

DECEMBER 1998

# Report

The family...where the future touched now.

Volume 43, Number 4

## First NCFR Fellows Named

A committee of 5 reviewers, elected by the full NCFR membership and chaired by Alan Acock announced the first 12 NCFR fellows at the Annual Conference in Milwaukee, Wisconsin in November. The fellows were nominated by peers and selected for their history of outstanding contributions to the field of family studies in such areas as published scholarship, innovative and influential teaching presentations, development and implementation of significant interventions of programs designed to promote healthy family relations, development and implementation of innovative curricula for training professionals in family studies, social policy support for family issues, and a consistent record of superior contributions to NCFR over time.

The first class of NCFR Fellows are as follows:

**Joan Aldous**, a past president of NCFR who has pioneered in the creation of the family development framework and its sensitivity to intergenerational dynamics. She has done important work in family policy, work and family, and grandparent-grandchild relations. She is the William R. Kenan, Jr. Professor of Sociology at the University of Notre Dame.

**Katherine Allen**, whose contributions include feminist family studies, family diversity, gerontology, and pedagogy. She has been a leader in NCFR. The passion with which she has approached both teaching and research has influenced the current generation of family scholars. She is a

professor of Family and Child Development at Virginia Tech.

**Vern Bengtson**, who has contributed as a scholar, teacher, and administrator. He is a central figure in the development of our understanding of intergenerational relationships and is a two time winner of the Reuben Hill Award. He is the AARP/University Professor of Gerontology and Professor of Sociology at the University of Southern California.

**Felix Berardo** is noted for his scholarship, his leadership in NCFR, and his mentoring of many students who have become lead-

*The fellows were nominated by peers and selected for their history of outstanding contributions to the field of family studies*

## Ballot Forthcoming

At the November 12, 1998 meeting of the Board of Directors, the Board voted unanimously to endorse the changes necessary to the NCFR By-Laws and Constitution in order to implement the new system of Board Policy Governance. The By-Laws ballot was sent to all members of NCFR for their vote in December. These will be tallied by January 1, 1999. Because the By-Laws contain a new system for nominating and electing the NCFR officers, the slate which ordinarily is run in this December issue of the *Report* will not appear. Instead, the complete slate of officers, their vitas, and platforms will be sent by separate mailing to each active member of NCFR and will include the ballot for voting by the May 15, 1999 deadline. ■

## The Worst Memory in My Head: Families and War

In a poignant and photographic plenary address, **Dr. Atle Dyregrov**, **Director of the Center for Crisis Psychology in Bergen, Norway** described his personal counseling experiences and research findings with families and children survivors in Uganda, Rwanda, Palestine, Iraq, and other war torn countries.

Modern war and battle tactics have turned from face-to-face battlefield conflict to bomb warfare directed at civilian populations and schools, hospitals, residential and refugee centers, causing a dramatic increase in civilian (women and children) casualties. This is an effort by the enemy to ruin the social fabric and lower the morale of the country and its politicians

who control the wars. Dyregrov focused on the role of the professional who works with families and children of war.

He described how the functions of war traumatized family members dramatically, putting children at high risk as a result of significantly altered interpersonal family dynamics. Traumatized parents are unable to fulfill parental roles of emotional nurturing, education, and protection as they struggle in vain to shield their offspring from horrendously grotesque facts. Communication is usually restricted. Parents' own fears make it impossible to comfort their fearful, trembling children, and patterns of distrust over time set the stage for transgenerational repetition of such dynamics.

Cultural beliefs are a factor in creating a denial climate in the family. Holding and touching children provides sensory stimulation and protection necessary for physical growth and survival, and comfort and security necessary for social and emotional development. Yet, traumatized parents tend to reduce physical contact, Dyregrov and colleagues found. This adds to the post-traumatic symptoms in children and to their view of their parents as angry, sad, upset. Children consequently repress their own needs and this is often mistaken for resiliency as they carry their own sadness and pain behind a thin layer of

*Families and War continued page 6*

ers in their own right. As a former editor of the *Journal of Marriage and the Family* and a leader in NCFR, he has still managed to publish prolifically. He is currently Professor of Sociology at the University of Florida.

**Alan Booth** has contributed to the understanding of marital quality, the causes and consequences of divorce, and intergenerational relations. He has served as editor of the *Journal of Marriage and the Family*. Currently he is a professor of Sociology

*Fellows continued page 3*

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Give Honor to Whom Honor is Due

The President's Welcome Reception gave attendees an opportunity to honor 1997/98 NCFR President Greer Fox, and retiring Executive Director, Mary Jo Czaplewski. Greer Fox and her husband, Bruce, greet attendees. More Conference photos on page 7.

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# President's Report



## Committing Ourselves

I have come to a fundamental conclusion about our association: when we have a clear purpose and consensus about an activity or service, we do it extremely well; when we lack purpose and consensus, we do things half-way and end up dissatisfied. As President, my main goal for this year is to set in motion a process of helping us determine our purposes and priorities as an association. What do we want to be for our members and our world? Where do we want to put our staff, member, and fiscal resources?

I will describe two services that have sustained excellence over many years because, I believe, we know what we want from them and we have put adequate resources into them. First is the annual conference, which buzzes with intellectual and personal energy, which involves over 2/3 of the participants on the program, and which, at the Section level, serves as the grass roots of democracy in our association. We voluntarily attend small and large meetings from early morning until late evening! We serve the needs of a wide range of members, from

front line practitioners to University researchers. And our registration numbers have stayed up during years when many associations have lost considerable numbers of attendees at annual conferences.

