

REPORT

The family . . . where the future touches now.

Volume 40, Number 2

Boss Elected 1995-96 NCFR President-elect

Pauline G. Boss, Ph.D., a professor in the Dept. of Family Social Science at the University of MN, is NCFR's new president-elect. She will begin her term as president in November, 1996.

Dr. Boss has been chair of the Theory Construction and Research Methodology workshop, coordinator and co-editor of **Family Theory and Methods Sourcebook**, NCFR program vice-president, chair of the Nominating Committee, and vice-chair of the Research and Theory Section.

Besides her active role in NCFR, she has been president of Groves Conference on Marriage and the Family, is a *Fellow Clinical Member* and Supervisor with AAMFT, and a member of the American Psychological Association and the American Sociological Association.

Also elected in the spring balloting were: **Ralph LaRossa Ph.D.**, professor of sociology at GA State University, Program Vice-president-elect; **Shirley M.H. Hanson Ph.D.**, CFLE, professor



Boss



LaRossa



Hanson



Kitson



Myers-Bowman



Brubaker

in the School of Nursing at OR Health Sciences University in Portland, Secretary; Gay C. Kitson Ph.D.,

sociology professor at the University of Akron, Treasurer; and **Karen S. Myers-Bowman Ph.D.**, assistant professor of Child Development and Family Science, ND State University, National Student/New Professional-elect.

Elected chair of the national Nominating Committee was **Timothy H. Brubaker Ph.D.**, professor in Family Studies and Social Work and Director of the Family and Child Studies Center at Miami University in Oxford, OH. Elected as members of the Nominating Committee were: **Gary L. Hansen**, **Gladys Hildreth**, **Irene K. Lee**, **Karen Seccombe**, and **Denise Skinner**.

A total of 618 members voted in the election return—a 14.5 percent return. This compares with 15.7 percent in 1994; 15.4 percent in 1994; 19.3 percent in 1992; 18.4 percent in 1991; and 19 percent in 1990. All national officers will take office at the end of NCFR's annual conference in Portland in November.

New officers in the Section elections (to hold office from 1995-1997) are:

Family Policy--**Leonor Boulton Johnson**, chair; **Leslie Koepke**, vice-chair; **Lisa Hutchens**, secretary/treasurer; and **Hallie P. Duke**, student/new professional representative.

Family Therapy--**Sandra M. Stith**, chair of nominating committee; and **James M. Harper** and **John Williams**, nominating committee members.

Feminism and Family Studies--**Leigh A. Leslie**, chair; **J. Elizabeth Norrell**, vice-chair; **Shelley MacDermid**, secretary/treasurer; **Carmen Knudson-Martin**, newsletter editor; and **Kate Conway-Turner**, student/new professional representative.

International--**John DeFrain**, chair; **Yi-Min Mindy Wang**, vice-chair; **Suzanna D. Smith**, secretary/treasurer; and **Jacki Fitzpatrick**, student/new professional representative.

Religion and Family Life--**Don Swenson**, chair; **Judy Watson Tiesel**, vice-chair; **Suzanne R. Smith**, secretary/treasurer; and **Stephen C. Smith**, student/new professional representative.

Research and Theory--**Alan Booth**, chair; **Michael P. Johnson**, vice-chair; **William S. Aquilino**, secretary/treasurer; and **Jennifer L. Kerpelman**, student/new professional representative.

Family Future, Past Addressed at Conference

"Families: Honoring Our Past, Creating Our Future," the theme of NCFR's 57th annual conference, will be addressed through three plenary sessions in November.

Sonia Sanchez, Temple University, **Lillian Rubin**, University of CA-Berkeley, and **James Gambone**, Points of View, Orono, MN, will present the sessions.

Sanchez will speak Thursday, November 16, on "Listening and Learning From Voices in the Past." She is a poet, mother, activist, professor, and national and international lecturer on black culture and literature, women's liberation, peace, and racial justice. She also is a sponsor of the Women's International League for Peace and Freedom.

She is the author of 13 books, including **Homecoming**; **We a BaddDDD People**; **Love Poems**; **I've Been a Woman**; **New and Selected Poems**; **A Sound Investment and Other Stories**; **Homegirls and Handgrenades**; and **Under a Soprano Sky**.



Sanchez



Rubin



Gambone

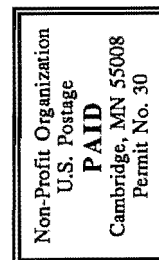
She is a contributing editor to **Black Scholar** and **Journal of African Studies**. Sanchez has edited two anthologies: **We Be Word Sorcerers: 25 Stories by Black Americans** and **360° of Blackness Coming at You**.

She is a recipient of a National Endowment for the Arts, the Lucretia Mott Award for 1984, the Outstanding Arts Award from the Pennsylvania Coalition of 100 Black Women, the Community Service Award from the

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NCFR
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TIME DATED MATERIAL
Please Deliver by June 25, 1995



President's Report

Board Members Discuss Electronic Media

From April 28-30 many NCFR Board members, committees, and three members of the staff (Mary Jo Czaplewski, executive director; Cindy Winter, conference coordinator; and John Pepper, finance manager) met in Portland for the annual spring meetings.

The Local Arrangements Committee (cochaired by Vivian Gedaly-Duff, Shirley Hanson, and Marsha Heims) met on Friday, and is working hard to insure that conference attendees will enjoy the wonderful city of Portland. The Task Force on the Future of Annual Conferences, established by Past-President Harriette McAdoo, met on Saturday to discuss ways to insure that future conferences meet NCFR members' needs. Also on Saturday, the Program Committee, chaired by Program Vice-President Kay Pasley, struggled with the nearly impossible task of making the program attractive with minimal scheduling conflict. With Cindy Winter's help, they have done their best, and the program is full and exciting. On Saturday evening, the Finance and Executive Committees met in preparation for the next day's Board meeting.

In addition to approving minutes and the fiscal 1996 budget, many other actions were taken. Some related to technology. We approved a computer upgrade for headquarters, promising faster service and fewer expenditures to resolve equipment problems. We also approved a subscription to HANDSNET, an Internet main gateway of current research and legislative activity, for our DC representative, Margaret Feldman. This subscription will enable Dr. Feldman to communicate about policy actions quickly and thoroughly to the Public Policy Committee and to NCFR as a whole.

The Board also authorized the establishment of a Task Force on Electronic Technology to investigate (a) limited on-line conference registration for members unable to attend, (b) the establishment of a HOMEPAGE on the World Wide Web, and (c) possible electronic transmission of NCFR publications. The Task Force is already at work to improve access to NCFR's services without major financial expenditures.

The 1996 theme, "Families in Political Context," proposed by Program Vice-President-Elect Shirley Zimmerman, was approved. The Board approved a preconference on advocacy (Family Policy Section) for the next three years, and one on education (Education and Enrichment Section) for the next five years. A post-conference on intergenerational relations by keynote speaker James Gambone was approved for 1995.

The Task Force on the Future of the Annual Conference sent a discussion item related to the passage of Proposition 187 in California last November. Some Task Force members were concerned that NCFR's 1999 meeting in Irvine, CA, implied tacit approval of this Proposition. Given our legal obligations with Hyatt Hotels, no consideration was given to abandoning this meeting. Instead, the Board voted that I should write a letter to Governor Pete Wilson indicating our concern that family members could be denied services because Proposition 187 had passed. The Board asked the Public Policy Committee to evaluate whether NCFR should consider other actions, and recommended that the 1999 annual conference include a forum dealing with the issues raised by this proposition.

Other Board actions dealt with Section and procedural issues. The Board approved the bylaws of three Sections as amended, Families and Health, Feminism and Family Studies, and Research and Theory. The Feminism and Family Studies Section received approval to sell greeting cards at the annual conference to supplement the Jessie Bernard Endowment Fund. The International Section's request was approved to add one line to the NCFR membership renewal form requesting an optional \$1 donation to help supplement the travel of international scholars to annual conferences.

Because of recent problems with the procedures for the Distinguished Services to Families (DSF) Award, the Board approved the possibility of two such awards in November 1995, and has asked current and immediate past members of the DSF Committee to clarify its procedures.

Board members met in small groups to discuss issues related to the potential use of funds earned from the sale of the **Journal of Family History** (brought forward by the Long Range Planning Committee), and to respond to a preliminary draft of the proposal for an Honorary Fellowship Status Program from the Fellowship Task Force. Feedback from these small group discussions has been forwarded to the respective Committee/Task Force. Final proposals are expected in November.

The CFLE Certification Review and Board Finance Committees were asked to draft a plan, including a financial analysis, for a program to approve undergraduate curricula as preparing graduates to apply for certification as Family Life Educators. Also related to the CFLE Program, the Board raised the recertification fee to \$35 for NCFR members and \$65 for nonmembers, and changed the name of emeritus CFLE status to affiliated CFLE status. These changes were designed to minimize confusion and misunderstanding, and help supplement increasing costs for the CFLE program.

The Board defeated a proposal that all restricted accounts (e.g., accounts designated for a specific group or purpose such as a Section) earn interest income in return for a 1.5 percent administrative fee. Although the Board

was sympathetic to the idea of such accounts earning interest, the recent establishment of a number of interest-bearing accounts have tied up an increasing proportion of general fund revenues, calling into question NCFR's ability to meet its daily operational expenditures should such accounts be increased. The Board declared a two-year moratorium on the establishment of restricted accounts. During this period, NCFR will monitor how additional interest-bearing accounts would have affected NCFR's operations budget, and the finance office will show Sections how their budgets would have been affected by conversion to restricted accounts.

Finally, the Board approved an annual stipend of up to \$5,000 to take effect in fiscal 1996 with the new editor of the **Journal of Marriage and the Family** and the to-be-named editor of **Family Relations** in fiscal 1997. NCFR has been fortunate in attracting strong candidates to edit our two journals, but we are increasingly concerned about the withering support for this task offered by the editor's academic home unit. To make it easier for the editors to take on this overwhelming responsibility, the Task Force on the Future of the Journals recommended this stipend.

In providing this information, it is my wish to be open with all members about Board activity, and to insure that individuals who assume positions on the Board in the future have some knowledge of recent actions. If you have questions, comments, or concerns, please contact me at HDFS/Milam 322, Oregon State University, Corvallis OR 97331-5102 (503-737-1083) or via e-mail: walkera@ccmail.orst.edu.

Alexis Walker
1994-95 NCFR President

Letter to the Editor

To the editor:

I am a student NCFR member living in Taiwan. I have been enjoying my membership--reading the excellent publications. I find there is much information directly from NCFR to us as members, but there are real voices to be heard from us to all members of the NCFR family.

I wonder if you can open a letter section in the REPORT to let anyone who has ideas about the articles and related events to express their opinions. That will fit the goals of this outstanding organization--connecting and networking people around the world who promote the welfare of individuals in diverse families.

Ta-Wei Wang
Kaohsiung, Taiwan

(Editor's response: We will be happy to print letters from members on issues pertinent to NCFR and its mission. All

letters must be signed. An address and telephone number must be included, but will not be printed. Please contact Kathy at 612-781-9331, ext. 21, if you have any questions.)

Papers Due

Submissions are invited for the Biennial Meetings of the Society for Research on Adolescence, March 7-10, 1995, in Boston, MA. All submissions must be postmarked by **August 11**.

For more information contact Maryse Richards Ph.D., Society for Research on Adolescence, Loyola University Chicago, Dept. of Psychology, 6525 N. Sheridan Rd., Chicago, IL 60626; 312-508-3007; FAX 312-508-8317.

Contributors

Seven persons contributed donations to NCFR since March. Their generosity aids NCFR in continuing its programs and awards.

Thank you to: **Nelwyn Moore**, San Marcos, TX; **Robert F. Keim**, DeKalb, IL, Ruth Hathaway Jewson Scholarship Fund; **Mrs. Helen G. Westlake**, Wheaton, IL, Ruth Hathaway Jewson Scholarship Fund and Jessie Bernard Fund; **Barbara Settles**, Newark, DE, Marie Peters Fund; **Mary Heltsley**, St. Paul, MN, general fund; and **Marion Hill**, Minneapolis, MN, books in kind.

Persons interested in making contributions to specific or to non-restricted fund accounts should contact Mary Jo Czaplewski, executive director, NCFR, 3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421; 612-781-9331, ext. 17.

REPORT

of The National Council
on Family Relations

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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

58 Applications Received for July Review

Castles, tea, and scones were the backdrop of my trip to Germany and England in March. I spent two exciting and busy weeks with the U.S. Air Force Family Support personnel stationed throughout Europe.

I presented two half-day workshops to a total of 44 Family Support personnel in Germany and England. They represented U.S. Air Force bases throughout Europe. The workshop included the history and development of the field of family life education, NCFR's role in the development of the field and the Certified Family Life Educator program, as well as a thorough review of the CFLE application process. Attendees were given the afternoon to work on their applications in preparation for one-on-one and group meetings the next day. This personal attention proved to be very helpful.

Family Support personnel work with military families on relocation, transition to civilian life, separation, etc. They help family members adjust to life in different countries or cities, handle financial concerns, and provide education on parenting in general as well as the parenting and relationship problems unique to military families. I was impressed with the extensive training required of the Family Support personnel. While not all had college degrees specifically in the family field, the military training they received was very specific to the family issues they deal with daily.

Programs at the U.S. Air Force in Europe (USAFE), said that it is their intention to have all Family Support Personnel in Europe certified by NCFR. Family Support Programs within the U.S. Air Force and Navy in the states have expressed interest in pursuing certification for their personnel as well. Apparently applications from the military will be on-going!

CFLE How-to Session to be Videotaped at 1995 Conference

The workshops and one-on-one sessions held in Germany and England proved to be extremely helpful to people completing the CFLE application. A special information workshop, "How to Complete the CFLE Application" is held each year at the NCFR Conference. However, not everyone is able to attend. Therefore, a videotape of the session scheduled at the conference will be made available for purchase and/or rental. In addition, a special CFLE Application Help Session will be held Saturday, November 18 for those who have already begun work on their application. Members of the Certification Review Committee and I will be available to meet with potential applicants, do a preliminary review of their application, and answer any questions. If you know of anyone who plans to apply for CFLE and will be at the NCFR Conference in Portland, encourage them to begin work on their application now and bring it with them so that they can benefit from the personal attention available in November!

wishing to have their family life education curriculum recognized by NCFR. Many universities and colleges have contacted NCFR about using the CFLE Standards as a guideline when developing and evaluating their undergraduate and graduate programs. Many are looking for some kind of formal recognition by NCFR that their programs include all criteria needed for Provisional certification as a minimum. The plan, as it currently stands, would include recognition of degree programs meeting the CFLE Standards and Criteria. Students graduating from recognized programs would meet all academic requirements for certification and would be approved for Provisional Certification upon graduation.

