



# REPORT

*The family . . . where the future touches now.*

Volume 38, Number 1

## Billingsley to Address Family Values

"Family Values Reconsidered" will be the plenary topic addressed by Andrew Billingsley of the University of MD at 9:45 a.m., Friday, Nov. 5, during NCFR's 55th annual conference in Baltimore. The topic follows the theme of Billingsley's new book, **Climbing Jacob's Ladder: The Enduring Legacy of African-American Families** (Simon & Schuster, 1992).



Billingsley

Billingsley, a member of NCFR for nearly 10 years and the 1988 recipient of the Marie Peters Award, is among the leading U.S. scholars of the African-American experience. He is professor and chair of the Dept. of Family Studies at the University of MD-College Park, and visiting scholar-in-residence at Spelman College in Atlanta, GA.

He did undergraduate studies at Hampton University and Grinnell College, and did advanced graduate studies in sociology and social welfare at the University of Chicago, the University of MI, Boston University, and Brandeis University, where he earned a Ph.D. in 1964.

In 1992 he received the Du Bois, Johnson, Frazier Award, presented by the American Sociological Association, and in 1991, he was given the Distinguished Scholar Award by the Association of Black Sociologists. He also is a consultant to the National Urban League.

Billingsley's new book was begun in 1973 when he was professor of sociology and social work and vice-president for academic affairs at Howard University in Washington, DC. After the project was "largely placed in abeyance" for several years, he returned to it as a "major undertaking" in 1984.

In his introduction to the book, Billingsley notes, "The African-American family is neither dead nor dying, nor vanishing. Instead, the family remains a resilient and adaptive institution reflecting the most basic values, hopes, and aspirations of the descendants of African people in America. But to say that black families are alive is not to say that they are all faring well."

Billingsley recognizes that these families are experiencing "the many pressures bearing down and compromising the ability of many to meet the basic needs of their members,"

but Billingsley argues that "there is another side to the story," and it is this other side, "...enduring positive, and powerful (that) is more important because it is more generative. It can continually renew and sustain this vital sector of American society in the years ahead."

In a time when so much has been written, discussed, and communicated about the shortcomings and failings of black families, Billingsley argues in his new book "that African-American families are both weak and strong but their strengths are by far more powerful and contain the seeds of their survival and rejuvenation."

Billingsley will address many of these same themes in his NCFR plenary address. He will discuss how the basic values that enabled African-American families to survive slavery and the agricultural and industrial revolutions, are the same values that can help all families cope more effectively with the pressures generated by technological and social changes. However, these values must be understood and supported without political and scholarly distortion.

**May 1 deadline for  
CFLE Applications**

## Contributors

Nine persons contributed donations to NCFR from November 21, 1992, to February 10, 1993. 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 Czapslewski Ph.D., NCFR executive director, 3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421; 612-781-9331. Donations are tax deductible as allowed by law.

Thank you to these contributors: **Dr. M. Janice Hogan**, St. Paul, MN; **Dr. Catherine S. Chilman**, Washington, DC; **Jean Ann Griffin Glass CFLE**, Covina, CA; **Dr. Michael Sporkowski CFLE**, Blacksburg, VA; **Sharon Simmons**, Lawrenceburg, KY; **Dr. Laurence L. Falk CFLE**, Moorhead, MN; **Dr. Roger Rubin**, College Park, MD; **Betty Rose Johnson**, Boerne, TX; and **Dr. Dorothy Fahs Beck**, Kennett Square, PA; all contributing to the General Fund.

## Ballot Watch

Watch your mailbox for your NCFR ballot. All active members should receive a ballot by April 1, and ALL completed ballots must be return postmarked by MAY 1 in order to be counted.

If you do not receive your ballot by April 1, please call Kathy at 612-781-9331.

## What is the 1994 IYF?

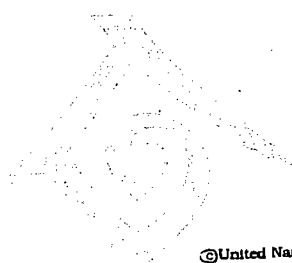
The United Nations General Assembly, in resolution 44:82 on December 8, 1989, proclaimed 1994 as the International Year of the Family with the theme, "Family: Resources and Responsibilities in a Changing World."

Major activities for its observance are to be concentrated at local, regional and national levels assisted by the United Nations system. It designated the U.N. Commission for Social Development as the preparatory body, and the Economic and Social Council as the coordinating body for this year. These bodies have developed a document entitled, "1994 International Year of the Family (IYF), Building the Smallest Democracy at the Heart of Society." (U.N. Vienna, 1991) That concept is embodied in the logo that is officially used for this event.

In this and succeeding issues of REPORT, we will continue to use this column to explain and provide more information about IYF in the hopes that all members of NCFR will become

involved in the special activities planned by NCFR or will develop activities at your local and state levels. This recognition of families, worldwide, is a first in history, and NCFR aims to be on the cutting edge of events.

1994  
International Year of the Family



©United Nations 1991

**Principles Underlying  
the IYF Proclamation**

Seven underlying principles fueled enthusiasm and development of this proclamation which follows on the heels of previous proclamations, (1975, women; 1979, children; 1981, disabled persons; 1985, youth; 1987, shelter for

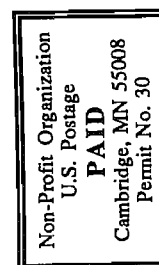
homeless; 1990, literacy; and 1993, Aboriginal Peoples.)

The Principles are:

1. The family constitutes the basic unit of society and therefore warrants special attention. Hence, the widest possible protection and assistance should be accorded to families so that they may fully assume their responsibilities within the community, pursuant to the Universal Declaration of Human Rights, the International Covenants on Human Rights, the Declaration on Social Progress and Development, and the Convention on the Elimination of all Forms of Discrimination against Women.

2. Families assume diverse forms and functions from one country to another, and within each national society. These express the diversity of individual

**See IYF  
on Page 2**



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Minneapolis, MN 55421



**TIME DATED MATERIAL**

Please Deliver by March 26, 1993



# Associations as Mentors

One of the critical strategic goals for sustaining a discipline's eminence is the development of human capital for the academic community. Clearly, a large portion of this investment is made at resident institutions, in graduate programs, and within academic departments as young faculty are mentored by their senior counterparts. However, I am increasingly persuaded that national associations, such as NCFR, have an important stake and can make a significant contribution as partners in the development of the discipline's next generation.

The NCFR membership profile (Bowen and Czaplewski, 1992) revealed many interesting trends. Attrition among students and those in their early professional years was one important finding. Also, results indicated that members from the three role categories (researcher, educator, and practitioner) indicated that they would like NCFR to provide greater opportunity for support/networking activities, particularly those who identified themselves as practitioners and educators.

Likewise, information from former members suggested that they had little involvement or participation in the organization during their membership. One conclusion of this survey was that NCFR "should" or "might" institute a professional mentoring program which would involve senior members with students and new professionals.

Persons established in their careers remain committed and active in an organization because it meets their needs and provides them the opportunity to invest their expertise in the future. The organization must continue to offer the established scholar/professional meaningful achievement opportunities with avenues within which to put their competence and knowledge to work. Perhaps the dual set of membership needs characterized by the young professionals on the one hand, and established professionals on the other, provides a fertile atmosphere within which NCFR could play a leadership role.

How, then, might NCFR respond to the opportunity to not only serve its new and established members, but make an

investment in the future of the discipline?

I firmly believe that the most effective and productive mentoring relationships are self-selected and spontaneous in their development. However, it is equally clear to me that opportunities for developing such relationships can be created. I also believe that the responsibility for these activities and opportunities rests primarily with the established members and that some ONE needs to be designated to provide the leadership.

There are currently activities within NCFR which allow interaction between established and new members. Within this smorgasbord are some well-developed efforts primarily within Sections (i.e., Feminism and Family Studies); others, however, are well-intentioned attempts which have not materialized very satisfactorily. I believe we can do better than that, and owe it to our discipline to do so.

For instance, perhaps sessions which explore successful approaches to grant writing, a skill central to the development of self-competence among new scholars,

could be held during the annual conference, structured specifically for those early in their careers. New members may find it intimidating to ask questions they fear to be naive in sessions made up primarily of established members. Perhaps a better approach would be to ask established members to meet with small groups of new members in a session focused on the new members' needs. Funding agency representatives could also be invited and asked to participate in this same format.

The NCFR Board of Directors, especially Section chairs, will be asked to consider the development of some programming which addresses the identified needs of our student and new professional members especially as we integrate these activities into the mainstream of the annual conference beginning in November. A task force will be appointed to develop a feasible study to approach these potential development activities. I would welcome input into this idea. Please let me or any of the Board members know of any interest in or concern about such a proposal.

**Patricia Kain Knaub**  
1992-93 NCFR President

## IYF, from Page 1

preferences and societal conditions. Consequently, the IYF encompasses and addresses the needs of families.

3. Activities for IYF will seek to promote the basic human rights and fundamental freedoms accorded to all individuals by the set of internationally agreed upon instruments formulated under the aegis of the United Nations, whatever the status of each individual within the family, and whatever the form and condition of that family.

4. Policies will aim at fostering equality between women and men within families and to bring about a fuller sharing of domestic responsibilities and employment opportunities.

5. Activities for IYF will be undertaken at all levels--local, national, regional and international. However, their primary focus will be at the local and national levels.

6. Programs should support families in carrying out their functions, rather than provide substitutes for such functions. They should promote the inherent strengths of families, including their great capacity for self-reliance, and stimulate self-sustaining activities on their behalf. They should give expression to an integrated perspective of families, their members, community and society.

7. IYF will constitute an event within a continuing process. Measures will be needed to ensure appropriate evaluation of progress made and obstacles encountered both prior to and during IYF, in order to ensure its success and adequate follow-up.

*The United Nations documents refer to the FAMILY as the basic unit of society; it is appreciated for the important socio-economic functions that it performs. Despite the many changes in society that have altered its role and functions, it continues to provide the natural framework for the emotional, financial, and material support essential to the growth and development of its members, particularly infants and children, and for the care of other dependents, including the elderly, disabled, and the infirm. The family remains a vital means of preserving and transmitting cultural values. In the broader sense, it can, and often does, educate, train, motivate and support its individual members, thereby investing in their future growth and acting as a vital resource for development.*

Therefore, the IYF objectives are to stimulate local, national and international actions as part of a sustained long term effort to:

- Increase awareness of family issues among governments as well as the private sector.
- Encourage national institutions to formulate, implement and monitor policies with respect to families.
- Stimulate efforts to respond to problems affecting, and affected by, the situation of families.
- Enhance the effectiveness of local, regional and national efforts to carry out specific programs concerning families by generating new activities and strengthening existing ones.
- Improve the collaboration among national and international non-governmental organizations in support of multi-sectoral activities.
- Build upon the results of international activities concerning women, children, youth, the aged, and disabled as well as other major events of concern to the family or its individual members.

### The Call for Action

The U.N. is calling all organizations,

but especially those who have Non-Governmental Status (NGO) at the U.N. to play an active role in three ways.

**INFORMATION !** Raising public awareness of the IYF by circulating information on the international legal instruments and conventions relevant to family members.

**COMMUNICATION !** Providing opportunities for dialogue and communication with local and grass roots level agencies and governments.

**RESEARCH !** Reviewing legislation to clarify impact on families. Encourage academic research on family matters.

Watch for concerns and guidelines, and suggested agendas in the next issue of REPORT.

**Lynda H. Walters**  
**M. Jan Hogan**  
NCFR IYF Co-chairs

## IYF Summer Workshop Committee Appointed

The response of volunteers and NCFR members to the plans for the International Year of the Family 1994 Summer Workshop chaired by Jan Hogan, has been encouraging. We thank all who have written, nominated and volunteered interest and expertise in planning this upcoming event.

The following people will serve on the Planning Committee:

Shirley Baugher	Nebraska
Carol Morgaine	Canada
Yoav Lavee	Israel
Jan Trost	Sweden
Kate Funder	Australia
Marilyn Bensman	New York, UN representative
Carol Matusicky	Canada
Masako Ishii-Kuntz	California
Connie Steele	Tennessee
Wilfried Dumon	Belgium
Edith Lewis	Michigan

## REPORT

of The National Council  
on Family Relations

Executive Director: Mary Jo Czaplewski  
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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

# Teacher's Kit Ready for Sale

We received over 75 submissions to the first NCFR Family Life Education Teacher's Kit. Editor Michael J. Sporakowski, Ph. D., CFLE, Virginia Tech, with the help of Teacher's Kit Review Committee members, Dr. Jane Thomas, CFLE, Vancouver School Board, and Dr. Deborah Tippet, Meredith College, have narrowed the list down to approximately 50 excellent lesson plans. The Kit will go to press at the end of March.

Due to the outstanding response to this project, supplemental units are being planned, specifically one on Family Resource Management. Joan McFadden CFLE, UT State University, received more than 25 submissions in this substance area.

The Teacher's Kit will be organized around the ten Family Life Substance Areas used in the Certified Family Life Educator program. Lesson plans include topics such as *cultural variations among families, interdynamics of families, family history, communications, love, sexuality, understanding developmental needs and stages, conflict management, balancing work and family, consumer behavior, parenting, divorce, mediation, values, and methodology*. The following people served as Chapter Editors and were instrumental in recruiting lesson plans:

**Families in Society** - Shelley Macdermid, Ph.D., Purdue University

**Internal Dynamics of Families** - David Bredehoft, Ph.D., Concordia College

**Human Growth & Development** - Nelwyn Moore, Ph.D., CFLE, Southwest Texas State University

**Human Sexuality** - J. Kenneth Davidson, Ph.D., CFLE, University WI - Eau Claire

**Interpersonal Relationships** - Maxine Hammonds-Smith, Ph.D., CFLE - University of Texas

**Family Resource Management** - Joan McFadden, Ph.D., CFLE, Utah State University

**Parent Education & Guidance** - Dana McDermott-Murphy, CFLE

**Family Law & Public Policy** - Linda Dannison, Ph.D. and Charles Dannison, Ph.D., CFLE, J.D., - Western Michigan University

**Ethics** Shirley Barber, Ph.D., CFLE, University of Minnesota

**Family Life Education**

**Methodology** - Jane Thomas, Ph.D., CFLE, Vancouver School Board.

The Family Life Education Teacher's Kit will be three-hole-punched for insertion in a binder to permit expanding as supplemental materials are produced. Many of the lesson plans include discussion questions and overheads.

The Kit is available through the NCFR office for \$29.95 plus \$3 for shipping and handling. CFLEs and NCFR members may purchase it at a special price of \$23.95 plus \$3 shipping and handling.

### CFLE/Education and Enrichment Pre-Conference Workshop on Ethics

Dr. Margaret Arcus, CFLE, University of British Columbia, will be the featured speaker at a pre-conference workshop sponsored by the Education and Enrichment section and the Certified Family Life Educator program. She is well-respected in the field of ethics and will speak on this topic. The workshop will be held on the morning of Thursday, November 11, 1993. Extension specialists will also be joining as part of their pre-

conference. More information will appear in the next issue of REPORT.

**Dawn Cassidy**  
CFLE Program Director

## Calendar

March 31-April 2: "Child Care and Education: The Critical Connection," New York Hilton, New York City. Co-sponsored by the Council of Chief State School Officers. Contact: Marilyn Flood or Kristin Andersen, 212-239-0138.

April 26-29: Comprehensive Child Sexual Abuse Intervention: Advanced Training in the Multidisciplinary Approach, Course III, Accountability and Resolution in Child Sexual Abuse Intervention. University of AL, Huntsville, Tom Beville Center. Contact: Christie Miller, UAH, Science Bldg. Room 137, Huntsville, AL; 35899-0700; 1-800-488-4035.

May 21-23: "Trauma, Adolescents and Their Families," 1993 annual scientific meeting of the American Society for Adolescent Psychiatry. Sheraton Palace Hotel, San Francisco, CA. Contact: 301-718-6502.

## Families are more than campaign rhetoric!

### NCFR believes in VALUING FAMILIES!

The NCFR "Valuing Families" Buttons, first introduced at the Annual Conference in Orlando, are still available!

Share your commitment to families with your colleagues, employees, students and friends - give them a button!



Proceeds go to support the  
**Certified Family Life  
Educator Program**

**Only \$1.00\* each**

\*Minimum order of 10 buttons

### Order Form

Enclosed is \$\_\_\_\_\_ plus postage and handling\*\* for \_\_\_\_\_ Valuing Families buttons (minimum order of 10 buttons required).

Name \_\_\_\_\_

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Zip/Postal Code \_\_\_\_\_ Phone (\_\_\_\_) \_\_\_\_\_

Method of Payment ☐ Check ☐ Visa ☐ MasterCard

Visa/MC# \_\_\_\_\_ Exp. Date \_\_\_\_\_

Signature \_\_\_\_\_

All orders must include a check or money order payable to NCFR. U.S. funds on U.S. banks only.  
\*\*Postage and Handling: U.S. and Canadian orders add \$3.00; foreign orders add \$5.00. Postal money orders accepted. Canadian orders add an additional 7% GST 123-830-465. MN residents add 6.5% sales tax. Fed ID # 41-0762436.

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## Family Life Education Teacher's Kit

Scheduled for publication in March 1993, this collection of peer-reviewed family life education materials and resources is for use in classroom settings. The kit will include ready-to-use, innovative, creative, and proven teaching tools and lesson plans including:

Audio Visual Ideas/Aids  
Pre-tests  
Discussion Guides

### Provides lesson plans on:

1. *Families in Society*
2. *Internal Dynamics of Families*
3. *Human Growth & Development*
4. *Human Sexuality*
5. *Interpersonal Relationships*
6. *Family Resource Management*
7. *Parent Education & Guidance*
8. *Family Law & Public Policy*
9. *Ethics*
10. *Family Life Education Methodology*

**Only \$26.95\***

\*Special NCFR member or CFLE price. Includes \$3 shipping and handling. Foreign orders add \$2.00 per kit. MN and Canadian orders subject to taxes.

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# United Nations Observer Reports News

In September, 1992, I became NCFR's official representative to the United Nations, serving both NCFR in its NGO status, and the International Union of Family Organizations in their status as NGO with consultative status.

**What does NGO stand for?** NGO stands for Non-Governmental Organization. This

means that NCFR as a professional society can gain entrance to the various committee meetings and briefings of certain committees of the United Nations. NCFR obtained that status in September, 1992. IUFO has had this status for almost 30 years, and up until this year was represented by Dr. Elizabeth Force, former NCFR president.



Bensman

**What does an NGO Representative do?** Every Thursday, the Dept. of Public Information at the UN holds a briefing. Particular topics are discussed by invited speakers. The topics vary from the role of the aging, chemical disarmament, outer space, regional conflict, refugees, drugs and many others.

This same department also runs 1-3 day conferences on these and many other topics. On a monthly basis, various committees of the UN meet. The two of greatest interest to NCFR are the Committee on the Family and the Committee on the Status of Women.

In addition, there are working committees which require a dues payment in order to participate. However, I attend on NCFR's behalf as an observer and receive minutes. NGOs have doubled to over 1300 in the past five years and are expected to actively participate in the upcoming UN Conference on Human Rights-1993; Population and Development-1994; International Year of the Family-1994 (IYF); and Conference on Women-1995.

NGOs are accredited by the Dept. of Public Information. There are 950 with consultative status with ECOSOC including the International Union of Family Organizations of which NCFR is a member. The importance of these NGOs was recently acknowledged by UN Secretary General Boutros-Ghali and UNCED's Secretary General Maurice Strong.

Plans are being made for the creation of a Commission on Sustainable Development by the General Assembly of UN and ECOSOC. NGOs will play an important role. Gordon Klopff of the NGO/DPI Executive Committee likened them to that of a "third sector" in making "governments more responsive to public issues and getting them on their agenda." (THE REPORTER, 9/92)

**What is the Committee on the Family?** It is a committee formed to work with the UN Task Force on the International Year of the Family. The

chair is Alba Zizzamia. The Executive Secretariat in Vienna is headed by Ingrid Gelinek. This is funded entirely by voluntary contributions.

An International NGO Forum was planned for December, 1992, in either Vienna or Malta as a means of launching the 1994 IYF. New documents are being readied for publication, and an IYF information day is being promoted. Working groups are being formed. One such group is devoted to the study of the "Family as an Economic Unit," (a unit of consumption, rather than production). To raise funds, the IYF Secretariat is publishing a cookbook to which prominent persons are asked to contribute.

Regional preparatory meetings for IYF are planned for Africa, Europe and North America, Asia, and Latin America. Each region will consider the family in their area from a legal, economic, and social-cultural perspective. The aim of the regional meetings is to "stimulate awareness and action and to affect policy and legislation concerning the family." All NGOs with consultative status have a right to attend the regional meetings. NCFR, with no consultative status, therefore, will not attend.

The second Committee on the Family discussed refugee families and their problems. Speakers were Nana Apeadu, consultant/advocate for African refugees, and Marian Awwad, DPI. Their message: Despite the UN emphasis on the diverse forms and functions families assume from one country to another, and within each national society, refugees are often treated by relief groups with little regard for their traditional culture.

For example, when one cooking pot is handed to a polygamous family, many will starve. When extended families are broken, their members suffer great emotional hardships. The future of children torn from their families, the emotional trauma, penchant for violence, crime and sexual exploitation, does not bode well.

## International Year of the Family

The United Nations Office in Vienna IYF Secretariat publishes a bulletin on the IYF, "The Family." As a preliminary step, a seminar and conference on Family Life Education for Peace was held in Costa Rica, January 16-19. It was organized by the University for Peace on Costa Rica, in cooperation with the IYF Secretariat and the United Nations Association of San Diego, CA.

The topic, "Family: Resources and Responsibilities in a Changing World," included an analysis of present day concepts on the meaning of "family," its functions, needs, problems, and responsibilities; identification of ways of strengthening the family unit while minimizing the harmful influences on it; examination of research findings, statistics and theories; and targeting new areas for research.

Specific topics discussed included family values, couple relationships, child rearing practices, personal qualities that

contribute to a successful family life; human relationships; and societal systems and their impact on families.

Concerns expressed were the rising tide of crime and domestic violence and their relationship to the breakdown of the family in this world of rapid change. The plight of 30 million street children worldwide who at once perpetrate crime, and are victims of crime, was of particular concern to this group.

The United Nations Population Fund is also working closely with the IYF office. It is concerned with the effects of unchecked population growth on health and nutrition and with problems of reproductive behavior. Together, the UNESCO and UNED and other scientific communities are engaged in a project on the "Future of the Family" and "Safe Motherhood Initiatives," and "Female Headed Households and Economics."

The UNPFA also collects, analyses, and supports research on family studies, family life education, family planning, adolescent health and reproductive programs. It co-sponsors the Demographic Health Survey Program which features data on marriage patterns, family planning needs, maternity care and breastfeeding. In 1994, an International Conference on Population and Development will be held which will also contribute to the overall efforts of the IYF.

Currently the U.S. has no official representatives of office. This is something which should be brought to the attention of the Clinton administration during the transition period.

There is a bulletin published by the UN/DPI entitled, "Human Rights and the Family." It spells out the definition of the family according to the principles of the IYF, and includes the various declarations of international legislation that serve to protect the rights of families and their members. You can request this document from the Dept. of Public Information, DPI/1203, May 1992, 10M, United Nations, NY.

Marilyn Bensman  
NCFR NGO representative  
United Nations

## Gender, Families Seminar Theme

The Committee on Family Research of the International Sociological Association will hold its Seminar, November 6-9, 1993, at the Historic Inns of Annapolis, MD.

Theme of the conference is **Gender and Families: Choices, Challenges and Changing Policy.** Abstracts are due May 16, 1993, (completed drafts due by September 1) to Barbara H. Settles, 111 Alison Annex, Department of Individual and Family Studies, University of Delaware, Newark, DE 19716.

For more information: FAX 302-831-1038; phone 302-831-2934.

## National Council on Family Relations

### 55th Annual Conference

November 10-15, 1993  
Hyatt Regency Hotel - Baltimore, MD

*"This conference will offer a reasoned exploration of the often-polarized domain of ethics and values about family life. It will also examine the ethical and values assumptions that guide contemporary family research, practice, and policy."*

William J. Doherty, Univ. of MN  
Program Vice President

**Plenary Speakers**

- ❖ Andrew Billingsley, *Family Values Reconsidered*
- ❖ Jean Bethke Elshtain, *Why Families Matter*
- ❖ Susan Moller Okin, *The Gendered Family and the Development of a Sense of Justice*

**International Health Policy Forum Panelists**

- ❖ Stephan Lewis, UNICEF; former Canadian Ambassador to the UN
- ❖ Julia Walsh, Harvard University
- ❖ Cynthia Myntti, Ford Foundation Health Program, Jakarta, Indonesia

**Research Updates for Practitioners (RUPS)**

New to the NCFR conference, RUPS are designed to meet the needs of practitioners within the scope of NCFR's research focus. RUPS are 90 minute sessions in which an expert on a specific family topic summarizes the latest research on that topic, synthesizes it, suggests applied implications, and gives an overview of the current state of scholarly consensus about the topic.

**Other Conference Events**

- ❖ Symposia
- ❖ Video Festival
- ❖ Round Tables
- ❖ Workshops
- ❖ Exhibits

For more information contact:  
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NCFR



## A Matter of Membership

# Focus on Minority Needs

In the last issue of REPORT, I stated that the membership goals for this year were to **INVOLVE** and **INFORM** the membership. In this and future columns, I will be answering questions that members may have about the organization. I will also be focusing on one Section or focus group of NCFR each time in order to help members (particularly new members) learn what is available to them in our organization. I will also be introducing young professionals each time through our "Meet-A-Member" series.

### Questions and Answers

If you have a question about the organization, probably others have the same questions. Send your questions and help out a number of people. If I don't know the answer, I will talk with somebody who does. Send your questions to Bill Meredith, ASH 108, University of NE-Omaha, Omaha, NE 68182-0214; phone 402-554-3262; FAX 402-554-2665. Your name will not be included with your question.

### How are we addressing the needs of minorities in NCFR?

Very recently, the Board of Directors setup an Affirmative Action committee to determine and address the needs of minority members in NCFR. The committee will also help sensitize the Board to minority issues.

The Board of Directors and the Membership committee have also placed emphasis on minority recruitment. Membership advertisements have been placed in minority professional journals, and direct mail special membership offers will be sent to social science-related faculty (2,700) in historically black colleges and universities.

One of the more active Sections of NCFR is the Ethnic Minorities Section which is designed to meet some of the professional needs of minority members. Edith Lewis is the Section chair. When asked how she feels NCFR is doing relative to minorities, she stated that she sees NCFR paying increasing attention to the needs of minority members. Recently she has noticed other Sections reaching out to the Ethnic Minorities Section and vice versa. Dr. Lewis believes that minority needs should be integrated into the fiber of the organization. Every decision made and voted on needs to be examined in terms of that goal.

