimore, MD.

Program Vice-president William J. Doherty, University of MN, notes that the conference "will address a neglected undercurrent in the family field since its inception early in this century, namely, what are the ethical and values assumptions upon which we base our study of families and our work for families?"

In his proposal presentation to NCFR's Board of Directors in March, Doherty explained his rationale for the

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childcare, adoption, nursing home, division of household labor, eldercare, divorce, custody, and child support. Several sessions are co-sponsored by the Section focus groups.

The Section business meeting is set for 7:15 to 8:45 p.m. on Saturday, November 7. A co-sponsored reception with the Feminism and Family Studies Section will follow the meeting.

We will discuss further developments toward the publication of a curriculum booklet of Family Policy syllabi and teaching aids.

I also want to entertain discussion about the opportunity to develop networks with other colleagues working in the area of family policy.

I am excited about this year's program and look forward to seeing many of you in Orlando.

Elaine Anderson
Section Chair
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Focus Groups



The Adoption Focus Group of the Family Policy Section will meet in Orlando, Saturday, November 7 from 8:30 to 9:30 a.m.

Adoption research will be discussed. If you are currently doing adoption research, come prepared to give a five-minute overview of your work. You are welcome to bring along handouts describing your projects. Everyone is welcome.

On Monday, November 9, a symposium, on "Openness in Adoption: Outcomes for Adoptive Family Systems," is scheduled.

I look forward to seeing you in Orlando.

Kerry Daly
Focus Group chair
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theme: "In 1945, Mirra Komarovsky and Willard Waller wrote, 'At any given period sociological writing on the family reflects the moral problems of the time, and that is as true today as it ever was..'"

"The family science field developed in an era when scholars and professionals believed that a true social science should be based on value-free theories and research, and that the best education, therapy, and policy for families should be based on objective information and not on the murky domain of values, ethics, and morality. The latter were the domain of religion and philosophy," Doherty said.

"A trenchant critique of this traditional stance on ethics and values has emerged in the past two decades," he explained. "There is a growing consensus that values and ethics are inextricably tied to everything we do in the family field. We bring assumptions about the 'good' in human relationships, about justice and equality in families, about the obligations family members have to one another, and about the rights of families in the broader society."

"Not discussing our values openly," according to Doherty, "is tantamount to sneaking them in on the side, where they cannot be seen and debated. As philosopher Alasdair MacIntyre observed, 'Every piece of theorizing and every expression of belief is a political and moral action.'"

Doherty continued that "(t)he tone of the conference will be one of open exploration of the ethical and values domain in our field. This exploration occurs best in respectful presentations and dialogue. I hope to avoid the two most common dialogue-stoppers when values are discussed: Either an absolutism that brooks no discussion ('There is just one truth, and I have it'), or a complete relativism ('Since there are no right answers, let's not waste our time discussing this.')."

"Instead," Doherty explained, "I will choose speakers who will model self-disclosure of their values, principles reasons behind these values, and respect for those who differ. In addition to helping us as family professionals, this conference can enhance our ability to contribute to the national dialogue about family life in the 1990s."

The Call for Abstracts will be in each 1992 annual conference registration packet and will be inserted in the December, 1992, issue of REPORT. Copies will be mailed to foreign and Canadian NCFR members in October.

Non-members who wish to submit proposals should contact Cindy Winter at NCFR headquarters, 3989 Central Ave. NW, Suite 550, Minneapolis, MN 55421 or call her at 612-781-9331.

The deadline for abstract applications is February 1, 1993.

Calls for Papers

Family Relations will publish a special collection of papers on "Family Diversity." The deadline for submissions is December 15, 1992.

Articles especially encouraged include those that focus on issues or programs related to promoting understanding of a wide variety of types of families--ethnic or racial minority, gay/lesbian, single parent, stepparent.

Papers that address diversity in family processes--parenting styles, division of family labor, communication--are also welcome. Topics relevant for the collection include (but are not limited to) demographic analyses, educational or training programs for students, professionals, or the public, policy analyses, and assessment/counseling techniques.

Instructions to authors are included in the January issue of Family Relations. Send four copies of the manuscript and a non-refundable \$15 processing fee (payable to the National Council on Family Relations), to Mark A. Fine, editor, Family Relations, Dept. of Psychology, University of Dayton, Dayton, OH 45469-1430; 513-229-2865.

The Journal of Family Issues is planning a special issue on Fatherhood, to be published in December, 1993.

Original empirical contributions, conceptual/analytical articles, and policy oriented papers will be considered.

Papers focusing on biological, step-, custodial, and non-custodial fathers are appropriate.

The volume will address issues relevant to fathers on North America, but comparative papers that include an analysis of North American fathers are welcome.

Send one to two page proposals of completed or planned papers by October 1, 1992, to William Marsiglio, Dept. of Sociology, University of FL, Gainesville, FL 32611; E-mail: MARSIG@NERVM; telephone: 904-392-0260.

Journal of Early Adolescence/Adolescent Research will publish a special issue on affective expression and emotions in adolescence (ages 10 through 18).

Empirical, theoretical, or methodological papers are welcome. APA Style must be followed. The submission deadline is January 15, 1993.

Contact guest editor, Daniel Flannery Ph.D., University of AZ, 210 FCR Bldg., Tucson, AZ 85721; 602-621-7127.

NCFR FAX

612-781-9348

Ohio

The Sixth Annual Conference on the Family will be held September 25 and 26 at Stouffers in Dublin (Columbus), OH. The conference is jointly sponsored by the OH Council on Family Relations, the OH Association for Marriage and Family Therapy, and AASECT.

Featured speaker is Dr. Robert Lewis, Norma Compton Distinguished professor in the Dept. of Family Studies and Child Development at Purdue University. His programmatic research on families and drug addiction has been funded for the last several years by the National Institute on Drug Abuse.

Two NIDA-funded projects form his current research program, "Couple-Focused Therapy for Drug Abusing Women," a treatment study in Phoenix, AZ, and "Initiation and Sequencing of Adolescent Drug Use," an epidemiological, longitudinal study of the drug use of school children in northern Indiana.

Dr. Lewis has published 58 articles and book chapters and written or edited eight books and special issues. In 1988, he was program vice-president of the NCFR 50th anniversary conference on Families and Addictions. He was president and president-elect of the IN Council on Family Relations from 1985-1987. He has been a clinical member of AAMFT since 1972.

For more information, contact Charles B. Hennon, Family and Child Studies Center, 109 McGuffey, Miami University, Oxford, OH 44140; 513-529-4908.

Michigan

Children in Michigan are dying was the message shared by Dr. Richard Lerner, director of the Institute for Children, Youth, and Families at MI State University, during the recent MI Council on Family Relations annual conference.

The plight of the state's children was the focus of the conference keynote address. He explained that the causes of death were violence, substance abuse, and taking sexual risks. Poverty is the underlying cause, according to Lerner.

In addition to Lerner's presentation, workshops were held, and the 1992 Student Award was given. Tiffany L. Walker, Adrian College, and Donna Lynn Cochran, University of MI, were presented with the award.

Good News for Sourcebook Authors!

The Sourcebook is on schedule and should be printed by Plenum Press in time for members to purchase it at the annual conference in Orlando.

Authors are reminded to watch their mail for Plenum packages and return their final manuscript edits within 24 hours of receiving them.