The Committee's charge is to develop a review process and investigate the logistics and financial implications of carrying out such a plan. A complete proposal to the NCFR Board will be presented for approval at the November, 1995 Board Meeting. To date, Committee members include Dr. Carol Darling, CFLE, and Dr. William Meredith, CFLE, and two additional members. We'll keep you informed about the progress of this exciting possibility!

12 CFLEs approved at May, 1995 Review

In the past there have always been two CFLE Application Reviews each year. Since the May 3 and September 3 deadlines were not always convenient to family life educators working within school settings, the Certification Review Committee voted last November to add two additional reviews. The four yearly deadlines are **March 3, May 3, September 3** and **December 3**. The following were approved as part of the May Review (March deadline).

Bronwyn Bell (Provisional)
Kent State
Kent OH

Jane Bock
The Cosmos Circle
Los Angeles CA

David Brueshoff
Working Parent Resource Center
St. Paul MN

Thom Curtis
Utah State University
Logan UT

Daniel Forbes
University Seventh Day Adventist Church
Orlando FL

Laura Gruntmeir
University of Central OK
Edmond OK

Michele Le Blanc (Provisional)
Morgan City LA

James Ponzetti Jr.
Central Washington University
Ellensburg WA

Elinor Priesman
Family Dynamics Institute
Fairfax VA

Stephen Scheff
Well Being Center
Lancaster CA

Paul Smith
Grant County Commission on Children & Families
Canyon City OR

Paul Spahos
Family Support Program Manager
U. S. Air Force - Germany

Minakshi Tikoo
Kansas State University
Manhattan KS

Margaret Young
Washington State University
Pullman WA
Dawn Cassidy
Director of Certification

ANNOUNCING!

CFLE Annual Application Deadlines

March 3

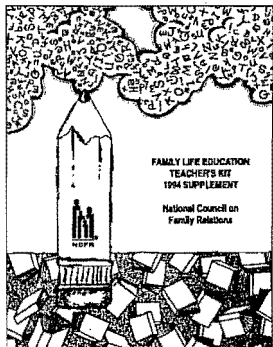
May 3

September 3

December 3

Contact Dawn at
612-781-9331
ext. 21
for more information.

Family Life Education 1994 Teacher's Kit Supplement



The **Family Life Education 1994 Teacher's Kit Supplement** is now available. It consists of 30 lesson plans based upon the ten family life substance areas used as criteria for the Certified Family Life Educator program. The majority of the lesson plans are geared toward high school and undergraduate level students with many graduate level lesson plans as well. The Supplement is meant to be added to the original Family Life Education Teacher's Kit; however, it can also stand alone. The Kit and the Supplement provide family life educators with tested lesson plans that are, for the most part, ready to use. Includes lesson plans, overhead masters, and handouts.

CFLE/NCFR member price \$21.95

plus \$3.00 shipping & handling.*

Non-member price \$24.95 plus \$3.00 ship. & hdlg.

The original **Family Life Education Teacher's Kit** is also available for \$29.95* to CFLE/ members and \$32.95 to non-members. Ask about the special discount if you buy both Kits.

*Orders must include \$3.00 per kit shipping & handling U.S. & \$6.00 per kit non-U.S. U.S. funds drawn on U.S. banks only. 10% discount on 10 or more copies. Please make checks and money orders payable to NCFR. VISA and MasterCard accepted. Canadian residents add 7% GST (123-830-465). MN residents add 6.5% tax. FEI 41-0762436

National Council on Family Relations

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Meetings

July 16-19: **National Council of La Raza** 17th annual conference, "Ideas and Ideals," Dallas, TX. Contact: NCLR Marketing and Special Events Office, 111 19th St., NW, Suite 1000, Washington, DC 20036; 800-560-NCLR or 202-785-1670.

August 3-6: **National Coalition of Education Activists** conference, "Building Alliances for Equity Detracking Schools and Society," MA Institute of Technology, Cambridge. Contact: NCEA, P.O. Box 679, Rhinebeck, NY 12572; 914-876-4580.

September 11-12: **American Association of Retired Persons**, "Empowering Minority Elders: Securing Our Economic Future," Buffalo, NY, Hilton Hotel. Contact: AARP, Minority Affairs National Conference, 601 E St., NW, Washington, DC 20049; 202-434-2460.



Executive Review

Assessing Goal Achievements, Setting Visions

Five short years ago, NCFR went through the arduous process of formalized strategic long range planning and set specific goals for its future. In the process, an important lesson was learned: In a membership organization, goals need to match member needs to attain successful outcomes. Polling one's members is crucial to the success of setting visions.

Today, five years later, it is time to take stock of what changes have been implemented from that plan, and to assess the outcomes against the six values identified by the long range planning committee: **excellence, diversity, integration, continuity, efficiency, and fiscal stability**. What progress has been made in setting NCFR on a course for the future, which has now arrived? What have been the outcomes? As you read this, do you agree with our assessment? Send your comments to us.

Time warp and the dramatic changes occurring in society, government, technology, and economics no longer allow for a leisurely five year plan for most organizations. Rather, three years is becoming the standard of planning. Other terms are also being used--such as visioning and benchmarking. The fact remains, planning is essential. Otherwise, "if you don't know where you are going, how do you know when you have arrived?"

The need to deal with setting priorities in the past year has generated several task forces, viewed in light of the entire organization and where it is going. These task forces are on: The Future of the Journals, The Future of the Annual Conference, Electronic Technology, and Mentoring. In addition, the Long Range Planning Committee is also at work preparing recommendations for NCFR's future.

What follows is a review of the 1990 Strategic Long Range plan, approved by the Board of Directors, later modified and ratified by the membership of NCFR. The results listed are those prepared by NCFR staff based on data analysis. Perceptions are extremely important. Therefore, as you read this, make your own assessment and then e-mail, fax, or call in your reactions.

The Plan in Brief

The perceived strengths of NCFR in 1990 were:

- Diversity and multidisciplinary of members and interests
- Attention to important issues facing families
- Historical credibility
- Collegial member spirit

The perceived weaknesses were:

- Fragile financial health
- Reactive tendency
- Under-represented voices
- Competition among different organizational interests
- Proliferation of initiatives
- Lack of consistency in program focus

Six Over-Arching Values Identified as a Means of Assessing Progress Toward Goals

- A) Excellence - in quality of member services and products
- B) Diversity - acceptance and nurturing of minority voices
- C) Integration - of education, practice, and policy with research goals of NCFR's mission
- D) Continuity - of programs and policies, with the mission of NCFR
- E) Efficiency - of operations and structure
- F) Financial stability and impact - of services and programs on the organizational health

A mission statement was ratified by the entire membership of NCFR in April, 1991:

"The National Council on Family Relations provides a forum for family researchers, educators, and practitioners to share in the development and dissemination of knowledge about families and family relationships, establishes professional standards and works to promote family policies and enhance well being."

The plan itself encompassed NCFR's services and programs to members (journals, annual conference, family resources database, certification of family life educators, public policy outreach, and media awards), the governance structure (board, sections, focus groups, workshops), and staffing.

The table accompanying this article summarizes what has happened in the five years since the plan's ratification and can help us assess the successes or failures of the various components of the plan.

In conclusion, NCFR and its leadership in the past five years can be proud of what has been accomplished from the planning set forth in 1991. As the table on this page shows, much has been accomplished, but challenges remain and new trends and conditions warrant that NCFR again focus on a vision for the future of the association and its members. How should NCFR plan its goals and activities to deal more effectively with global impacts, communication technologies, changing

See Assessment on Page 5

Table I: Assessment of 1991 NCFR Strategic Plan

PROGRAM	PLAN	IMPLEMENTATION
I. JOURNALS JMF FR	*Develop procedures/policies to ensure excellence *Develop marketing plan/hire coordinator	*Editorial search guidelines developed-1991 *Marketing coordinator hired-1992 *Editors policy handbook revised *Manuscripts on disk *Editors stipend-1997
II. OTHER PUBLICATIONS	*Set criteria for adopting new publications *Ongoing monitoring/review procedures	*Publications Committee review procedures-1991 *New series began-1993 *Finance monitoring began-1994
III. INVENTORY OF MARRIAGE AND FAMILY Literature/FRD	*Analysis of online/print versions for continuance or termination *Reduce staff *Cut expenditures	*FRD terminated *Staff terminated *Production leased in 1992-93, NCFR takeover in 1994-95 *IMFL being sold in 1995
IV. CERTIFICATION OF FAMILY LIFE EDUCATORS	*Design and monitor new program *Reduce and phase out staff & old program by 1996 *Continue to verify validity of school curriculum for family life educators	*Phase-out decision reversed by strong membership opposition *Staff time reduced, support from E&E section & new CFLE focus group *Process streamlined 25% growth *New products developed & sold *New members recruited for NCFR
V. PUBLIC POLICY	*Set comprehensive Public Policy plan *Restructure policy role	*Board approved plan for Vice President position *Washington Representative established *Key issues identified *NCFR statement on families ratified *International policy thrust (U.N. & IUFO) *Family FAX established outreach to affiliates *Action Alert published *HANDSNET e-mail, 1995
VI. ANNUAL CONFERENCE	*Develop new formats *Develop new criteria/procedures for selection of papers *Marketing *Streamline committee process	*New call for proposals developed *Abstracts required *Blind review/standard criteria for all developed *New formats (symposia, posters, RUPS added) *Days of meeting cut
VII. MEMBERSHIP	*Restructure/change fees *Discontinue rebates to affiliates *Start SNP section *Increased marketing	*New structure initiated-1994 *Rescinded rebate decision *Rescinded SNP section *Hired Marketing coordinator 1992

Setting the Record Straight on Affirmative Action Effects

by Cedric Herring and Sharon Collins
University of Illinois at Chicago

(Editor's note: The following article has been accepted for publication in the Chicago Tribune. It is printed here with the permission of the authors.)

What would you guess would be the response of the typical American to a public policy that substantially increases the incomes of those from impoverished backgrounds, helps shatter the glass ceiling that women experience, prevents corporations from engaging in socially undesirable and illegal behavior, adds to the productivity of America's work force, and costs the average tax payer virtually nothing? In the case of affirmative action, there is mounting opposition, despite the fact that such initiatives have what most Americans would consider desirable effects.

Affirmative action consists of activities specifically to identify, recruit, promote and/or retain qualified women and members of disadvantaged minority groups in order to overcome the results of past discrimination and to deter employers from engaging in discriminatory practices in the present. Such policies have come under siege for supposedly being unnecessary, unfair, and ineffective in reducing levels of inequality for targeted groups. Some opponents have also challenged affirmative action because it purportedly does little for those who are among the "truly disadvantaged" at the same time that it unfairly stigmatizes qualified

minority candidates who must endure the perception that they were selected or promoted only to fill quotas. Some have derided affirmative action policies as "reverse discrimination," and still others claim that affirmative action is a drag on the resources of employers and the economy. But these claims have little basis in fact.

Many opponents of affirmative action say it is unnecessary because discrimination is only a thing of the past and does not hamper the opportunities of women and people of color in the present. But research by the Fair Employment Council of Greater Washington, the Urban Institute, and the University of Colorado provide clear and convincing evidence of job discrimination in Chicago, Denver, San Diego, and Washington. In these studies, Black, Latino, and white job seekers with exactly matched educational credentials (e.g., degrees, schools attended, fields of study, and GPAs) and labor market relevant characteristics were sent to apply for the same positions. Blacks and Latinos were treated significantly worse than identically matched whites more than 20% of the time. It is clear that discrimination does still exist in the labor market and that it adversely affects minority job seekers in more than one job application in five.

Other opponents of affirmative action say it is ineffective in enhancing the positions of women and people of color. The facts just do not support this notion. EEO-1 reports show that

affirmative action has played a major role in improving the economic position of minorities and women. Firms that promise to employ more minorities and women do actually employ more in subsequent years, but these goals are not being fulfilled with the rigidity of quotas. Minority and female employment have increased much faster at contractor establishments that have affirmative action commitments than in establishments with no such commitments. And according to data from the 1990 General Social Survey, employment by affirmative action firms is associated with higher average incomes for Blacks, Latinos, and women, as the incomes of racial minorities who work for affirmative action employers are more than \$5,300 higher and the incomes of women employed by affirmative action firms are more than \$6,000 higher than those who work for non-affirmative action firms. This is in addition to the fact that racial minorities who work for affirmative action firms have higher occupational statuses and are more likely to hold professional, managerial or technical jobs. So, it is clear that affirmative action has been quite effective in enhancing the positions of women and people of color.

Still, there is the commonly held view that affirmative action helps the wrong women and people of color because it does little for those who are "truly disadvantaged" who lack the resources and skills to compete effectively in the labor market. Contrary to this view, however, is the fact that

those from impoverished backgrounds working for affirmative action employers earn about \$6,100 per year more than people from impoverished backgrounds not currently employed by affirmative action firms.

Some people oppose affirmative action because they think it stigmatizes minorities and women because it leads to the belief that women and people of color are less qualified, less intelligent, or less hard working than white males. But the reality is that when affirmative action brings whites into greater contact with people of color it enables whites to see that people of color are intelligent and hard working. Indeed, it is white men who work where there are no provisions for affirmative action who are the least favorable in their impressions of Blacks' and Latinos' levels of intelligence and work effort.

Many people say affirmative action is "reverse discrimination" because they believe white males suffer economically. But the incomes of white males who work for affirmative action firms are higher than those of white males who do not work for affirmative action companies. Moreover, the incomes of women and racial minorities under affirmative action do not eclipse those of white males (neither those working for affirmative action firms nor those employed by other companies).

Finally, there are those who like to argue that affirmative action is a drag on employers and the economy. But the reality is that affirmative action has decreased discrimination and has had the net benefit for employers of leading to more effective and efficient use of pools of talent that were previously excluded from the labor market. As less discriminatory practices have allowed women and people of color to be reallocated to jobs more suitable to their skills, they have become more productive relative to white males.

Most Americans are well aware that women and people of color have been victims of discrimination. Yet, few are willing to acknowledge the need for affirmative action. This is despite its desirable effects and several additional arguments that could be invoked to justify its existence: (1) the need for compensatory justice for the victims of discrimination; (2) the need to truly equalize opportunity so that genuine merit can be demonstrated; (3) the need for proportional representation so that women's and people of color's collective needs, interests, and sensitivities can be better served; and (4) the need to monitor and guard against current and future discriminatory behavior. From the less lofty perspective of "enlightened self-interest," better minority representation can also enhance marketing savvy vis-a-vis minority consumers, help to pacify minority challenges to the policy decisions of predominantly white male governments or agencies, and in general help to keep a lid on a volatile bubbling cauldron.

If public leaders are sincere in their concerns about helping women and people of color realize equal opportunity, they will need to understand that having the facts about the positive effects of affirmative action is not enough. They will also need the courage to continue pushing for strategies that are effective. Affirmative action appears to be one such strategy.