### What is the future of the CFLE designation? Is it worth staying current?

The Certified Family Life Educator (CFLE) program has experienced many changes over the past few years. While the future of the program was in question in 1990, it is alive and well in 1993!

The Strategic Plan's original intention of phasing out the program caused a lot of concern about its stability. However, CFLEs and concerned NCFR members spoke loudly and clearly: The CFLE

program was important to NCFR and should be kept.

The entire program was thoroughly studied and evaluated by a task force, and improvements were enacted such as simplification of the application process.

Dawn Cassidy, CFLE program director, states that marketing efforts have been shifted to rely more heavily on contacts made through those who are currently certified (direct contact between a CFLE and a potential CFLE). This has proven to be a very effective method.

Application packet orders and requests for information have increased dramatically since calling the CFLEs into action. Over 700 CFLE application packets were ordered in 1992 alone--a 42 percent increase over 1991! All persons who have ordered packets will receive deadline reminder cards.

Marketing efforts this year will target Family Service America, Educational Training Resources, Family Resource Coalition, and Interpersonal Communications, Inc.

The CFLE State/Regional Coordinators are now actively promoting the CFLE program in their areas. Affiliated Councils are committed to promoting CFLE and will be including CFLE Continuing Education Credits at their conferences and meetings. The Education and Enrichment Section is also very active in supporting the CFLE program.

The CFLE program is being marketed to employers of family life educators so that they will recognize and understand the designation's value. This recognition is increasing. Several U.S. military branches are looking at certifying their family support service personnel through CFLE. Many universities and colleges use CFLE standards as guidelines when developing their marriage and family studies curriculum.

Ms. Cassidy reports that new products, including the Family Life Education Teacher's Kits, are being introduced. Proceeds from the Kit, as well as the income from the Curriculum Guidelines and Life Span poster, are providing additional revenue for the program.

The events of 1990 were difficult for the CFLE program, but perhaps those difficulties made it a BETTER program. With all the positive things happening for it now, you can anticipate the CFLE program will not only be staying in place, but growing bigger and better!

### What do S/NPs get by joining NCFR?

Students and new professionals who are joining NCFR should certainly plan to network with each other. Excellent opportunities exist at each NCFR annual conference, and the Student/New Professional representative to the NCFR Board of Directors has a regular column in REPORT (See page 11.)

Last year's annual conference topic was on finding jobs in non-academic settings, and future topics include resume writing and interviewing as well as juggling family and work roles.

Involvement as a student/new professional is possible through election to the NCFR Board of Directors as S/NP representative and as a Section S/NP representative. Project leadership roles also are available. The students and new professionals also host a great party

during the NCFR annual conference, too. Don't miss that event if you attend in Baltimore!

If you have further questions about S/NP involvement, contact Linda Airsman, Board S/NP representative, at Metropolitan State College in Denver. Her telephone number is 303-556-3167. You may also call the representative-elect Karen Blaisure at 616-387-5108, or call NCFR headquarters at 612-781-9331. **Bill Meredith**  
NCFR Membership Vice-President

## Meet-A-Member

**Lane Morris** completed his Ph.D. in 1992 in Child and Family Studies at the University of TN-Knoxville. He has had a varied career. In earlier years, Lane was a project engineer for the x-ray diffraction of carbide alloys and assistant supervisor for Carbide Tool Production with Teledyne Firth Sterling in Laverne, TN.



Morris

During the mid-1980s, he turned from his interest in biology and chemistry and earned a Master of Divinity at the School of Theology in Cleveland, TN. After completing that degree, he worked with adolescents in Tokyo, Japan; Albuquerque, NM; Yosemite, CA; and Cleveland, TN.

While working on his doctorate at the University of TN, he taught many different classes, including Human Sexuality, Adulthood and Aging, Marriage and Family, and Development in Infancy and Early Childhood. Few doctoral students are ever selected to instruct so many courses independently. His dissertation focused on stressors--mobility, compensation, family boundaries, expectations, and social support--as well as marital conventionalization and gender as predictors of marital satisfaction for clergy and their families.

Lane attended the NCFR annual conference in 1990 and 1992, and presented at the 1992 conference. He is currently teaching part time at the University of TN, and recently wrote a marriage enrichment program entitled, "Today's Family." He is conducting it at various sites in the southern part of the country.

### Osborne Award

Osborne Award nominations are due by **April 30**. Please send them to the award committee chair, Margaret Arcus CFLE, Family and Nutrition Science, University of BC, Vancouver, BC, Canada V6T 1W5; phone 604-261-2702.

**Polly Fassinger** is an assistant professor of sociology at Concordia College, Moorhead, MN. She has been a member of NCFR for 10 years.

Polly grew up in Ohio and attended Baldwin-Wallace College in Berea, OH. After graduating with majors in sociology and psychology, she enrolled in graduate school in sociology at MI State University. Polly concentrated on family studies from feminist and historical perspectives in graduate school.



Fassinger

For her dissertation, Polly studied the changes mothers and fathers experience when they become single parents. This qualitative research project resulted in two awards, including the NCFR Feminism and Family Studies Section award for "Outstanding Contribution to Feminist Scholarship" for a paper drawn from the dissertation.

Polly has been an active participant in the Feminism and Family Studies Section of NCFR. She served two years as their Student/New Professional representative and is in the third year of her term as secretary.

When Polly was asked what she gained from being a member of NCFR, she said, "I have enjoyed the opportunity to work with colleagues in the Feminism and Family Studies Section. They are a very supportive, intellectually stimulating group of people. The Section's sessions at our yearly meetings are always thought-provoking and exciting. This group also provides many avenues of support for new members of NCFR, including a mentoring program which I admire."

**Bill Meredith**  
NCFR Membership Vice-President

### Calendar

June 1-4: "Woman and Freedom: Making Choices in the Context of Tradition and Change," Moscow. Contact: Larina Service, 103064, P.O. Box 356, Moscow. Phone 095-938-66-30; FAX 095-465-1740 or 095-270-2809.



## Executive Review

# NCFR and the New World Order

The emerging global culture of the 21st century has implications for the future activities of NCFR. During the 1950s and 60s, NCFR played a much more active role on the international family scene. It is now reassessing that role as preparations are well underway for NCFR activities celebrating the United Nations International Year of the Family (IYF) in 1994.

Jan Hogan and I attended the 5th Nobel Peace Prize Forum, February 12-14 with the theme, "Striving for Peace: The United Nations in a New World." I'd like to share a few thoughts on why NCFR members have an excellent opportunity to exchange their knowledge-based resources with family practitioners and scholars worldwide, thus affecting policy on families and building a peaceful world.

Beginning with the signing of the 1989 Vienna Accords on human rights, the U.S., the Soviet Union, and 35 other nations recognized and accepted anew, the basic human rights such as freedom of information, religion, association, and emigration which strengthened the concept of the world as global village. A counterbalance, namely, **cultural nationalism** occurred worldwide simultaneously in the wake of "glasnost", "perestroika", and the collapse of the Soviet Union and the Communist ideology.

It is demonstrated daily in the human atrocities of Yugoslavia, Somalia

and in the neo-racist uprisings in the United States and Europe. This illustrates a classic dilemma, the question of how to preserve individuality within the unity of the global family and community.

A major theme running through the "Peace Forum on the U.N.," was that of "creating a new world order." This means moving from the cold war, dual-super power mode to a new order that is a creative association of democratic states all over the world. Vladimir Petrovsky, U.N. Undersecretary General for Political Affairs, expressed the need to "integrate political, cultural, social, economic, and ecological issues in a consensus model built on adherence to moral laws."

He cited diplomacy, peace-making, peace-maintaining, and peace-building as the routes to preventing war and human destruction through the dominance of power. Though the United States is now a lone super power, it can no longer act as it has in the past--for its own infrastructure is in a vulnerable state of affairs. It must work cooperatively with other major powers and in particular, the United Nations, sharing the values of the new world order--multi-party democracy, freedom of choice, free trade, privatization and prosperity based on the market place.

Information, education, and technology were cited by Hisako Shimura, Dept. of Peace-Keeping Operations, U.N. Secretariat, and Francis Sejersted, Chair of the Nobel Committee

in Oslo, Norway, as the tools for transforming world politics, global economic competition, and the concepts of freedom, democracy and equal justice under a common law. These are precisely the resources which NCFR has at its disposal through its journals, the Inventory on Marriage and Family Literature database, the annual conferences, special interest sections, and family life education certification program. However, these are well-kept secrets among the scholars and policy makers in the United States and abroad. It is amazing how few know about NCFR or its resources.

Among some of our members, there has been some hesitation about NCFR's taking on additional international activities. As the world becomes more interdependent in its thrusts, NCFR really does not have a choice if it is to fulfill its mission of "sharing in the development and dissemination of knowledge about families and family relationships....and promot(ing) family policies and enhance well being."

Members of NCFR have an excellent opportunity to participate and share in the research education and policy activities on international families which will be occurring in the next two years. At this November's annual conference, international health policies will be discussed by international experts; a new publication, **One World: Many Families** will be released. On July 29-August 1,

1994, a special working conference for NCFR scholars, practitioners, educators will integrate and compare U.S. information and policy on families with those from other countries with the outcome being new recommendations U.S. and U.N. family policy. (See IYF on Page 9.)

The most powerful forces for sustaining and building strong families for a peaceful world democracy are information and education. These are NCFR's most valuable and potent resources. They spring from its members. This is my reason for believing that NCFR can and will have an important role to play in shaping the new world order. Recognizing this, I hope each of you will seize every opportunity to share and to learn from our forthcoming international efforts. We welcome your ideas and further suggestions to strengthen that role, and above all, we welcome your participation.

Mary Jo Czaplewski, Ph.D., CFLE  
Executive Director

**Reminder:** As of 1987, a small portion of each member's dues goes to support NCFR's public policy activities.



### Child and Family Agency Hartman Conference on Children & Their Families

*Theme*  
**The Prevention and Treatment of Family Violence**  
June 23 - 25, 1993

Child and Family Agency will hold a national conference on the theme of family violence. Hosted by Connecticut College, the conference will take place along Connecticut's scenic coastline. Co-sponsored by The Journal of Primary Prevention and Sage Publications, this conference provides an excellent opportunity to combine an outstanding educational experience with the very best New England has to offer in boating, dining, and site seeing.

#### Featured Speakers include:

Ann Goetting, Western Kentucky University, Eli Newberger, Boston Children's Hospital, Jo-Ellen Asbury, Bethany College, Michele Cascardi, State University of New York, Richard Gelles, University of Rhode Island, Robert Hampton, Connecticut College, Donna Harrington, University of Maryland, Heather Hayes, Georgia Alcohol & Drug Associates, and Christopher Murphy, University of Maryland.

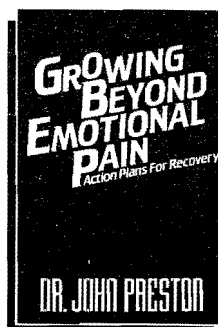
In addition, nearly seventy workshops, paper sessions, and intensive training institutes will be offered by noted scholars and practitioners from across North America.

**Deadline For Early Registration May 15, 1993**  
**For further information:**

Thomas P. Gullotta  
(203) 443 - 2896 or (203) 442 - 5909 FAX

Professionals recommend . . .

## Books with Impact!



**GROWING BEYOND EMOTIONAL PAIN**  
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John Preston, Psy.D.

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- when and how to find professional help.

John Preston, Psy.D., is a clinical psychologist in private practice in northern California and author of **YOU CAN BEAT DEPRESSION**. For many years director of the depression clinic at a major medical center, he is now adjunct professor at the Professional School of Psychology in San Francisco.

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## Holiday Gathering

Four former NCFR presidents enjoyed a holiday get-together at the home of Sharon Price in December. From left are James Walters, 1982-83 president; Sharon J. Price CFLE, 1984-85; Lynda Henley Walters, 1990-91; and William C. Nichols Jr., 1976-77.

## Chicago School Discussed by Group

Anselm Strauss, Helena Lopata, and Gerald Handel, major figures in qualitative family research, spoke at the Qualitative Family Research Network meeting held during NCFR's annual conference in Orlando. The Network is a focus group of the Research and Theory Section.

All three received their Ph.D. degrees from the University of Chicago, and they spoke of their days as students there. Chicago was an exciting place, and their experiences influenced them deeply. The Chicago School of Sociology is central to the development of qualitative research methods and questions answerable through qualitative methods. Their presentations sparked a debate among those who attended the session about women's academic careers and the dimension brought to women's careers when they also are qualitative researchers.

Strauss, author of several well-known books on grounded theory, traced the intellectual genealogy of qualitative researchers. "The line comes from Robert Park to Herbert Blumer and Everett Hughes to my generation of Strauss, Erving Goffman, and Howard Becker, and now to the next generation of qualitative researchers," Strauss said. He and the other panel members agreed that the experience at Chicago was characterized by a creative and exciting, but distant, faculty and very close and challenging relationships between students.

Strauss pointed out that the Chicago School wasn't named until much later. "When we were there," he said, "it simply was the department of sociology."

Lopata told several moving stories about her life in Chicago, including her struggles with her doubts about her abilities as a sociologist. She sometimes had difficulties separating her legitimate accomplishments such as doing honors research and her concern that somehow her status as Florian Znaniecki's daughter was influencing her professors' opinions of her. On the other hand, she pointed out that the accomplishments of many women Chicago graduates have been overlooked. She said her own work is heavily cited according to citations indices, but that she sees that the important work of many women still is not recognized.

Handel told some wonder stories about Chicago, including one about Norman McLain who is achieving international fame for the movie "A River Runs Through It," which was based on one of McLain's short stories. Handel said he chose Chicago because of its intellectuality, and you didn't have to attend classes. At the orientation session, McLain, who was dean of students, said, "We invite you to drop in on some of our classes and meet some of our professors, but if you want to stay in your room reading the *Encyclopedia Britannica*, published by the University of Chicago, then go ahead."

Marvin Sussman, who spent a year as a Carnegie Fellow at the University of Chicago in the 1950s, and Betty Yorberg, who was a graduate student at Chicago, also told stories of their Chicago days. Several persons in the audience picked up on both Lopata's and then Yorberg's stories about how their gender came into play during their student days. Questions were raised about women's academic careers in general and about women as academic qualitative researchers. Several persons suggested that we pursue ideas of gender, race, and qualitative research, issues which can have long term ramifications for many of our beginning academic women and men.

Jane Gilgun

# Quality, Research Critical Linkages

The application of Total Quality Management (TQM) to the National Education Goals was the focus of TX Governor Ann Richards' National Invitational Conference in Houston, TX, November 9 and 10. The conference theme was "Quality and Education: Critical Linkages."

Decision makers from the education, business, or governmental arena from 40 states, the Netherlands, and Canada met to gain insight and practical knowledge in learning to incorporate the principles of TQM into the education system as all levels.

Dr. Cynthia Patton, principal of Sunset Road Elementary School in Houston, and an active member of the TX Council on Family Relations, represented NCFR at the conference.

Total Quality Management is a method of improving the quality and dependability of manufactured products through statistical methods and reorganization of the workplace as a system. Management practices of noncoercive leadership based on trust, facilitation and coaching are integral to TQM, as are the concepts of quality and customer service.

Individual sessions focused on classroom and administrative applications of TQM. The theme of changing paradigms from the traditional, hierarchical, closed-system school, to a more cooperative, inclusive learning environment, was pervasive throughout the different interest sessions. Presenters were primarily school district personnel from across the U.S. who were in the process of applying TQM to their schools.

Governor Richards opened the conference with a call to school district leaders to "drop the rock" that was pulling them down, even if they had carried this rock all their lives and were very attached to it. This metaphorical reference to shifting paradigms set the tone of the conference. At the end of the conference, Governor Roy Romer of Colorado offered to host a similar conference in his state in 1993.

Conference objectives were stated in this manner: If you are a decision maker from the education, business, or government arena, this conference will offer you valuable insight and practical knowledge in learning to:

- Incorporate the principles of TQM into the education system at all levels, and improve America's international competitive edge.

- Explore methods communities can use to make the National Education Goal a reality.

- Create national awareness of the power of TQM to implement site-based decision making.

- Showcase examples of how TQM provides a process to help improve student performance.

- Improve and support American's

future workforce through the development of TQM skills.

The National Goals for Education are:

By the Year 2000...

1. All children in America will start school ready to learn.

2. The high school graduation rate will increase to at least 90 percent.

3. American students will be competent in core subjects.

4. U.S. students will be first in the world in science and mathematics achievement.

5. Every adult American will be literate and possess the skills necessary to compete in a world economy.

6. Every school in America will be safe and free of drugs.

Cynthia Patton

## Research Grants Available

Grants are available for postdoctoral level research and doctoral dissertations. The Henry A. Murray Research Center of Radcliffe College in Cambridge, MA, is offering the grants.

The Radcliffe Research Support Program offers small grants to postdoctoral investigators for research drawing on the data resources of the Murray Research Center. Funds are provided for travel to the Center, duplicating, computer time, assistance in coding data, and other research expenses. Grants of up to \$5,000 are available at two deadlines: April 15 and October 15.

The Jeanne Humphrey Block Dissertation Award Program offers grants up to \$2,500 to a woman doctoral student. Proposals should focus on the development of sex differences or some aspect of girls' or women's development, focusing on sex or gender differences or some developmental issue of particular concern to girls or women. Projects drawing on Murray Center data will be given priority, but this is not a requirement. Applications must be postmarked by April 1.

The Henry A. Murray Dissertation Award Program offers grants of \$2,500 to women and men doctoral students. Projects should focus on some aspect of "the study of lives," concentrating on issues in human development or personality. Priority is given to projects drawing on Center data. Applications must be postmarked by April 1.

Call the Center at 617-495-8140 for more information.

NCFR FAX

612-781-9348

## Classified Ads

**Director, Center on the Family, University of Hawaii at Manoa.** Director, Center on the Family, full-time, 11 months, to begin July 1, 1993, or immediately thereafter, subject to position clearance. Minimum salary: \$55,452.

**Duties:** Head the newly established Center on the Family and provide academic leadership in the development of the Center. Encourage formal and informal education on the family; develop a Center research program and assist faculty and students conducting research in the family field; serve as the focal point for the community on university-based programs; facilitate university-community collaboration; develop and manage resources for the Center.

**Minimum Qualifications:** Academic qualifications suitable for appointment at the rank of associate professor, including: earned doctorate in Family or related field and a minimum of four (4) years of full-time college or university teaching at the rank of assistant professor or equivalent; recognized achievement in research; administrative experience and skills in managing programs; demonstrated ability to secure external funding; commitment to university-community collaborations; record of successful and creative leadership.

**Desirable Qualifications:** Ability to work in a multicultural environment, to lead multidisciplinary research efforts, and to establish effective relationships with community groups, research agencies, and legislative committees.

**Application Deadline:** April 1, 1993.

Send application, curriculum vita, and three letters of references, to: Sylvia Yuen, Ph.D., Associate Dean, University of HI, 3050 Maile Way, Gilmore 211,

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**Family Studies/Economist/Sociologist.** A position is available for a researcher with a Ph.D. in Family Studies/Family Economics. Individual will be responsible for conducting research program to analyze economic causes and consequences of substance abuse in rural areas using existing National Data Bases. The position is with the Family Economics Research Group which is part of the Agriculture Research Service of the U.S. Dept. of Agriculture. The work location is in the Maryland suburbs of Washington, DC. For further information please contact: Frankie N. Schwenk, Ph.D./USDA, ARS, FERG/6505 Belcrest Rd./Room 439A, Federal Building/ Hyattsville, MD 20742; 301-436-8461.



### Assistant Professor/Extension

**State Specialist: Family Studies.** Full-time, tenure track position beginning July 1, 1993; 80 percent extension, 20 percent research. Qualifications: Ph.D. in family studies, human development, or related area; demonstrated ability to conduct empirical research. Experience with limited resource/underrepresented families and research-based educational programming desirable. Responsibilities: provide state-wide leadership and develop/provide materials and resources to county agents; provide in-service training, programs, and assistance in program evaluation; conduct a focused program of research; perform university/professional service. Salary competitive. Application deadline: April 1, 1993, or until position filled. Send letter of application, vita, graduate transcript, reprints or samples of writing, and three letters of recommendation to: Albert J. Davis, Chair, Dept. of Family Relations and Human Development, The OH State University, 315 Campbell Hall, 1787 Neil Ave., Columbus, OH 43210. The OH State University is an affirmative action, equal opportunity employer.

**Biofeedback Certification for Clinicians.** Effective, adjunctive treatment techniques. 2-day and 9-day programs. "Foundations of Clinical Biofeedback," an informative, experiential weekend seminar. BCIA-accredited "Professional Certificate Program," an intensive course in clinical applications and instrumentation training. Programs nationwide. As low as \$195. The Stens Corp., 1-800-257-8367.

## Post-doctoral Fellows Research Training Program Openings

Post-doctoral training in Prevention Research with Children Arizona State University Psychology Department and the Program for Prevention Research anticipate openings for post-doctoral fellows in an NIMH funded research training program in prevention research with children.

Fellows participate in ongoing research which includes the development and evaluation of preventive intervention programs. Fellows join research groups focusing on stress and coping in children and adolescents; children of alcoholics; bereaved children; children of divorce; adolescent substance use and applied research methodologies.

The Program is housed in the Department of Psychology and an NIMH funded Preventive Intervention Research Center at AZ State University.

Applicants should submit a vita, 3 letters of reference, a statement of their research interests and one or more representative papers to Laurie Chassin, Dept. of Psychology, AZ State University, Tempe, AZ 85287-1104 by **April 15, 1993**, or until the positions are filled.

# Calls For Papers

**Family Relations** will be publishing a special issue on "Work, Stress, and Families." Papers addressing the topic are welcome on issues related to the interface of work, stress, and family functioning.

Relevant topics for the issue include, but are not limited to, the interface of work and family roles, employment influences on family functioning, dual-earner couples, coping strategies for work and family, gender differences, interrole conflicts, and minority dual-earner families, and rural families.

Submission deadline is **July 1**. Instructions for authors are included in the January issue of the journal. Four copies of the manuscript and a non-refundable \$15 processing fee (checks payable to NCFR) should be sent to Robert L. Del Campo, Ph.D., Box 3470, NM State University, Las Cruces, NM 88003-3470.

**"Contributions of Family Processes to Child and Adolescent Development,"** is the theme of a special collection of papers scheduled for **Family Relations**. The papers will focus on family processes that are associated with child and adolescent developmental outcomes.

The articles will build on a growing body of literature that illustrates the contribution of parenting behaviors, parenting styles, and family processes to child and adolescent developmental

outcomes.

Suggested topics include, but are not limited to, the interrelations of child and adolescent outcomes with variables such as parent-child and parent-adolescent relationship quality, disciplinary strategies, developmental goals, marital relationship quality, the quality of interactions among parents and extended family caregivers, parental psychological resources, and social support for the family.

Articles that report empirical tests of theory are welcome, as are those that summarize and intergrate a range of empirical findings and theoretical perspectives.

Four copies of the manuscript should be submitted along with a non-refundable \$15 submission fee (checks payable to NCFR) no later than **December 15**. For more information contact Gene H. Brody, guest editor, Family Relations, Dept. of Child and Family Development, Dawson Hall, University of GA, Athens, GA 30602.

In commemoration of the 1994 United Nations' Year of the Family, **Journal of Family Issues** will publish a special issue on "International Perspectives on Work and Family."

Contributions are invited from scholars in the U.S. and other countries whose work focuses on any issues related to the interface of work and family functioning and relationships.

Approaches to the international themes include one-nation, cross-national, cross-cultural, and global studies. Relevant topics for the issue include, but are not limited to, the interface of work and family roles, dual-earner couples, relationship between employment and housework and child care, employment influences on family functioning and relationships, gender differences in work and family roles, and coping strategies for work and family.

Manuscripts must be postmarked by **September 1** and should be mailed to Dept. of Sociology, University of CA at Riverside, Riverside, CA 92521-0419. Instructions to authors are included on the back of the title page of each issue or are available from the guest editor.

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# Section Offers 2 Awards

The Feminism and Family Studies Section is seeking applicants for two Section awards to be given at the November, 1993, NCFR annual conference in Baltimore. Applicants do not need to be members of NCFR, but we welcome new members to the Section and to NCFR.

Authors should identify themselves only in a cover letter so that all entries can be reviewed anonymously.

Applications should be sent by April 30 to Katherine Allen, FFSS Awards Committee Chair, Dept. of Family and Child Development, VA Tech, Blacksburg, VA 24061-0418; BITNET: KALLEN@VTVM1; phone 703-231-6526 or 552-6947; FAX 703-231-7157.

**The Outstanding Research Proposal from a Feminist Perspective**, the first award, is given in honor of Jessie Bernard. Graduate students and new professionals (with up to five years post-doctoral work) are encouraged to apply for the award which carries a \$500 prize to fund feminist research.

Proposals will be evaluated for their potential contribution to feminist scholarship and the use of feminist frameworks and methods. Applications should include: a) an abstract of 100 words or less, b) a five-page (maximum) proposal outlining the project's purpose, theoretical foundation, research methods, and potential contribution to feminist scholarship, and c) a half-page budget.

Send six copies by April 30 to Allen. A summary of the recipient's research results will be published in the Feminism and Family Studies Section newsletter, and the recipient will be asked to present a report of their project and findings at the 1994 NCFR annual conference in Minneapolis, MN.

**The Outstanding Contribution to Feminist Scholarship Paper Award**, the second award, is accompanied by a gift of complimentary books from Westview Press. Applications are open to all graduate students and new professionals (with up to five years post-doctoral work).

Papers should demonstrate contribution to feminist scholarship and the use of feminist frameworks and methods. Applicants should be the sole author or first author of the paper; both published and unpublished papers will be considered.

Submit six copies of the paper to Allen by April 30. A summary of the paper will be published in the Feminism and Family Studies Section newsletter.

# Calendar

May 12-16: "25 Years in a Changing World," 25th annual conference of the American Association of Sex Educators, Counselors, and Therapists. Denver Marriott-City Center, Denver, CO. Contact: AASECT, 435 N. Michigan Av., Suite 1717, Chicago, IL 60611-4067; phone 312-644-0828; FAX 312-644-8557.

# Call for Papers on Ethics

The April, 1993, issue of *Family Relations* will present a special collection of articles on Ethics in Marital and Family Treatment.

Collected by Robert Ryder, the articles cover such topics as ethics and responsibility in family therapy, guidelines for the practice of family life education, child sexual abuse, ethical issues for systems-oriented therapists in hospital settings, informed consent and benevolence in marriage and family therapy, and ethical issues associated with client values conversion.

The issue also included an applied literature review on family life education for the later years and a comprehensive bibliography on youthful sexual offenders as well as articles on marriage and romantic relationships, grandparenting, and domestic partnerships.

Contact Kathy at NCFR headquarters (612-781-9331) for more information on subscribing to *Family Relations*, joining NCFR as a member, or on purchasing bulk copies of the April issue.