Assessment from page 4

political climates, shrinking economies, changing values, an increasingly multi-ethnic, aging society?

Some of the task forces mentioned above are already dealing with these

trends, but these must all be viewed in the context of the whole of NCFR as a professional organization existing in the context of a shrinking, changing world. Let us hear from you about your needs and visions for NCFR's future. The

leadership--your elected officers--and staff will focus on setting the pathway to the future.

Mary Jo Czaplewski Ph.D. CFLE
NCFR Executive Director

NCFR STRUCTURAL CHANGES	PLAN	IMPLEMENTAITON
I. BOARD OF DIRECTORS	*Eliminate Membership Vice-President, Pres-elect Association of Councils, SNP representative-elect *Add Secretary to executive committee *Add affirmative action	*Not implemented *Not implemented *Action for Diversity Committee
II. SECTIONS, FOCUS GROUPS, amd WORKSHOPS	*Section policies revised *All focus groups attached to sections *Focus group members pay NCFR/section dues *Section chairs responsible for reporting to board on focus groups including financial accounting/ membership *Procedures for evaluating workshops established *Workshops for Annual Conference submit proposals, financial accounting	*Done in 1991 *Done in 1991 *Partially accomplished *Loosely monitored *Done *Done
III. FINANCIAL STABILITY	*All programs must achieve break-even *NCFR to be financially stable by 1992	*Not accomplished; some deficit programs considered member services *Some assets sold *NCFR posted highest net positive balance in 1991. Since that time has built reserve funds in excess of \$700,000 *Accounting systems integrated *Accounting policies improved *Accounting staff expanded



A Matter of Membership

How Do NCFR Members Fund Conference Fees?

When the NCFR Membership committee met in Minneapolis in November to identify issues we need to face, one question we felt worth focusing on was "Where do members get money to attend the NCFR annual conferences?" The committee directed me to research the answer across the membership and report my findings.

Data collected from the 1992 and 1994 conference evaluations indicate that 62 percent of those responding had 25 percent or less of their conference fees reimbursed by their employers, 7 percent had 26-50 percent reimbursement, 13 percent had 51-75 percent reimbursement, and 18 percent had 76-100 percent reimbursement. It appears that 82 percent of you would like to figure out where you could get more funding.

On Tuesday, May 23, I sat down with my membership directory, prepared to give AT&T a few of my dollars. To meet the stringent requirements of NCFR researchers, I called every 40th member in the directory, with the goal of stopping with 20 responses. Seven hours and 123 phone calls later, I reached my goal of 20 responses. That means 103 of you were not in, had your answering machine on, or have wrong numbers in the directory that have not been changed.

The comments I collected were diverse and, I think, valuable. On the whole, they reflect that universities have tightened their budgets by cutting travel funds. Some members I reached expressed an interest in a broad survey of university travel allotments with the goal of using this information for bargaining purposes. But my calls reached students, at-home moms, retired colleagues, and non-university personnel. I appreciate the input from those members who were near their phones that day. Here is what they had to say.

My question to each member was:
"Where does the money come from for you to attend NCFR?"

Anita Barbee, Louisville, KY
"I go to so many different conferences, I haven't made attending NCFR's meeting a priority. I always pay my own way to any conferences I attend."

Judith Brutz, Des Moines, IA
"I am in solo practice as a marriage and family therapist and barely surviving because of managed health care. It's very tight money these days. I haven't managed to get to NCFR for several years."

Edward Anderson, Texas Tech
"My money comes out of pocket. I have a \$300 per year travel budget. If you're a first author, then the department will pay part of the travel expenses."

Judith Gonyea, Boston University School of Social Work
"Each faculty member is designated \$900 to attend conferences each year and you have the choice where you use it. If you go beyond that, you either use grant

money or pay it yourself. It is a struggle as air fares go up. Attending seems to be related to external factors. We seem to be better off than state schools. But NCFR really handles its conferences well. I particularly like the round table style that mixes practitioners with researchers."

Terry Hatkoff, Cal State Northridge
"I work for a state university that has very little money. I have not attended NCFR meetings and none of the members of my department attend."

Mary Johnson, Salt Lake City, Veterans Administration
"I have to make a choice. I pay my own way so I don't get to NCFR very often."

Robert Keim, Northern Illinois University
"Our university provides 15% reimbursement. If you give a presentation, it's 30% and the college or university will add \$200-300 (including for poster sessions). The university won't pay for state meetings. I don't try to do more than two conferences a year. The department is allotted a given amount from which the 15% is figured."

Dana Luehr, Cloquet, MN
"I have attended state meetings but not national. I am an instructor at a prison. I haven't seen any topics that are of interest to me in my work at the national level but I have at the state level."

Jane Miller, Elliot Lake Secondary School, Ontario, Canada
"I have never attended a meeting and I never will. I am a member only because I get the two journals. It's cheaper to be a member than to subscribe to the two journals separately. That's all I want from the organization."

Joseph Mullen, Human Development & Aging Program, University of CA
"My money comes generally from grants. The university budget is very restrictive. If we write it into the grant, it can cover the whole cost of a conference. That usually covers about one meeting a year. 75-80% of the grant money for this comes from the federal government."

Karen Pyke, Mission Viejo, CA
"The last/first time I attended, it came from my post-doctoral fellowship funds. I had to present in order to get the funds. I really enjoy the meetings. But my advice is to think way ahead of time to get your research work done in time for the proposal deadline for the meeting that comes a year later."

Patricia Matheny Baisden, Manassas, VA
"I have never attended because I don't have the money. If you figure out how to get it, let me know! I am an at-home mom now. I did work for a homeless services agency. But I want to stay current and hope to attend in the future."

Ruth Flexman, Lutheran Community Services, Wilmington, DE
"It depends on what the topics are where the money comes from. If the topic is relevant, then the agency will pay. Otherwise, I pay for it myself. I eat

lightly while I'm there. I went to Philadelphia and one or two other NCFR meetings. To save money, bring something you can eat for breakfast when you're getting dressed. When hotels set up sandwich lines, it's very helpful. The most expensive meetings are in hotels surrounded by hotels."

Naomi Lacy, University of NE at Lincoln
"I am a college graduate student. I don't get funds to go. If I go, I pay. We're allowed one conference a year. I am a sociologist so I go to my professional one. I go where I can get a job. I have never been to NCFR but maybe I'll make it to the Kansas meeting."

Susan Lewis, Nashville, TN
"I was a soft pay the last time I went (in Baltimore). I am a grad student so I'm not affiliated with any place that would pay so it came from my own pocket. Vanderbilt only pays if you're presenting and it's departmental discretion how money is spent. NCFR offers a deal for students if they work some hours at the conference and I recommend that students take advantage of that. It's a neat offering."

Lucy Mabery, Dallas TX
"My job at Dallas Theological Seminary doesn't pay for conferences. My counseling job is contract work so they naturally wouldn't pay. But I travel on weekends and do lectures and conferences so I save that money and that's how I go. I keep that money in a

separate account and I use that money to attend conferences."

Diane Mitchell, Spring TX
"I haven't been to any NCFR meetings because I have too much going on in my life. I get 4 1/2 hours of sleep a night. I am working on an internship, have two small children, am active in church, and I just don't have time to attend."

Jeanne Brown, Haslett, MI
"I am retired now. Colleagues at the university say it is becoming more and more difficult to get money. This is the reason we are having trouble getting people to attend our state conference. We have about 130 members, our mailing list is 212, and our state meeting attendance is about 100. If we have a meeting outside of a major city, we have trouble drawing people. Another organization had to cancel a meeting. This change has just happened in the last three years. We are looking at doing other things besides annual meetings. We have just published the first edition of our journal. It was successful (300 copies sold and a university adoption) and we may concentrate on doing that. We have two more planned, each focusing on a specific topic. We still have some pretty good networking going on. If you put on a conference, you identify a group or maybe two groups and focus the content on them. Give CEU's. You must provide workshops where people get new

See Membership on Page 7

Psychologists Recommend...



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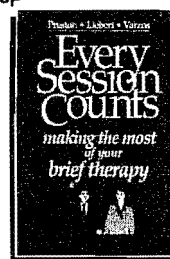
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S/NP Snippets

Conference Tips for SNPs

Students and new professionals can look forward to an exciting conference agenda for the Portland meeting. Many of you will be presenting your work as well as attending sessions, and networking with other family professionals. For those of you who are students, it is important for you to begin to plan now to take advantage of the special offers that the NCFR and the conference hotel have extended to you.

Conference Tips

1) By volunteering eight hours of your time during the conference, you will be refunded your registration fee within two weeks post-conference. Volunteers are needed to assist in areas such as registration, audio-visual set-up, exhibits, and employment services. If you are interested, complete the form that was included in the March 1995 NCFR Report by September 1, 1995 or contact Walter Kawamoto, HDFS, Milam Hall; Oregon State University, Corvallis, OR 97331; Phone: 503-758-0928; email: kawamotw@ucs.orst.edu.

2) Students who would like to decrease the cost of housing for the conference are encouraged to take advantage of the special rates offered by the conference hotel. To do this, follow the procedures outlined on the form 1995 NCFR Student Conference Housing (The form will be included in a special annual conference mailing you will receive in the next few weeks.) You may submit a group of 4 names if you already have a group that wishes to room together. Or you may find roommate(s) by completing the information requested in Parts B and C of the form. I will send this list to everyone who is looking for roommates. It will be up to you to contact others and to determine with whom you wish to room. Once you have identified your roommates, send me the group of names with the \$25 deposit per person.

Membership from Page 6

information, not just a keynote with breakout sessions where an issue is discussed."

Marvin Koller, Munroe Falls, OH
"Being retired, I don't go any more. But in the past, I usually paid my own way. The university would pay if I presented. My advice is to be as active as possible in the field. You get recognition and make your way. Contribute to the field of knowledge and share it with our colleagues."

Irene Lee, Pine Bluff, AR
"I usually pay out of my pocket. Cooperative Extension doesn't pay. But I usually go every year anyway. I have been to maybe say 15. It's part of professional responsibility to be there."
Marilyn Flick
 NCFR Membership Vice-president

1996-1998 Student/New Professional Representative to the Board of Directors

If you are interested in serving on the NCFR Board of Directors as the Student/New Professional Representative-Elect (November 1996-November 1997) and S/NP Representative (November 1998), please contact me and I will send you information about the position. It is a wonderful opportunity to serve the NCFR organization, get to know leaders in the field, and grow professionally. The process involves an application due by October 1, 1995, and an interview at the annual conference in Portland. Two candidates will be nominated to run in the 1996 election.

S/NPs Seek Input on Section Status Possibilities

In the NCFR organizational structure, the S/NP group is not an official Section. As such, students and new professionals do not have to pay dues to belong to the group, but rather are "members" due to either their student or new professional (within 5 years of their last degree) status. We are funded through the benevolence of the Board and given time on the NCFR annual conference program. There is no formal list of members who may be part of our group.

Recently, the idea of becoming a Section has arisen. There seems to be enough interest in this idea to warrant serious consideration. I will be taking an

Meet-a-Member

Hattie C. Fields, CHE, has been a member of NCFR since 1962, joining on the recommendation of an instructor teaching a family living class.

She earned a bachelor of science degree in home economics from Tuskegee University and an M.Ed. degree from National Louis University, and also has completed 45 additional credit hours.



Fields

She retired in June, 1994, from a teaching position with Austin Community Academy in Chicago, IL.

Her involvement in NCFR has been extensive and includes attendance at many NCFR conferences and presentation of the Ethnic Minorities Section Oral History. She has held NCFR membership longer than any other member of the Ethnic Minorities Section.

Fields notes that NCFR kept her "updated on research in the family field" and gave her opportunities to "network with others."

informal poll of S/NP Section Reps as well as NCFR Board members to get input. If anyone can help us develop our advantage/disadvantage list for the decision process, your ideas are very welcome.

1996 Call for Papers

It's not too early to be thinking about submitting an abstract for a paper, poster, or symposium for the 1996 NCFR annual conference to be held in Kansas City. The February 1, 1996 deadline arrives quickly--begin to develop your idea now. The theme for the 1996 conference is "Families in Political Context," and will be chaired by Dr. Shirley Zimmerman, program vice-president. Look for the Call for Abstracts in your 1995 Conference packet or in the December, 1995, NCFR REPORT if you will not attend the Portland meeting.

Sharon Dwyer, S/NP Rep-elect, is

working on some great sessions for the November conference. We'll highlight several S/NP activities planned for Portland in the September NCFR REPORT. Don't forget the housing and registration volunteer deadlines previously mentioned. If we can be of any assistance to you, don't hesitate to contact us.

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Sharon Dwyer
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NCFR Video Tapes

NEW!

National Council on Family Relations (NCFR) offers a collection of 1994 conference events on video cassette.

Only \$39.95* each for NCFR members!

\$49.95* for Non-members

NCFR PRESIDENTIAL ADDRESS

94V10 "American Families: Moving Toward a Multicultural Society," Harriette Pipes McAdoo, Ph.D., Michigan State Univ., East Lansing, MI. How rapidly is the U.S. moving toward a multicultural and demographically diverse society? Those in the family field need to address the implications of this new reality. Alterations are occurring in response to present economic conditions and the movements of persons of color. Demographic changes for each ethnic group of color and reasons for the dramatic increases are presented.

ANTICIPATING THE FUTURE OF MALES IN FAMILIES WORKSHOP

One-day workshop, explores issues such as raising sons to be committed and involved fathers to their children, studying fathers' relationships with children after divorce, and emphasizing the importance of fathers without diminishing the role of single mothers and their effectiveness as parents.

94V1 "Constructing a Future for the Next Generation of Fathers," William J. Doherty

94V2 "The Future of Males in Families: Multidisciplinary Perspectives," Panel and Forum. William J. Doherty, James Levine, Alan Hawkins, Kay Pasley, and Ralph LaRossa.

PLENARY SPEECHES

94V3 "Historical Perspectives on Families and Justice in Distressed Communities," Jacqueline Jones, Ph.D., Truman Prof. of American Civilization, Dept. of History, Brandeis Univ., Waltham, MA.

94V5 "Justice Between Spouses Upon Divorce," Carol Rogerson, LL.M., Assoc. Professor of Law, Univ. of Toronto.

94V7 "Growing Up in a Socially Toxic Environment: Childhood in the 1990s," James Garbarino, Ph.D., Director, Family Life Development Ctr., Cornell Univ., Ithaca, NY.

SPECIAL SESSION

94V6 "Moccasins and Tennis Shoes: Families, Social Justice and Native American Culture," Panel: Jack Weatherford, Debby Stark, Denise Wakefield, and Ada Alden. The panel discusses justice as a cultural value and its institutionalization in the indigenous family behaviors and community structures from the viewpoint of American Indian cultures, specifically in Minnesota.