# COFO Report Discontinued

As of January, 1993, *COFO Family Policy Report* will no longer be published. The final issue was produced in December, 1992.

Please contact Kathy at NCFR headquarters (612-781-9331) if you are interested in purchasing copies of the last issue, "Principles of Family-Centered Health Care: A Health Care Reform White Paper."


# Feminist Syllabi for Sale

How are feminist principles being incorporated into family studies courses?

The Feminism and Family Studies Teaching Packet, sponsored by NCFR's Feminism and Family Studies Section, contains syllabi from a variety of graduate and undergraduate courses that are taught from a feminist perspective.

This informative packet includes materials on feminist research methods, family theory, gender roles and family relationships, psychosocial perspectives on gender roles, women in development, and gender and ethnic issues in therapy and social work. There is also a valuable annotated bibliography on feminist teaching materials.

Order your copy from Donna Sollie, Dept. of Family and Child Development, 203 Spidle Hall, Auburn University, Auburn, AL 36849-5604. Cost is \$7.50. Checks should be payable to NCFR-Feminism and Family Studies.



## National Council on Family Relations

### Sponsors

## UN International Year of the Family Events

### 1993-94 Events

**International Health Policy Forum**  
**1993 Annual Conference - Baltimore**  
**Chair: Barbara Elliott**  
Purpose is to discuss global comparisons regarding health care policies and their impact on families. Hearing format to include audience response. Panelists include:  
♦ Stephan Lewis, UNICEF  
♦ Julia Walsh, Harvard University  
♦ Cynthia Myntti, Ford Foundation

**New Book**  
**One World: Many Families**  
**Editor: Karen Altergott**  
Release date: 1993 NCFR Annual Conference - Baltimore. To be included in reading material for the 1994 Summer Workshop.

**1994 NCFR Annual Conference**  
Nov. 7-13, 1994  
Minneapolis Hilton & Towers - MN  
**Program VP: Greer Litton Fox**  
The tentative theme is "Justice, Families, and the Nation State." Sessions to discuss the recommendations from the IYF Summer Workshop will be included.

### 1994 IYF SUMMER WORKSHOP

### Call for Participants

July 29-August 1, 1994  
Blue Ridge Assembly, Black Mountain, North Carolina

**Chair: M. Janice Hogan**

**Workshop Purpose:**  
A 3 day working conference to address international family issues and policies for **research, education, and practice**. Outcomes and recommendations will be forwarded to the 1994 NCFR Annual Conference and the United Nations.

**Program Format:**  
Required reading: *One World: Many Families*, edited by Karen Altergott. Daily general session led by a keynote speaker. Small working groups will study one issue and develop written positions with recommendations. The culminating sessions will summarize outcomes and further plans.

**Who Should Attend:**  
Experienced, international researchers, practitioners, educators, and visiting professionals who are concerned about the social, economic and environmental impact of change on families worldwide. **Participation is limited to 250.**


**How You Can Participate:**  
Complete the form below for yourself or someone you believe should participate. Send to **NCFR-International Workshop by June 1, 1993**. Additional information and registration materials will follow nomination.

**Costs:**  
Workshop fees include registration, some reading materials, housing, meals, and ground transportation - \$395. Asheville, NC is 20 miles away and has a national airport.

**For more information call the NCFR office at 612/781-9331**

**1994 International Year of the Family Summer Workshop**  
(This is not a registration form but a request for information.)

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_  
State/Province/Country \_\_\_\_\_ Zip/Postal Code \_\_\_\_\_  
Background Information: What is your international or policy experience?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Is there anyone else to whom we should send information? Please include their name and address.  
\_\_\_\_\_  
Return this form **by June 1, 1993** to: International Year of the Family Workshop, National Council on Family Relations, 3989 Central Ave. NE, #550, Minneapolis, MN 55421 Phone: 612-781-9331; FAX: 612-781-9348



**Lynda Henley Walters,**  
General Chairperson for all  
NCFR/IYF events.



# New Dreams, New Order in Washington

We are into exciting times with a new sense of "maybe something can actually be done." It is surely time to move: Last fall, just before the election, a Fordham University study showed that U.S. social well-being was rated by respondents to be at the lowest level since the measurements began in 1970. Poverty and child abuse were at all-time highs.

With the new administration, some things have already been changed, especially the reproductive and fetal tissue issues, and most notably, medical and family leave (see below). Lots is happening, and it is hard to write a report this time because things are changing so quickly.

## New Appointments

Dr. Donna Shalala has taken over HHS, to wide acclaim, but appointments under her are moving slowly. It is expected that Dr. David Elwood will be appointed to Planning and Evaluation, and Dr. Mary Jo Bane to the Administration for Children and Families. With the appointment of these people, well-known to NCFR members and leaders in the field of families, an emphasis on families would seem to be assured.

## Two Major Changes?

Even with new attitude and appointments, there are some potentially negative changes.

The HHS Division in Planning and Evaluation devoted to "Families, Communities and Long Term Care," the main focus for "family" as opposed to "children in families," may be cut out. Even so, a Data Users Group on Families, organized from this office partly because of COFO advocacy, may be continued. Originally, just for data base managers from HHS, the Group now includes people from Census, Bureau of Labor Statistics, Education, OMB, and others.

A second major change may be the demise on March 30 of the four House Select Committees, three of which are of direct interest to NCFR: Children, Youth and Families; Aging; and Hunger. The fourth, Narcotics, has a family component.

These committees are "think tanks" for Congress to study and report on issues, but cannot propose legislation although members can, and do. The work of Children, Youth and Families in publicizing "bonding" of mothers and babies was a major factor in legitimizing the need for Medical and Family Leave.

## Medical and Family Leave

Medical and Family Leave (FMLA) finally is law! After seven years of work by hundreds of people, including NCFR members, many long time advocates were present for a Rose Garden Presidential signing. Attempting to tie the issue of gays in the military to FMLA was

steadfastly rejected, as you all know. Now comes the job of monitoring the rules, regulations, and compliance to be sure that families get job security and health insurance this law provides to welcome a new child or take care of a medical emergency.

NCFR members who responded to FAMILY FAX by writing letters and calling Senators and Representatives helped bring this important benefit to American families.

## Health Care Reform

NCFR sent the COFO Family Policy Report on "Principles of Family-Centered Health Care" to Hillary Rodham Clinton and congratulated her on her appointment to head the administration's health care reform plan.

Every day the *Washington Post* carries at least one health reform article. On February 8, Rashi Rein suggested a freeze on health care costs at present levels and stopping the building of unnecessary health care facilities. The AMA has its ideas and advocacy groups have theirs. Senator Paul Wellstone (D-MN) is pushing a Canadian-style system, but President Clinton's favorite is "managed competition." About 100 people in 20 task force groups are now at work.

Businesses are coming to see prevention and early pre-natal care as cost-saving. The *Post* reported a recent Cigna-sponsored study which estimated that for all of 1992, employers had to cover more than \$4 billion in uncompensated care costs incurred by pregnant women and their babies. Employers in the study reported from 10 to 49 percent of their health care costs were for premature births and other childbirth costs.

## Poverty

Welfare reform, high on the list of the President's priorities, will build on the Family Support Act, according to HHS Secretary Shalala. The 1988 Act called for education and training for recipients and increased attention to child support. Training and child support, and a third, an increase in the refundable Earned Income Tax Credit (EITC), are the basic tools to make the concept of "working poor" an impossibility, a goal of Mary Jo Bane, according to a Children's Defense Fund profile story.

Apprenticeships, job training, and job searches as means of reducing welfare dependency were the subjects of the last Family Impact Seminar. These efforts get some people into jobs, and in some cases, reduce dependency on welfare, but the low wages for the jobs people get are often not enough to raise a family above the poverty level, thus making the EITC a necessity. Apprentice programs have worked in America, as they have in Europe, and will be encouraged.

Child support and paternity establishment are research concerns of

the University of WI-Madison Institute for Research on Poverty. One investigator found that collection of child support is a problem, but court-determined awards are too low as determined by the income of the father. State programs of income support with the state collecting the money from the absent parent are finding favor to provide security to families, but critics of these programs say that fathers are harassed, and even driven into poverty, by child care payments.

Representative Tony Hall, a member of the Select Committee on Hunger, introduced into the 102nd Congress, H.R. 456, the Freedom from Hunger Act. An innovative feature in this Act is a demonstration program permitting people with incomes up to 200 percent of poverty to set up Individual Development Accounts at banks. Funds would be protected from welfare asset tests and could be used to set up a business, for education, buying a home, or retirement. This Act would subsidize asset accumulation for the poor, as it now does for the non-poor.

## Data

You may want to write to Child Trends, Inc., 2100 M St., Washington, DC 20036, to be put on a list for your free copy of "Researching the Family: A Guide to Survey and Statistical Data on U.S. Families." Databases in the federal system dealing with families are listed, methods and coverage described, contact persons identified, and a common list of variables provided.

In December, a Request for Application from NICHD invited people to apply to develop a research network to investigate the relationship of family factors to child well-being. The date is passed for this, but I think the effort is worthy of note for NCFR.

NCFR recently joined a new coalition, **Friends of NICHD** (National Institute of Child Health and Development). As a result of attending meetings of this coalition and helping lobby the Senate Labor and Human Resources Committee for research reauthorization, I found that NICHD covers a range of development issues, demography, pediatric medicine, disability, contraceptive and reproductive behavior and others of interest to NCFR members. Researchers should closely monitor NICHD for possible funding. NIH research reauthorization is still to be decided.

The case of Zoe Baird brought the child care problem to our attention more than any other recent event. Could she have paid more and obtained a citizen, even a trained child care worker?

Ms. Baird works for Aetna Insurance Co., recently described in the *Washington Post* as offering one of the "most progressive and comprehensive child-care benefits (package) that companies offer to working parents." Not only does Aetna offer a free referral service, but it reserves slots at a nearby

day care center and has a service to send care workers to the home if the employee's child is ill. Many businesses are now providing these services in order to keep their workforce, but some workers need, or prefer, live-in help.

A February 1 *Washington Post* article pointed out the inter-related problems of live-in care and illegal aliens. Over 200,000 undocumented immigrants live in this area, and for women, housework and child and elder care are the main ways to make a living. Without live-in workers, many high income women could not continue their careers.

One offer of \$6.50 per hour, well above the minimum wage, did not bring a small business owner **U.S. citizens** willing to work as dishwashers and cleaning persons. This owner suggested immigration law reform to make these and child care jobs certifiable immediately, as being necessary. But \$6.50 an hour does not bring a family of three above the poverty line. Are these jobs worth more even though they are defined as "dead end jobs"? Someone said the real questions is, "Who will do the gut work?"

What do these stories say about Americans? Is caring and giving service something only immigrants are willing to do? Do we want children, but do not want to care for them? Public policy in regard to child and dependent care has been to offer tax credits to workers which assumed childcare was available at a price people could afford. The current controversy has raised many questions, including the question of how we set wages.

## Statistics Conference

"Families and Children" was the theme of the 1993 winter conference of the American Statistical Association. I was pleased to be able to attend to provide an official representative for NCFR and make contact with federal and other researchers concerned with data in our field.

Several sessions discussed definitions of a child and of a family. All NCFR members know how difficult these definitions are. A new, to me, set of criteria for a family were suggested by Tom Juster: Common living standards, set of altruistic transfers, reciprocal obligations for future transfers, and coerced transfers determined by legal obligations. He suggested that non-traditional families should be assessed by the degree to which they meet these criteria. Only families last forever in the duration of their ties.

## Finally

On February 12, Janet Reno as the Attorney General-appointee, was the headline news. Not only had she been asked if she had a nanny problem, but

**See Policy, on Page 22**

## S/NP Snippets

# Outstanding Student Sought

There is still time to ask a faculty member to nominate you for the annual NCFR Outstanding Student Award. The nomination deadline is April 15.

Each year NCFR gives national recognition and a \$500 cash prize to a student whose work and academic potential indicates future significant contribution to family science. In order to qualify for the selection process, you must be a student currently in a graduate program and a member of NCFR for at least two years.

Qualified students who are nominated will be asked to supply:

- a) Three additional letters of recommendation;
- b) brief (1-3 page) statement defining an important problem they see in the field of family studies outlining possible steps towards its solution;
- c) a brief (1-3 page) description or summary of a personal program, research project, publications which represent the quality of their work and area of interest.

Please use the NCFR Awards Nomination form that was inserted in the December issue of REPORT, or call Theresa at headquarters:(612-781-9331) for another copy of the form.

### S/NP Skills Exchange

Papers submitted for the S/NP Skills Exchange at the annual conference in Baltimore are currently under panel review. If you submitted a paper, you should receive a letter stating the panel's decision by May 15.

### 1993 S/NP Goals

Karen Blaisure, S/NP representative-elect, and I are working on the goals presented in the December, 1992, issue of REPORT. With the support of NCFR headquarters and the Board of Directors, a few things are underway:



Blaisure

\*The first annual S/NP Council of Representatives meeting will be held at the annual conference in Baltimore. The representatives will discuss the needs of students and new professionals and draft long-term plans for addressing the needs.

During the last couple of months, Section S/NP representatives have been conducting small, informal surveys within their Section. They hope to gain insight into what students and new professionals desire from their NCFR membership and will try to get a clearer picture of what

Sections might provide in services and information.

If you were not selected to participate in your Section's mini-survey, please take the time now to complete the short questionnaire below.

\*In addition to the S/NP Seminar and S/NP Skills Exchange sessions, we will be adding one more session to the annual program--S/NP Development Forum. Karen is currently working on the details. However, we envision the forum to be a multi-purpose session: to introduce students and new professionals to their S/NP Section representatives, to distribute general and Section-specific information, and to offer training on career-related

issues.

Please call us with your comments and suggestions.  
Linda A. Airsman Ph.D.  
Dept. of Sociology, Anthropology, and Social Welfare  
Campus Box 28  
Metropolitan State College of Denver  
Denver, CO 80217-3362  
303-556-8347

Karen Blaisure Ph.D.  
Dept. of Counselor Education and Counseling Psychology  
3102 Sangren Hall  
Kalamazoo, MI 49008-5196  
616-387-5108  
FAX 616-387-2882

## Calendar

June 20-25, 1993--"Quality of Life, Youth and Disability," Second International Conference on Youth and Disability, Second European Forum on Adolescent Health, Jerusalem, Israel. Contact: Ortra Ltd., 2 Kaufman St., P.O. Box 50432, Tel Aviv 6150, Israel. 972-3-664825; FAX 972-3-660952.

June 20-26, 1993--Children and HIV/AIDS: Medical, Ethical, and Legal Issues," International Institute for the Sociology of Law, Onate, Guipuzcoa (near Bilbao-San Sebastian), Spain. Proposals due April 1, 1993. Contact: Prof. Emilio Viano, School of Public Affairs/DJLS; American University, Washington, DC 20016-8043; 202-885-2953; FAX 202-885-1292.

### Student/New Professional Needs Questionnaire

What do you hope to gain from your NCFR membership?

What SPECIFIC kinds of services and/or information would you like your Section to provide? Please identify each Section as you list your suggestions.

Section:

What kinds of services and/or information would you like the Student/New Professional office to provide?

Comments:

Please return by March 31 to: Linda A. Airsman Ph.D., Dept. of Sociology, Anthropology, and Social Welfare, Campus Box 28, Metropolitan State College of Denver, Denver, CO 80217-3362.

## 54th NCFR Conference Proceedings

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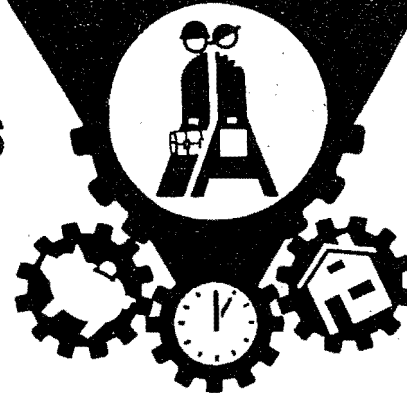
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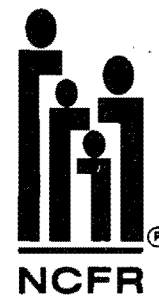
### FAMILIES AND WORK







# Connection



March 1993

Volume 1

No. 1

## Newsletter Re-vamped

As a way of increasing communication among all NCFR members and the Association of Councils, the AC newsletter, **FEEDBACK**, has been given a new typographical look, a new name, and been incorporated as the center section of NCFR's newsletter, **REPORT**.



Matusicky

This is the first issue of **Affiliate Connection**, the official newsletter of the Association of Councils of the National Council on Family Relations.

Our hope is that all NCFR members will learn more about the activities and events happening in the state and regional councils, and that state and regional council members will increase their awareness and understanding of NCFR.

Thanks to all the councils that submitted material for this issue. Your activities gave me a lot of ideas; I know you'll benefit from reading about the activities taking place in other councils. That's one of the main goals of incorporating affiliated council news into the national newsletter. **We plan to share with and to learn from each other and to develop a richer, more diverse dialogue within NCFR and between Councils.**

Mary Jo Czaplewski has given us a valuable history of the development of both NCFR and affiliated councils (See her column in this section). She presents four models that describe different structures and ways for councils to relate to NCFR.

The article on, "Let Me Count the Ways," challenges us to look at opportunities for strengthening the bond between NCFR and state and regional councils.

For the next edition of **Affiliate Connection**, let's hear from all state and regional councils. We're counting on your support, input and feedback! **Carol Matusicky**  
President-Elect  
Association of Councils

## New Objectives for Association

If you're reading this article, you have noticed the change in Association of Councils' (AC) processes. We hope that instead of having a separate newsletter (formerly **FEEDBACK**) for Affiliated Councils, all NCFR members will benefit from including AC news in a section of the national newsletter. That's the reason for this format and procedural change.



Steele

This is the first issue of **Affiliate Connection**. It will be included in the June and September issues of **REPORT** as well.

"We're ONE!", was the remark heard over and over again at the November AC meetings about NCFR and the Association of Councils. We intend to carry out all AC functions with that intent--being a significant part of the NCFR (family) system.

For the coming year, AC has set this goal: **TO FACILITATE INVOLVEMENT OF FAMILY PROFESSIONALS IN PUBLIC DISCOURSE ON FAMILY ISSUES.**

**Objective 1: To facilitate dialogue on integrating family research and family action/practice.**

The 1993 annual conference theme is especially pertinent for making it morally and ethically important to "speak out" about our research and programs that support families, and sharing how we perform those dialogues and educational activities.

All of the AC contributions to the 1993 conference are dedicated to this goal: Selection of spots on the program (which we do with the total NCFR Program Committee and Board of Directors in April) will be discussed with this goal in mind. Attention will especially be focused on encouraging work of Affiliate presidents and presidents-elect in their regions/states and of student affiliates to have a loud VOICE--perhaps gentle, but firm--in what is happening with families in their locales.

**Objective 2: To increase effective marketing of discourse on family support and family action in the public sector.**

AC perceives this objective as necessary in order to move our ideas (supported by our theoretical perspectives

and research regarding families) from the research arena to the populations that need that expertise.

How can that "move" happen? AC believes that using the **marketing** expertise of a researcher focused on families at a special **WORKSHOP** during the November conference will give us the urgent VOICE we need to make a difference.

**First**, however, we need the cooperation of all NCFR members--when the "Marketing Survey" to be utilized by Dr. Carolyn Love is sent to you, please fill it out and return it.

**Second**, materials will be developed, compiled, and provided for this marketing **WORKSHOP**--depending on the **feedback** you submit in the "Marketing Survey."

**Third**, register for Love's marketing survey.

### We're ONE!

"We're ONE!" Is it true? Someone suggested that we offer to region/state members who do not yet belong to NCFR, a discount rate for on their first year membership fees. Should we do so? What do you think? Is it a good idea? Should AC take such a motion to the NCFR Board of Directors in November? If so, let me know; if not, it won't be mentioned as a suggestion. In either case, it needs to be a decision made by NCFR/AC because it would be a policy and a significant financial change.

Presidents and presidents-elect: IS Association of Councils ONE with NCFR? Are the by-laws of your Council supportive of NCFR? Are the NCFR by-laws supportive of your Council's goals

and objectives? If not, **Affiliate Connection** would be a visible spot in which to focus your comments as Let to the Editor in the next two issues.

Your AC officers will be contact you about your concerns and ideas for dialogues and actions supporting family issues that need to be heard.

### State Members of NCFR

What activity in your state's legislature is MOST affecting families? Write a summary of the activity--negative or positive--for the next issue of **Affiliate Connection** so that your voice can become a voice that all of us can join with and "market" to other state legislatures.

If possible, send newspaper clippings, articles from local agencies etc., for everyone to read.

### Memberships

If your council is not active, **join another state or regional council**. If your affiliate's members are not NCFR members, share with them the advantage of membership. Call Kathy at headquarters (612-781-9331) to request membership applications and material. Bring the prospective new members with you to Baltimore in November!

Events for 1993-94 look great! For example, have you returned your application for the International Year of the Family summer 1994 workshop? We'll have a super time and learn a lot. What could be better?

Let us hear **YOUR** voice! Our ONE can be a profound ONE!

**Connie Steele**  
President  
NCFR Association of Councils

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## Affiliate Connection

# Association of Councils Candidates Announced

The nominees for Association of Councils Officers are:

President-elect:

**Libby Blume**  
**John Touliatos CFLE**

Secretary/Treasurer:

**Mimi Gavigan**  
**Betty Morrow**

Program Committee Chair:

**Kay Troost**  
**Bron Ingoldsby CFLE**

Council Presidents will receive their ballots in April. According to NCFR by-laws only Affiliate Council Presidents may vote for Association of Council officers.

Here are the candidates' vitas:  
**President-elect**

**Dr. Libby Balter Blume**, president of the MI Council on Family Relations, has led her state affiliate for the past two years as MCFR doubled memberships, revised its bylaws, streamlined board and committee structure, expanded the MCFR newsletter, joined Family FAX and national family advocacy groups, and collaborated with other state-wide associations, coalitions, and universities.

Prior to her current term as President, Dr. Blume was Vice-president for Programs, organizing conferences featuring nationally known speakers, such as Janice Hogan and Richard Lerner. Since becoming active in the Association of Councils, Dr. Blume has worked to advance NCFR's goal of translating research into action and hopes to enhance the viability and visibility of local, state, and regional affiliates as an integral network of NCFR. Currently, Dr. Blume is director of the Applied Developmental Psychology program at University of Detroit Mercy.

**John Touliatos, Ed.D, CFLE**, is professor of child studies, at TX Christian University. His previous service to affiliated councils includes: Association of Councils--annual conference program chair, task force on long-range financial planning (chair), nominating committee; TX Council on Family Relations--president, program vice president, annual conference program chair, by-laws committee (chair), site selection committee (chair), awards committee (chair), nominating committee (chair), annual conference exhibits (chair), finance committee, Handbook for Officers and Board of Directors (editor), TCFR Meritorious Award; AL Council on Family Relations--president, program vice president; Southeastern Council on Family Relations--education section chair, research section chair.

He has served NCFR as a member of the publications, membership, annual conference program, and personnel committees, and participated in the family life education panel. He is the editor of the Inventory of Marriage and Family Literature, the executive editor



**Touliatos**



**Morrow**

of IMFL Online/Family Resources Database and is on the editorial board of Family Relations. His other activities include: previous chair of the Department of Family Studies and Home Economics at TCU and head of the Department of Family and Child Development at Auburn University; Home Economics Research Journal associate editor, Journal of Divorce and Remarriage editorial board; author or co-author of over 150 publications and papers, including 10 books.

**Secretary/treasurer**

**Miriam Aberg Gavigan** is a consultant and certified counselor specializing in parent education, staff training in the social and health services and intervention within early childhood education.

A member of NCFR since 1976, Ms. Gavigan has been active at the state and national levels. She has served on the executive board of the PA Council on Family Relations since 1978 with terms as president, treasurer and program chair.

Her service to the Association of Councils includes a term as program chair for the 1991 state presidents' workshop and chair for a panel on "State initiatives in Advocating for Families" at the 1991 NCFR annual conference. She also served on the Association of Councils nominating committee in 1989.

In addition, her experience with NCFR includes being co-chair for local arrangements for the 1988 NCFR annual conference in Philadelphia.

**Betty Hearn Morrow** is associate professor of Sociology at Florida International University, specializing in family sociology.

She is a former president of the FL Council on Family Relations. Additional professional service includes editor of Sociologists for Women in Society Network News, and member of the local planning committee for the 1993 annual meeting of the American Sociological Association. Her current research activities concern family violence (particularly in the Caribbean), and the family response to natural disasters. She is a member of the F.I.U. Disaster Research Team presently studying the impact of hurricane Andrew.

**Program Committee Chair**

**Kay Michael Troost, Ph.D.** is associate professor of Sociology and Anthropology and NC Japan Center Faculty Fellow at North Carolina State University.

His NCFR activities include: NCFR Public Policy Committee 1991-93; Research and Theory Section nominating committee, 1992; NCFR Nominating committee, 1990; past Associate Editor, Journal of Marriage and the Family; Association of Councils secretary/treasurer, 1991; policy panels and workshop presentations for Association of Councils; past reviewer: International, Theory and Method; Sections: Family Policy, Research and Theory, International, Family and Health, Theory and Method Workshop; and frequent paper presentations at annual conferences.

His involvement with the NC Council includes: President, 1988-90; chair, Family Index: developing an index of family well-being in NC, Family Fax; past Board member, Strategic Planning; guest editor The Council Record; chair, Research Committee and Legislative Action, Program co-chair.

He is the 1994 program chair for the Southeastern Council on Family Relations (theme "Employers and Government: Building a Family Friendly Alliance"), and has been a Board member and chair of the Legislative Action Committee, Strategic Planning.

Troost initiated the North Carolina Bill creating Modern Family Legislative Study Commission and presented first testimony. He is Senior chapter author, of Sourcebook (Boss, Doherty et al (eds)). His Family class assignment - syllabus, "Brief Family Analysis," was

published by the American Sociological Association. He is a member of ASA, Groves, SCFR, AAAS, and the Fulbright Alumni Association.

His recent writing includes: a Sourcebook chapter, family interaction; and developing a book: Family Policy Perspectives.

**Bron Ingoldsby CFLE** has been an active member of NCFR and the Association of Councils since 1977. He has been a major proponent of the push to revitalize state councils through the creation of regional councils in weak areas, and favors a continuation of the strong presence of the Association of Councils in the NCFR's annual conference programming.

He is professor of Family Science at Ricks College in Rexburg, ID. His professional activities include: Over 30 publications in family related journals, plus book reviews for Family Relations and numerous paper presentations at NCFR and other professional conferences. He is a member of the editorial board for the Journal of Comparative Family Studies and Family Science Review. Previous NCFR service includes: chair of the Religion and Family Life section; founder of the Northwest Regional Council; president of the Idaho/Montana Council; secretary-treasurer of the Religion and Family Life and the Family Discipline sections; president of the Idaho Council; active member of the Ohio and Southeastern councils.

## Send in your Names for the DSF Award

"The Association of Councils is proud to present the **Distinguished Service to Families Award** for 1994 to..."

That opening can be one we all hear when NCFR meets in Minneapolis in 1994 IF nominations for the award are submitted to NCFR headquarters by **April 15**.

The award is given in recognition of those who have provided exceptional leadership and/or service to improve family living.

Each state or regional council is asked to make a nomination. The contributions in "action" programs represent the importance of family relationships in the future rather than the past. If the recipient is a policy person, the award is given in honor of Dr. Harold Feldman. If the recipient has made outstanding contributions in a health field, it is given in honor of Dr. Fred Bozett.

National leaders in the family field, political figures, entertainers, and volunteers who have played significant roles in helping families are eligible. **Nominees need not be NCFR members.**

Call Cindy or Kathy at NCFR headquarters (612-781-9331) for a nomination form TODAY!

The winner is honored during NCFR's annual conference and presented with a plaque. Travel expenses are paid.

**Who will be your state or region's nominee?**

Maybe that nominee will be the next **Distinguished Service to Families Award Winner!**

## Calendar

June 30-July 3, 1993--**National Conference on Alcoholism and Drug Abuse Treatment**, 17th annual conference, Fairmont Hotel, Chicago, IL. Contact: 1-800-548-0497.

June 27-30, 1993--"Aging in the Heartland: It's a Family Affair," 20th annual conference of the Mid-America Congress on Aging, Marriott Hotel, Des Moines, IA. Contact MACA, 816-229-5078.

## Affiliate Connection

# Call for Baltimore!

### Moral Discourse on Families

The top priority for Association of Councils has been designated as facilitating and marketing discourse that will encourage family professionals to move family research to action and practice.

This is a **Call to all Councils** to ask AC officers what programming ideas will accomplish **your** objectives for 1993.

Several ideas are developing:

- a) AC President, Connie Steele, and AC President-Elect, Carol Matusicky, have been nominated to attend the International Year of the Family (IYF) Workshop in North Carolina, in the Summer of 1994. Only 200 persons can be selected for this international discourse. If you are interested in nominating someone (including yourself), please send your nomination to NCFR, Attn:

IYF Workshop, 3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421; phone 612-781-9331; FAX 612-781-9348.

- b) AC Program Chair, Richard J. Brown, has some exciting ideas for the 1993 NCFR program, and especially needs your discourse in two workshops being planned: (A workshop is not a workshop without discourse and dialogue!)

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Send check, FAX number, name and address of contact to:  
NCFR, 3989 Central Av. NE  
Suite 550, Minneapolis, MN 55421

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7. Have the National President send a personalized letter of congratulations to new Council leaders when they are elected.
8. Co-sponsor educational programs with Councils and split the profits.
9. Produce camera-ready articles for Council publications.
10. BUDGET for some level of "Council assistance." Leave the specific designation of the money open and flexible.

Ten Ways State and Regional Councils Can Support NCFR:

1. **READ EVERYTHING NATIONAL SENDS!** What else is there to say?
2. Highlight at least one National service each month in your publication.
3. Answer surveys and questionnaires National sends out. Believe it or not, this is one way that National seeks your input.

4. If you have a complaint, be specific. Telling someone that you called National last week and weren't treated appropriately doesn't help the situation.
5. If you're in an organization that requires membership in both the parent and Council, report all the new members promptly. Do you think it's just the national association that looks bad when new members don't get their services and publications on time?
6. Nominate/suggest some of your local leaders to serve on National Committees and/or run for National office (or receive national awards).
7. Try to get your members to attend the parent organization's annual convention or educational programs. It not only ties the two groups together, it's among the best retention tools you have.
8. Keep National informed about key legislative and regulatory happenings. Many state and local issues set the stage for national ones.
9. Hold local leadership training programs for your volunteers. These are the future National leaders, too.
10. Forget the turf battles with national staff. (It's amazing how much we can accomplish if no one cares who gets the credit.)

\* Walt Kelly, by the way, was the creator of Pogo. Remember Pogo's favorite saying: "We have met the enemy, and he is US."

**Carol Matusicky**  
**President-elect**  
**Association of Councils**



## Affiliate Connection

# Does Your Council's Structure Work?

In my last column I asked the question, "where have all the councils gone"? This time I'd like to concentrate on the 17 active councils which are still functioning well and challenge you to think about what sort of council structure your state has.

Is your structure working for you? Are you accomplishing your stated goals? Are there other structures which might get you to those goals more efficiently?

But first, I'd like to present a brief history of the Affiliated Councils of the National Council on Family Relations.

New York and Illinois were the first two state councils on family relations, founded in the early 1930s and led by NCFR's founders, Rabbi Goldstein of New York, and Ernest Burgess of the University of Chicago. These councils were closely connected to the Groves Conference on Families founded by Ernest Groves.

When Attorney Paul Sayre from Iowa, attended the New York meeting in 1937, he, Rabbi Goldstein, and Ernest Burgess put their heads together, and thus was born the National Conference (later changed to Council) on Family Relations.

It is interesting that a national group

came out of state alliances. The founders conceived that the states would share the purposes of NCFR and carry out its work between its national conferences (meetings). NCFR archives are full of interesting letters exchanged among these men during 1938.

David Fulcomer, one of the early leaders, summed up the year in the book, **The National Council on Family Relations: A Fifty Year History 1938-1976**: "That first year (1938)...I remember that discussions were held about having state organizations. We talked about regional conferences in the Southeastern states and Pacific Coast. Right at the very beginning we battled with the inclusion of state and regional organizations attached to the National Conference of Family Relations. It was a struggle over many years on just how to establish, maintain, and develop ties with regions and states..."

By the late 1940s NCFR had 10 regions. Throughout the 1970s most states had some sort of active Council structure. These were heavily supported by colleges and universities of the states where NCFR leaders were teaching or doing research. That 30-year period was vibrant with the birth and growth of family studies as its own discipline.

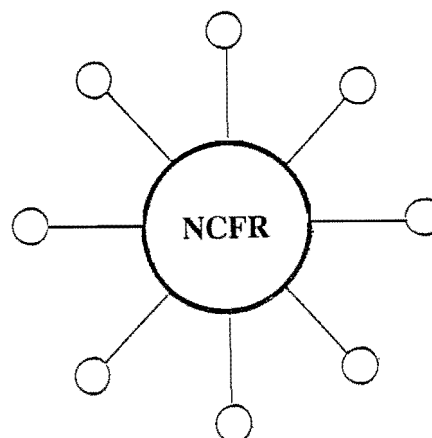
Since that time, family studies has achieved adulthood in academia with specialty fields (such as family therapy) taking root. With those changes, have come changes in the structure and function of the state affiliates so that today, among the 50 states, only 23 have councils. Seventeen of those are active with updated by-laws, receiving rebates from NCFR, and there are 4 regionals (including Taiwan, and the Military Council).

Only 11 councils conducted state meetings in 1992, and only 26 percent of the 1620 respondents to NCFR's 1991 membership survey reported active involvement in their state councils.

In theory, the structure of NCFR state affiliates should look something like figure 1.

Characterized by:

1. Dues collected at NATIONAL level and \$5.00 reimbursed to chapters.
2. Primary activities at national level.
3. Most members join at national level. Many local members do not join national.
4. Greatest budget, staff size, control at national level.



In reality state and regional councils have developed structures to fit their needs. Some of these structures have been highly successful. As a result, some state councils continue to grow and to serve their states with state only members resulting in a loose relationship with NCFR.

### Models of State Affiliates

#### MODEL A

1. **Governance:** Large Board, meets monthly and is comprised of academics, family agency professionals, therapists in private practice, policy professionals. Officers elected by members on ballot. Hires a part-time executive secretary, computerizes records, located in capitol city of the state. Outreaches the entire state through section structure and publications. State/national dues structure.

2. **Publications:** Quarterly newsletter to all members is intended to teach as well as convey news of the association. Jointly publishes another journal for all members with another state association.

3. **Conferences:** One state conference geared to needs of diverse audience. Registration fees are high enough to cover expenses. Excellent

(200+) attendance usually enables the affiliate to net a profit. Second conference is planned in collaboration with other state associations.

4. **Special interest sections:** Some of which tie into legislated state groups, provide richness of interests and membership. This state also has an active affiliate of the Coalition of Family Organizations (COFO) out of Washington, DC.

#### MODEL B

1. **Governance:** No board, a coordinator and treasurer only. No board meetings. Group draws members from a three-state area around a central city.

2. **Publications:** None, except for an occasional FAX sent by the coordinator, whenever necessary.

3. **Conferences:** None. Group invited to gather for a dinner meeting once or twice a year. They share each other's work and activities informally. No speakers are solicited. A report is given on public policy issues in the family area.

4. **Membership:** University, policy, and agency professionals.

#### MODEL C

1. **Governance:** Small Board mostly university professors. Meets 2-3 times per year. Officers often repeat terms.

2. **Publications:** No newsletter, perhaps an announcement flyer is sent to members once per year to announce annual conference.

3. **Conferences:** One per year usually 40-50 attend. Topics geared to college teaching.

4. **Membership:** Mostly NCFR members, few state-only members. Very low state dues charged. Some collaboration with other associations through COFO.

#### MODEL D

1. **Governance:** Comprised of several states (regional). Large Board with representation from the member states. Each state takes turns sponsoring the conference and Board meetings. Board usually meets twice a year, once at the state meeting and one other time. NCFR dues rebates go to the regional treasurer unless the state has its own active council.

2. **Publications:** Occasional newsletter to update members and advertise the annual regional conference.

3. **Conferences:** One per year. Moves to a different member state. Sometimes held in collaboration with another association related to family

## 2 EXCELLENT RESOURCES FOR FAMILY LIFE EDUCATORS

### Family Life Education Framework

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

#### IDEAL FOR:

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

#### TOPIC AREAS:

1. Family Interaction
2. Interpersonal Relationships
3. Human Development and Sexuality
4. Education About Parenthood
5. Family Resource Management
6. Ethics
7. Family and Society

\$9.95 includes postage and handling\*

### Family Life Education Curriculum Guidelines

Offers guidelines for developing or assessing family life education programs over the life span. Includes college and university curriculum guidelines in addition to other helpful resources. A must-have for anyone involved in family life education program development or assessment.

#### AREAS COVERED INCLUDE:

- ◆ Families in Society
- ◆ Internal Dynamics of Families
- ◆ Human Growth & Development
- ◆ Human Sexuality
- ◆ Interpersonal Relations
- ◆ Family Resource Management
- ◆ Parent Education & Guidance
- ◆ Ethics
- ◆ Family Life Education Methodology

Articles, references and more.

\$12.95 includes postage and handling\*

Send me \_\_\_\_\_ copy(ies) of the Family Life Education Framework Poster at \$9.95\* each.

\_\_\_\_\_ copy(ies) of the Family Life Education Curriculum Guidelines at \$12.95\* each.

Name \_\_\_\_\_ Phone (\_\_\_\_) \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

All orders must include a check or money order payable to NCFR (U.S. funds drawn on U.S. banks). Price includes first class postage and handling for U.S. and Canadian orders.  
\*Foreign orders add \$2.00. Canadian orders add additional 7% GST. Postal money orders accepted.

REP6

National Council on Family Relations  
3989 Central Ave. N.E. #550 Minneapolis, MN 55421  
(612) 781-9331 • fax (612) 781-9348



See Model,  
on Page 16

## Affiliate Connection

# Call for Baltimore!

### Moral Discourse on Families

The top priority for Association of Councils has been designated as facilitating and marketing discourse that will encourage family professionals to move family research to action and practice.

This is a **Call to all Councils** to ask AC officers what programming ideas will accomplish your objectives for 1993.

Several ideas are developing:

- a) AC President, Connie Steele, and AC President-Elect, Carol Matusicky, have been nominated to attend the International Year of the Family (IYF) Workshop in North Carolina, in the Summer of 1994. Only 200 persons can be selected for this international discourse. If you are interested in nominating someone (including yourself), please send your nomination to NCFR, Attn:

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**Carol Matusicky**  
**President-elect**  
**Association of Councils**

Affiliate Connection

Member Retention Essential

As a result of declining membership in NCFR (a current problem of many professional organizations), membership retention has been identified as a major goal for the National Council on Family Relations. The Membership Committee for 1992-94 has as its motto, "Involve and Inform." In my view, the Association of Councils can play a major role in membership retention.

Our membership surveys indicate that many members join NCFR because they hope they will be able to network with other professionals in their area. While the annual national conference serves that purpose very well, only a small percentage of the membership are able to attend the conferences on a regular basis. The majority of the membership very much needs an opportunity to share ideas with others on a state or regional basis. Some state and regional councils serve this purpose very well. They are active organizations that provide many opportunities for the NCFR members in their region.

However, without strong state councils, the only contact new members, who may not have the opportunity to attend the national annual conference, will have with NCFR will be through its journals and newsletter. While this type of contact may be academically sound and provides some means of professional development, it provides NO opportunity for networking. Certainly such members will NOT have an opportunity to be INVOLVED! Many members will leave because they have not been able to "connect" with their peers.

I, therefore, want to congratulate those active state or regional councils that provide an opportunity for NCFR members to be "involved and informed"! You are making a major contribution to the professional development of your members, and you are making a valuable contribution to NCFR! I would also like to encourage less active councils to increase the opportunities they provide to NCFR members and towards family leadership in their respective states or regions.

In my opinion, active state or regional councils are critical to growth of NCFR.  
Bill Meredith  
NCFR Membership Vice-President

Headquarters

612-781-9331

Certification Process Explained

In looking through past issues of FEEDBACK, I noticed that the information I have shared about the Certified Family Life Educator (CFLE) program has typically been news about the status of the program, development of new products, or discussion of the role of the state affiliates in marketing and maintaining the CFLE program. It occurred to me that while many members are aware of the program, some may not know exactly what is involved in the certification process.

The CFLE program developed out of a need to assure that those who provide family life education have the appropriate background and experience. There are many people who provide parent education or sex education specifically, for example, that identify themselves as family life educators. While parenting and sexuality are certainly aspects of family life education, family life education has a broader perspective and scope. A qualified family life educator needs to have an understanding of many

more issues.

Certified Family Life Educators must document their background through **Academic Preparation, Professional Development, and Work Experience** in ten different family life substance areas including:

- Families in Society
- Internal Dynamics of Families
- Human Growth & Development Over the Life Span
- Human Sexuality
- Interpersonal Relationships
- Family Resource Management
- Parent Education & Guidance
- Family Law & Public Policy
- Ethics
- Family Life Education Methodology

This process assures that the designate has a thorough background and understanding of all aspects of family life education.

CFLE is a voluntary, individual,

professional designation intended for professionals with a minimum of a baccalaureate degree from an accredited institution and a minimum of two year's experience in family life education. Applicants with degrees in non-family-related fields must have a minimum of five year's experience in family life education. Provisional certification is available to an individual with a degree in a family science field, but with less than two year's experience in family life education. The Provisional applicant completes the same application process as someone applying for full certification, but states on the application form that the application is for Provisional certification. Complete directions are included in the application packet.

There are several benefits to becoming a Certified Family Life Educator. Certification provides recognition of your expertise and validates your competence and experience. It adds credibility to the field of family life education by defining standards and criteria needed in order to provide quality family life education. In addition, it provides an avenue for networking with other family life educators both locally and nationally. CFLEs receive a quarterly newsletter and the Directory of Certified Family Life Educators, and have the opportunity to attend special meetings for CFLEs at the NCFR Annual Conference.

The Certification Review Committee reviews applications twice each year. The next review will be Spring, 1993. Applications are due by **May 3, 1993**. There will be another review in the fall of 1993. Applications for that review will be due **September 3, 1993**.

There is a \$5 fee for the application packet which contains everything needed to apply. If you have any questions about

the program or would like to order an application packet, please contact me at the NCFR office, 612-781-9331.  
Dawn Cassidy  
Certification Director

Model, from Page 14

issues. Conferences draw 80-150.

4. **Membership:** Comprised mostly of college academics, agency, therapy professionals. Some state-only members.

These appear to be the prevalent types of state council structures related to the National Council on Family Relations. Where do you fit? Is your structure working for you and your state? If not, perhaps one of these models may help you to reorganize.

Most importantly, each state council should be alive and vibrant, attending to the needs of the professionals in that state. We would like to hear from you about what works and what doesn't. Let us know. Can we help?  
Mary Jo Czaplewski  
NCFR Executive Director.

Public Policy Committee Launches Workshop

The Public Policy Committee of NCFR and the Association of Councils are co-sponsoring a hands-on "nuts and bolts" workshop to help family experts and councils become prepared to do advocacy work in public policy at both the state and national levels. The session will be held at NCFR's annual conference in Baltimore in November.

Specifics are being considered for a handbook to be distributed at this

workshop. Suggestions are needed on handbook materials which would be useful to representatives and those charged with preparing letters, press releases, position papers and meeting with policy makers.

Please return the questionnaire to: Barbara Settles, Department of Individual and Family Studies, University of Delaware, Newark, DE 19716 or FAX 302-831-1038.

Policy Work Questionnaire

Name \_\_\_\_\_ Council \_\_\_\_\_  
Address \_\_\_\_\_  
Section(s) \_\_\_\_\_  
Policy Interests \_\_\_\_\_  
Phone \_\_\_\_\_ FAX \_\_\_\_\_  
What difficulties have you had in your policy work? \_\_\_\_\_

Are you interested in knowing how to --

highly desired somewhat no interest

- write letters
- executive summaries
- news articles/releases
- press conferences
- radio spots
- video interviews
- briefings
- position papers
- consortium building
- other, specify

If you have some successful materials or strategies you would like to share at the workshop please let me know.

Return to Barbara Settles, Dept. of Individual and Family Studies, University of DE, Newark, DE 19716; FAX 302-831-1038.



# Affiliate Connection

**Editor's Note:** There are many events and activities happening in NCFR's state and regional councils. We plan to publish your news--conferences, plans, activities, goals, lists of officers, etc. There will be three issues of **Affiliate Connection**: the present one (March), June, and September. FAX or mail your material to:

Carol Matusicky, FAX 604-732-4813; BC Council for the Family, 204-2590 Granville St., Vancouver, BC, Canada, V6H 3H1.

## TEXAS

The Texas Council on Family Relations (TCFR) is taking an active role in public policy formulation through naming a Public Policy Committee and capable chairperson, Tommie Lawhon.

The board discussed and brainstormed the following suggestions as related to public policy: identify and become familiar with advocacy groups in the state; identify family policy issues coming before the state legislature; consider collaborating with other groups; and perhaps conduct an advocacy workshop for TCFR membership possibly as a pre-conference workshop.

It was agreed that TCFR should have a voice in the development of public policy at the state level and charged the TCFR Public Policy Committee to participate in the activities of the Center for Public Policy Priorities and the Care Coalition as possible profitable liaison/networking opportunities.

Prevention, as a perspective that motivates policy, seems to be gaining stature and support, particularly in Texas. To quote from "Do Kids Count?" (Mental Health Association in Texas, November, 1989), "There is an expressed desire on the part of most agencies to begin moving money to the 'front end', that is, toward prevention and early intervention...(supporting) the generally accepted idea that earlier, less restrictive interventions are best for children and families and most efficient for government."

It is economically desirable for all of us to lend influence to the development of prevention policies that save \$2.00 to \$10.00 in costs of treatment for every \$1.00 invested in prevention in programs focused toward the youngest Texas citizens. This is not meant to be a political statement, but prevention seems to represent economic good sense, as I see it.

Thirty-eight of the fifty-one pre-registered Texans at the Orlando NCFR Conference contributed to a considerable portion of the program--as Association of Councils' officer; paper, poster, or workshop presenter; Theory Construction and Research Methodology developer; presider; discussant and roundtable distinguished leaders; Section chair; participant in Student/New Professional Skills Exchange; and participant in resource exchange. Congratulations Texas!

Marianna Rasco  
President

## UTAH

The Utah Council on Family Relations (UCFR) has continued to be active, particularly among the academic institutions in the state, including Utah State University, Brigham Young University, the University of Utah, Weber State University and Southern Utah University.

The 1992 annual meeting, held in May on the Utah State University campus, attracted over 100 attendees, the majority of whom were students. Many students presented papers, and awards were given to Julie Harris Bullen as the outstanding graduate student, and to David Schmidt as the outstanding undergraduate student.

Elections were held in early January, and the Utah Council Officers are:

Craig Campbell, Ph.D.  
Past-president

Thomas R. Lee, Ph.D., CFLE  
President

Ivan Beutler, Ph.D.  
Program chair/president-elect

Chloe Merrill, Ph.D.  
Secretary/treasurer

Scot M. Allgood, Ph.D.  
Board member

Alan Hawkins, Ph.D.  
Board member

Brenda Singleton, Ed.D.  
Board member

Susan Ericksen, R.N., B.S.  
Student board member

The 1993 UCFR annual meeting will be held late this spring on the Brigham Young University campus.  
**Thomas R. Lee**  
President

## WISCONSIN

"Family Policy: What Should We Do?" was the theme of Wisconsin's annual meeting held October 30, 1992, in Wisconsin Dells. This is the second year the conference focused around the book, **Rebuilding the Nest**, edited by David Blankenhorn and published by Family Service America.

Dr. Robert M. Rice, executive vice-president of Family Service America, spoke on "Family Policy: Managing Change or Avoiding Decline?" He shared perspectives of the challenges to developing a new way of thinking about families and communities.

Dr. Rice stated he was proud and pleased to see WCFR engage in this family debate. He noted it is central and critical to knowing what we should do about family policy. WCFR is moving forward in the area of public policy through participation in Family FAX and Family Impact Seminars.

Dr. Robert L. Young, family demographic specialist, University of Wisconsin-Extension, addressed "Family Demographics." He focused the group on

the realities of living and our vision of families.

After the day's discussion, Dr. Young challenged our group to develop its visions of families and to flexibly articulate it in some form of group mission. He asked, "How can we expect our populations and audiences to develop a workable approach toward living in families today...if we cannot reach some kind of agreement about what families need and how we can support them?"

Dr. Rice stressed that there are many considerations to look at as we consider our roles as family professionals. What is our role? Are we too silent? Do we consider values more than policy? There are many challenges facing family professionals. The questions raised in **Rebuilding the Nest** can help us start the process to evaluate and map out strategies to address issues facing families in the 90s.

Following the business meeting, participants broke into work groups to discuss what we could do as individuals and as an organization to affect public policy.

**Rita Bakalars**  
President

## WCFR Officers

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W 414-258-4810 H 414-375-2246

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Dr. Patricia Diedrick, Secretary  
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Sociology Dept. or Psychology Dept.  
H 608-884-4394

Karen Dickrell, MS, Membership Secretary  
410 So. Walnut  
Room C-103, Courthouse  
Appleton, WI 54911  
414-832-5121

## LOUISIANA

The Family Relations Council of Louisiana held its annual meeting in Baton Rouge at the Louisiana State University Agricultural Center on February 5. The theme was "Issues in Gerontology."

Over 75 persons from the academic, public, and private sectors attended the meeting. The program consisted of a symposium with panel members with expertise in various areas of gerontology; display presentations; and a luncheon featuring Mrs. Lois Breaux, wife of U.S. Senator John Breaux, who discussed issues for the elderly from a national perspective.

**Pam Monroe**  
President

## MINNESOTA

The Minnesota Council on Family Relations accomplished many things in 1992. A new slate of officers was elected for 1993: David Bredehoft, president; Ada Alden, president-elect; Jean Stassen Bowen, secretary; Mariette Rice, treasurer; Connie Bragonier, Family/Parent Section chair; and Mary Parys O'Brien, Family/Parent Section chair-elect.

MCFR also sponsored three very successful conferences: "Families At Work: The Search for Balance," keynoted by Dr. Hamilton McCubbin; "Finding Our Fathers," keynoted by Dr. Jim Levine; and "Creating Caring Communities--A Call to Action," keynoted by Dr. Sylvia Ann Hewlett.

MCFR published four issues of **Family Forum**, two issues of **Views**, and a membership directory. In addition, a survey was taken of the membership to determine future goals.

The MCFR Men in Families Committee, under the leadership of Lowell Johnson and Vicki Thrasher Cronin, continues to develop workshops and ideas.  
**Pat Steinke**  
Council Executive Secretary

The Family and Parent Education Section of the Minnesota Council on Family Relations is now involved in developing a code of ethics for professional family and parent educators. This two-year project has risen from a need for ethical guidelines in a field that has grown significantly since the Section was formed seven years ago.

The growth has paralleled the expanding Minnesota Early Childhood Family Education program which is now available in school districts throughout the state. MCFR membership has also risen, with close to half of the members identified in the Family/Parent Education Section. This affiliation has been beneficial for the organization.

## Family/Parent Education Section Goals

- To provide professional growth opportunities for family and parent educators.
- To provide information about current research and resources available in the field.
- To increase public awareness of family and parent education.
- To increase awareness of legislative issues affecting family and parent education programs.

## Family/Parent Education Section Model

- Directly linked to MCFR and its Board of Directors.
- Section budget is line item

**Continued  
on Page 18**

## Affiliate Connection

(income/expenses) on MCFR budget.

- Must be members of MCFR; Section membership is optional with small additional fee.

- Officers are elected by Section members only; included on MCFR annual ballot. (Slate of officers has been revised as leadership needs have changed.)

- Current Section Chair and Chair-Elect sit on the MCFR Board of Directors.

- Regional organizations within the Section are encouraged statewide.

### Activities and Events at Local, Regional, and State Levels

- Information meetings for Minnesota licensure requirements for parent, family, and early childhood educators.

- Seminars, workshops, and conferences presented by Section for MCFR members and other interested professionals.

- Dinner meetings with featured speakers sponsored by Section.

- Co-sponsorship, membership on planning committees for MCFR state conferences.

- Sponsor refreshment breaks with membership information at state conferences and institutes.

- Business and networking meetings held locally and at MCFR annual state conferences.

- Publications: Section newsletter and/or articles and announcements in MCFR newsletter, *Forum*.

- Code of Ethics for Family and Parent Educators in progress.

**Joyce Schultenover, Chair, and Connie Bragonier, Chair-Elect**  
**MCFR Family and Parent Education Section**

### ILLINOIS

The Illinois Council on Family Relations (ICFR) will convene for their annual conference on April 16 and 17, 1993 in Lisle. The theme of "Families in the Age of AIDS" will allow for the presentation and discussion of a multitude of issues and information related to this topic.

Some of the many aspects to be discussed include family life education, health care issues of HIV positive women and children, minority issues, gay issues, parenting in the age of AIDS, and the political ramifications for the state of Illinois.