RESEARCH UPDATES FOR PRACTITIONERS

94V4 "Working With Adolescents in Crisis," Anthony Jurich, Ph.D., Kansas State Univ.

94V8 "Gender Dynamics in Intimate Environments: Feminist Insights for Families," Connie Shehan, Ph.D., Univ of Florida, and Michael Johnson, Ph.D., Penn State Univ.

94V9 "Child Support and Fairness," Judith Seltzer, Ph.D., Univ. of Wisconsin-Madison

For a description of these and the 1993 Conference videos contact NCFR.

*Prices include U.S. postage and handling. Foreign and Canadian orders add \$7.00 per tape shipping and handling. Make checks payable to NCFR. U.S. funds drawn on U.S. banks only. Allow 4-6 weeks for delivery. MN residents add 6.5% sales tax. Canadian orders add 7% GST (123-830-465).

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Spanier Becomes Penn State U President

NCFR former President Graham B. Spanier, 46, Chancellor of the University of Nebraska-Lincoln since 1991, has been elected the 16th President of the Pennsylvania State University. His appointment is effective Sept. 1. He succeeds Joab Thomas, who will retire on Aug. 31 after five years in the office.



Spanier

Spanier earned his B.S. and M.S. degrees at Iowa State University and received his doctorate from Northwestern University, where he was a Woodrow Wilson Fellow and a National Institute of Mental Health Doctoral Fellow.

"We are extraordinarily enthusiastic about our selection," William A. Schreyer, chairman of Penn State's Board, said. "Graham Spanier is regarded as an imaginative and effective leader in higher education. He has the integrity, the energy, and the vision to lead Penn State into the next century. We are just delighted that we persuaded him to dedicate his talents to our University."

"For me, this is a dream come true," Spanier said. "My wife Sandy and I have a special affection and admiration for Penn State and Pennsylvania. The land-grant tradition at Penn State is strong and attractive to us. The opportunity to lead Penn State honors me more than I can say."

During his tenure at Nebraska, Spanier instituted an ambitious agenda that promoted excellence in teaching, growing national competitiveness in research and scholarship, and distinction in the delivery of service programs associated with the University of Nebraska's land-grant mission.

He has been recognized for promoting a campus climate of tolerance and diversity, restructuring general education, expanding distance education, and preparing the University's campuses for information technology in the 21st century. He has promoted shared governance at Nebraska and has developed new management practices in the areas of long-range planning, budgeting, program review, management of indirect costs, and quality improvement. His leadership has extended to the development of comprehensive facility planning, enhancing the campus landscape, improving student services through information technology and customer service and private fund raising.

Prior to accepting the leadership responsibility for the University of Nebraska-Lincoln, Spanier served as provost and vice president for academic affairs at Oregon State University. He also has served as vice provost for undergraduate studies at the State University of New York at Stony Brook and as associate dean for resident instruction in the then College of Human Development at Penn State.

At Penn State, Spanier moved quickly through the professional ranks. Starting as an assistant professor in 1973, he was promoted to associate professor in 1977 and was made full professor in 1981, at the age of 32. His first administrative appointments at Penn State began in 1977, when he was appointed as both professor-in-charge of the undergraduate program in the Division of Individual and Family Studies, College of Human Development, and as divisional professor-in-charge of individual and family studies, serving in those dual posts for two years. In 1979, he was named associate dean for resident instruction in the College of Human Development, which he held until leaving Penn State in 1982.

Spanier's academic appointments have been multidisciplinary throughout his career. At Penn State, his professional appointments were in human development and sociology. At Stony Brook, they were in sociology and psychiatry; at Oregon State, in human development and family studies and sociology. At Nebraska, he is professor of sociology, professor of family and consumer sciences, and professor of family medicine in the College of Medicine.

Spanier holds a number of national leadership positions in higher education, including the Board of Presidents of the Commission on Information Technology of the National Association of State Universities and Land Grant Colleges,

the Commission on Women of the American Council on Education, the NCAA Presidents Commission, and the Joint Commission on Accountability Reporting. He has been President of the National Council on Family Relations, has chaired the American Sociological Association Family Section, is a clinical member and fellow of the American Association for Marriage and Family Therapy, and has served as Chairman of the Board of Directors of the Christian Children's Fund.

A prolific scholar, Spanier has authored or co-authored 100 publications, including 10 books. His primary areas of teaching and research interest are in marriage and the family, particularly the quality and stability of marriage across the lifespan, family demography, and family policy.

Plenaries from Page 1

National Black Caucus of State Legislators, and the winner of the 1985 American Book Award for **Homegirls and Handgrenades**.

Sanchez has received the Governor's Award for Excellence in the Humanities for 1988, the Peace and Freedom Award from Women International League for Peace and Freedom, and a Pew Fellowship in the Arts for 1992-1993.

She has lectured at over 500 universities and colleges in the U.S. and has read her poetry in Africa, Cuba, England, the Caribbean, Australia, Nicaragua, the People's Republic of China, Norway, and Canada. She was the first Presidential Fellow at Temple University and holds the Laura Carnell Chair in English at Temple University.

Families on the Fault Line

Rubin will present her address, "Families on the Fault Line," on Friday, November 17. She is the author of **Families on the Fault Line; Erotic Wars: What Happened to the Sexual Revolution?; Quiet Rage: Bernie Goetz in a Time of Madness; Just Friends: The Role of Friendship in Our Lives; Intimate Strangers: Men and Women Together; Women of a Certain Age: The Midlife Search for Self; Worlds of Pain: Life in a Working-Class Family; and Busing & Backlash: White Against White in an Urban School District**.

Rubin earned her bachelor's and master's degrees and a Ph.D. in sociology from the University of CA-

Berkeley and was a post-doctoral intern in clinical psychology with the Dept. of Psychiatry, Cowell Memorial Hospital, University of CA-Berkeley.

She has been a research sociologist with the Institute for the Study of Social Change at Berkeley, and has been a visiting professor at several universities, including University of OK-Norman, Queens College, and the University of Utrecht in Holland.

She has been principal investigator on three NIMH grants, has published extensively, and presented at numerous conferences and symposia. Besides her membership in NCFR, she is a member of the American Sociological Association, Sociologists for Women in Society, American Orthopsychiatric Association, and the CA Association of Marriage and Family Therapists.

Intergenerational Perspective

Gambone will be presenting "The Intergenerational Perspective: A New Paradigm for Healthy Families," on Saturday, November 18.

He holds a Ph.D. in bilingual-bicultural education from the University of New Mexico. He is senior partner and executive producer of Points of View, Inc., Orono, MN, a full service film and television, marketing, and strategic consulting firm.

In 1982, he produced "Families at Risk," a four-hour national grassroots teleconference aimed at Vietnam veterans

and their families. He consulted in the development of a nationwide video teleconference on school-business partnerships for the National Community Education Association.

In 1985, he was executive producer of "Youth Link '85," the first statewide youth teleconference in Minnesota. It involved over 200,000 youth and aired on six public television stations in the state. Since 1985, Gambone has produced 12 major teleconferences.

His early award-winning film and video work includes a documentary on Agent Orange, narrated by Martin Sheen, and other documentaries on rural poverty, creating the future in rural communities, national land stewardship, and group homes for the developmentally disabled.

Gambone currently is consulting with organizations nationwide to implement an intergenerational perspective in their activities. Along with a colleague, he has developed an "Intergenerational Dialogue Tool," which is currently being used in child abuse prevention programs, disaster relief, family and community violence prevention, and with the national Concord Coalition around reducing the federal deficit.

He was also the international coordinator for a 1994 United Nations' sponsored conference on intergenerational caring and cooperation.

Coming soon from NCFR!

July 1995

Understanding Partner Violence: Prevalence, Causes, Consequences, and Solutions

Families in Focus Series Volume 2
Sandra Stith and Murray Straus edit this review of 22 family violence research articles published in **Journal of Marriage and the Family** and **Family Relations** and new articles by commissioned authors. Price: TBA.

July 1995

Parents and Adolescents in Changing Families

Families in Focus Series Volume 3
David Demo and Anne-Marie Ambert present and critique research on adolescents and families published since 1990 in **JMF** and **FR**. Price: TBA.

October 1995

Family Relations Special Issue
explores recent innovations in applied family scholarship through 17 commissioned articles covering education, psychotherapy, programs, policy, assessment, and training of family professionals. Price: \$17.00.

November 1995

Journal of Marriage and the Family
focuses on a collection of family research methodologies including: evaluating qualitative research, investigating sampling strategies, analyzing paired data, assessing longitudinal change, and measurement issues. Price: \$19.00

Also Coming in 1995

Vision 2010: Families and Violence
Edited by Richard Gelles
The third book in the 2010 series. Price: \$12.95 for NCFR members and \$14.95 for Non-members.



NCFR

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Meeting the Needs of Participants with Disabilities

by Jacqueline Haessly, MS. Ed.

(Editor's note: This is the sixth article in a series about diversity.)

When I was a child, we lived near a small playground, where children from the surrounding area gathered daily during the summer for a variety of children's games and other activities. One girl about my age (9-10) lived two blocks away. She was deaf, and also could not speak. She made vocal sounds which were difficult to understand, and lots of kids at the playground teased or taunted her. My mom had taught us that it was not nice to make fun of people just because they were different from us or from other kids. So we didn't.

What my mom hadn't taught us was how to be her friend, so we didn't do that, either. Oh, she was occasionally included in group games, but she wasn't invited to birthday parties or other activities at any of our homes. I was careful not to tease or torment her, but I didn't go out of my way to include her in our games, probably because I was sensitive to the taunts that might have been directed toward me if I had done more to welcome her into our play. I had no model to show me how to do so.

I suggest that we were both poorer for this lack of interaction and friendship, because neither of us got to know the other (or another dimension of ourselves) and to appreciate each other's gifts.

What, you might wonder, does this story have to do with organizations such as the National Council on Family Relations (NCFR)? The Americans' with Disabilities Act of 1994 (ADA) brings to the forefront issues of accessibility and

alerts us to steps businesses and organizations must take to comply with the law. But, we might ask, does an organization such as NCFR move beyond meeting just the letter of the law?

How does a national organization invite people with disabilities to its party? How does it integrate them more fully into its professional organization? What can we at NCFR do to address both the letter and the spirit of the law? What steps can we take to examine our own attitudes, as well as our policies, practices and procedures to see how welcoming we are as a national organization as we address this important topic?

Five Key Elements

Five key elements express this welcoming: **awareness, attitude, accommodation, affirmation, and appreciation.** The first two, **awareness and attitude**, serve as a guide to how well we, as individuals and as an organization, will be able to address the other three. Together, these five elements allow us to real-ize (to make real) the full meaning behind the word "accessible". Given full expression, each will assure that we and our organization will be stronger because we have reached out to include those whose voices may be different from our own, but whose gifts enrich us all.

We begin with an examination of our level of **Awareness** about people with differing abilities who are current or potential members of NCFR. Professional people with disabilities educate, make policy, research, and do family counseling and therapy. Some have disabilities which are obvious: we use aids to improve sight or hearing, or braces, canes, walkers, wheelchairs or

scooters to increase mobility. Some exhibit impaired speech or physical movements. Others have less obvious disabilities: a diagnosis of cancer, a heart condition, or dyslexia. People with these--and other--conditions bring their personal and professional strengths to the family field.

We may know members with disabilities, but what is our **attitude** toward them? How well do we know them? How do we respond to them? Awareness of our own attitudes and behavior is key to our acceptance of people with disabilities within the organization. Just as issues of sexism, racism, and homophobia need be addressed openly within a national organization, so to, must issues surrounding disability phobia, including the fear of being with people who have a disability, the fear of becoming disabled ourselves, and even the fear that was manifested in my own childhood--fear of being rejected by association.

Our attitude also informs our behavior. Just as none of us would think to walk up to a stranger and ask that person why they wear glasses, so **should we refrain from asking people about their medical and physical condition** unless we have first established a relationship with the person which allows for conversation on such a personal level. Nor, at a professional conference, would we engage in conversation about their glasses and neglect to engage in conversation about the theme of the conference or our professional work. To do so would be considered not only rude, but unprofessional as well.

One hearing impaired psychologist who himself works with hearing impaired populations, suggests that even professional people sometimes seem to forget that someone with a disability is still a person. He adds that, at times, even professionals speak for the disabled. They may be well-intentioned, but in the process, do a disservice to them.

People with disabilities not only have problems, fears, needs and wants associated with their disability; just like all other people, they also have great strengths and bring a variety of talents to an organization. It is our task to discover and support the development of these talents and use them for the benefit of the organization. We accomplish this by expanding our own level of awareness and developing an attitude of acceptance and care.

* Think about current members of NCFR who have some disability. How well do you know any of them? How can you reach out to include them in the work of the organization?

* Think about potential members--those with whom you work, or those in professional organizations whose membership is composed of people with specific disabilities--such as hearing impaired, or dyslexic. Let them know that NCFR has a place for them in its organization. Then, be sure it does!

* Greet persons with disabilities, and invite them to participate in your conversations and committee activities,

as you would any other member of the organization;

* Respect their right to speak in their own behalf;

* Affirm their strengths;

* Lastly, do not be afraid to ask them if they have special accommodation needs that must be met.

Once we have addressed our **awareness** and examined our **attitudes**, it is important to examine how accessible our organization is for those with disabilities. **Accessibility** is assured by meeting **accommodation** needs, as well as by the way in which we, as an organization, express our **affirmation** and **appreciation** of their gifts.

We all recognize that some people with physical or medical disabilities face special **accommodation** needs. It is important, therefore, for conference organizers and meeting planners to consider the needs of people (professional or lay) who might want to attend an event, but who would find it difficult to do so because of lack of accessibility. Together we must make certain that the event can accommodate these special needs.

Fortunately, ADA makes it easier today to do this. Hotels, conference centers and restaurants--the most common places where meetings and conferences are held--are responding to ADA guidelines by installing specially marked parking areas, ramps, doorways, elevators, accessible conference, dining and sleeping rooms, and bathroom facilities. Some also assure access to health centers and swimming pools.

Still, there is a long way to go to assure that the meeting place accommodates the needs of the physically or medically challenged. Organization leaders also need to examine the skills and training of their staff. Are they sensitive to the needs of members and participants with disabilities? Are any of them bilingual in signing so that they can assist hearing impaired participants? The Sidebar identifies steps organizers and members can take to assure accessibility to events. However, getting professional people with disabilities to the organizational meetings is only one issue that we face. Giving them a reason to stay is another.

According to Roget's SuperThesaurus (McCutcheon 1995) **affirmation** means assertion, validation, confirmation. How well does our organization assert its belief in the value all members bring to the organization? How well does it validate the contributions of those members who exhibit special physical or medical needs? Put another way, in what ways can a professional organization bring into the mainstream of its organizational development and program planning those with any number of medical or physical disabilities?

When the Affirmative Action subcommittee of this (and other) organizations meet to discuss inclusivity

See Diversity on Page 12

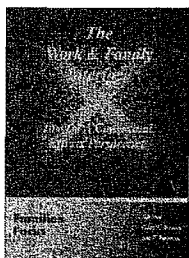
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Conference Comments

How Your Conference Suggestions Are Used

Are my conference suggestions ever considered?

The answer is "YES." Here are some of the channels through which your comments are funneled.

◆ **The written conference evaluations are compiled and scored.** All comments are written verbatim. The evaluations are shared first with the staff at its debriefing meeting.

◆ **You wanted conference information concentrated in one area, and you wanted more information available to you early in the summer. We are mailing a separate flyer about the conference to all NCFR members by the end of June or the first part of July.** This flyer consolidates information from the June and September Newsletters in one spot with an expanded pre-program, hotel reservations, and flight information.

◆ **The written summary of the conference evaluations is sent to the current program committee and the following year's committee, and Board.** The evaluations are considered when they plan the next year's program.

◆ **The Task Force on the Future of NCFR Conferences** has received conference evaluations and report summaries of the past five years. "Focus groups" will meet during this year's conference. Participants will be randomly selected from the attendee roster.

The Future Conference Task Force is carefully considering options in the following areas:

- A. Program Emphasis
 - 1) Role of Sections
 - 2) Role of Program Vice-president
 - 3) Role of Focus Groups
 - 4) Purpose and Design of Evaluation Form
 - 5) Audience
 - 6) Market to Theme and Specialized Audience
 - 7) Designing Program for Diversity (ethnicity, practitioners, researchers)
- B. Formats
 - 1) Balance of Formats
 - 2) Participation by E-mail
 - 3) Video Teleconferencing
- C. Tracks
 - 1) Continuing Education Credits
 - 2) Types of Tracks
- D. Employment Service
- E. Video Festival and Exhibits
- F. Conference Revenue and Expenses
 - 1) Registration Fees
 - 2) Other Sources of Revenue
 - 3) Proceedings
 - 4) Other Conference Expenses
- G. Location of Conferences
- H. Conference Dates

Please feel free to call any of the Task Force Members with ideas and concerns. Please see my column in the December 1994 *Report* for a list of the task force members.

Your suggestions in 1990 during NCFR's Strategic planning were in many ways implemented. Here are some comments on how the Conference has met the goals of Excellence, Diversity, Integration, Efficiency, and Financial Stability.

Mary Jo Czaplewski has summarized these in her column. I want to expand on some of the procedures toward meeting these goals.

Excellence

◆ We improved the quality of the printed program by adding sections on "How to Get More Out of an NCFR Conference." The format was changed to make it easier to read.

◆ New program formats have been added: **Research Updates for Practitioners** were introduced at the 1993 Conference by **William Doherty**, 1993 Program Vice-president, to attract more practitioners to the Conference. You liked them so they are continuing.

◆ Standardized criteria for evaluating program proposals were established for all Sections in 1991. Quality of research base undergirds practitioner information.

Diversity

◆ The number of minority submissions has increased from 5.5% of the total proposals submitted in 1991 to 8.8% in 1995.

◆ The number of Public Policy sessions has increased each year, and includes diversity issues.

◆ The Action for Diversity Committee sponsors an Open Forum on Affirmative Action each year at the Conference.

Integration

◆ The Conference program is refocusing on a balance of practitioners, researchers, and educators. The popular poster sessions, and symposia, created in 1991, continue to be popular.

◆ Submissions from practitioners/educators have increased, while research has remained constant. (See Table)

Efficiency

◆ The program planning process is streamlined. All proposals are sent through the central office for keying and coding before sending out for blind review.

◆ Acceptance and rejection letters are sent to all authors, co-authors, presiders, discussants, and recorders from the central office.

◆ Explicit instructions are sent to presenters, and to the hotel to ensure smooth onsite operations.

Financial Stability

The conference is currently running a balanced budget. This is due to several factors:

Section	% of Total Submissions 1991	% of Total Submissions 1995
Educ. & Enrich.	14.2%	20.8%
Ethnic Minorities	5.5%	8.8%
Family & Health	15.7%	12.0%
Family Policy	10.7%	5.2%
Family Science	2.9%	4.3%
Family Therapy	6.1%	8.6%
Feminism & Family Studies	6.1%	7.9%
International	7.8%	6.0%
Religion & Family Life	2.0%	4.3%
Research & Theory	28.7%	20.9%

◆ Video tapes of the Conference Plenary Sessions, RUPS, and special sessions have been sold since 1993.

◆ Attendance has increased from 996 in 1990 to 1,211 in 1994. This provides a greater revenue base. While several other non-profit associations have experienced a decrease in attendance, NCFR's has increased.

◆ Aggressive Marketing. Materials are more attractive and professional looking and readable while striving to decrease our costs.

◆ Conference flyers have been expanded to include more information, and we have expanded our mailing list base.

Yes, we have made good strides, but we must never be content with our successes. It is necessary to keep striving for excellence, and listening to your suggestions and concerns so that NCFR conferences will continue to be successful.

Cindy Winter, CMP
Conference Coordinator

NATIONAL COUNCIL ON FAMILY RELATIONS



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Program Vice President
B. Kay Pasley,
University of North Carolina - Greensboro

Plenary Speakers
Sonia Sanchez - Temple University
Listening and Learning from Voices in the Past
Lillian Rubin - U. of CA - Berkeley.
Families on the Fault Line
James Gambone - Points of View, Orono, MN
The Intergenerational Perspective: A New Paradigm for Healthy Families

Research Updates for Practitioners
Strengths and Resiliency of Black Families: Implications for Practitioners
Velma McBride Murry, U. of Georgia
Families in Later Life: Dilemmas and Decisions
Vicki Schmall, Consultant, Portland, OR
Family Life Education: What Really Works?
Margaret Arcus, U. of British Columbia

Workshops
November 15 and 16
Theory Construction and Research
Methodology Workshop

November 15
Levels of Family Involvement in Family Life Education, William J. Doherty,
University of Minnesota

Public Policy Advocacy Skills Workshop
November 19

Viewing Social Crisis Through an Intergenerational Prism: A Model for Addressing Individual, Family, and Community Problems, James V. Gambone, Points of View Inc., Orono, MN

Special Event
American Indian Mini-Pow Wow

Portland Committee Ready

Greetings from the great state of Oregon!

The NCFR Local Arrangements committee and the Northwest Council on Family Relations are busy planning and preparing for the 1995 NCFR annual conference. The Portland metropolitan area is situated on the confluence of the Willamette into the mighty Columbia River, and sporting a view of majestic Mt. Hood.

Portland is a busy urban center of nearly 500,000 people. You will find unique shopping, cultural, and scenic opportunities, being only 80 miles from the Pacific Ocean. One of the greatest things about visiting Portland is discovering what is beyond the city. All four points of the compass lead to adventure: Mt. Hood and the Cascade range to the east; the Pacific coast to the west; wine country to the south; and Mount St. Helens to the north.

In order that you enjoy the conference as well as the area, the three co-chairs of the Local Arrangements committee want to acknowledge the assistance of the committee chairs who are now and will be working hard on your behalf over the next several months:

Aphra Katzev and Debra Anderson for child care arrangements and alternative housing; Lorina Evans and

Kathleen Greaves for employment services; Anne Rosenfeld and Tami Cheshire for the Hospitality Room and Local Information; Linda Ladd for local publicity and press coverage; Carol Morgaine and Renee Bruce for reception; Walter Kawamoto and Claudia Hatmaker for student assistance; Maggie Allee for VIP speaker arrangements; Marilyn Flick and Dan Standifer-Steck for the Video Festival; Karen Schumacher and Chris Thurston for liaison for emergencies; and Roger Ferris for audiovisual equipment.

We hope that you will enjoy the conference and our city and its hospitality. Portland's selection of activities is all encompassing, but whatever the experience, it is the Northwestern way of doing things that is appreciated. See you in November! Shirley Hanson, Marsha Heims, and Vivian Gedaly-Duff

WATCH YOUR MAILBOX

A flyer consolidating annual conference information will be mailed in July. It contains:

- ◆ Expanded pre-program schedule
- ◆ Student information (housing and student aide positions)
- ◆ Hotel reservation form
- ◆ Travel information
- ◆ Conference registration form

Policy Advocacy Workshop Set

Plan to come a half-day early to the 1995 NCFR annual conference to attend the Policy Advocacy Skills Workshop co-sponsored by the Family Policy Section, Public Policy Committee, and the Association of Councils.

The inaugural workshop last year was attended by nearly 50 persons, and their responses indicated that the program was exciting and useful.

The workshop is set to begin at 8 a.m., Wednesday, November 15. Participants gain valuable insight and hands-on experience from professionals working at various levels of public policy advocacy. Details will be available in later issues of the REPORT.

For more information contact Dr. Pam Monroe, School of Human Ecology, LA State University, Baton Rouge, LA 70803; 504-388-1731.

NCFR FAX

612-781-9348

NCFR's e-mail Address:

ncfr3989@aol.com

Portland Trivia

Portland, OR, site of NCFR's 1995 annual conference was nearly named Boston, after the hometown of one of its early settlers, but was named after a city in Maine instead, when its native son won a coin toss.

Here are some other Portland facts that may come in handy in a trivia game:

- Saturday Market is the largest continuously operating open-air crafts market in the U.S.
- Powell's City of Books, occupying a entire city block, is the country's largest new and used book store.
- The Port of Portland is home to one of the world's largest floating dry docks, able to handle ships nearly three football fields in length.
- Portland is home to five Fortune 500 companies: Willamette Industries, Louisiana Pacific, Oregon Steel Mills, Pope & Talbot, and Tektronix.
- There is no sales tax in Portland--in fact in the entire state of Oregon.
- Portlandia is the second largest hammered copper statue in the world--the Statue of Liberty is first.
- Portland's International Rose Test Gardens are the oldest in the nation.
- More Asian elephants (26 to date) have been born in Portland than in any other North American city.
- Portland has more movie theaters and restaurants per capita than any other city in the U.S.
- Portland had the first youth symphony in the country.
- Portland has more microbreweries than any other city in the country.
- Portland is home to Mill Ends Park, which at 25 inches, is the world's smallest dedicated park.
- Portland is home to the nation's largest park--5,000 acre Forest Park.
- Portland has 37,000 acres of parks in the metro area.

DEADLINE

for the
next REPORT is
July 10, 1995

Meeting

February 9-10, 1996: **Conference on Parent Education**, fourth annual meeting, University of North TX, Denton, Sponsored by Center for Parent Education. Contact: Dr. Arminta Jacobson, University of North TX, P.O. Box 13857, Denton, TX 76203-6857; 817-565-2432; jacobson@coe.unt.edu

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Future NCFR Conference Dates

◆ **1995 - November 14-19**
Portland Hilton Hotel, Portland, OR

Program Vice-president: **B. Kay Pasley**, Univ. of NC-Greensboro

Theme: *Families: Honoring Our Past, Creating Our Future*

◆ **1996 - November 5-10**
Hyatt Regency Crown Center,
Kansas City, MO

Program Vice-president: **Shirley Zimmerman**, Univ. of MN

◆ **1997 - November 5-10**
Hyatt Regency Crystal City
(Washington, DC)

◆ **1998 - November 12-17**
Hyatt Regency Milwaukee,
Milwaukee, WI

◆ **1999 - November 9-14**
Hyatt Regency Irvine (Los Angeles,
CA)

Diversity from Page 9

and diversity, the question is often raised by someone about the need to "bring in people" who....Recently, people with disabilities have been added to a list that already includes race, gender, age, and professional status.

The initial challenge, therefore, has to do with expanding membership outreach to include those populations currently underrepresented in NCFR--professionals in the family field, such as educators, policy makers, researchers, therapists, practitioners--who are themselves visually impaired, legally blind, hearing impaired, or otherwise differently abled. If they are our colleagues or co-workers, have we invited them to our local gatherings, regional meetings, or the national conference? Have we reached out to those organizations which themselves include professionals with disabilities who also serve families, such as agencies for the visually or hearing impaired, or Centers for Independent Living? Have we assured them (indeed, have we made certain that we can assure them?) that the event will accommodate their special needs?

These are some of the ways that we can affirm our willingness to welcome and include people with disabilities in our organization. But, once we have reached out to include them in our events, how well do we take the next step to involve them in the inner workings of the organization? When they attend our meetings, do we acknowledge their presence and validate their contributions? Have we invited them to serve on a committee, accept nomination to a board, serve as officers? If they accept, how willing are we to expend the additional time and, in some cases costs, associated with meeting the special needs of people with disabilities? More importantly, how willing are we to listen with attentiveness to their ideas, their message, even when their disability makes it difficult for us to understand? How do we "give them a voice"? Have we affirmed and confirmed our belief in their contributions and our commitment to honor them?

Returning to Roget's SuperThesaurus (1995), we learn that **appreciation** means esteem, respect, gratitude, credit, and growth in value. When we examine these words in terms of organizational membership, it suggests a responsibility to do more than just express verbal appreciation for the talents members bring to the organization. It suggests a recognition of the value that members bring, and a commitment to use that value for the mutual benefit of both the member and the organization. With this understanding, we might ask ourselves, how well does our organization recognize the growth in value that members with disabilities bring to the organization, and give credit for their talent? How well does it attempt to share those talents with the wider community?

During the International Inaugural of International Year of the Family, held in Malta in November, 1993, Pedro Zurita, Secretary General for the World Blind Union, who is himself blind, raised an important question. "Why", he wanted the group to consider, "were representatives of international NGOs who represent disabled populations not

included in the planning process for this international event?" Other questions were related. Why was the issue of disability not included in the multiple topics that were addressed by the more than 100 speakers who addressed the full assembly? And, with more than 50 workshop sessions each of the five days, why was only one session devoted to issues of disability? For those raising this question, the concern was that the needs of those with disabilities went unheard in the larger assembly. As one participant stated, "we were hidden in a corner (referring to the physical space assigned for this panel) and left to talk to ourselves."

If our organization wants to be inclusive and welcoming to people with disabilities, then it is essential that we examine our own practices and procedures to see how we ourselves would answer these questions. Do we include those with disabilities to sit at our planning sessions? Do we ask them to contribute their unique insights to the planning process? Do we give them a voice?

The experience of Malta raises another challenge for our consideration. Why, we might ask, were people with obvious disabilities not present on the podium during this five-day event addressing topics that **had no relationship** to disability? What would a blind presenter have said about poverty, family stability, or health care for the homeless? What might a wheel chair bound keynoter have contributed to our knowledge of family law, family consumer patterns, or the effect of pollution on family well-being? What might a hearing impaired person have added to the discourse on teen pregnancy, youth violence, enrichment activities for the elderly, or war and its impact on the family? These are questions which have relevance far beyond Malta's borders. They raise questions regarding organizational practices and procedures in all our communities.