For more information please contact: Randy Hayes, CFLE, ICFR Program Chair, 401, N. Congress, Polo, IL 61064. **James Slavik, Ph.D., CFLE**  
**President**



The DC Council on Family Relations recently gathered for a dinner meeting to share information on members' projects and research and to discuss NCFR's upcoming annual conference to be held in Baltimore in November. Special guests were Mary Jo Czaplewski, NCFR executive director, and Cindy Winter, NCFR conference coordinator. The DC Council convener is Margaret Feldman.

### DISTRICT OF COLUMBIA

Dr. Mary Jo Czaplewski Ph.D. CFLE, NCFR executive director, and Cindy Winter CMP, NCFR conference coordinator, attended the February 20 meeting of the DC Council on Family Relations. She combined the Council visit with a Local Arrangements Committee meeting in Baltimore, site of NCFR's 1993 annual conference. This is the second year the DC Council has been able to hear a personal report on NCFR activities.

The DC Council meets three or four times each year for dinner and discussions. People in Washington attend so many meetings and have access to so many excellent speakers and policy groups that they are not interested in attending another "content" meeting. What DC people want, we have discovered, is to get together and exchange news about research or interests and maintain our "community" as people interested in the well-being of families.

This year is an excellent one for our field since so much of the new Federal agenda involves family functioning and health. With the advent of the new administration, we are hoping more members of NCFR will be working here in Washington to join with us at these get-togethers.

For more information on the DC Council, please contact me at 1311 Delaware Av., SW, Washington, DC 20024; 202-554-0242.  
**Margaret Feldman**  
**Council Convener**

### TAIWAN

Since 1992-1993 the Taiwan Council on Family Relations has organized three family relations groups in three major cities: Taipei, Taichung and Kaohsiung. These groups help to promote family life education through grade school, middle school, and local organizations such as Rotary Club, Lion's Club, women's groups, etc.

The Taiwan Council also conducts several public activities that include:

1. Fatherhood education research projects;
2. "A Warm Contact Series" lectures at city libraries in five different areas. The purpose of this project is to strengthen family communication in order to build better relationships between parent-child, husband-wife;
3. Continuing to write a column in nation-wide newspapers to advocate building family values;
4. Extending family life education material to Chinese families in North America through the biggest overseas newspaper named "World Daily News";
5. Designing adult family life education curricula for our members and interested groups which include adult sex education, family resource management education, etc.;
6. Training courses in the spring and fall; and
7. Giving 500 copies of family life material to young prisoners in Taipei county prison.

I hope we can have some advice from you and let us learn from you. Many wishes from TCFR.  
**Alice Lee-Shih Wu CFLE**

### BRITISH COLUMBIA

The British Columbia Council for the Family is sponsoring a conference on April 29 and 30 entitled "Building Strong Marriages for the 90's and Beyond." The keynote presenter is Dr. Howard Markman, professor of psychology and Director of the Center for Marital and Family Studies at the University of Denver in Colorado. He and his colleagues developed "The PREP

Approach: Fighting for Your Marriage" to meet the needs of couples striving to build and maintain quality relationships.

The BC Council has also finished the production of a series of seven videos. Entitled MADISON, the episodes in the series include:

- 1)Working It Out - Conflict Resolution through Peer Mediation
- 2)Boy Wonder - Children of Alcoholics
- 3)Best Friends - Substance Abuse, Peer Pressure and Prevention
- 4)Class Act - School Drop-Out Prevention
- 5)Not Just Anybody - Dating Pressures and Sexual Violence
- 6)Breaking the Chain - Physical Violence and Clear Communication
- 7)The Circle - Substance Abuse and Healing Circles

Each video comes with a discussion guide. For further information, contact the B.C. Council for the Family, #204 - 2590 Granville Street, Vancouver, BC, Canada, V6H 3H1; phone 604-660-0675 or FAX 604-732-4813.

**Phil Sunderland, President and Carol Matusicky, Executive Director**

### OHIO

We once again had a successful jointly-sponsored Conference on the Family. The sixth annual conference, co-sponsored by the Ohio Council on the Family, American Association for Marriage and Family Therapy (Ohio Division), and American Association of Sex Educators, Counselors and Therapists (Ohio Section), was held in September at the Stouffer Dublin Hotel in Dublin, OH.

Featured speakers were Robert Lewis, Purdue University, who addressed "Overcoming Barriers to the Treatment of Drug Addicted Women," and Donald Mason, Cambridge Family Counseling, who presented "Best Ways of Helping Men: An Appreciation of Men's Work from a Man's Point of View." Both speakers gave outstanding presentations.

Many people commented on the professional quality of the presentations and the usefulness of the information presented.

A sampling of topics covered in paper and workshop sessions includes Family Roles and Change, Personal Perceptions and Experiences in Treatment, Shared Parenting and Mediation, Sexuality and Spirituality, A Small Group Discussion Model for Large Lecture Classes, Graduate Students' Sexological Awareness, and Intimacy and Satisfaction.

One highlight (among many!) was a panel session on Successful Publishing. Panel members included Mark Fine, editor of *Family Relations*, Robert Birch

**See Councils,  
on Page 19**

## Affiliate Connection

### Councils, from Page 18

A/V review editor of the *Journal of Sex Education and Therapy*, Barry Duncan, editorial board member of the *Journal of Family Psychotherapy*, and Tom McGloshen, former editorial board and select panel member for *Career Development Quarterly*. Also in attendance were Tim Brubaker, former editor of *Family Relations*, and Chuck Hennon, editor of the *Journal of Family and Economic Issues*.

A lively discussion ensued about the ins and outs of increasing the chances of successfully publishing one's scholarly work. Several of those in attendance noted that the session was quite insightful and potentially very helpful.

At the 1993 conference we hope to have a session on successfully publishing in trade and lay periodicals, newspapers, etc.

The 1993 seventh annual Conference on the Family has been set for October 22-23 at the Marriott North in Columbus, OH. Once again, we expect the conference to be approved for CFLE, Counselors and Social Workers, Certified Home Economists, and AASECT Continuing Education credits.

Officers for 1992-93 are Charles B. Hennon, president; Thomas H. McGloshen (CFLE), past-president; Donald Bubenzer, president-elect; Jean E. Carter (CFLE), secretary/treasurer; Rhonda A. Richardson, Ann K. Smith, and Jan Nealer, Board of Directors; and Susan Bowers, student representative.  
**Charles B. Hennon**  
President

### MICHIGAN

MCFR has set some very challenging and exciting goals for 1993:

- 1) to strengthen the Board of Directors;
- 2) to enlarge its working committees; and
- 3) to increase membership.

The Board of Directors now has 15 members and membership on Board committees is open to all MCFR members. We encourage everyone interested in working on a committee to let us know.

We are planning two regional conferences--"Families and Health Care" on February 12, 1993, at University of Detroit Mercy and "The 1990s: A Good Age for Growing Older?" on April 23, at Central Michigan University. We are hoping to attract new and student members in both urban and rural areas of Michigan.

As MCFR continues to face many challenges in advocating for children and families, we have joined the Michigan Association of Children's Alliances. Their 35th annual conference, "Speaking Up for Kids," is in Warren on October 15-16.

**Libby Balter Blume**  
President

### PENNSYLVANIA

The Executive Board of Pennsylvania Council on Family Relations is part of the FAMILY FAX NETWORK that Roger Rubin, University of Maryland, set in motion as NCFR's Public Policy vice-president. We sent out a letter to all NCFR/PCFR members in Pennsylvania notifying them about our commitment to advocacy for families.

We were astounded with the enthusiastic response from our members. We also sent a letter to all County Extension professionals about the FAMILY FAX NETWORK and invited their participation. Again, the response was astonishing.

*Have any other state or regional councils joined the FAMILY FAX NETWORK and what are they doing when Margaret Feldman, NCFR's Washington representative, informs them about legislation?*

Write to JoAnn Trama, I.H.M.,  
Marywood College, Scranton, PA 18509;  
Phone 717-348-6277.  
**JoAnn Trama, I.H.M.**  
President

### SOUTHEASTERN

The Southeastern Council on Family Relations held its annual meeting on February 26 and 27 in Atlanta, GA. The theme was "Southern Families: Bridging Politics and Policy."

More than 30 educators, practitioners, researchers, and students presented their work in paper presentations, roundtables, workshops and poster displays.

Dr. Lynda H. Walters, former president of NCFR, presented the plenary address on using the International Year of the Family as a springboard for involvement in family policy at the local, state and regional levels.

In an effort to use the annual meeting as a place where regional policy agendas may be addressed, Dr. Walters then led a workshop for participants focusing on methods for family scientists to become active in family policy decisions.

Plans are already underway for the 1994 SCFR program, which will also be held in Atlanta. For more information on the 1994 program or about becoming a member of SCFR, please contact: Dr. Don Bower, Vice-President of SCFR, University of Georgia, Cooperative Extension Service, Athens, GA 30602 or Dr. Kay Troost, 1994 Program Coordinator, North Carolina State University, Department of Sociology and Anthropology, 805 W. South Street, Raleigh, NC 27603.  
**Beth Norrell**  
President

### INDIANA

"Adolescence in Indiana" was the theme of the IN Council on Family Relations annual meeting held February 26 in Indianapolis.

The keynote address, "Dilemmas of Friendship for Adolescents and Adults," was delivered by Dr. Bill Rawlins,

associate professor of Communication at Purdue University. He is the author of *Friendship Matters: Communication, Dialectics, and the Life Course*.

Session topics included adolescent adjustment and well-being, adolescence across cultures, adolescent sexuality, community programs, parent-child relationships during adolescence, adolescent delinquency and drug use, and legislative issues. A film festival also was scheduled.

### NORTHWEST

The Northwest Council is moving, growing and expanding into an exciting and very geographically large region. The region is made up of the states of Washington, Oregon, Montana, Idaho, and Alaska; and the province of Alberta and possibly British Columbia (Editor's note: British Columbia is presently a separate affiliated council; at the time of this writing, the members are being polled and asked if they wish the BC Council to join the Northwest Council.)  
**Jim Ponzetti**  
President

## AC Workshop Set for Baltimore

The Association of Councils will sponsor two workshops at the NCFR annual conference in Baltimore, MD, November 10-15.

"The Marketing Advantage: Strategic Partnerships to Promote Responsible Public Discourse on Families," will be a three-hour workshop for all NCFR members. It is designed to increase effective marketing of discourse on family issues in the public sector. Dr. Carolyn Love, longtime NCFR member and the 1987 NCFR annual conference program vice-president, will lead the session. Love has spent the past 12 years as a marketing specialist in the commercial sector. She is uniquely qualified to help members apply sound marketing principles and strategies toward the support of responsible public discourse on family issues.

The second workshop will be "Bridging the Gap Between Research and Practice," led by Dr. Stephen Small. This session is a follow-up on the very popular presentation Small and Richard Lerner made in Orlando. This workshop will be more hands-on to facilitate added learning for participants and will be offered at a time that should not conflict with other Association of Councils program activities.

Both workshops are part of the new direction approved at the Association of Councils business meeting in Orlando. Sessions will be planned to address cutting edge issues and increase appeal of annual program offerings to the broader NCFR membership. Also, efforts are being made to schedule Association of Council-sponsored sessions during times that enable general members to attend and to help eliminate scheduling conflicts with other NCFR groups.

**Richard Brown III**  
Association of Councils  
Program Chair

## Don't Neglect Our Children!

On February 9, the Minnesota Coalition of Family Organizations (MNCOFO) sponsored a joint legislative session of the MN House and Senate on the topic of the economic impact of neglecting its children.

Members of both houses, the media, and many government and private agencies gathered in the House chambers to hear Dr. Sylvia Hewlett, noted economist and author of *When the Bough Breaks*, present facts based on her research.

Three poignant testimonies by women who had used welfare services, or "fallen between the cracks," visibly stirred lawmakers.

The session was capped by a summary look at Minnesota children's futures by Dr. Geraldine Kerse Brookins, Gamble Skogmo Scholar at the University of MN.

The two and a-half hour session was video and audio taped to carry the message out to Minnesota's 84 counties via the Cooperative Extension Service of the University of MN and to generate grassroots discussion with county governments and constituents of the legislators.

This rare session was endorsed and supported by House and Senate majority whips and by the Governor's office. Funding was provided by Land O'Lakes, General Mills and each of the MNCOFO organizations. These include the MN Council on Family Relations, MN Home Economics Association, St. Paul and Minneapolis Children's Services (affiliates of Family Service), MELD (an affiliate of Family Resource Coalition), Wilder Foundation, Upper Midwest Association of Marriage and Family Therapy (an affiliate of AAMFT), and Ramsey Action/Headstart.

Additional support and coordination were provided by MN Extension Services under the leadership of Mary Ann Smith and Lynn Schoonmaker.  
**Mary Jo Czaplewski Ph.D, CFLE**  
NCFR Executive Director

### Attention Affiliates!

**Please make your requests  
for NCFR materials  
(brochures, sample issues,  
etc.)**

**as early as possible  
before your meetings,  
conferences, and exhibits.**

**We want to be certain  
you receive the items  
in time.**

**Call Kathy at 612-781-9331  
to schedule your shipment.**





NCFR's 55th annual conference will be held November 10-15 at the Hyatt Regency in Baltimore, MD. The hotel is a part of the revitalized Inner Harbor area of the city and is connected by enclosed skyways to the Baltimore Convention Center and Harborplace, a glass-enclosed European-style marketplace. It is within walking distance of the Science Center, Aquarium and the city's business and retail district. NCFR conference room rates are \$99, single- or double-occupancy.

## Let's Hear It for Baltimore!

Although November sounds far off, its not too early to begin thinking about attending the NCFR annual conference--especially since its in Baltimore this year.

The city has undergone more than a decade of exciting revitalization and has become a place that visitors rave about and return to again and again.

The conference hotel, the Hyatt Regency, overlooks Baltimore's beautiful Inner Harbor, and is only steps away from exciting attractions, shops, and restaurants.

The Inner Harbor is only one of Baltimore's many "stars." You'll have to decide whether to spend your free time sampling pasta and pastries in Little Italy,

exploring everything from full-size locomotives to prized works of art at the city's many museums, navigating the waterways in a paddleboat or aboard a tall ship, or pub-hopping in historic Fells Point.

Seafood lovers will be delighted with the abundance of freshly caught fare, served everywhere from Baltimore's neighborhood markets to the finest restaurants. There is always plenty of live entertainment to be found as well.

This will be a great opportunity to acquaint yourself with a city you'll never forget.

**Anne Luebering**  
1993 Local Information Committee  
Chair

## Theory Construction, Research Methods Set

The 1993 Theory Construction and Research Methods Pre-conference Workshop will be held Wednesday and Thursday, November 10 and 11 at the Hyatt Regency Hotel, Baltimore, MD, immediately prior to the NCFR annual conference.

The Workshop offers the opportunity to be involved in the creation of theory and research methods in family-related disciplines. The deadline for submissions was March 15, but there are many other ways to participate.

We need discussants and moderators in addition to all good ideas that general participants bring with them. The deadline for five-minute updates of prior Workshop presentations is June 1.

For more information or to receive copies of the papers to be presented and to attend the Workshop, send \$30 (\$45 after August 1) to Margaret Crosbie-Burnett, University of Miami, P.O. Box 248065, Coral Gables, FL 33124-2040. All checks should be payable to NCFR

### 1993 Theory Workshop.

Call or FAX for more information:  
305-284-2808; FAX 305-284-3003.  
**Margaret Crosbie-Burnett**  
1993 Workshop Chair

### 1994 NCFR Conference Rates

NCFR Member	\$120
Non-NCFR Member	\$190
Second Family Member	\$90
Retired Member	\$85
Student NCFR Member	\$60
Student Non-Member	\$80
One Day - Professional	\$85
One Day - Student	\$35
Membership/Registration Package Professional	\$195
Membership/Registration Package Student	\$95

Hotel rates will be \$99 SINGLE or DOUBLE, plus tax.

## Jobs to be Found

Are you looking for a new job? A first job? A job in a warmer climate?

Does your university or company need to fill a job opening? Expand a department?

If you answered, "yes" to any of these questions, you'll find answers at the NCFR Conference Employment Service in Baltimore in November.

What happens at the Service?

Prospective employers and candidates both use the service. Notebooks containing job opening information and candidates' vitas are provided. Notices are posted for interviews, and an interview room is reserved.

Costs are minimal: \$25 for each job listed by an employer and FREE vita listings for all conference attendees.

How can you participate?

Write the NCFR conference coordinator, Cindy Winter CMP, at 3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421, and ask for a job listing or candidate listing form.

Mail four copies of each form (and four copies of your vita if you are a candidate) to the conference coordinator by Friday, October 29. Employers must also include \$25 for each job opening they are listing.

When you arrive at the conference in Baltimore, check in at the Employment Service room. If you have not registered in advance, you may do so on site.

Employment Service hours are from 8 a.m. to 4 p.m. Friday, November 12 through Monday, November 15.

## New Conference Features

The 1993 committees are hard at work planning another exciting Conference. **Mary Ann Hollinger** and **Catherine Ryan**, local arrangements co-chairs, and their committees are all in place. Please see the articles written by them for information about the city and the Employment Service.

**Baltimore is only 1 hour from Washington, DC.** Baltimore has many historic sites, and attendees may wish to take a train to our nation's capital as well. The Camden station, 2 blocks from the Hyatt Regency Hotel, has 3 MARC trains leaving each morning for Washington, DC's Union Station (near the Capitol), and 4 trains returning from DC each afternoon. The cost is only \$5 one way or \$9 round trip. Take advantage of this opportunity!

Over 425 proposals were submitted to the NCFR headquarters and are now out for peer review. The program committee will meet April 22-23 to finalize the content.

### New Features This Year

♦ **Research Updates for Practitioners (RUPS)** - designed to meet the needs of practitioners within the scope of NCFR's research focus. RUPS are 90-minute sessions in which an expert on a specific family topic summarizes the latest research on that topic, synthesizes it, suggests applied implications, and gives an overview of the current state of scholarly consensus about the topic.

♦ **International Health Policy Forum**, Saturday, Nov. 13 - a panel discussion of global comparisons regarding health care policies followed by a hearing from the floor. Panelists: **Julia Walsh**, Harvard University, **Stephan Lewis**, UNICEF, former Canadian Ambassador to the UN, and **Cynthia Myntti**, Ford Foundation Health Program, Jakarta, Indonesia.

♦ **A well-balanced program of posters, paper sessions, and symposia.**

More plans will be shared in future editions of the *NCFR Report*.

## Book Exhibits

If you didn't see your book on display at last year's annual conference, you will want to let your publisher know about the 1993 conference in Baltimore. Start now and ask your publisher to submit your book. It's a great market. Your colleagues are always seeking new materials, and the NCFR conference is one of the key places they check for texts, supplementary reading, etc. For further information contact **Cindy Winter** at headquarters.

## Calendar

November 4-7, 1993--"Translating Research into Practice: Implications for Serving Families with Young Children," Second National Head Start Research Conference, Hyatt Regency Washington on Capitol Hill, Washington, DC. Abstract deadline: **January 29, 1993.** Contact: **Faith Lamb Parker**, NCJW Center for the Child, 53 W. 23rd St., New York, NY 10010; 212-645-4048; FAX: 212-645-7466.

**PLAN NOW TO MAKE YOUR HOTEL AND AIRLINE RESERVATIONS EARLY! INFORMATION WILL BE INCLUDED IN THE JUNE ISSUE OF REPORT.**



## Section News

# Sections Share Plans, Activities

Plans are underway for upcoming meetings. Watch for further details of a pre-conference workshop being organized and sponsored by the **Education and Enrichment Section** in conjunction with NCFR's Certified Family Life Educator program.

This half-day workshop will feature Margaret Arcus who has special expertise in values and ethics education. She describes the workshop as "a brief introduction to the nature of ethics as a field of study."

According to Arcus, "Although ethics has been identified as one of the key topic areas in life-span family life education, many educators have little background in this subject area...This will include an overview of the major theoretical perspectives in ethics and a review of the central concepts, principles, and issues in ethics."

"Workshop participants will then be involved in discussions concerning the relevance of these theories, concepts, principles, and issues for family life education practice. Specific attention will be directed to educational strategies for dealing with ethical questions and issues in family life education. If time permits, issues related to codes of ethics will also be introduced."

Mark your calendars for this workshop on November 11 in Baltimore, Md.

Preparations are being made for the 1994 International Year of the Family Workshop to be held at Blue Ridge Assembly near Asheville, NC, July 29 to August 1, 1994.

Each Section has been asked to nominate 10 members to participate. The cost will be \$395 per person. This includes lodging, food, ground transportation, and some printed materials. This working conference will include 15 task forces and a few keynote speakers.

Participants will be requested to bring copies of an annotated bibliography, a position paper, or a proposal to share with their task force group members. Topics include families and global change, family policy formation and implementation, peace issues, family health issues, divorce and family law, children's issues, gender roles, ethnic and racial issues, immigrant and refugees, rituals, religions, violence, aging, and family resources. (See ad on Page 9 of this issue.)

Any member of the **Education and Enrichment Section** who is interested in being nominated should send me a statement of interest and a brief description of his/her areas of interest and/or expertise by **Tuesday, March 30, 1993**. If you have further questions, please call Cindy Winter at headquarters

(612-781-9331) or contact me at the Dept. of Family, Child, and Consumer Sciences, FL State University, Tallahassee, FL 32306 phone 904-664-4429; FAX 904-644-0700.

**Carol Darling**  
Section Chair



**W**inter greetings to **Ethnic Minorities Section** members and "members in waiting"!

We extend invitations to those NCFR members who have not yet joined the Ethnic Minorities Section to investigate the opportunities for exchange of scholarship and networking through the Section.

The March Groves Conference on Marriage and the Family will be co-chaired by Section member Patricia Bell-Scott. Ken Hardy, another Section member, is scheduled to keynote one of the sessions. The conference theme is "Colors of the Heart: Crossing Racial, Cultural and Class Boundaries in Caring Relationships." We wish Pat and Patrick McKenry CFLE, her co-chair, much success.

A request for review of a new instrument to measure parenting skills has been forwarded to the Section. Olivia P. Collins CFLE is working with a group hoping to use the National Extension Parent Education Model of Critical Parenting Practices with diverse populations. The group is interested in having judges respond to the appropriateness of the instrument for use with populations of color.

If you might be interested in reviewing the two-page instrument, please contact Dr. Collins at the Dept. of Human Development and Family Studies, KS State University, Manhattan, KS 66505.

The Section Executive Committee would be happy to receive news updates or recommendations from Section members. Please forward them to me at the School of Social Work, 1065 Frieze Bldg., University of MI, Ann Arbor, MI 48109-1285.

**Edith Lewis**  
Section Chair



**H**appy Valentine's Day as I write this--and Happy St. Patrick's Day as you read it! How time slips past us as life happens. I trust this finds each of us busy, challenged and thinking.

There are several items of **Family and Health Section** business that need to be discussed. Some are informative; others may involve you more directly.

First, a big THANK YOU to all of you who submitted papers, posters,

symposia, and seminars for the conference in Baltimore in November. The abstracts are in the review process now, and you will be contacted about your participation in future weeks.

Also, THANK YOU to all who volunteered to review the submitted abstracts. So many volunteered that no one needed to feel overwhelmed with the effort. The breadth of skills and experience represented by the reviewers definitely will strengthen our program!

The final item regarding the program for next fall is an invitation: If you are interested in presiding at a session, please contact me. Also, I will be inviting discussants for our sessions later this spring, based on presentation topics that are selected. If you would like to be considered, please contact me with your areas of interest. (Duluth Family Practice Residency, 330 N. Eighth Av. E., Duluth, MN 55805; phone 218-725-2606; FAX 218-725-2620)

When you receive your Section newsletter, you will notice an article on our mission statement. The Mission Statement Committee has offered a statement for us to consider. Please read that article and the suggestion. We will vote to accept or reject it on the ballot you will receive later in March--the same ballot you will use to elect new National officers. By using that ballot, more of us can be involved than just those who attend the Section business meetings during the NCFR annual conference. Thank you to Barbara Holder, Joan Patterson, Glenna Boyce, and Marcia Killien for their efficient effort.

Recently I received a note about the International Year of the Family workshop to be held in Asheville, NC, July 29 to August 1, 1994. Ten members from each Section will be invited. The cost will be \$395 plus travel. Can you go? Let me know. We still have room to include you, and our Section should be well-represented in order to do a good job addressing issues of Families and Health in that setting, too. We need to have our complete list to NCFR headquarters by April 1.

Finally, just a reminder to invite your students and colleagues to join us in Baltimore in November. The IYF Policy Forum that our Section is co-sponsoring will address what the U.S. can learn from our international neighbors about providing health care. The Bioethics theme is an important dimension of these changing times; how can we make changes without thoughtfully considering which health policies are "right" for families? The meetings promise to be especially interesting. It will be good to introduce others to NCFR with these important topics.

In the meantime, all the best to each of you. Please contact me with your questions, interests and concerns. I look forward to hearing from you!

**Barbara A. Elliott**  
Section Chair

## Members of the Family Policy

**Section** have been working hard to elicit and develop many good proposals for the 1993 NCFR annual conference. Symposia will be submitted by at least four of the Section's focus groups. In addition, many Section members are submitting symposia on various policy topics that clearly have ethical implications.

Our Section is also working toward developing a symposium focusing on several of the suggested topics at our business meeting, such as ethical imperatives for family policy, and the political discourse surrounding many of the cutting edge policy issues such as child care, family leave, and child support.

The Section is also planning several joint sessions with other Sections and will continue its newly established tradition of sponsoring a social reception with another Section, probably Research and Theory. We are again looking forward to being a part of an exciting and stimulating program in Baltimore.

We continue to work on the development of a manual for teaching family policy courses. An announcement requesting submissions appeared in the December, 1992, issue of REPORT. There will be other direct mailings to Family Policy Section members about opportunities to contribute. The manual will not only be a useful resource for NCFR members, but will be a money-making effort for our Section.

If anyone has examples of family policy course syllabi or other family policy teaching aides, please contact Denise Skinner, 122 Home Ec, UW-Stout, Menomonie, WI 54751. The manual is scheduled to be sold at the 1993 annual conference.

Finally, Kari Morgan, our Section student/new professional representative, has been working to randomly poll a sample of our S/NP members about their Section needs. We hope to report these findings in the next issue of REPORT and to begin to identify further activities for these individuals. We also are putting together a mailing address list of all Section members that will be distributed in the spring.

**Elaine A. Anderson**  
Section Chair

**More Section News,  
on Page 23**

Policy,  
from Page 10

the radio reported that she had been asked if she were gay! Before that, a Post article discussed the latest "capitol offenses" and the current "crime du jour."

How long will these particular offenses remain in the news? Integrity and lifestyle appear to be the current key issues. We seem to have a new sense of belief in integrity and equity and holding all to the same standards, i.e., hiring illegal aliens and "kiting" checks."

"If I can't do it without being punished, why should they?" On issues of lifestyle, perhaps a new generation in charge will help us to be more accepting of homosexuality and of marijuana use among the young, current and recent crimes du jour.