People with disabilities span professions in the family field. Their voices need to be heard. Pedro Zurita leaves us with abundant questions to consider. Has your local or national conference ever scheduled a keynoter who is blind, in a wheel chair, or both; someone who signs their presentation--with a sign language interpreter available for the larger audience who may not be bilingual and therefore may not understand sign language? And have these presenters addressed a fully inclusive audience and not just a disabled audience?

Wise conference organizers and meeting planners know they have to be concerned with more than getting people into buildings. They recognize the need for including them in the decision-making processes of the organization, and also for highlighting their contributions through invitations to serve in visible positions on committees, as board members, officers, workshop and seminar leaders, panelists, and even keynoters. Thus, they will seek to identify those professionals with disabilities who are recognized leaders in their field, and invite them to share their expertise **in their field**, regardless of the disability.

For **full accessibility** to work in any organization, we must work together to

expand our **awareness** of the needs of people with disabilities, examine our **attitudes** and practices which lead to exclusion or inclusion, address issues related to **accommodation** needs, promote the **affirmation** of members by inviting them to participate in the

ongoing work of the organization, and express our **appreciation** for their contributions by choosing them to share their gifts with the wider community. To make accessibility work, it's up to each of us to accept the challenge.

SIDEBAR... Planning for Accessibility

Those responsible for planning meetings and conferences have an important role in assuring that accessibility needs are met. Below are some suggestions to aid meeting planners in this task.

- * Before signing a contract for a meeting or conference location, assure that the building is, indeed, fully accessible in all areas; some hotels and conference centers claim they are accessible, but fail to mention limits to accessibility;

- * Plan for seating arrangements in meeting rooms, and poster displays and message boards to maximize access and visibility for those using mobility aids;

- * Advertise that the building will meet accessibility needs of all in attendance;

- * Send promotional information to family life organizations whose members are differently abled;

- * Provide space on the registration form to address questions regarding a need for accessible accommodations, and ask how can the meeting planners help in meeting those needs;

- * Plan visual displays (such as posters) at a level readable for people seated in wheelchairs;

Those with Hearing and Visual Impairments have additional special needs. To address those needs:

- * include a question on the registration form to ascertain if an interpreter(s) for the hearing

impaired, or notetaker(s) for the visually impaired will be needed;

- * advertise that signing and/or notetaking will be available;

- * arrange for signing and/or notetaking to be available, if needed;

- * provide a visual screen(s) to heighten visibility of an interpreter for a large audience;

While meeting planners have a major responsibility to assure that conferences and meetings are accessible, members also share in the responsibility to address accessibility issues. Members can

- * keep space open near doors in all meeting rooms, to assure safe access to and exit from a room;

- * wait patiently at elevators to assure that those with canes, walkers or wheelchairs (who may even have been waiting there first) can enter or exit the elevator safely;

- * make space at poster, display, and book tables to allow for viewing of materials;

- * ask (but do not assume) to determine if someone needs or wants assistance through doors, in restrooms, or to access elevators.

Addressing these simple points will determine how willing and able we are to integrate people with disabilities into all levels of organizational functions.

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Family Policy Monitor

Policy Agenda Items Proceeding Slowly

The Policy Committee was gratified by the overwhelming support for our ACTION ALERT. Many of you phoned to get additional copies for classes, (Sorry, you have to photocopy), and we hear that many are using the information in their classes and other work.

E-mail Tree

We are unable to produce such a fancy Alert for each NCFR REPORT, but we are working on ways to reach you using new technology. NCFR has appointed a small group to look into the technical opportunities for an NCFR policy E-mail tree. This would resemble a telephone tree with messages going by E-mail from a central place to recipients who would agree to contact others by phone, fax, or personal contact. Look for details at the annual conference in November. We need you if you are willing to help.

Until this is implemented, we urge you to consult the Family Science Network. Already, many of you are on this net, and full information for action is coming from some of the major coalitions in Washington. Please let me know what you do. Reach me at MEFEIDMAN@AOL.COM

From Washington

Action is coming so fast that what is pertinent now will be finished by the time you read this issue. The actions are ominous for programs and funding for family-related research we all value, and the potential for a true revolution exists, which may not be the revolution we all would want.

NCFR Policy Agenda

Welfare is still being discussed in very punitive terms. Senator Moynihan, who wrote the 1988 welfare reforms, makes three main points summarized by the **Washington Post** as: 1. It's foolish to dismantle the existing welfare system if what will replace it will be worse; 2. It's useful not to pretend that reforming welfare is easy, because it isn't; and 3. Any federal proposal that wants to put more welfare recipients to work will have to provide more, not less, money than the current system. Moynihan thinks the necessary funds can be found without adding to the deficit.

Health care is being discussed only in terms of billion dollar cuts (slower growth) to the Medicare/Medicaid system which is predicted to run out of funds by 2002. Some predict that cuts in Medicare will result in "cost shifting" to other insurance programs and possible loss of hospitals in rural areas. The President is urging discussion of Medicare/Medicaid cuts in terms of comprehensive health care reform. Some mention has been made of keeping cuts "progressive" so that the poor will not be hit hardest.

Given the strength of the aging interest groups and the full page ads by hospital and insurance groups already appearing, it is going to be a difficult

battle to make recipients pay more or hospitals take less--perhaps as difficult as it was to counter similar resistance to the President's health care bill last year.

Family Violence: H.R. 4, the Welfare Reform Act, would dismantle the violence reporting act and would put crime prevention into block grants to states.

The National Institutes for Health (NIH) are being targeted for severe cuts as is NSF.

Contract With America

As you probably know by now, by means of very long hours and a speed of voting which precluded rational analysis, the House did vote in the first 100 days on all ten items of the Republican Contract With America.

The positive names given to the various provisions must have been part of the success. Perhaps you remember that welfare reform was called "The Personal Responsibility Act." Among later bills introduced was the "Citizens' Protection from Violent Crime Act of 1995", designed to repeal the ban on deadly assault weapons. Still another is "The Job Creation and Wage Enhancement Act," a regulatory reform act which would increase the amount of time agencies would have to spend conducting cost-benefit and risk assessments of regulations.

Budget Cuts

The House and Senate budgets will have to go to Authorizing and Appropriations committees, Reconciliation committees, and final votes in both House and Senate before bills will be sent to the President. It is a long process which will be proceeding into the fall.

Robert Reichauer, of the Brookings Institute and an advisor to the President, reported that about 50 to 55 percent of the budget problem has been solved. The easy cuts have been made, and the rest will be very difficult and painful. Cuts have been made in defense, to Medicare/Medicaid, and some tax hikes have been enacted against the most wealthy. According to Republican rules, any cuts remaining have to come from discretionary programs since Social Security and defense are off the table, and no tax increases are allowed.

The debate is becoming very partisan. On May 16 the Republicans held a fund raiser in Washington at \$1500 per person and raised \$4.5 million, according to the **Washington Post**. The next day Republican Senators, defending their \$16 million Rescissions Bill, complained that the "special interests" of education (concerned about youth programs and training) and the elderly (who did not want to lose the funds for winter heat for poor people) were not willing to share in the pain of the cuts. The Democrats retorted about the "special interests" who attended the Republican fund raiser.

Compromise in the House is difficult since it has become polarized as the Democrats have become more liberal (more women and blacks) while the GOP has moved more to the right. There is no center remaining. The makeup of the House Budget Committee is an interesting case in point. Of the 24 Republicans, 2 are women. Of the 18 Democrats, 5 are women.

In the Senate, a moderate center still exists which is providing for more thoughtful debate.

Human Capital

The key determinant of a nation's economic strength is the amount invested by that society in the development of the knowledge and skills in its people, the development of human capital. This is the thesis of Gary Becker, professor of Economics and Sociology at the University of Chicago, who won the Nobel Prize in Economic Science for his work. He recently spoke in Washington.

The concept of human capital development is important for analyzing budget cuts now proposed. The Republican emphasis is to cut programs and departments. When you reduce food for children, cut off summer jobs for youth, make it more difficult for students to get college loans, or cut out funds for basic research, you are wasting the opportunity for the society to build the human capital necessary for a strong future. These programs are not "pork". The major proposed Republican increases are for prisons, which certainly do not build human capital unless they provide an educational and training program which would cost money.

White House Conference on Aging

Social Security was started during the Presidency of Franklin Roosevelt. Medicare/Medicaid were passed in 1964 as a result of the 1961 White House Conference on Aging at which seniors expressed their needs and desires. The '71 Conference resulted in the House Committee on Aging and the '81 Conference brought about the Social Security reforms which made 50 percent of Social Security taxable to assure the financial viability of the program.

The '95 Conference (held May 4-6) agenda was mainly to endorse the programs that already exist. Two thousand plus delegates voted on a long list of recommendations. The ten recommendations receiving the most votes included no cuts for Social Security or Medicaid/Medicare, preserving the Older Americans Act, increased funding for Alzheimer research, and financing for Long-Term Care and services. Number 12 in the ranking was "Reforming the Health Care System."

For the first time in White House Conference history, there was a call for greater assistance for grandparents who serve as primary caregivers for their grandchildren. (This is a researchable

topic. There are now said to be 3.5 million such grandparents.)

The delegates believed that any savings from cuts in programs should reduce the debt or go back into the programs and not be used for tax cuts.

75th Anniversary of the Women's Bureau

An exciting two day conference on "Working Women Count: Yesterday, Today, and Tomorrow," was held in Washington to celebrate 75 years of effort to benefit women in their work both in the market place and in the work/family interface. More than 1,000 women, from around the country from all types of groups attended, many of them from unions.

The President and Mrs. Clinton greeted and spoke to the vibrant group at a White House reception on the south lawn which I was thrilled to attend. I was privileged to shake Hillary's hand! Mrs. Clinton's theme was that women "compose" their lives and change the melody as their situation changes.

At the Conference, we heard from Labor Sec. Robert Reich, Women's Bureau Chief Karen Nussbaum (organizer of 9 to 5), and many other notables. Mr. Arnold Hiatt, CEO of Stride Rite, told about his long time (before federally required) commitment to child care, elder and intergenerational care, family and medical leave policies, and health benefits--all of which have benefitted the company's bottom line. He helped organize Businesses for Social Responsibility, now 800 or more companies, and speaks to CEOs to help them understand these benefits to the company as well as to women and families, of having these policies.

Mary Frances Berry, chair of the U.S. Commission on Civil Rights, warned that America should not go back to patriarchy by law, but we should recognize that children are not harmed by being cared for by men. She says our mission should be to emphasize father care, more than child-care.

The final wrap-up included a talk by Ellen Galinski of the Work and Family Institute. Her new book, **Women, the New Providers**, available from the Whirlpool Foundation, Box 405, St. Joseph MI 49085, is a study of family values and work/family interface. Both men and women value their families more than any other potential value. The study seemed to show that the caring agenda is the basic social concern, and a caring community should be defined as success. She called for an end to mean spiritedness.

Elaine Zimmerman of the Conn. Commission on Children, declared we must get over the ambivalence about women in home/work. All women will work out of the home at some point.

See Policy on Page 14

July FR Targets Assessments

The July 1995 issue of **Family Relations** includes a special collection of eight articles on the assessment of couples, marriages, and families.

In their investigation of the construct validity of shortened versions of the Dyadic Adjustment Scale (DAS), Hunsley, Pinsent, Lefebvre, James-Tanner, and Vito found that both the Satisfaction subscale and a seven-item short form show promise as substitutes for the full DAS. Van den Broucke provides evidence from three studies that supports the validity of the Marital Intimacy Questionnaire (MIQ), a self-report questionnaire that assesses marital intimacy.

Larson, Holman, Klein, Busby, Stahmann, and Peterson compare and evaluate five premarital assessment questionnaires (PAQs), providing criteria for practitioners to use in conducting their own evaluations. The five PAQs evaluated are: Facilitating Open Couple Communication, Understanding and Study (FOCCUS); Cleveland Diocese Evaluation for Marriage (CDEM); PREparation for Marriage (PREP-M); The PREmarital Personal and Relationship Evaluation (PREPARE); and the Premarital Inventory Profile (PMIP).

Using a clinical example to highlight its use, White and Tyson-Rawson present the gendergram as a means of assessing the influence of gender within couples and families. Kurdek reports data from a study using the Multiple Determinants of Relationship Commitment Inventory (MDRCI), a new self-report measure designed for use with diverse types of couples. The results show that relationship commitment is determined by multiple factors and that these factors are stable in cohabiting gay, cohabiting lesbian, dating heterosexual, and married heterosexual couples.

Douglass and Douglass describe the development of the Marital Problems Questionnaire (MPQ), a short marital assessment instrument developed from a

behavioral marital therapy perspective. Their results from administering the MPQ, along with two other instruments, to 350 couples suggest that the MPQ "assesses three dimensions of marital behavior and is psychometrically sound."

Bartle and Sabatelli introduce a new instrument, the Behavioral/Emotional Reactivity Index (BERI), which assesses how young adults respond to emotion-evoking situations with their parents. Hawley looks at the Reliable Change Index as a supplemental means of evaluating treatment outcomes in preventive interventions. The author stresses the need for using various means of outcomes assessment.

Issues of **Family Relations** are available from NCFR headquarters (612-781-9331). The journal is edited by Mark Fine at the University of Missouri (314-884-6301; e-mail hdfsfine@mizzou1.missouri.edu).

July 23: **National Parents' Day**, first observance.

August 8-11: **Society for Chaos Theory in Psychology and the Life Sciences** 5th annual international conference, Adelphi University, Garden City, NY. Contact: Jeffrey Goldstein Ph.D., Adelphi University, Garden City, NY 11530; 516-877-4637; FAX 516-877-4607; goldstein@sable.adelphi.edu

September 7-9: **Psychology and Christianity: A Way of Integration**, Moscow, Russia. Organized by Moscow Center of Psychology and Psychotherapy: Christian Perspective on Psychology and Institute of Psychology Russian Academy of Sciences. Contact: Dr. Alexander Makhnach, Moscow Center of Psychology and Psychotherapy, Christian Perspective on Psychology 13, Yaroslavskaya St., 129366 Moscow, Russia; wmah@ipras.msk.su

smoking and suggested that perhaps gun makers could become liable for costs of gun violence. The medical costs of gun violence contribute greatly to the costs of medical care and most of the victims have no insurance.

An Exciting Time Or A Time of Opportunity

Recently, 10 callers, mainly from DC, were given credit for significant help in getting an amendment passed which helped assure U.S. participation in the Beijing Women's Conference. Despite this example to the contrary, decisions are being made by committee chairs here in Washington which affect all Americans, but the legislators are more influenced by people from their district. Your call to your legislator CAN make a difference--witness the 10 callers on the Beijing conference. Please respond when you are called upon.
Margaret Feldman
NCFR Washington representative

Policy from Page 13

Making Changes in Making Guns: A Public Health Approach

This one-day conference was presented by the Trial Lawyers of America and Johns Hopkins Center for Gun Policy and Research. Since we have not had success in stemming the alarming rate of child and youth gun violence by legislation, this conference was to discuss other methods. The call was for a decrease in gun production and an increase in regulations.

New techniques have been invented to make guns inoperable by children or by anyone other than the rightful owner. If techniques exist to make guns safe, but companies do not provide these features, can the company be sued for selling a defective product? Could insurance companies impose surcharges on insurance for those who own guns? The Attorney General from Maryland said they are suing tobacco companies for uncompensated medical costs due to

Job Openings

4-H Youth Development Specialist-Curriculum. Seeking candidates for a tenure-leading, Assistant or Associate Professor position in the Nebraska Cooperative Extension Division to coordinate and provide leadership for 4-H curriculum development. Requires Ph.D. or equivalent in education, curriculum design, or related field; demonstrated effectiveness in multi-disciplinary team building and coordination; documented interpersonal relationship and communication skills. Employment experience in 4-H youth development or other youth programs is desirable. Submit letter of application with current resume and names, addresses and telephone numbers of at least three references postmarked by **July 15, 1995**, (or until a suitable candidate is found) to: Dr. Delwyn Dearborn, State 4-H Program Leader, University of NE-Lincoln, 114 Agricultural Hall, Lincoln, NE 68583-0700. Affirmative Action/Equal Opportunity Employer.

Assistant Professor in Family Resources; Position No. 83343; University of Hawaii at Manoa; CTAHR, Human Resources, full time, months, tenure track; general funds; to begin approximately 1/1/96; pending position clearance and availability of funds. **Duties:** Teach undergraduate courses in Family Resources with emphasis in child and family development, conduct related research and scholarly activities, provide service to the university and community, advise students and contribute to program development. Affiliation with the UHM Center on Family for scholarly activities is available. **Minimum Qualifications:** Doctorate in child and/or family studies human development, psychology or related field; competence in teaching courses in life span, child and/or family development; record of publications and scholarly productivity. **Desirable Qualifications:** Multi-cultural interests; Experience teaching large sections of courses; Ability to attract external funding. **Minimum Annual Salary:** \$42,144, dependent upon qualifications. **To Apply:** Send resume, official transcripts, and letter of application addressing stated qualifications and duties, and have three letters of recommendation sent to: Dr. J.W. Enge chair, Department of Human Resources, University of Hawaii at Manoa, 2515 Campus Road, Miller 110, Honolulu, HI 96822. **Closing Date:** 7/31. **Inquiries:** Tel: 808-956-8105; 808-956-2237. An Equal Opportunity/Affirmative Action Institution.

Meetings

October 6-13: **Professional Training for Teaching the PAIRS Couples Workshop** with Lori Gordon, Corvallis, OR. Contact: PAIRS Foundation, Ltd., 800-477-2477.

NEW!

Initiatives for Families: Research, Policy, Practice, and Education

M. Janice Hogan, Editor

NEW! A collection of recommendations from NCFR's 1994 U.N. International Year of the Family Summer Workshop. Thirteen task forces developed research, policy, practice, and education recommendations for improving the well-being of families.

- Families in Poverty
- Marriage & Committed Relationships
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- Immigrant & Refugee Families
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- Aging in the Family System
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IMFL Sold to NISC

Final details are now being made for the transfer of NCFR's **Inventory of Family Literature** (formerly known as the Family Resources Database) to its new owner, National Information Services Corporation (NISC). This CD-ROM publishing company was founded in 1988 by Fred Dürr, president. The privately held company is dedicated to serving the public with quality products at affordable prices.

NISC produces the CD-Rom version of the "Child Abuse and Neglect" and "Popline" databases, and also the Federal News. NCFR's family studies database and these collections will be complimentary.

NISC will continue to produce the monthly updates of the database for online use on OVID (formerly CD-PLUS Technologies, formerly BRS), and National Standards Association (formerly ETSI). The database will no longer be carried online through DIALOG, now Knight Ridder Information Services.

NCFR will continue to sell hard copies of the IMFL until the inventories are depleted.

For more information on obtaining a

CD-ROM version of the database contact NISC at 410-243-0797. More details will follow in the September issue of REPORT.

Mary Jo Czaplewski

Call for FR Papers

Family Relations is planning to publish a special issue on "Marginalized Families." Deadline for submissions is **September 15**.

Included will be articles addressing applications for family professionals working with marginalized families.

Send four copies of the manuscript and a nonrefundable \$15 check payable to NCFR to: Mark A. Fine Ph.D., Editor, Family Relations, Dept. of Human Development and Family Studies, University of MO, 31 Stanley Hall, Columbia, MO 65211.

Headquarters

612-781-9331

Articles Invited on Family Policy

Results from the 1994 mid-term election suggested that new family policy initiatives and modifications of past legislation would be different than if the Democrats had remained in control of Congress.

Persons are invited to submit articles for a special number of the **Journal of Family Issues**. It will be devoted to a consideration of how party politics affect the formation of family policy both at the initiation and the implementation levels.

Historical as well as contemporary studies of the topic from a variety of perspectives are invited. Topics of interest include a consideration of the process whereby bills incorporating family policy are developed, come to the floor of legislative bodies, and are finally passed as affected by election results, electoral coalitions, party platforms, and interest groups. The way laws are modified due to political considerations in their administration within governmental bureaus at various levels is another relevant area.

Papers should be sent to Joan Aldous, Dept. of Sociology, University of Notre Dame, Notre Dame, IN 46556 by **March 1, 1996**.

Meetings

July 6-13: Professional Training for Teaching the PAIRS Couples Workshops with Lori Gordon, Washington, DC. Contact: PAIRS Foundation, Ltd., 800-477-2477.

July 15-21: National Wellness Conference 20th annual meeting, University of WI-Stevens Point. Contact: National Wellness Institute, 1045 Clark St., Suite 210, P.O. Box 827, Stevens Point, WI 54481-0827; 800-243-8694.

July 10-15: Academy of Family Mediators annual conference, "Reaching for Diversity: Mediation in the 21st Century," Cincinnati, OH. Contact: the Academy at 612-525-8670 or FAX 612-525-8725.

MI Council Publishes New Journal

The Michigan Council on Family Relations recently published its inaugural issue of **Michigan Family Review**. "Living and Dying: Family Decisions" is the topic of the peer-reviewed interdisciplinary journal.

Invited articles by leading scholars and professionals in fields ranging from nursing and medicine to psychology and ethics are featured. Chapters include discussions of family perspectives on death, assisted suicide, critical care, advanced directives, and neonatal intensive care.

Co-editors are Libby Balter Blume, associate professor, University of Detroit Mercy, and Margaret M. Bubolz, associate professor, MI State University.

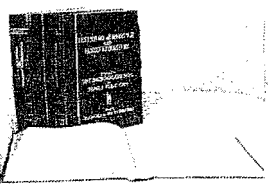
The Review focuses on professional application and scholarly inquiry, and publishes articles and reviews about critical contemporary problems confronting families and those who provide service to them. The articles are succinct statements of issues, research findings, theoretical ideas, or program methodologies that will be useful in practice. Each issue focuses on a separate theme. The second issue will focus on "Families and Violence."

The Editorial Advisory Board includes members from diverse family fields, including family therapy, child development, medicine, nursing, gerontology, psychology, human ecology, social work, and law.

Each issue costs \$15 (\$30 for institutions), plus \$2.50 for postage and handling. Please mail orders and payment to Jeanne Brown, executive director, MI Council on Family Relations, 5832 Beuna Parkway, Haslett, MI 48840.

To receive a call for papers and instructions for authors contact Blume at University of Detroit Mercy, P.O. Box 19900, Detroit, MI 48219; 313-993-6037; FAX 313-993-6397; or BLUMELB@UDMERCY.EDU.

Inventory of Marriage and Family Literature Vol. XX 1993-1994



The Inventory of Marriage and Family Literature is the world's most comprehensive, systematic, and non-evaluative bibliographic listing of valuable research literature in the family social sciences. Volume XX of this continuing series indexes over 2,000 articles from approximately 300 professional journals and a variety of books. Data is collected from Dec. 1993 - Dec. 1994.

Information is cross-referenced by author, subject, and key word in title, in such timely topics as:

AIDS/HIV	Work & Gender Roles	
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Family Therapy	Blended Families	Adolescents
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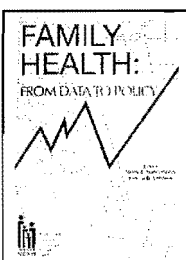
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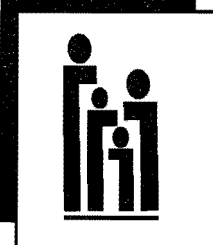
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Federal agencies responsible for providing statistical data for policy debates are ill prepared to provide integrated family health data to policy makers. The offices of Asst. Sec. for Planning & Evaluation and National Center for Health Statistics in the Center for Disease Control & Prevention have formed an interagency collaboration to improve data collection and dissemination.

This book encapsulates the discussion of members of government agencies, family researchers, and policy makers for improving federal statistics on families and health issues. 132 pages.

*Regular price NCFR members \$17.95; Non-members \$21.95. All prices include U.S. postage and handling. Non-U.S. orders must add \$2.00 per item postage. Canadian residents add 7% GST (123-830-465). MN residents add 6.5% sales tax. 10% discount on 10 or more copies. Please make check or money order payable to NCFR. U.S. funds drawn on U.S. banks only. FEI 41-0762436. Special price ends Sept. 30, 1995.

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Section News

Sections Organizing Conference Sessions



Sign up early for the Family

Science Section's workshop and seminar sessions at the 1995 NCFR conference, both of which address important issues for the future of the discipline. On Thursday, Nov. 16, Wes Burr will lead a participatory workshop on "Improving Family Science Theories in the 21st Century", with David Dollahite and Ivan F. Beutler. This will be a working session, and you will want to write for your working papers, as announced in the 1995 NCFR conference program. This innovative meeting will initiate a third stage of systematic theory building in family science by organizing theory building teams into a multi-university project. The usefulness of intellectual ideas for applied interventions is a major focus of this theory-building vision.

A second visionary session on Friday, Nov. 17 will examine two trends in undergraduate education: "Certified Family Life Educator (CFLE) as Provisional Certification" (chaired by James Ponzetti), and "Professional Preparation in Family Services as the Future of Family Science" (presented by David L. Pollock). These two related trends merit simultaneous consideration by members of the Family Science Section. The Education and Enrichment Section, which co-sponsors this seminar, was authorized in April, by the NCFR Board of Directors, to develop a draft plan to utilize the CFLE for provisional certification, thus, this seminar can provide needed input into this plan by NCFR members.

The Section's Saturday paper session, co-sponsored with the Ethnic Minorities and Education and Enrichment Sections, is "A Critical Examination of Parenting Programs and Practices. Also on Saturday, there is a Teaching Round Table, "Literature on Violence in the U.S.: Implications for Family Science Courses".

Please mark the time for the Section meeting: Saturday, Nov. 18 from 7:15 to 8:45 pm. The Ethics Committee will present approved copies of the Section's "Ethical Principles and Guidelines." Also, Kathleen Gilbert, chair of the Section's Publication Committee, will report on the current status of **Family Science Review**. Bob Keim, editor of the Review, has requested that a new editor be selected; please contact Kathy Gilbert with your recommendations or nominations, particularly if you or someone you know has an interest in developing an electronic publication. Finally, please begin thinking about nominations for election of new officers in 1996.

Bernita Quoss, Section Chair
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The spring Board meeting, held in Portland, was a busy, but productive two days, as we gathered together to plan the fall program. Submissions to the **Religion and Family Life Section** continue to be varied, focusing on a wide range of topics that should appeal to both researchers and practitioners. In addition to our regular poster and paper sessions, we are sponsoring several resource exchange round tables, which will focus on teaching spirituality, building community coalitions, and using genograms to reflect on family values.

We are co-sponsoring a paper session with the Families and Health Section on religion and the elderly, considering the implications of religion on physical and mental well-being in the aged. We are also trying a new format: Mini-sessions. These two-paper sessions will last half the time of full-paper sessions, which will allow people to leave without disrupting the sessions. One mini-session will be on marriage preparation and the second one will be on theoretical issues in considering research on religion and families.

The NCFR conference ends on Saturday this year. Instead of our traditional worship service on Sunday morning, we are supporting the mini Pow Wow, which will be held on Friday night. Make plans now to participate in this important spiritual event.

We are pleased to report that the Student/New Professional paper award increased student participation in our Section submission seven-fold. Those papers are now being reviewed and ranked for the award, which will be announced by August 15. We are excited by the level of interest in our Section expressed by these new members.

Section news, information, issues of concern, book reviews, methodological questions, and comments regarding last year's program are all welcomed for inclusion in the our Section newsletter. We plan to have it in the mail early in the fall, so please send your newsletter information to Doug Abbott, Family & Consumer Science, University of Nebraska-Omaha, Omaha, NE 68182, e-mail: dabbott@cas.unomaha.edu by **August 1**.

We work in isolation most of the year; think of ways to bridge those gaps. We are planning a reception in Portland. I would welcome any ideas on ways to get business done quickly, so that we can get on with the business of networking.

Finally, some musings to stimulate your summer thoughts. Next year's theme is "Families in Political Context." There is certainly much interest in what this means in terms of religion and politics. Let's think creatively about how these two structures impact families. For example, a colleague recently shared some information regarding the role of

religion in the lives of poor children. For children in poverty, religion (and its accompanying message of hope) was vital to their survival in a difficult world. How can we as scholars focus our research and our interventions in ways that foster hope and transmit values that allow children and their families to rise above despair and desperation?

Another colleague shared some concerns about the politicization of religious groups, the influence of the "Religious Right", and the growing chasm (or perhaps I should say "schism") between religious conservatives and moderates. The implications of "one right way" for family life as proposed by extremists are quite frightening, and should be addressed by scholars, not radio talk show hosts. We should consider this debate a call to action and begin to seek ways in which we can positively affect the debate.

Join me this summer in a pledge to think of ways to challenge these assumptions and create dialogue where there is now only diatribe. Come to Portland prepared to join in the moral discourse on families.

Please feel free to contact me this summer. I welcome your suggestions as we try to strengthen our Section and our work.

J. Elizabeth Norrell, Ph.D.
RFL Section Chair
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815-753-1321 (fax)
jenorrell@niu.edu



In April, I traveled to Portland for the NCFR Board of Directors meeting at which the **Feminism and Family Studies Section** received Board approval for our bylaws changes as well as approval for our fundraising plan to sell feminist greeting cards at the 1995 annual conference. The 1995 Program Committee also met while we were in Portland to plan the NCFR conference scheduled for November 14-19.