What will be the next issues?  
Margaret Feldman  
NCFR Washington Representative

Member News

Patricia Bell-Scott, professor of Child and Family Development and women's Studies, received the Letita Woods Brown Memorial Anthology Prize from the Association of Black Women Historians for **Double Stitch: Black Women Write About Mothers and Daughters** (Beacon, 1991). She is principal co-editor of the book released in January by HarperCollins.

Ludwig L. Geismar and Michael Camasso of Rutgers University recently published **The Family Functioning Scale: A Guide to Research and Practice**, through Springer Publishing Co.

Remember...  
May 1 is the deadline  
for the next CFLE  
review.



Use These Books for Your Classroom or Office!

- ♦ *Child Care, Parental Leave, and the Under 3's: Policy Innovation in Europe*, Sheila B. Kamerman and Alfred Kahn, Editors. Only 20 copies left.  
Bookstore price \$42.95      NCFR Price \$29.95
- ♦ *Working Wives/Working Husbands*, Joseph Pleck. Only 3 copies left.  
Bookstore Price \$19.95      NCFR Price \$16.95
- ♦ *Preventing Adolescent Pregnancy*, Brent C. Miller, Josefina J. Card, Roberta L. Paikoff, James L. Peterson, editors. Only 22 copies left.  
Bookstore price \$23.95      NCFR Price \$18.95

Prices INCLUDE shipping and handling.

Don't delay - Supplies are limited! Take advantage of this exceptional offer today! Call NCFR and order using your VISA or Mastercard.

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_____	<i>Working Wives/Working Husbands</i>	_____
_____	<i>Preventing Adolescent Pregnancy</i>	_____

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Note: You may order by FAX: 612-781-9348 between 8 am - 4:30 pm CST, Mon.-Fri. (for credit card registrations only).

Mail to National Council on Family Relations, 3989  
Central Ave. NE, Minneapolis, MN 55421. Phone: 612-  
781-9331. Allow 21 days for shipment to be delivered.



Students!  
Earn a Scholarship  
to NCFR's  
Annual Conference

At this year's annual conference, November 10-15, at the Hyatt Regency Hotel in Baltimore, NCFR student members will once again have opportunities to earn scholarships towards their conference registration fees. Conference registration fees will be refunded in return for 8 hours of help. The number of positions needed is limited--Return your form in soon!

- What is a Student Aide?
- A person who represents the National Council on Family Relations and is committed to helping attendees feel welcome.
  - A student member who works for 8 hours during the conference and in return receives a refund check for the student registration fee. (Checks are mailed 2 weeks AFTER the conference.)
  - Someone who would like to be part of the behind-the-scenes activities of a national conference and become better acquainted with other students and professionals.

- What are the responsibilities of a Student Aide?
- Attend a training session before beginning work.
  - Check in at the Student Aide desk upon arrival at the conference.
  - Be at your assigned position 15 minutes before the scheduled work time to be briefed on information pertinent to your job and shift.
  - Be willing to do ANY task necessary for the smooth operation of your assigned project and the conference as a whole. (Note: Some positions may include moving boxes and audio-visual equipment.)
  - Acquaint yourself with the conference program BEFORE coming to the conference so that you are able to answer questions asked by attendees.

How to sign up?  
  
Complete the form below and RETURN BY SEPTEMBER 1, 1993, to:

Courtrina P. Johnson  
7301-407 Park Heights Av.  
Baltimore, MD 21208

Call Courtrina Johnson or Ann Gearhart at 410-889-2861 for more information.

Remember--The Student Aide Form submission deadline is September 1, 1993.

-----  
Name \_\_\_\_\_ School \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zipcode \_\_\_\_\_

Please check the AREAS you would be willing to work:

___ registration	___ employment service	___ special event setup
___ press room	___ local information	___ audio visual setup
___ workshop	___ exhibits	___ miscellaneous
___ liaison for emergencies (must have access to vehicle)		

Please check the TIMES you are able to work. A total of 8 hours is required; you must work a minimum of 4 hours at a time.

Wed., Nov. 10 ___ afternoon	Thurs., Nov. 11 ___ morning ___ afternoon	Fri., Nov. 12 ___ morning ___ afternoon
Sat., Nov. 13 ___ morning ___ afternoon	Sun., Nov. 14 ___ morning ___ afternoon	Mon., Nov. 15 ___ morning



## Sections, from Page 21



The Family Science Section is looking for a few (well, more than a few) good people. We are looking for volunteers to help with reviewing proposals for the conference in Baltimore. In addition, the Section needs people to help out at the conference itself.

One of the long-standing desires of the Section members has been that we should have a Section-specific code of ethical behavior. I am happy to report that the committee set up at the Orlando conference to formulate a code, is hard at work. Section members interested in donating time, materials, or other resources should contact Beckie Adams, committee chair, at 317-285-5931; Dave Dollahite at 919-334-5307; or Bob Keim at 815-758-4486.

A reminder about another conference--Teaching Family Science, held this year at Mears Great Oaks Landing, Fairlee Creek, overlooking the Chesapeake Bay on Maryland's eastern shore. The dates are May 7-9. This conference is always worthwhile and a boost to anyone interested in teaching about the family. I strongly urge you to attend. For more information, contact Barbara Settles, local arrangements, at 302-368-0263 (home) or 302-831-2934 (office); or Peggy Quinn, program chair, at 817-460-5323.

Kathleen Gilbert  
Section Chair



Planning for the 1993 annual conference is well underway as I write this. The proposal review process began in early March.

Each proposal in the **Feminism and Family Studies Section** will be evaluated by three reviewers and the chair. Approximately 40 Section members volunteered to serve as reviewers. Thank you to all of you.

A standard set of six criteria provided by NCFR will be used by all Sections to evaluate proposals. In addition, our Section will use a seventh criterion pertaining to feminist orientation/contribution. Feedback from reviewers to authors will be provided. The final selection of papers will be determined on the basis of the summary score averages. Authors will be notified of the decisions on their papers in May.

This year, the Feminism and Family Studies Section will again present awards to student/new professional members for outstanding scholarship. (See related article on page 9 in this issue.) One award will be presented for the best research proposal written from a feminist perspective. It provides a \$500 stipend.

A second award will be presented for the best finished paper written from a feminist perspective. This prize does not include a cash award, but does provide the winner with free books from Westview Press. I strongly encourage

everyone associated with our Section to nominate their students/colleagues or themselves. Katherine Allen, Section vice-chair, is coordinating the awards review. Contact her at VA Tech, Family and Child Development, Blacksburg, VA 24061-0416; phone 703-231-6526.

Constance Shehan  
Section Chair



Even though many of you have been busy these last couple months preparing and submitting proposals for the next annual conference, winter is a relatively quiet time for Section officers.

I have handled a few telephone calls with questions about the **Religion and Family Life Section** or the conference, and the committee assigned to develop guidelines for our conference worship service has already reported. We will include their recommendations in the summer newsletter.

By the time you read this, I should have received all our Section proposals from NCFR headquarters and will be sending them out for review. The Program Committee (which includes the Section chairs) will be meeting in Minneapolis in late April to put it all together: I should have some interesting things to report to you about the Baltimore conference in my June column.

A key focus of NCFR these days is membership recruitment and retention. In that vein, we have been working with headquarters staff to develop a mailing list of family life professionals in religious settings to whom we will be sending materials about NCFR and our Section. It is always energizing to have new converts in the organization!

At the Baltimore conference, the present Section officers will be replaced. We feel that we have a first-rate slate of candidates for the positions--dedicated members who will provide excellent service. Please study their vitas in this issue and vote for the candidates of your choice.

Bron Ingoldsby CFLE  
Section Chair

## AHEA Hires New Director

AHEA has a new executive director. **Mary Jane Kolar, CAE**, was named to the position in July. She succeeds **Karl G. Weddle**, interim executive director, who has returned to his post as AHEA director of accreditation.

Kolar has 22 years of experience in association management. She previously served as executive director of the Business/Professional Advertising Association and its Foundation in Alexandria, VA. She received the American Society of Association Executive Key Award in 1990.

NCFR and AHEA have maintained a long history of collaboration on such projects as COFO, the Consortium of Family Organizations, and the White House Conference on Families.

## Focus Groups



The Adoption Focus Group of NCFR's Family Policy Section will meet in Baltimore, MD, during the annual conference.

The group is open to all NCFR members who are interested in adoption. Research, clinical and educational perspectives are represented among our participants. Interested persons are welcome to contact me with suggestions for the 1993 meeting.

I would be especially open to suggestions about adoption-related topics that would fit the conference theme, "Moral Discourse on Families." Contact me at Family Social Science, University of MN, 290 McNeal, 1985 Buford, St. Paul, MN 55108; phone 612-624-3756; FAX 612-625-4227; e-mail HDG@UMNACVX.BITNET.

The Work and Family Focus Group of NCFR's Family Policy Section was especially pleased by the 1992 conference theme, "Families and Work," and the many sessions and presentations devoted to it.

Focus group members are interested in sustaining this attention and in further developing and sharing information. To this end, participants suggested ideas for specific sessions and presentations in 1993. Since many are interested in networking with other focus group members, the 1993 meeting will include time for subgroups to share research findings and other information on particular topics.

Other suggestions to develop work-family knowledge, resources, and policies are to: 1) facilitate interaction between focus group members and business and professional organizations and EAP professionals; 2) collaborate and develop research; 3) create certain products (e.g., publications); 4) educate employees about work-family policies; and 5) contribute more directly to policy development.

Members of the focus group expressed their appreciation to Roma Hanks and Leslie Koepke for their past pioneering leadership. The new co-chairs are Phyllis Hutton Raabe and Denise Skinner. They are requesting focus group members to send them topic preferences for the networking subgroups (send to either person).

Non-members who are interested in work-family topics are invited to join the focus group. For more information or to offer ideas and involvement, contact Raabe at the Sociology Dept., University of New Orleans, New Orleans, LA 70148; FAX 504-286-6468; BITNET: PHRSO@UNO; and Skinner at 122 Home Economics Bldg., UW-Stout, Menomonie, WI 54751; 715-232-2522; FAX 715-232-2366.

Phyllis Hutton Raabe  
Focus Group Co-Chair



Made with  
partial  
recycled fibers

## Proposals Open for Symposium

Proposals are being accepted for the Second International Symposium on Families: East and West, to be held August 22-24 at the University of Indianapolis. The theme is "Family Modernization."

The primary goal of the symposium is to bring together international scholars to discuss and compare a wide range of family issues--including gender roles, marriage, parenting, family policy, family crises and management--in order to discover the patterns of change, choice, and challenge that are common to these diverse dimensions of family life in the East and the West.

Authors must submit two copies of a 500-word abstract or summary for a 20-minute presentation before April 15. Submissions must be prepared in single-sided, single-spaced typewritten form with name(s) of author(s), affiliation, position, address and phone/FAX numbers on the top of the first page.

Final manuscripts are required in camera-ready format by June 1.

For more information contact Dr. Phyllis Lan Lin, Asian Programs, University of Indianapolis, Indianapolis, IN 46227-3697; phone 317-788-3288; FAX 317-788-3275.

## Internship Directory Available

This year the American Mental Health Counselor Association is printing and distributing nationally a new expanded edition of a generic, non-specialty directory of undergraduate internships in human services agencies and institutions.

The directory is unique in that it includes bachelor's and master's, as well as doctoral level internships. The directory has been made available at cost, as a service project; it is now in use at many colleges and universities throughout the nation. It is a valuable reference for students in social work, psychology, criminal justice, special education counseling, and allied human services.

To order a copy, call 1-800-326-2642. Listing in the directory is free of charge to participating agencies.

Agencies interested in listing internships may obtain a form from Directory, Southern Station Box 5012, Hattiesburg, MS 39406.

## DEADLINE

for the  
next REPORT is



## Conference Comments

# Conference Costs Add Up

### Ask the Conference Coordinator!

"NCFR must be making a huge profit from the Annual Conference! Other conferences costing less than ours even manage to give us free coffee."

This is an often-heard comment among our members. Surprisingly, the NCFR Conference does not make a profit - it barely breaks even in good years, and in other years it runs in a deficit. Following is a summary of what expenses are incurred for NCFR's conferences.

### PER PERSON COST

Based on 946 Anticipated Paid Attendees in 1993.

Expenses are calculated on an accrual accounting method where all bills in the organization are allocated to departments.

<b>Salaries and Benefits</b>	<b>\$ 78.86</b>
(FICA, Workers' Comp, Unemployment Insurance, Pension; salaries include Conference Coordinator 100% time; and portions of time prior to and during the Conference for Executive Director, Marketing Coordinator, Finance Manager, Finance Support Staff, NCFR Support Staff)	
<b>Consultants/Temp/Contract Labor</b>	<b>\$2.33</b>
(Convention Bureau Registration Personnel, AV Coordinator, Students preparing registration packets, Computer Programmers, Student Volunteers at Conference, extra personnel for large projects)	
<b>Advertising/Marketing</b>	<b>\$9.94</b>
(Keylining, typesetting, layout of brochures, newsletter forms, advertising, press releases, rental of mailing lists, printing of lure pieces, flyers, exhibit brochures)	
<b>Customer Service</b>	<b>\$1.59</b>
(Mailings to registrants, program participants, packet materials, materials for program committee, forms needed for on-site such as employment service, confirmation letters, roster of attendees)	
<b>Bank Fees/Bad Debt Expense/Miscellaneous Expense</b>	<b>\$1.83</b>
(Includes awards, indirect accounting expenses; bounced check fees, shared cost for legal and accounting fees; fees for advice needed on conference liability issues)	
<b>Exhibit Expense</b>	<b>\$3.38</b>
(Pipe and drape, exhibit booth rental, poster board rental, shared cost for exhibits in which NCFR participates in other conferences.)	
<b>Committee Expense</b>	<b>\$1.06</b>
(Expenses for program and local arrangements committees; travel for Program Vice President and Vice President-elect for spring Board meeting.)	
<b>Supplies and Computer Expense</b>	<b>\$1.06</b>
(Shared cost of computer hardware and software; supplies for labels, printouts, general supplies needed for office and on-site at conference.)	

<b>Copier Expense</b>	<b>\$0.63</b>	meeting for Conference Coordinator)
(photocopying materials)		
<b>Postage and Mailing</b>	<b>\$7.21</b>	<b>Special Events</b> <b>\$5.29</b>
(Convention program, lure pieces, flyers, exhibit brochures, mailings to program participants and registrants, shipping materials to and from convention site)		(Costs of food for First Timers Reception, main conference receptions)
<b>Telephone</b>	<b>\$1.16</b>	<b>Staff Training/Dues/Subscriptions</b> <b>\$0.63</b>
(Calls to program committee, Board members, exhibitors and advertisers, potential corporate sponsors, hotels, attendees and members who wish additional information.)		(Dues for conference coordinator's professional organizations, fees for attending continuing education courses.)
<b>Insurance</b>	<b>\$1.37</b>	<b>Rent/Depreciation</b> <b>\$11.08</b>
(Convention cancellation and liability insurance)		(Shared cost of headquarters rent; depreciation of equipment for annual conference.)
<b>Equipment Rental, Purchases, Repairs, Maintenance Agreements</b>	<b>\$3.57</b>	<b>TOTAL COSTS:</b> <b>\$142.96</b>
(Shared cost of maintenance agreements, repairs, purchases, rental of audio-visual equipment at conference)		<b>Regular regis. fee</b> <b>\$120.00</b>
<b>Future Annual Conferences</b>	<b>\$1.43</b>	<b>DEFICIT per attendee</b> <b>\$22.96</b>
(Cost of printing Call for Abstracts, phone calls, postage, site inspection travel for future conferences)		
<b>Past Annual Conferences</b>	<b>\$0.26</b>	
(Expenses for past conferences which are sent after the close of a fiscal year)		
<b>Honoraria and Speaker Travel</b>	<b>\$3.38</b>	
(Honoraria paid to plenary speakers/distinguished lecturers; transportation, hotel, and food expenses for plenary speakers/distinguished lecturers)		
<b>Publications Printing</b>	<b>\$5.31</b>	
(Cost of printing conference programs and Proceedings, and sending initial mailings.)		
<b>Staff Travel</b>	<b>\$1.59</b>	
(Transportation, food, and hotel costs for set-up trip to conference hotel; transportation, food and hotel costs for 7 staff working on-site at the Conference; travel expense to Mid-Year Board		

NCFR's conference offers the same services to attendees as larger organizations, yet NCFR's attendance is much lower. For example, if one organization charges \$180 with 3,000 attendees, it will gross \$540,000 in receipts, while NCFR's gross registration receipts for 1993 are projected to be \$101,705. In addition, most national conferences run only two and a-half to three days, while NCFR provides a four- to five-day conference.

Most associations make money on their conferences. However, some professional associations plan budgets just to break even or lose money on the conferences. Some have informed NCFR that when indirect costs and staff salaries are taken into account, their conference loses money, too.

If you would like to have an issue addressed, please contact Cindy Winter, CMP, Conference Coordinator, NCFR, 3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421 (phone: 612-781-9331; FAX: 612-781-9348).

Requests must be received by February 1, May 1, July 1, and November 1 to be included in the following month's newsletter.

Cindy Winter CMP  
Annual Conference Coordinator

## Grants Available

Grants of up to \$2,000 are available to help support doctoral dissertation expenses of students in the U.S. or Canada. Proposals must have clear relevance either to a major core treatment issue or to the development or testing of innovative applications of individual, joint, family, or group counseling, therapy, or education to widespread and critical social problems with major impact on families.

The funding program is a Donor-Advised Fund established with the NY Community Trust.

Application deadlines are May 15 and November 1 annually. For application form and guidelines contact The Fahs-Beck Fund for Research and Experimentation, c/o Precision Business Services, 210 Birch St., Kennett Square, PA 19348.

### Headquarters

612-781-9331

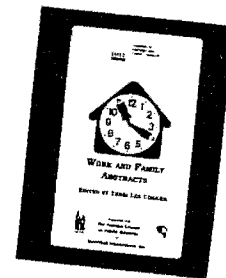
## Special NCFR Member Offer

Detailed Bibliographic information in the work and family field. Including subject categories such as:

- Child Care • Parental Leave • Shift Work • Job Loss/Unemployment
- Employee Benefits • Dual Career Families • Household Labor
- Commuter Marriage • Retirement • Farm Families

Approximately 500 sources cross-referenced in appropriate subject areas.

Complete resource generated from the Inventory of Marriage and Family Literature On-line (formerly Family Resources Database).



### ORDER FORM

### WORK AND FAMILY ABSTRACTS

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ORGANIZATION \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

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## 1993 Elections

## 1993-94 Candidates for Office

Here are biographical sketches for candidates for office in NCFR. In addition to races for national offices and the National nominating committee, elections are being held by the following Sections: Family Policy, Feminism and Family Studies, Religion and Family Life, and Research and Theory.

The INTERNATIONAL Section election will be handled as a separate mailing this year. Active Section members will receive their candidate vitas and ballots at a later date.

Photos are included where candidates have submitted them.

Biographical data includes:

- 1) Candidate's present professional position;
- 2) Candidate's immediate past professional position;
- 3) Past and present participation in NCFR activities;
- 4) Past and present related activities;
- 5) Platform.

Ballots will be sent by April 1, 1993, to NCFR members who have active status memberships at that time. All ballots must be RETURNED TO NCFR HEADQUARTERS WITH POSTMARKS NO LATER THAN MAY 1, 1993.

## Pres-Elect 1993-94



Sporakowski



Walker

## Michael J. Sporakowski, CFLE

1) Professor, Director of Graduate Studies, Family and Child Development, Virginia Tech. 2) Assistant professor, Child Development Laboratory, University of IL. 3) Editor, *Family Relations*; Vice-Pres. Publications; Board of Directors; Family Action Section Chair; Associate Editor *JMF*, and *The Family Coordinator*; Affiliated Councils representative for VA, Southeastern; SE President, Newsletter Editor, Program Chair, Nominations, Distinguished Service to Families; VA, President, Newsletter Editor, Program Chair. 4) American Association for Marriage and Family Therapy, Groves Conference on Marriage and the Family, American Psychological Association, American Counseling Association. 5) NCFR and its affiliates have played a significant role in my personal and professional development since 1963. I have served in a variety of capacities including leadership and participant experiences at state, regional, and national levels. NCFR's members, conferences, and publications have been and will be its major strengths. As President, I would act to encourage our members, especially students, to see NCFR as their primary professional affiliation. I would hope to help NCFR meet its members' diverse needs in such areas as professional

development, credentialing, and theoretical and applied dialogues which have positive outcomes for families and their members.

## Alexis Walker

1) Professor of Human Development and Family Sciences, OR State University. 2) Associate Professor of Human Development and Family Sciences, OR State University. 3) NCFR Board of Directors; Program Vice President; Member, Nominating Committee; Co-founder and Chair, Feminism and Family Studies Section (Member: Awards, Mentoring, Nominating, and Abstract Review Committees); Member, Ethnic Minorities; Feminism and Family Studies, Research and Theory (Abstract Reviews) Sections; Chair, Reuben Hill Award Committee; Secretary/Treasurer, Association of councils; President, OK Council on Family Relations; Theory Construction and Research Methodology Workshop; Associate Editor, *Journal of Marriage and the Family*; Editorial Board, *Family Relations*; Guest Editor, *Journal of Family Issues*. 4) American Psychological Association (Divisions 9, 20, 35, 44); Consulting Editor, *Psychology of Women Quarterly*; Gerontological Society of America; International Society for the Study of Personal Relationships; Sociologists for Women in Society. 5) This is a time of tremendous change for the increasing diversity in families. If elected, I would establish a task force designed to help NCFR members expand our efforts toward more inclusive teaching and practice, through structured courses, extension work, the CFLE program, and community outreach, so we are better prepared for the present and the future. This program might also facilitate our efforts to encourage greater diversity in NCFR membership. Also, I would work to establish a fellowship program within the organization to broaden our recognition of the contributions and achievements of NCFR members.

## Program VP-Elect 1993-94



Altergott



Pasley

## Karen Altergott, Ph.D.

1) Associate Professor of Family Studies. 2) Visiting Associate Professor, Center for Aging, Health and Society, University of Chicago. 3) Presently, Committee member of International year of the Family 1994 Planning Committee; Editor of forthcoming book of essays, *One World, Many Families*; Reviewer, *Journal of Marriage and the Family*; Reviewer, *Family Relations*; Past Chair, Vice Chair, Secretary/Treasurer of International Section; Past Vice Chair, Research and Theory Section; served on Reuben Hill Award Committee. 4) Gerontological Society of America; Committee on Family Research and

Sociology of Aging of International Sociological Association; American Sociological Association. 5) Integrating research, education and practice throughout NCFR is important. Given the variety of professions and perspectives within NCFR, we are uniquely poised to understand issues facing families across the life course. The diversity of family experiences locally and globally challenges us to develop our knowledge and to enhance family life. The future success of NCFR members acting as professionals and as citizens depends on knowledge-based action and education. We need a clear vision of 'what is' and a strong orientation toward 'what might be'. Let us hope 1995 will be a year of vision - and of action - for NCFR.

## Kay Pasley

1) Associate Professor of Human Development and Family Studies, University of NC at Greensboro. 2) Professor of Human Development and Family Studies, CO State University. 3) NCFR member since 1970; Co-chair, Focus Group on Remarriage; Student Awards Committee; Nominating Committee; Associate Editor, *JMF* and *Family Relations*; NCFR Research and Theory Section Chair, Nominating Committee; Reuben Hill Award Committee Family Policy Section Vice-chair; Affiliated Councils Local Arrangements committee; Student Volunteer Chair; Western council Newsletter Editor; Executive Board member; Chair, Family Action. 4) Families in the Nineties, National Steering Committee; Chair, Steering Committee, Colorado Families in the Nineties; Society for Research in Adolescence; Stepfamily Association of America, Exec. Board; Chair, Research Committee; National Association for the Education of Young Children; Society for Research in Child Development. 5) My plan for the program would be to focus on issues around family diversity for the 21st century. I would support many variations in families (e.g., racial, ethnic, structure) emphasize the linkages between theory, research, practice, and policy in identifying and meeting the needs of families in the new century.

## Secretary 1993-94



Burge



Jurich

## Sandra Burge

1) Associate Professor of Family Practice, University of TX Health Science Center in San Antonio. 2) Postdoctoral Research Fellow, Department of Family and Community Medicine, University of CA at San Francisco. 3) Member since 1980; Chair, NCFR Family and Health Section; Member, NCFR Board of Directors; Newsletter Editor, NCFR Family and Health Section; Member, NCFR

Feminism and Family Section Nominating Committee; Recipient, NCFR Annual Student Award; Student Representative and Membership Chair, Indiana Council on Family Relations. 4) Society of Teachers of Family Medicine, Research Committee; Association of Medical Education and Research in Substance Abuse; North American Primary Care Research Group, Program Committee; Society of Traumatic Stress Studies; Groves Conference on Marriage and the Family. 5) My previous experience on the NCFR Board, representing the Family and Health Section, increased my appreciation for the level of expertise held by our members. We contain 2,000-plus experts on families--who is better qualified than NCFR to advise public and private policy-makers about ways to support families? Our collective knowledge has the potential to positively influence people across the United States. As a member of NCFR, my goal is to continue to support our organization in its efforts to improve the quality of life for our nation's families.

## Joan Jurich

1) Associate Professor of Family Studies, Purdue University. 2) Assistant Professor of Family Studies, Purdue University. 3) NCFR Osborne Award Recipient; Chair, Sexuality Focus Group; NCFR Representative to the National Coalition for Human Sexuality; Young Professional Representative, Research and Theory Section; Member, Education and Enrichment Section; Member, Family and Health Section; Member, Feminism and Family Studies Section; Student Award Committee; Editorial Board, *Family Relations*; Reviewer, *Journal of Marriage and the Family*. Affiliated Councils President, Board of Directors, Newsletter Co-Editor, Program Co-Chair for Annual Meeting, Indiana Council. 4) American Association of Sex Educators, Counselors, and Therapists; North Central Sociological Association; Society for Research on Adolescence; International Network on Personal Relationships. 5) One of NCFR's greatest strengths is its diversity. To optimize this strength, however, I believe NCFR must cultivate and integrate its diverse features. Therefore, as a Board member, I would promote the following goals: (1) maximize the participation and representation of all sections in organizational activities and meetings; (2) recognize the unique contributions of and foster the synergism among practice, research, and theory; (3) strengthen the interface between the Affiliated Councils and the national organization, with neither being dominant; and (4) increase the multicultural representation on the Board as well as in the membership.

**VOTE for the Candidates  
of Your Choice!  
Your Ballot Will Arrive  
by April 1.  
Return It by  
May 1 so that  
YOUR VOTE  
Can be Counted.**



**Treasurer  
1993-94**



Dyk

**Patricia Hyjer Dyk, Ph.D.**

1) Assistant Professor of Sociology, University of KY. 2) Research Specialist, Department of Family and Human Development, UT State University. 3) Board of Directors; Program Committee; Publications Committee; Public Policy Committee; Student Awards Committee, chair; Long-Range Planning Committee; Co-chair Rural Family Focus Group; member, Sexuality and Individual Development in Family Context Focus Groups; Family Policy and Research and Theory Sections member; Theory and Methods Workshop participant; NCFR Student Award Winner; Utah Council on Family Relations Board of Directors; SE Council on Family Relations member. 4) American Sociological Association, Society for Research on Adolescence, Rural Sociological Society, Phi Upsilon Omicron. 5) The treasurer must be a sound fiscal manager of accounts and a Director dedicated to NCFR's long-term best interests. I believe my organizational skills, accounting training, and past experience as treasurer for non-profit organizations provide me with the tools for the task. I would work closely with NCFR staff, Sections, and Board members to provide timely reports and discussion of fiscal ramifications of decisions. From previous Board experience, I am aware of issues that need to be addressed regarding the future of our organization and am committed to the long-term viability of NCFR.

**David Klein, Ph.D.**

1) Associate Professor of Sociology, University of Notre Dame. 2) Chair, Department of Sociology, University of Notre Dame. 3) NCFR Publications Committee; Chair, Student/New Professional Book Award Committee; Nominating committee; Board of Directors; Chair, Research and Theory Section; Burgess Award Committee; Public Policy Methods Committee; Reuben Hill Award Committee; Chair, Public Relations Committee; Chair and Archivist, Theory Construction and Research Methodology Workshop; Associate Editor, *Journal of Marriage and the Family*; Finance Committee. Affiliated Councils Treasurer, Indiana Council. 4) American Sociological Association; Midwest Sociological Society; International Sociological Association. 5) NCFR always has sought creative solutions to its budgetary dilemmas. I am open to all possibilities, and would encourage each member's suggestions. I would carry forward the initiatives of our current Treasurer. Coordination with the Board and Executive Office, and with the Membership, Publications, and other standing committees is vital. My 25 years as an active NCFR member, the last 18 in various administrative roles at the national and affiliated councils level, have prepared me for this post. Personally speaking, I have never had my taxes audited, nor have I paid a penny of interest on my credit cards.

**Nominating  
Committee**

**Mark J. Benson**

1) Assistant Professor of Family and Child Development, VA Polytechnic Institute and State University. 2) Psychologist, Child and Family Therapy University Hospitals, University of MN, Minneapolis. 3) NCFR Individual/Family Focus Group; Individual/Family Conference Proposal Committee, Chair. 4) Society for Research in Child Development; Society for Research on Adolescence; American Psychological Association. 5) Diversity is the unique strength of NCFR. Our membership includes a broad range of disciplines, professions, and individuals. Our leadership pool should reflect this wide variation with respect to gender, age, race/ethnicity, discipline and profession. Most importantly, though, the leadership pool should be committed to supporting both diversity and collaboration. The twin goals of diversity and collaboration can promote valuable exchange. Effective leadership requires innovative ideas for fostering relationships among mentors, students, new professionals, instructors, therapists, researchers, and family life educators.

**Libby Balter Blume, Ph.D.**

1) Associate Professor and Director of Child Development, Department of Psychology, University of Detroit Mercy, Detroit, MI. 2) Director of Child Development Research Center and Lecturer, Department of Human Development and Family Studies, TX Tech University, Lubbock. 3) Member of Research and Theory and Education and Enrichment sections; Presenter at annual conferences; President, Vice-president, Public relations co-chair, Program chair, Michigan Council on Family Relations. 4) Society for Research in Child Development, Society for Research on Adolescence; National Association for the Education of Young Children; Association for Childhood Education International; Association for Supervision and Curriculum Development. 5) If elected to the Nominating committee, I will strive to identify candidates for NCFR office who represent the gender, cultural, and disciplinary diversity of our membership as well as the leadership and vision necessary to build on members' strengths. I will actively seek candidates who are representative of the critical areas of family science scholarship, family services, and family policy development and who are open, interested in all levels of the organization, and dedicated to collaborative governance.

**Randal D. Day**

1) Associate Professor, Department of Child, Consumer and Family Studies, WA State University. 2) Associate Professor, Department of Child Development and Family Relations, SD State University. 3) Past chair, Family Science Section; Past member, NCFR general Board; Past member, Reuben Hill Research Award Committee. 4) National Council on Family Relations, American Home Economic Association. 5) I believe firmly in strength through diversity. As NCFR plans its survival into the year 2000, we must look to the diversity of our membership for solutions to the problem of professional growth and collegial networking. We need representation from not only women and culturally diverse groups, but from those

who represent the applied aspects of our profession. I will be a voice for diverse leadership.

**Margie Geasler**

1) Assistant Professor, Consumer Resources and Technology, Western MI University. 2) Graduate Teaching Assistant, VA Polytechnic Institute and State University. 3) Member of Education and Enrichment, Feminism and Family Studies and Family Therapy Sections; attendance at every annual meeting since 1987. 4) International Network on Personal Relationships Publications Committee; Society for the Scientific Study of Sex; Phi Delta Kappa; American Home Economics Association. 5) It is



Benson



Blume



Day



Geasler



Hardy



Holder



Jurich



Martinez



Randolph



Troost



Wilson

important that the leadership of NCFR be instrumental in promoting acceptance of the respect for diversity in life styles and cultural heritage. As a member of the nominating committee, I can contribute to this effort by ensuring representation on the nominating slate of the many diverse groups which make up our membership. Additionally, I would like to encourage increased representation of NCFR members who are new professionals in leadership roles. Identification and recruitment of candidates from these groups will be my goal.

**Ken Hardy**

1) Associate Professor and Director of Clinical Training and Research Marriage and Family Therapy, Syracuse University. 2) Executive Director, AAMFT Commission on Accreditation for

Marriage and Family Therapy Education 3) member, Membership Committee; Vice Chair, Family Science Section; Member, Ethnic Minority Section. 4) Chair, AAMFT Membership Committee; Member, AAMFT Membership Committee; Member, AAMFT Continuing Education Committee; Member, AAMFT Ethnic Minority Task Force. 5) As a longstanding member of NCFR, I am dedicated to supporting the principles and mission of our organization. The future viability of our organization resides in its ability to attract and retain a committed membership and visionary leadership. If elected to the Nominating Committee, I will work relentlessly to attract a dedicated, diverse, and visionary group of candidates to serve us.

**Barbara Holder**

1) Assistant Professor, NY University, Division of Nursing, New York. 2) Assistant Research Professor, The George Washington University, Center for Family Research, Washington, DC. 3) Ethnic Minority Section; Family Health Section; Past Co-Chair, Newsletter; Manuscript Reviewer, NCFR Annual Conference Programs; Chair, Ad Hoc Committee for a Section mission statement; Past Candidate, Section Chairperson. 4) American Nurses Association; Sigma Theta Tau International Nursing Honor Society; National Black Nurses Association; Editorial Advisory Board, *Family Process*. 5) The recruitment and retention of a demographically and professionally diverse membership is vital to NCFR's organizational development and direction. A major responsibility of the Nominating committee is the identification and recruitment of talented members who are able to facilitate the integration of successful programming and services that address the needs of such a membership. Implementation of this responsibility requires committee members who are capable of achieving this task.

**Anthony Jurich**

1) Professor of Human Development and Family Studies, Kansas State University. 2) -- 3) NCFR Board of Directors; Osborne Award Recipient; Chair, Family Therapy Section; Nominating Committee Membership Committee; Awards Committee; Strategic Planning Committee; Family Therapy Steering Committee; Reuben Hill Award Committee; Affirmative Action Committee; Pre-conference Workshop on Theory and Research Review Committee. 4) American Association for Marriage and Family Therapy (Secretary, Board of Directors, Fellow); American Psychological Association; American Association of Sex Educators, Counselors, and Therapists; American Family Therapy Association; American Sociological Association. 5) I believe the Nominating Committee has an obligation to make sure that the needs of all NCFR members are being met in the people nominated for office. We need to choose people who will work to bring together the researchers, practitioners, and policy makers to work together as a unified whole to promote a better understanding of the family and to improve the lot of families in our society. I promise to work towards the broadening of our leadership base and to help cultivate a new generation of leaders who have risen up from the grassroots of our state and local leadership.

### Estella A. Martinez

1) Assistant Professor of Family Studies and Child Development, University of NM. 2) Assistant Professor of Family and Consumer Studies, University of UT. 3) Secretary/Treasurer, Ethnic Minority Section; Affirmative Action Committee; Membership Committee; Editorial Board, **Family Relations**. 4) National Association for Chicano Studies; American Home Economics Association; National Association for the Education of Young Children; National Association for Ethnic Studies; Home Economics Section, AERA. 5) As a member of the Nominating Committee, I will assist NCFR in seeking greater diversity among its membership, in its publications, and in its service. For NCFR to enable educators, practitioners, and interested laypersons to work together toward the strengthening of marriages and families, it is essential that NCFR be informed of how the mainstream community relates to ethnically diverse families. My goal is to enable the Council to be ever responsive to ethnic family diversity in the context of national origin, culture, race, and class.

### Suzanne Randolph, Ph.D.

1) Assistant Professor, Family Studies, University of MD-College Park; Consulting Director of Evaluation, HIV/AIDS Education; American National Red Cross. 2) Project Manager, American Red Cross Child Care Training Program, National Headquarters, Washington, DC. 3) Attended and presented papers at Annual Meetings since 1988; Ethnic Minorities Section, co-chair, fundraising; long range planning, Families and Health Section member. 4) Executive committee, Div. 7 (Developmental), American Psych Association; Committee on Ethnic and Racial Participation, Society for Research in Child Development; Past national President, Association of Black Psychologists, life member; Groves Family Conference, member and attendee. 5) As a member of the Nominating committee I will be committed to an emphasis on diversity broadly defined in terms of ethnicity, race, gender, discipline and other considerations. I will also work diligently to ensure that all procedures are implemented as set out in the by-laws and with the highest ethics. I will bring to the task a wealth of experience from nominating and elections committee service provided to professional and community organizations.

### Kay Michael Troost, Ph.D.

1) Associate Professor of Sociology and Anthropology and NC Japan Center Faculty Fellow at NC State University. 2) Assistant Professor, NCSU. 3) Southeastern CFR Program Chair; NCFR Public Policy Committee 1991-93; Research and Theory Nominating Committee 1992; Association of Councils Secretary/Treasurer 1991; NCFR Nominating Committee 1990; President, 88-90, NC Council; past associate editor, **Journal of Marriage and the Family**; past reviewer: International, Theory and Method; NC Council: Chair, Family Index and Family Fax, past Board Member, Strategic Planning; guest editor, **The Council Record**; chair, Research Committee and Legislative Action; Board member: Southeastern CFR; initiated North Carolina Bill creating Modern Family Legislative Study Commission and presented first testimony. Senior chapter author **Sourcebook**, Boss, Doherty et. al. (eds.); member, Family Policy, Research and Theory,

International and Family and Health. 4) ASA, Groves, SCFR, AAAS, Fulbright Alumni Association. 5) Understanding and fostering families is our mission. Our leaders must actively nurture NCFR and enhance membership. Current and potential members are united in valuing families, but are compositionally varied: gender, race, topical interests, employment and creed. Strength in diversity requires building cross-cutting linkages. Family policy in government, business and NPO's is one bridge. Another is cross-cutting convention programming: Guiding implementation of research findings such as "What research says for family practice"; "Helping states improve family and health education"; "Making health policy 'Family Friendly'"; raising family research funding priority, "Should NCFR have a family policy?"; "Ethical responsibilities: Social commitment vs. Do no harm."

### Patricia M. Wilson, Ph.D.

1) Assistant Professor, Family Resources and Human Development, AZ State University. 2) -- 3) Membership Committee; Co-chair, Fundraising Committee, Ethnic Minorities Section; Secretary/Treasurer, Ethnic Minorities Section. 4) American Home Economics Association; Secretary, Graduate Commission; Society for Research on Adolescents. 5) The charge of the nominating committee is an awesome one. Selecting a slate of equally competent leaders for the organization is only the beginning of that charge. Along with it come the inherent responsibility for the course charted by these leaders. As a member of the nominating committee, I intend to act responsibly in recommending leaders who are representative of the diversity that exists in NCFR. Leaders who are futuristic, insightful, flexible in dealing with the issues and challenges they will face, and have a strong commitment to making NCFR an organization that counts.

### Student/New Prof Rep-Elect 1993-94



Fravel



Solheim

### Deborah Lewis Fravel

1) Doctoral student in Department of Family Social Science, University of MN; Project Manager, MN/TX Adoption Research Project (Twin Cities site). 2) Social Science Research Associate, Office of Institutional Research, University of NC at Greensboro. 3) Member NCFR; Research and Theory Section; Family Life Education; Student/New Professional; Adoption focus group; Human Development in Family context focus group; Member MCFR (Minnesota). 4) Kappa Omicron Nu; American Home Economics Association. 5) My overarching goal is to facilitate the professional development of Student/New Professional members. I envision this occurring in parallel courses which would strengthen the links within the S/NP section while at the same time strengthening the links between the S/NP section and the greater NCFR organization. Within the S/NP section, these links may be addressed by organizing students and new professional units at various universities and other

locations to establish more direct flow of communication from the membership to the S/NP section and its representative, perhaps through appointment or election of local spokespersons. Between the S/NP section and the greater NCFR organization, these links might be addressed by formation of a mentoring network to facilitate professional development, connecting persons with complementary interests and abilities.

### Catherine A. Solheim

1) Assistant Professor, Family and Child Development, Auburn University. 2) Lake County Extension Director, MN Extension Service. 3) NCFR Long-Range Planning Committee; Student/New Professional Rep. to International Section; Research and Theory, International, Feminism and Family Studies Sections; MN, AL, and Southeastern Councils. 4) International Federation for Home Economics; American Home Economics Association; Society for the Psychological Study of Social Issues; American Council on Consumer Issues. 5) Students and new professionals are a vital resource to the NCFR and need to have a voice in making decisions which will affect our futures. Challenges exist, however, in finding our "niche" in the organizational structure. In meeting those challenges, the S/NP contingency has outlined a commendable set of goals. Having had an active part in their formulation, I am committed to work to achieve them in hopes of building a strong foundation for students and new professionals to become involved and committed to the NCFR for their tenure as family professionals.

### Section Elections

#### Family Policy Chair



Monroe



Spakes

### Pamela Monroe

1) Assistant Professor of Family, Child, and Consumer Sciences, LA State University and LSU Agricultural Center. 2) Research Policy Analyst, LA House of Representatives. 3) NCFR Board of Directors (S/NP Rep.; Treasurer); Associate Editor, **Family Relations**; Local Arrangements Co-Chair 1989 Annual Meeting; Public Policy Committee; Reuben Hill Award Committee; Affiliated Councils: Louisiana Council, President; Chair, Legislative Action Committee. 4) Southeastern Council on Family Relations; LA Council on Family Relations; Southwest Social Science Association. 5) I will have two major goals as Family Policy Section chair. First, I will continue the important activities of the section currently underway, including our relationship with the Policy Vice President and the policy committee, our cooperation with the promotion of the Family FAX program, and the effort to compile innovative teaching materials for family policy courses. Second, I will use the high quality teaching and research of our members and the activities of the Section to promote family policy as an important and mainstream part of the discipline of family science.

### Patricia Spakes, Ph.D.

1) Associate Provost for Academic Personnel and Professor, Women's Studies, AZ State University West. 2) Associate Professor of Social Work, University of NC, Greensboro. 3) NCFR Annual Program Meeting Planning Committee; Chair, Demonstration Papers Section, 1984; Proposal reviewer for Feminism and the Family Section. 4) National Women's Studies Association; National Council on Social Work Education; Mental Health Association. 5) I believe the Family Policy section could be the most exciting and visible section. I agreed to this nomination because I believe: 1) the current political climate will move children/family issues high on the national agenda; 2) theory development and research should be strongly linked to policy; 3) this section can provide a forum for communication between sections that will foster such linkages; 4) members of the family policy section have much to contribute to the national debate, and the section could facilitate such contributions. My goal is to build upon the work of the current chair, Dr. Elaine Anderson, involve more members, develop stronger linkages, and help the section fulfill its potential.

#### Family Policy Vice-Chair



Heath



Johnson

### D. Terri Heath, M.S.W., Ph.D.

1) Visiting Assistant Professor, Department of Human Services, University of OR. 2) Graduate Teaching and Administrative Associate, Department of Family Relations and Human Development, The Ohio State University. 3) Board of Directors, Student/New Professional Representative; Report to NCFR Board of Directors on the Impact of the Student Retention Problem on NCFR; Chair of NCFR student Award Committee; Guilford Book Award Committee; Publications Committee; Conference Program Planning Committee; Coordinator of Student Housing; Committee to Select the Nominating Committee; **Family Relations** manuscript reviewer. 4) Editorial Review Board, **Family Science Review**; Northwest Regional Council on Family Relations; Ohio Licensed Professional Counselor; Ohio Licensed Independent Social Worker. 5) The Family Policy Section is in the midst of some exciting and relevant work that I support, and plan to continue. We are collecting, and will be distributing, sample syllabi of innovative policy courses from section members, and we have developed liaisons with other complementary NCFR sections that share our vision of family policy. I believe that the Vice Chair should be a team player in a supportive position to the Chair of Family Policy. After serving with our past section Chair on the NCFR Board, I understand how to assist our new Chair in the provision of strong leadership for 1994-1995.



# **Leonor Boulton Johnson, Ph.D.**

1) Associate Professor of Family Studies, AZ State University. 2) Senior Researcher, Westat; Post-doctoral Fellow at the Family Impact Seminar, Washington, DC. 3) Committee and Section member: Family Policy, Public Policy Standing Committee (1980s), Publication, Nominating, Membership, Marie Peters Award, Reuben Hill Award; NCFR Board of Directors; Chair and Vice Chair, Ethnic Minorities Section; Editor of the Ethnic Minorities Newsletter; Marie Peters Award Recipient; numerous roles a presider and discussant at annual conference sessions; presented numerous conference papers and workshops. 4) U.S. Congressional technical testimony on work-family stress, Select Committee on Children, Youth, and Families (testimony served as a base for the family support amendment to the Crime Bill); Associate Editor **Family Relations and Sex Research**; Lecturer on chair for the National Academy of Science/National Research Council's Ford Foundation Postdoctoral/Dissertation Fellowships for Minorities; P.I. on several national and university grants; published over 20 journal articles and book chapters; books (1993): **Black Families at the Crossroads** (co-authored). 5) Passage of the Family and Medical Leave Act has stimulated renewed hope for passage of other family support legislation. Within this context NCFR is a powerful vehicle for translating personal problems into public policy issues. This translation must be based on sound research and needs of practitioners and educators. Through member networking, informal discussions, conference presentations, and joint activities, the Section can inform members on the proactive potential of their research; encourage conference presentations which facilitate the policy interest priorities of the Public Policy Committee; identify issues reflecting family diversity; and identify national/international family policy models which enhance families.

## **Family Policy Sec/Treas**



Koepke



Wilson

### **Leslie Koepke, Ph.D.**

1) Employed at the University of WI-Stout since 1982; Professor of Family Science in the Human Development, Family Living, Community Educational Services Department; Program Director of the Child Development and Family Life Program; Interim Department Chair of the HDLCES department. 2) same. 3) Member of Family Policy Section since 1988; Chair/Co-Chair of Work and Family Focus Group since 1988. 4) Minnesota Council on Family Relations; Wisconsin Council on Family Relations; Groves Conference on the Family. 5) I would hope that the Family Policy Section will continue to build on its efforts to review and evaluate public and private policy with specific focus on those policies that impact work and family functioning. In general we need to continue to "demystify" policy analysis for educators, for professionals who serve families, and for our students. We need to continue to educate employers,

legislators and other decision-makers about the values (eg. what is a family, what are family functions, what is a healthy family) which undergird policy development and how public and private policy affect, positively or negatively, family functioning.

### **Stephan Wilson**

1) Director of the Research Center for Families and Children and Associate Professor of Family Studies, University of KY. 2) Associate Professor of Family and Child Development, VA Tech at the Northern VA Graduate Center. 3) Co-Chair of the Rural Families Focus Group; Reviewer for NCFR Family Policy, International, and Family Science Sections; Idaho-Montana Organization/Formation Committee for I-MCFR; Secretary/Treasurer of the Idaho-Montana CFR; Program Chair 10th Annual Southeastern CFR; Tennessee State Reorganization Committee for TCFR; Board of Directors Tennessee CFR. 4) American Home Economics Association; Society for Research on Adolescence; Family Resource Coalition; American Association for the Advancement of Science; Association for Women in Development. 5) As the Secretary/Treasurer for the Family Policy Section I would work to facilitate communication and the flow of information among section members, between members and officers, and between our Section and other Sections. I would also carefully steward section resources that are to be managed by the Secretary/Treasurer. I believe that the Family Policy Section provides a unique and important setting to bring together practitioners, policy makers, and scholars. This section most closely carries on the historic mission that brought together those who were originally interested in family relations and that coalesced into the council which came to be known as the National Council on Family Relations. I will work with other section officers to uphold this legacy and to expand our visibility and effectiveness.

## **Family Policy S/NP Rep**



Henderson

### **Tammy Henderson, B.A.**

1) Graduate Student and Research Assistant, LA State University, College of Agriculture (School of Human Ecology). 2) Undergraduate Student; Director of Acadian Residential Hall, LSU, Department of Residential Housing. 3) Ethnic Minority Section Student New/Professional Representative. 4) Family Relations Council of Louisiana; Southeastern Council on Family Relations. 5) I am committed to maximizing individual strengths of students and new professionals across this country. This commitment may be accomplished by incorporating the following: Asking for suggestions; implementing suggestions into actual programs and activities; involving as many people as possible; encouraging mentoring and building professional support networks; finding "vision" for the future of the Family Policy Section and the Student/New Professional Section; and encouraging and supporting "people of color" in becoming family-oriented

professionals. My strengths are being organized, determined and resourceful. I would consider it an honor to represent and support the Family Policy Section. Thank you for your consideration.

### **Amy Lofquist, M.S.**

1) Doctoral student with a teaching and research assistantship in the Department of Human Development and Family Studies, University of NC, Greensboro. Also, holding an intern position at the NC Child Advocacy Institute. 2) Masters student at University of CO-Fort Collins. 3) Student member, NCFR; membership in the Family Policy and Family Enrichment Sections. 4) Colorado Association for Education of Young Children. 5) It is my hope to represent students and young professionals by working in conjunction with the chair in determining the needs of members and helping to meet those needs. The number of policy relevant sessions at the 1992 NCFR conference was encouraging. I would assist in continuing this trend. To promote the interest and efforts of students it would be my goal, via the section newsletter, to create greater awareness of the link between research and policy and the opportunities (and need) for interaction with those that work directly in public policy, and to encourage greater student participation in conferences and newsletters.

## **Fem/Family Studies Chair**



Allen

### **Katherine Allen, CFLE**

1) Associate Professor, Family and Child Development, VA Polytechnic Institute and State University, Blacksburg, VA. 2) Associate Professor, Family Sciences, TX Woman's University, Denton. 3) Feminism and Family Studies Section Vice-Chair; Awards Committee Chair; Newsletter Editor; Jessie Bernard Endowment Committee; Mentoring Program Member; Qualitative Family Research Network Treasurer and Co-Chair; Reuben Hill Award Committee; Theory Construction and Research Methodology Workshop; **Family Relations** Editorial Board; **Journal of Marriage and the Family** Reviewer; Certified Family Life Educator; Student/New Professional Representative to NCFR Board; 1984 NCFR Student of the Year Award; Coordinator of Student Volunteers 1985 NCFR Annual Meeting; Past member of NCFR Nominating, Fundraising, Publications, Program, and Membership Committees; Section Member of Feminism and Family Studies, Research and Theory, and Ethnic Minorities; Texas Council on Family Relations Program Vice-President, Secretary, Student Award Committee Chair; Member, Southeastern Council on Family Relations. 4) Gerontological Society of America; Groves Conference on Marriage and the Family; National Women's Studies Association; Southeastern Women's Studies Association; Virginia Tech Women's Studies Advisory Committee. 5) Our section brings together family scholars and practitioners committed to feminist goals of generating new knowledge that is sensitive to the lived experience of women and their families and promoting programs that lead to equitable social

change. As chair, I would build on the enthusiasm and accomplishments of our section by coordinating conference programs in which we share our work in curricular transformation and sponsor lectures with other sections that link our interests in feminist theory, research, and practice. I will work with section members to develop concrete proposals for enhancing recognition and publication of feminist family scholarship.

## **Fem/Family Studies Vice-Chair**



Baber



Leslie

### **Kristine Baber**

1) Associate Professor of Family Studies, University of NH. 2) Assistant Professor of Family Studies, University of NH. 3) Feminism and Family Studies Section, Newsletter Editor; Education and Enrichment, Research and Theory, International, Family Policy Sections. 4) American Psychological Association; The Society for the Scientific Study of Sex; National Women's Studies Association. 5) I have been a member of the Feminism and Family Studies Section since its inception and am committed to working collaboratively to maintain its strength and vitality. I will work actively to facilitate the integration of feminist perspectives into theory, teaching, research, and applied work with families; advocate for the inclusion of women in all aspects of NCFR; and encourage and support the research and professional development of students and new professionals. My goal is to help make the section an active and effective network and support system for all NCFR members with an interest in feminism, women, and their families.

### **Leigh A. Leslie, Ph.D.**

1) Associate Professor, Department of Family Studies, University of MD. 2) Assistant Professor, Department of Counseling Psychology, Fordham University, Fordham, NY. 3) Coordinator of Mentoring Program, Feminism and Family Studies Section; Advisory Committee, Family Theory Section; Nominating Committee, Feminism and Family Studies Section; Membership committee, NCFR; Treasurer, District of Columbia Council on Family Relations. 4) American Association for Marriage and Family Therapy; American Psychological Association; International Society for the Study of Personal Relationships. 5) Since its inception the Feminism and Family Studies section has set as its goals the promotion of feminist scholarship, the development of beginning scholars, and the facilitation of networking among feminists in the family studies field. Programs such as the "Outstanding Proposal by a Graduate Student or New Professional" and the "Mentoring Program" have translated these goals into reality. I believe that the goals of the section are on target and as Vice Chair I would pursue them through both the continuation of existing programs and development of new programs. In addition, I believe efforts should be made to expand the diversity of the membership of the section and to more fully incorporate the perspectives of, and encourage participation by, minority members.