The time frame for the 1995 conference has been adjusted to accommodate travel to the West Coast for many members and to encourage attendance at the last sessions of the conference. Preconference workshops begin on Tuesday, November 13, and the NCFR conference begins on Wednesday. We have sessions planned throughout the conference, so in making travel plans, please note that two of our symposia and our Feminist Teaching Round Tables are scheduled for Wednesday afternoon, and one of our paper sessions is scheduled for late Saturday afternoon. We hope to continue our tradition of excellent participation in all of our Section-

sponsored sessions.

One reason we are hopeful about your participation is that the Section received approval from the NCFR Board of Directors to sell feminist greeting cards, designed by our Secretary/Treasurer and Endowment Fund Committee Chair, Margaret Crosbie-Burnett, and members of the Endowment Committee. A pack of five cards, each with a different design and message from a feminist author, will sell for a donation of \$10 a pack. The profit from the sale of the cards will benefit the Jessie Bernard Endowment Fund, which is used for the \$500 annual Section award to a Student/New Professional: the "Outstanding Research Proposal from a Feminist Perspective." PLEASE support this important fundraising activity by purchasing cards at the conference. Many thanks to Margaret and members of the Committee for coordinating the sale of the cards. Contact Margaret if you have any questions: P.O. Box 248065, University of Miami, Coral Gables, FL 33124-2040. Phone: 305-284-2808, FAX: 305-284-3003, email: MCROSBUR@UMIAMI.IR.MIAMI.FL U.

We received 41 abstract submission this year (down from 59 in 1994). As I looked over the entire program, I was delighted to see that so many feminist proposals were submitted to other Sections, accomplishing our goal of including feminist ideas across the discipline. At the same time, I want to urge Section members to remember that our space on the program is proportionate to the number of submissions our Section receives, and it is important that all of us consider the Feminism and Family Studies Section as an outlet for our proposals, to ensure that we have adequate space on the program to share feminist research and practice. Co-sponsoring events and sessions is one way in which we extend feminist ideas in NCFR and thus contribute to greater inclusiveness of gender, race, and class.

Each proposal was evaluated by three reviewers, and all evaluation forms were returned to the first author. Abstracts are reviewed anonymously, with the exception of symposia submissions, which include an evaluation of the presenters' expertise. The NCFR Program Committee is conscientious about adhering to the policy of accepting only one proposal by the same first author (this does not apply to individuals who may also be invited to serve as discussants, presiders, or recorders).

Many thanks to the 28 Section members who reviewed abstracts so promptly and thoroughly: Debra Berke, Karen Blaisure, Rosemary Blieszner, Marsha Carolan, Catherine Chesla, Donna Hendrickson Christensen, Sharo Dwyer, Elizabeth Farnsworth, Polly Fassinger, Kathleen Greaves, Phyllis Greenberg, Raeann Hamon, Linda Haa, Renate Houts, Andrea G. Hunter,

**See Section
on Page 17**



Association of Councils of the National Council on Family Relations

Affiliate Connection

June 1995

Volume 3, No. 2

Questionnaire Developed to Determine Affiliate Needs

Believe it or not, June has arrived, and it is time for a brief midyear report on Association of Councils activities. We have had a busy six months or so and anticipate more work as we approach the annual conference in November.

As I mentioned in my March column, I have appointed a committee to review and revise procedures for

awarding grants from the President's Fund. I have asked the committee consisting of Libby Blume, Association of Councils president-elect; Becky Adams, IN Council; Jeanne Brown, MI Council executive director; Olivia Collins, KS Council; and Kathy Collins Royce, NCFR Association of Councils liaison, to address the matching principle, deadlines for proposal submission, eligibility distinctions between established and new councils, and special considerations for student affiliates. Later this summer, I will receive their report, which will be shared with you at the Association of Councils annual business meeting and in a future issue of **Affiliate Connection**.



solutions to immediate problems such as covering current operating expenses and avoiding monthly deficits. It also offers some solutions to longer term problems caused by the lack of an income source other than unused membership rebates from defunct councils. The proposal does not introduce any measures that affect the current rebate system for active affiliate councils.

If we agree that the Association of Councils is important, meets affiliates' and NCFR's needs, and should continue to exist, we must take steps now to ensure its financial health and effectiveness. I will keep you posted on our progress with this proposal.

I have appreciated hearing from many of you and hope others will call or write with concerns and advice. Please take part in planning our future. More later.

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I have asked officers of local, state/provincial, regional, and student affiliates to complete a questionnaire giving their perceptions of the Association of Councils, NCFR, and the services and products available to their groups. The questionnaire also requests suggestions for new and better ways to support affiliates' work with families. If you have not yet completed and returned these forms to me, please do so immediately. Thanks to those who responded on time. We very much need your input.

Association of Councils' contributions to the annual conference in Portland are being finalized. Among other things, we will offer three roundtable discussions and sponsor or co-sponsor other sessions. I will provide more details in my next column.

Finally, I reported the Association of Councils' ongoing financial problems at the spring NCFR Board meeting and reaffirmed our interest in submitting a proposal to the NCFR Long-range Planning Committee (LRPC) to address this issue. David Klein, NCFR treasurer and LRPC representative, invited us to prepare a proposal, which we have done. The proposal deals with possible

Congratulations!

The 1995 Distinguished Service to Families Award presented by NCFR's Association of Councils has been awarded to the Vanier Institute of Ontario, Canada. The award will be presented during the NCFR annual conference in Portland, OR, in November.

ELECTION NEWS

Ballots for the Association of Councils election will be mailed to affiliate presidents in June. According to the AC by-laws, only presidents vote for the Association officers. Vitas and pictures will be included with the ballots.



NCFR member Alice Lee-Shih Wu CFLE, of Taiwan, center, recently designed the programming for a conference on ethical education for children co-sponsored by the Taipei West Rotary Club and the Taipei Family Life Education Extension Association, of which Wu is president. Over 300 persons attended, including elementary school PTA and media workers, women's groups and a number of area educators. From left is the Taipei West Rotary Club former president Lai Chun Hsiang; the Rotary president Chen Cha Nan; Wu; Dr. Chiu Li-Yun, National Education Material Editing Dept.; and Chun-Hsiang Hong, National Education Dept. specialist.--Photo contributed by Alice Lee-Shih Wu.

BRITISH COLUMBIA

The British Columbia Council for the Family has developed FAMILY-LIFE SKILL CARDS, easy-to-use cards designed to guide a family through the process of resolving conflict, holding a family council meeting or improving communication.

Each card has a short explanation of the process, followed by easy-to-follow steps. They are suitable for setting on a table so that all family members can follow along. Produced on sturdy cardstock, they can be used over and over again.

The cards are 75 cents each or \$2 for a set of three. Bulk orders are \$30 for 50 or \$90 for 50 sets.

On June 9 and 10 the Council held its annual general meeting and board meeting. The keynote speaker was the new Advocate for Children, Youth and Families in the BC province. New legislation within the province recently created this new position. Besides the Advocate, there will be an Ombudsman in British Columbia.

A few copies of *The State of the Family in Canada* are available free of charge from the BC Council. This study explores what Canadians think about what is going on with family life in Canada in the 90s. It looks at how Canadians live, how they are coping and provides insights into what they would like to see in the future.

Among other issues, the report examines the impact of divorce on the

lives of adults and children, the balance between work and family responsibilities, public policy issues (such as the provision of care for children and the elderly and the extension of family benefits to same-sex couples), and activities enjoyed by families.

Carol Matusicky
Executive Director

MINNESOTA

"Family Values: Rhetoric or Reality?" was the theme of a June conference sponsored by the MN Council on Family Relations and the Institute for Early Childhood Professional Development, a division of the MN Association for the Education of Young Children.

William J. Doherty Ph.D., professor of Family Social Science at the University of MN, presented the keynote address, "Beyond the Polarization About Family Values."

The conference goals included helping participants increase their awareness of the factors contributing to the development of family values; learning strategies for working with a variety of family values; and providing opportunities to gain resource information and network with practitioners, educators, researchers, and other professionals.

Two breakout sessions were held, with topics including "The Development of Ethical Thinking and Practice for Parent and Family Educators," "Family--

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Delegates Draft Platform for Action in Beijing

The United Nations Fourth World Conference on Women is still slated (as of May 31) to be held September 4-15, 1995, in China. The UN Conference site is still in Beijing, but the NGO Forum, beginning one week earlier, has been relocated to Huairou. Approximately 30 miles from Beijing, it is a scenic tourist town at the base of the Great Wall. To date, the organizing committee has not made final selections on which women's groups will be going, although 32,000 worldwide have submitted applications. The Chinese government has indicated that certain groups from Taiwan, Tibet, gay and lesbian rights, and anti-abortion groups are not welcome.

The backlash has been an overwhelming lobby from thousands to the United States Undersecretary of State and the NGO planning committee to either transfer the meeting to a country more hospitable to women or call off the entire affair. Key committee members met in Amman, Jordan, the week of May 18 to determine the fate of this long awaited and much needed Conference.

In the meantime, delegates to the preparatory meeting held in New York March 15-April 7, 1995, negotiated a draft platform for action. The following briefly describes the actions and priorities of the United States:

To continue to advance the status of women under the broad themes of equality, development and peace by empowering women by integrating them into the mainstream to work in partnership with men at all levels and structures of society. The U.S. has emphasized "empowerment" and inclusiveness.

The U.S. emphasized the need to increase the role of women in politics; to include a lifespan approach to health issues for women of all ages in prevention programs, research and increasing resources supporting women's health. The feminization of poverty and increasing economic burdens on women were listed with access for women to credit, savings mechanisms, and support U.S. was successful in getting women with disabilities and from ethnic and racial minorities included in the platform.

This platform calls for governments to come to Beijing ready to state specific services as solutions. The U.S. strongly supported the section emphasizing participation of women and girls in life-long learning, in educational policy and decision-making through equal access. The U.S. actively supported action addressing the data gap concerning women's susceptibility from exposure to environmental hazards and toxic substances, and the need for environmental protection and natural resources management.

In the section on economic structure, the United States pushed for wide acceptance of basic worker rights and minimum labor standards for women; access of women to credit and capital markets; training and development of new financial intermediaries especially to reach women in rural areas. Very little

language inclusive of family-friendly policies was evident in the platform except for the promotion of family-friendly policies for both men and women.

Bracketed language (indicating lack of consensus among the nations on specific platform language) was most prevalent on the use of the word "gender" in the document. Although this term has been used for over 20 years throughout the UN system, several countries moved to have it deleted. A meeting in June will deal with this. The priority actions and steps of implementation to be committed. However, the U.S. was no different than other countries in its conservative approach to the financing and use of resources for implementation. Instead, the U.S. is pushing for an overall reform of the UN and better coordination between its agencies and the international conferences that have been held in the last ten years.

Margaret Feldman, Mary Jo Czaplewski, and Harriette McAdoo will be representing the National Council on Family Relations at this conference. As soon as the sites and hotels have been finalized, a meeting place for other NCFR members attending will be announced on E-mail. Be sure to watch for it.

Mary Jo Czaplewski
NCFR Executive Director

Master's Degree Program Offered in Europe

Seven universities have networked to organize a one-year fulltime program, "Master in Comparative European Family Studies." Coordinator of the program is NCFR member Wilfried Dumon.

The courses will be presented at K.U. Leuven in Belgium from September, 1995 to December, 1995. From January to June, students will prepare a master's dissertation on a tutorial basis. The program will familiarize students with the varied institutional and policy contexts within family, population, and welfare policies which are formulated and implemented at national and EU level; to equip them with practical skills in observing, analyzing, and evaluating issues in the areas of family, population, and welfare; to require them to develop and apply these skills to particular phenomena concerning family, population, and welfare taken from a comparative and European, rather than a national, context.

During the second half of the year-long program, students can visit another participating university. Those institutions include Uppsala Universitet; Universidad Internacional Lisboa; Universidad Complutense de Madrid; University College Dublin; Vrije Universiteit Amsterdam; and Universitat Konstanz.

Program admission requirements are

Papers Due for Meeting on Men's Studies

Papers are being accepted for the American Men's Studies Association annual conference that will be held March 22-24, 1996, at Howard University in Washington, DC. The theme of the conference is "Masculinity at the Turn of the New Century: Perspectives and Prospects."

The conference will examine and explore the construction and experience of masculinity in such aspects as public policy, health, mental health, spirituality, literature, and the visual arts. Other topics are welcome. Presentations that talk across and bridge cultural differences are particularly invited.

Submissions are due **October 1, 1995**. Abstracts must be a maximum of 250 words. Proposals for individual papers and for entire sessions will be accepted. Practitioners and scholars in all fields are invited to submit, and all presenters are expected to pay the regular conference fee.

All proposals must contain name, mailing address, e-mail address (if any), day and evening telephone numbers, a one-page vita, title of presentation as it should appear in conference literature, and five copies of the abstract of the presentation.

Send proposals to Jack Stuart, Dept. of History, CA State University, Long Beach, CA 90840; jstuart@csulb.edu. After September 1, contact him at 310-985-4431.

a master's degree in sociology, or equivalent degree, and knowledge of English.

For more information contact the Dept. of Sociology, K.U. Leuven, E. Van Evenstraat 2B, B-3000 Leuven; +32/16/32.31.89; FAX +32/16/32.33.65; e-mail: tanja.nuelant@soc.kuleuven.ac.be

Member News

Katherine R. Allen, NCFR member, and associate professor of family studies at VA Polytechnic Institute and State University, recently received the 1995 VA Tech William E. Wine Award for Excellence in Teaching.

Recipients are inducted into the Academy of Teaching Excellence. Each year, three faculty members are elected from the university at large from a selection nominated by students, faculty and alumni.

1994-95 NCFR Membership Directory

The latest Membership Directory includes:

- Alphabetical listing of NCFR members, postal addresses, phone numbers, & E-mail addresses
- List of members by city & state
- Members listed by Section
- Printed on white bond paper & 3-hole punched for storing in a notebook.

NCFR members may purchase the *Directory* at the *special member price* of **ONLY \$10.00!** That's a **60% savings** off the regular price!

Call Kathy at 612-781-9331 for more information!

Member Rate - \$10.00 ea.
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FAMILY LIFE EDUCATION CURRICULUM GUIDELINES REVISED AND EXPANDED!

Offers guidelines for developing or assessing family life education programs over the life span. A must-have for anyone involved in family life education program development or assessment.

Editor David J. Bredehoft, Ph.D., has revised and expanded the contents of the NCFR Family Life Education Curriculum Guidelines to include a number of excellent resources for anyone working in family life education. Contents include: University and College Curriculum Guidelines, A Framework for Life-Span Family Life Education, a K-12 sexuality curriculum guide, an evaluation guide, a parent education program guide, family life education references and resources.

Price to be announced. Contact the NCFR office for ordering information.

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