**Fem/Family Studies  
Sec/Treas**



Crosbie-Burnett



Perry-Jenkins

**Margaret Crosbie-Burnett, Ph.D.**

1) Associate Professor of Counseling Psychology, Department of Educational and Psychological Studies, University of Miami. 2) Associate Professor of counseling Psychology, University of WI-Madison. 3) 1993 Chair of Pre-Conference Workshop on Theory Construction and Research Methods; Associate Editor and Guest Co-Editor for two special issues, **Family Relations**; Co-Chair, Focus Group on Remarriage and Stepfamilies. 4) American Psychological Association; American Counseling Association; American Association for Applied and Preventive Psychology; Groves Conference on Marriage and the Family; Teaching Family Science Network. 5) I would be honored to be an officer in the Feminism and Family Studies Section. I have been an active member ever since those exciting early days when we strategized how to become a section. My goals as treasurer include ideas for a fund-raiser that would also honor our mothers and mother-figures, many of whom have remained unsung heroes. My goals as secretary would be not only to carefully fulfill the responsibilities of recording the activities of the section and communicating among ourselves and with other groups, but also to be sensitive and pro-active in communicating the importance of a feminist perspective in family studies.

**Maureen Perry-Jenkins, Ph.D.**

1) Assistant Professor of Family Studies, University of IL, Champaign-Urbana. 2)-- 3) Member of Research and Theory Section and Work and Family Focus Group; member of Feminism and Family Studies Section; Student/New Professional Representative for Executive Board of FFS; NCFR Student of the Year Award, 1987. 4) Society for Research in Child Development; International Society for the Study of Personal Relationships; Society for Research in Adolescence. 5) The Feminism and Family Studies Section of NCFR has been at the forefront in questioning traditional notions of "the family", with a mission of addressing how issues of gender, class, race, and culture influence family members. As the secretary/treasurer of the FFS Section, I would be a vital part of that mission by keeping the membership apprised of new information both within the section and in relation to the larger organization. More importantly, I would be honored to play a leadership role in our section as we work to integrate a feminist perspective into current research and theory on "the family".

**Fem/Family Studies  
S/NP**



Dwyer



Headlee

**Sharon K. Dwyer**

1) Doctoral Student in Family Studies, VA Tech. 2) Student. 2) Student. 3) NCFR member since 1987; Southeastern Council on Family Relations; Section Member of Feminism and Family Studies, Research and Theory, Education and Enrichment, Family Therapy, Family Policy. 4) International Society for the Study of Personal Relationships; Southeastern Council on Family Relations; American Home Economics Association. 5) Membership in NCFR has provided me the opportunity to find connections with my academic interests, other colleagues, and meet scholars whose works I had only read. In attending sessions on theory and empirical findings, the relationship between research, theory, methodology and application became clearer. The diversity of research, academic pursuits, and practitioners is one of NCFR's strengths and makes membership useful to a broad spectrum of individuals. As S/NP section representative for Feminism and Family Studies I would like to show others the benefits of belonging to such an organization and demonstrate the potential for making their own linkages.

**Karen Headlee**

1) Director, Preston County Family Enrichment Program. 2) Graduate Research Assistant, WV University. 3) 1992 NCFR Seminar; 1991 NCFR Poster Presentation; 1991 SCFR Paper Presentation. 4) NCFR; American Home Economics Association; future plans: Ph.D. in Family Studies. 5) If elected to the position of Feminism and Family Studies Section Student/New Professional Representative, my top priority will be to help other new FFS members feel more at ease by providing information about the conference. I know that as a first time conference attendee, I had many questions on protocol and how to make the best use of my time at the conference. I also wanted to know more information about events such as workshops, focus groups and symposia. After attending 3 professional conferences, I now have the experience and knowledge to feel comfortable participating in the conference. I intend to have an informal information session the first night of the conference for new and experienced members to become acquainted and to share information about the "nuts and bolts" of the conference. I feel my experience of recently being a non-traditional student and now as a new professional in the field will help me to be sensitive to the needs of other new Feminism and Family Studies members.

**Pamela B. Lerner, M.S.**

1) Doctoral student and graduate teaching assistant, Department of Family and Child Development, Auburn University. 2) Graduate research assistant, Department of Family and Child Development, Auburn University. 3) Presenter and presider at NCFR annual conferences; reviewer of Feminism and Family Studies section papers for the NCFR annual conference; AL CFR

Student of the Year Award honorable mention; assisted in the writing, development, and sales of the Feminism and Family Studies Section Teaching Packet; member, Feminism and Family Studies and Research and Theory sections. 4) American Home Economics Association; International Society for the Study of Personal Relationships; American Psychological Association. 5) A major strength of the Feminism and Family Studies Section is the networking and community building among students and developing professionals as well as veteran professionals. I wish to continue to build and nurture this networking through expanding awareness of what feminism is, thereby increasing enrollment, participation, and visibility of the section. Feminist perspectives address issues of vital importance for understanding family relationships while maintaining sensitivity to differences in gender, race, culture, social class, age, and sexuality. As Student/New Professional Representative for this section, I would encourage the use of feminist perspectives in research, teaching, and application.

**Brenda Seery, M.S.**

1) Graduate Student, The PA State University. 2) -- 3) Feminism and Family Studies Section Outstanding Proposal from a Feminist Perspective Award Recipient, 1992. 4) National Women's Studies Association. 5) As a representative for student/new professionals in the Feminism and Family Studies Section, I would strive to familiarize myself with the specific interests/needs of student/new professionals. In addition to serving as an active, informed representative, I would work toward three specific goals: to present feminist research as vital to our understanding of families; to promote funding of feminist scholarship; and to encourage increased feminist activism. This might include (but is not limited to) establishing an E-mail networking system through which we can function as informational, professional, and political allies on issues of importance to women and families.

**Religion/Family Life  
Chair**



Hansen



Norrell

**Gary L. Hansen, Ph.D.**

1) Associate Extension Professor of Sociology, University of KY. 2) Assistant Professor of Sociology, University of Southern MS. 3) NCFR Editorial Board, **Family Relations**; Membership Committee; Secretary/Treasurer, Nominating Committee; Chair, Family Policy Section; Newsletter Editor, Rural Families Focus Group; Treasurer, Board Member, Long-Range Planning Committee Chair Southeastern Council; First Vice-President and President-Elect, Research Committee Chair, Mississippi Council; President, Vice President and Program Chair, Board Member, Louisiana Council. 4) American Sociological Association; Southern Sociological Society; Rural Sociological Society; World Future Society. 5) Our section should provide a means for educators, clergy, therapists, researchers,

and those employed in religious organizations to share their work, ideas, and experiences related to the religion/family interface. Religion has a powerful effect on family life that has not received the attention it deserves in professional family science. If elected chair, I will work to increase the attention it receives within NCFR by organizing conference sessions that meet the needs of our diverse membership; facilitating communication between section members throughout the year; recruiting new members from all of the groups listed above; and strengthening NCFR programs (e.g., CFLE) that are of direct benefit to section members.

**J. Elizabeth Norrell**

1) Visiting Professor, Family, Child and Consumer Sciences, LA State University, Baton Rouge, LA. 2) Associate Professor of Psychology and Sociology, Erskine College, Due West, SC. 3) Student Awards Committee; Religion and Family (RFL) Section charter member, Secretary/Treasurer; Family Science Section organized Small College Network; headed committee on ethics; Affiliated Councils Nominating Committee; Southeastern Council President, Program Chair, Chair of Research Committee; South Carolina Council member of Executive Board, Program Chair. 4) Society for the Scientific Study of Religion; American Sociological Association; American Home Economics Association; Society for Research in Child Development. 5) As a charter member of the RFL section, I remember a strong sense of enthusiasm and affirmation among those present. I would like to continue this tradition, while encouraging more specific research and practice. Specifically, we should consider the reciprocal nature of religion and families, studying not only how families are influenced by religion, but also how changes in family dynamics and structure influence religious institutions. Religious growth and moral development could be considered within the larger context of human development and family life cycles. Finally, I would work to increase our contacts with other professional organizations which study religion.

**Religion/Family Life  
Vice-Chair**



Abbott



Wallach

**Douglas Abbott**

1) Associate Professor of Family and Consumer Science, University of NE-Lincoln. 2) Faculty Instructor in Child Development at the University of WI-Stout. 3) NCFR member for 12 years; membership in various sections including Family Science, Ethnic Minorities, Education and Enrichment, and Religion and Family. 4) American Psychological Association; National Association for the Education of Young Children. 5) Religion plays an important role in many families throughout the world. Its impact is felt from the cradle to the grave. I have a strong commitment to further our understanding of the influence of religious faith and practice on family processes. I am personally involved in

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**Continued  
on Page 30**

religious research and in developing a theoretical framework of religion and the family. As vice chair I will work closely with the chair on promoting our section and on managing the publication of our newsletter.

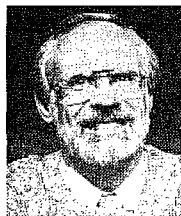
### Harold Wallach

1) Assistant Director, Program Evaluation Human Services Area, U.S. General Accounting Office; also, Assistant Leader, Washington Ethical Society (Leader-minister). 2) Director, Social Research Staff, U.S. Bureau of the Census. 3) Board of Directors; Chair, Public Policy Committee; Chair, Subcommittee to set guidelines for NCFR worship service; Representative to COFO; and Representative to COSSA. 4) American Sociological Association; American Psychological Association; American Public Health Association; American Statistical Association; Association for Canadian Studies in the United States. 5) The vice chair is responsible for supporting the chair, and serves mainly as section newsletter editor. If elected, I will edit the newsletter providing a balance between research and theory regarding religion and family life and applied considerations. In the newsletter, I would highlight recent publications of help to clergy and service providers belonging to the section. For example, a recent handy guidebook (1992) entitled "Linking your congregation with services for older adults", has practical tips for how and where the elderly and/or their adult children can connect with services for older adults.

### Religion/Family Life Sec/Treas



Ferris



Swenson

### Roger Ferris, Ed.D.

1) Pastor, Counselor, Family Life Educator. 2) -- 3) Charter member Religion and Family Life Section; Chair section sessions. 4) -- 5) Supporting the section activities and encouraging the development and presentation of serious research in the field of section interest is a primary goal. Keeping the section membership informed and networking is important.

### Donald Swenson

1) Instructor full time at Mt. Royal College; teach/research in family, divorce, remarriage, family history, religion and the family. 2) Instructor three years, Red Deer College, Red Deer, Alberta. 3) Member of Religion and Family Life and Research and Theory Sections; member, Theory and Methodology Workshop; member, Rural, Remarriage and Stepfamily focus groups; Indiana Council on Family Relations; Northwest Council on Family Relations. 4) Society for the scientific Study of Religion; Canadian Sociology and Anthropology Association; Vanier Study of the Family; Alberta Premier Council in Support of Alberta Families. 5) I have been a member of NCFR since the fall of 1986 and it was then that I started to attend the sessions organized by the Religion and Family Section. I have been a consistent participant in these sessions and have attended, on a regular basis, the business meetings. One of the concerns I had with the sessions was that they did

not seem to reach an adequate level of scholarly perfection. I set myself out to endeavor to do something about it. I organized two symposia on the question of theory and methods in the study of the interface between religion and the family. I also worked as a reviewer for proposed conference papers, acted as a discussant, and was the young professional representative in the section for two years. Finally, I presented a paper in the Theory Construction and Research Methodology Workshop (1992) on a theory of the religion and family connection. If I would be elected, I would continue to strive for increased excellence in the quality of the paper presentations. I would also hope that there would flow from this section some practical applications of the research to assist religious professionals in their care and concern for families.

### Religion/Family Life S/NP



Martin



Tiesel

### Paul Martin, B.S.

1) Family Development Case Manager and Facilitator. 2) University Student Teacher/Homeless Employment Specialist. 3) Three year member; paper presentations two years; NCFR student volunteer two years; paper presentations two years at UCFR (Utah). 4) -- 5) As a three year member of NCFR, presenting a paper two years, and being a Student/New Professional myself, I see a need to have more students and new professionals involved. Professors at the university I attend, strongly encourage student involvement in NCFR. I want to see this happen more in other universities. There is much to be offered by new minds in the field as well as the more mature. If elected, I will use my time and efforts, with the available resources of NCFR to involve many more students in the enriching experiences of membership and conference attendance.

### Judy Tiesel

1) Ph.D. student, Family Social Science, University of MN; research and teaching assistant; clinical intern, Family and Children's Service of Minneapolis. 2) Therapist/Social Worker, Lutheran Social Service. 3) NCFR student member; Religion and Family Life; Research and Theory; Feminism and Family Studies paper presentation, 1992 conference. 4) Student member, AAMFT; member of membership committee, Upper Midwest Association Marriage and Family Therapy (UMAMFT); Kappa Omicron Nu; Psi-Chi. 5) This section had immediate appeal to me because the interface of religion and family life has played a significant part in my involvement from pastor's wife to family professional. One of my goals is to promote membership, both as a reflection of increasing cultural interest in the moral/spiritual, and as entree to NCFR participation for students/new professionals. A second goal revolves around the diversity of life experiences held by this section's members. The potential for mining the wealth of networking resources won't be realized without strategic organization. Third, I believe our conference presentations must bridge practical application with theoretical grounding and scholarly research.

### Research and Theory Chair



Milardo



Rettig

### Robert Milardo

1) Associate Professor of Family Relationships, University of ME. 2) Hofstee Fellow, Netherlands Interdisciplinary Demographic Institute. 3) Associate Editor, *Journal of Marriage and the Family*; Program review, Research and Theory and Feminist Sections; Chair and Treasurer, Maine Council. 4) International Society for the Study of Personal Relationships; American Sociological Association; International Network on Personal Relationships. 5) Most importantly I would support the section's long-standing interest in theory development by expanding the breadth of first-rate scholars who participate in the annual meetings, by encouraging the focus of sessions on theoretical advances, and by extending the reach of family studies scholarship and encouraging collaboration with other like-minded organizations.

### Kathryn Rettig

1) Professor of Family Social Science, University of MN. 2) Assistant Professor, Department of Family and Consumer Economics, University of IL. 3) Paper presentations at the Theory Construction and Research Methodology Workshop and Family Policy, Feminism and Family Studies, and Research and Theory Sections at annual NCFR meetings; Member of Research and Theory Section. 4) American Council on Consumer Interests; American Home Economics Association; Association for Financial Counseling and Planning Education; World Future Society. 5) The research/theory section has a strong tradition of effective leadership that needs to be continued. It will be important that research reports presented at annual meetings include both qualitative and quantitative research methodologies and that the papers have included the practical applications or implications for education, counseling, and family policy. It will also be important to include studies from all of the many disciplines interested in family studies in order to enrich our multidisciplinary perspective. The involvement of members in the activities of the section continues to be an important goal.

### Research and Theory Vice-Chair



Buehler



Demo

### Cheryl Buehler, Ph.D., CFLE

1) Associate Professor of Child and Family Studies, University of TN. 2) -- 3) Member from 1982 to present; Reviewer for Research and Theory conference proposals. 4) American Home Economics Association; Society for Research in Child Development. 5) I would have three goals if elected vice-chair of this section. The first would be to provide as much support as possible to

the section chair. The second would be to encourage NCFR members to build stronger and more clearly defined bridge between theory and research. The third would be to facilitate discussion of creating multiple avenues by which the findings from research can be disseminated to family life educators and therapists in forms that are readily usable in their work.

### David Demo, Ph.D.

1) Associate Professor, Department of Human Development and Family Studies, University of MO-Columbia. 2) Associate Professor, Department of Sociology, VA Tech. 3) Editorial Board, *Journal of Marriage and the Family*; Reuben Hill Award Committee; reviewer, *Family Relations*; member, Research and Theory and Feminism and Family Studies sections. 4) American Sociological Association; Southern Sociological Society; Society for Research on Adolescence. 5) The research and theory section serves a central mission within NCFR. I think one of the section's main objectives should be to encourage and facilitate linkages between research and theory on families and family processes. To accomplish this, I will strongly encourage research using diverse methodological approaches and theoretical perspectives, and I will explore opportunities for different types of presentation and discussion formats at our annual meetings.

### Research and Theory Sec/Treas



Dollahite



Ladewig

### David Dollahite, Ph.D.

1) Assistant Professor, Department of Human Development and Family Studies, The University of NC at Greensboro, and Research Associate, NC Agricultural Research Service. 2) Doctoral Candidate and R.A., Department of Family Social Science, University of MN. 3) Research and Theory Section; Family Science Section; Theory Construction and Research Methodology Workshop; Discussant and presenter for Theory and Methodology Workshop; Member of committee to draft ethical guidelines for family scientists, Family Science Section. 4) American Association for Marriage and Family Therapy; Family Science Association; Editorial Board, *Journal of Family and Economic Issues*. 5) The Secretary/Treasurer is mainly entrusted with the critical responsibility to maintain the records and account for the finances of the section. If elected, I will work to support the R & T section and its leader by keeping complete and accurate minutes of section meetings and business and by careful financial record-keeping and reporting. I will also actively assist the section and its leaders through thoughtful participation in section discussions and decisions.

### Becky Heath Ladewig, Ph.D.

1) Associate Professor and Head, Department of Human Development and Family Studies, The University of AL. 2) -- 3) Editorial Board, *Journal of Marriage and the Family*; Chairman, Time and Place Committee, Southeastern Council; President, Alabama Council. 4) American Home Economics Association Phi Upsilon Omicron, Phi Kappa Phi. 5)

My goal would be to work with other NCFR members to strengthen the organization. I believe that this can best be accomplished by continuing the efforts to make the organization more relevant to the needs of researchers, practitioners, and policymakers. Although NCFR members have a common interest in family relationships, the multidisciplinary nature of the group can help us to generate new approaches to theory-building, research, and dissemination of information—all of which are essential as we seek to improve the lives of individuals and families. I am pleased to have this opportunity to run for office; if elected, I look forward to serving the membership.

#### Research and Theory S/NP



Michaels



Nadeau

#### Marcia Michaels, M.S.

1) Ph.D. student/research assistant, Department of Child and Family Development, University of GA. 2) Masters student/research assistant, AZ State University; Program Manager of community treatment center, AZ Department of Corrections. 3) Member since 1989; member, Family Therapy and Research and Theory Sections; student volunteer at annual conference; research presentations at 1990-92 annual conferences. 4) American, AZ and GA Association for Marriage and Family Therapy; American Psychological Association Division 27, Community Psychology; American Association for Counseling and Development. 5) In light of recent articles in **REPORT** (Mar/Sept, 1992), it is evident that the needs of many student/new professional members are not being met. As the S/NP representative for the T&R section, I would conduct a survey of all S/NP's to further clarify what NCFR is not providing, as well as solicit suggestions that would promote membership stability. Results of this study would be used to generate a plan to meet membership needs. In addition, I hope to develop and implement a long range plan which will strengthen the student/new professional's role in NCFR.

#### Janice Winchester Nadeau

1) Doctoral Graduate Student, Family Social Science, University of MN and Licensed Marriage and Family Therapist, Northwest Youth and Family Services, New Brighton, MN. 2) Nursing Faculty, The College of St. Catherine, St. Paul, MN and Co-Investigator, Bereavement Study, St John's Hospital, St. Paul, MN. 3) NCFR member since 1985; Board member; MN Council, Student and Health Rep.; NCFR round table presentation on Family Grief, 1992. 4) American Nurse's Association; American Association of Marriage and Family Therapy; Association for Death Education and Counseling; Sigma Theta Tau, National Honor Society for Nurses; Pi Lambda Theta, National Honor Society for Educators. 5) I am a gregarious synthesizer. I am a Vermonter transplanted to Minnesota, a nurse transplanted to Family Social Science, a quantitative researcher transplanted to qualitative research, an individual therapist transplanted to family therapy,

and I am a graduate student wishing to be transplanted to post doc status. My ideas for making NCFR more welcoming include a buddy system whereby each NCFR novice could be linked with an experienced NCFR member with similar interests, preferably from a different academic and geographic setting. I would work to help members feel more connected to NCFR, whether or not they have a university appointment.

## Series Deals With Lifespan

In 1991, the Institute for Children, Youth, and Families at Michigan State University started a unique new series containing reference and professional works, book-length monographs, and edited volumes. Published by Garland Publishing, the MSU Series is designed to appeal to a wide audience in communities as well as universities.

The MSU Series welcomes volumes addressing a broad range of topics over the lifespan, such as infancy, early childhood, adolescence, parenting, aging, human ecology, diversity, and gender issues. Proposals for books dealing with research and issues arising from cooperative, collaborative relationships between academe and communities, or addressing integration of science and outreach, are specially invited. Proposals from community-based professionals are encouraged.

The Series also looks for volumes with cross-cultural and international perspectives.

For more information, contact the MSU Series, Editorial Office, Institute for Children, Youth, and Families, MI State University, E. Lansing, MI 48824.

## Calendar

June 25-30: "Rapid Social Change and Family," Palanga, Lithuania. Contact: Irena Juozeliuniene, Liudo Giros 102-8, Vilnius 2035, Lithuania; +7 0122 47 15 61.

# Studies Show Leave Less Costly Than Loss

It is three to four times more costly to lose an employee than to provide a parental leave, according to **Parental Leave and Productivity**, a new compilation of studies from the Families and Work Institute released recently. This is the case even when a company's leave policy is far more generous than the 12 weeks of unpaid leave provided for in the Family and Medical Leave Act of 1993.

The Families and Work Institute is an independent New York-based research and planning organization.

The new compilation, which includes research from some of the most respected experts in the work-family field, reports the experiences of employers already providing leaves. It has been shared with leaders of Congress.

"Now that the law is settled, it is time to get on with implementation and with understanding the ways leaves can be managed and their impact on productivity," said Ellen Galinsky, co-president of the Families and Work Institute.

"It is our hope that this information will help recast the image of parental leave for employers, changing it from a negative issue, unfriendly to business, to one that is constructive and cost-effective to employers and supportive to the growing number of employees who need time off for childbirth and adoption and also want to remain productive," said Galinsky and Dana Friedman, FWI co-president, in the book's introduction.

The book offers rigorously researched, but practical, information for companies as they consider designing or revising their parental leave policies and practices.

In one study, Rebecca Marra and Judith Lindner compare the cost of turnover to the cost of parental leave. In a company with a liberal leave policy and a paid disability benefit, the average cost of leave was 32 percent of annual salary

(28 percent of nonmanagement and 39 percent for management), compared to replacement costs of 75 and 150 percent of salary for nonmanagement and management, respectively. The study also shows that where a generous parental leave policy was in place, 94 percent of leavetakers returned to the company after their leaves, as compared to the more typical retention rate of 85 percent.

A chapter by Graham Staines and Ellen Galinsky uses the supervisors' perspective to explore the behavior of pregnant employees. The authors found that many common assumptions about the handling of pregnancy leave are unfounded. Contrary to belief, most women tell their bosses about their pregnancies in the first three months, allowing ample planning.

Four-fifths of supervisors reported no change in pregnant workers' performance, and three-fourths of the supervisors said the returning new mother was back to full productivity within 15 days. When supervisors reported a problem with leaves or a negative impact on productivity, it was most likely to occur for poor performers, non-management employees and those with health complications, or when a supervisor was not knowledgeable about or supportive of the company's leave policy.

A review of current research by Joseph Pleck, a member of NCFR, focuses on the behavior of fathers and the factors that affect whether or not they take time off after having a child.

The compilation of research concludes with an outline for use by employers by Margaret Meiers and Dana Friedman, in evaluating their current policies, developing new policies and practices, managing leaves, and evaluating the impact of their policies.

For more information contact the Families and Work Institute, 330 Seventh Ave., New York, NY 10001.

#### Position Description Director, McPhaul Children's Programs Department of Child and Family Development College of Family and Consumer Sciences The University of Georgia

**Director: McPhaul Children's Programs, Department of Child and Family Development, The University of Georgia. This is a twelve-month, tenure-track position which will be available July 1, 1993, and no later than September 1, 1993. The successful candidate will hold a doctorate in CFD, ECE, CD or related area, be an experienced Assistant Professor or Associate Professor, possess knowledge of infancy and preschool programs, and exhibit a record and knowledge about securing extramural funds for research, intervention efforts, and/or training programs in these areas. It is expected this person, with the assistance of an Associate Director, will provide leadership in the development of outstanding programs. Other responsibilities include teaching in appropriate areas, and carrying out own scholarly program.**

**Applicants should send a vita, letter of application describing research and teaching interests, samples of scholarship work, and three letters of reference to: Dr. Gene Brody, Department of Child and Family Development, Dawson Hall, College of Family and Consumer Sciences, The University of Georgia, Athens, GA 30606-3622. Review of applicants will start on April 15, 1993, and will continue until the position is filled. The University of Georgia is an Equal Opportunity/Affirmative Action Employer.**



## Mentoring Theme of Book

Kappa Omicron Nu announces the release of an educational module entitled "Mentoring: The Human Touch." The module is based on the theoretical notion of mentoring self-management.

According to President Mary E. Pritchard, "We are proud to introduce this module as a programming thrust for our campus chapters and as a contribution to the literature of the profession. It includes a series of three sequential interactive instructional activities and a variety of models for facilitating mentoring. The Kappa Omicron Nu goals were to facilitate intentional mentoring and to promote the development of human potential within our profession."

The module was written by members experienced in conducting interactive education and mentoring programs: Dorothy I. Mitsufer, Kappa Omicron Nu executive director; Burness Wenberg, dietetics educator, MI State University; and Pauline E. Schatz, educational consultant, formerly of CA State University-Los Angeles.

For more information, contact Kappa Omicron Nu, 4990 Northwind Dr., Suite 140, E. Lansing, MI 48823-5031; phone 517-351-8335; FAX 517-351-8336.

## Calendar

November 6-9: "Gender and Families: Choices, Challenges and Changing Policy," Annapolis, MD. Abstracts by May 15. Sponsor: Committee on Family Research of the International Sociological Association. Contact: Barbara H. Settles, 111 Alison Annex, Dept. of Individual and Family Studies, University of DE, Newark, DE 19716; phone 302-831-2934; FAX 302-831-1038.

June 20-24: International Adolescent Health Week in Israel, second International conference on youth and disability, second European forum on adolescent health, Jerusalem, Israel. Contact: Ortra Ltd., 2 Kaufman St., P.O. Box 50432, Tel Aviv 61500 Israel. Phone 972-3-664825; FAX 972-3-660952.

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## Reminder

May 1 is the deadline for the Spring CFLE review. Call Dawn at 612-781-9331 for details.

## NCFR Membership Application

Name \_\_\_\_\_ Phone: \_\_\_\_\_ Home \_\_\_\_\_ Business ( ) \_\_\_\_\_

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I declare that the information on my membership application is true, and that my educational or career status entitles me to the NCFR membership type I have selected.

Signature \_\_\_\_\_ Date \_\_\_\_\_

**SECTION MEMBERSHIP:** (Cost is \$5 per section; \$3 per section for student members.) It is highly recommended that you choose membership in at least one section.

- |   |  |  |
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| <input type="checkbox"/> Education & Enrichment | <input type="checkbox"/> Ethnic Minorities | <input type="checkbox"/> Family Science            |
| <input type="checkbox"/> Family Policy          | <input type="checkbox"/> Family & Health   | <input type="checkbox"/> Feminism & Family Studies |
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