Second is the *Journal of Marriage and the Family*, which has become the leading family journal in the world and the academic cornerstone of family science. More people know of NCFR through this journal than through any other channel. In addition to having excellent editors, this journal is successful because we have given it a clear mission: to publish the best basic research about families. Although also having editorial excellence, our other journal, *Family Relations*, has been less successful in sustaining readership and influence in recent years because we have not defined a clear mission for the journal. For example, how much is *Family Relations* a journal for researchers or practitioners? How is an applied research article different from a basic research article? What kinds of articles best match to the purpose of the journal?

The best illustration of what happens when we are ambivalent is the Certified Family Life Educator program, which has limped along with slow growth and financial deficits for over a decade. We launched CFLE to provide standards for the field of family life education but we never decided on NCFR's leadership role in preventive, educational family practice. While CFLE has struggled and NCFR has attended to other priorities, there has been a dramatic revival of the parent education movement and the marriage and couples education movement in North America. Should NCFR be the major credentialing and professional development association for parent educators and marriage and couples educators? This would seem to fit our organization's mission and niche. But we have to decide whether to prioritize this leadership and what resources to put into it. We would have to examine what a potentially large expansion of our practitioner membership base would mean to our balance between research and practice. This soul searching and planning will require the same sustained focus, year after year and Board after Board that we put into our annual program and journal publications.

My last example is public policy, where NCFR has never decided how we want to relate to the broader society. We have had a hard working executive director, experi-

enced Public Policy Vice-Presidents, and dedicated volunteer Washington representative and public policy committee, but I don't believe that NCFR, as an association, has ever decided how we want to position ourselves in public policy and what resources to devote to these activities. For example, how much is our role one of providing policy-relevant information for decision-makers versus advocating for specific family policies? How much should we focus on government policy versus a wider range of family policies in areas such as the workplace? How much of our staff and fiscal resources should we put into the policy arena? It's time for focus.

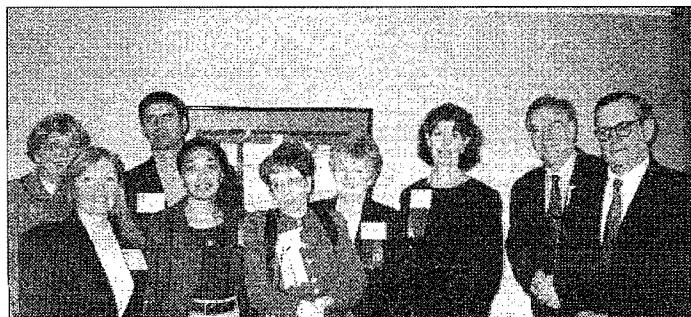
Having embarked on a new Board governance model that emphasizes purposes, vision, and priority setting, this year's Board of Directors wants to hear from you about two urgent questions: What should NCFR's priorities be in the coming years? And what can you contribute to creating and meeting those priorities? We will be creating a number of formats for member input. Please lend your voice and your energy in the coming year and beyond. We can do better as an association if we commit ourselves.

**William J. Doherty**  
NCFR President

## Executive Search Underway

The search for a new Executive Director of NCFR is underway. An announcement describing the position appears on this page. Our current Executive Director, **Mary Jo Czaplewski**, plans to retire July 1, 1999.

NCFR has hired consultant Paul Belford of JDG Associates to help with the search. He has had extensive experience in searches for other non-profit organizations including searches for the American Association for Marriage and Family Therapy and the Alzheimer's Association. A search firm was hired to assist us because of the difficult and time-consuming nature of the search process. As an example of the difficulties involved, fifteen years ago, two searches had failed before Dr. Czaplewski was successfully recruited in the third search.



Members of the NCFR Executive Director Search Committee stopped from their work to have a photo taken. Left to right: Gay Kitson, Chair; Elaine Anderson, Brent Miller, Velma McBride Murry, Sally Martin; and ex officio members: Cindy Winter, staff liaison; Greer Fox, immediate past NCFR President; and William Doherty, current NCFR President. Missing: Edith Lewis.

After completing its preliminary work by teleconference calls, the Search Committee (comprised of Gay

Kitson, Chair; Elaine Anderson; Edith Lewis; Sally Kees Martin; Brent Miller; Velma McBride Murry; and ex officio members: William Doherty, President; Greer Litton Fox, Past President; and Cindy Winter, staff liaison) met with Mr. Belford at

the annual NCFR conference in Milwaukee in November to review the guidelines that will be followed for the search process. Mr. Belford will help the committee in the initial screening and in identifying candidates.

The screening of applicants will begin on January 4, 1999. After additional telephone conference calls to review resumes, the committee will meet in late February in Minneapolis to interview the final candidates for the position. The committee's aim is to announce the successful appointment of a new executive director in early spring of 1999.

If you are interested in applying for the position or know of any possible candidates who fit the position requirements, please contact one of the committee members or Mr. Belford.

## REPORT

### of The National Council on Family Relations

Executive Director Mary Jo Czaplewski

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

Subscription rate is \$5.00, included in annual membership dues. \$15.00 U.S. postage per year postpaid individual rate.

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



### POSITION ANNOUNCEMENT

#### National Council on Family Relations Executive Director

##### Summary:

The National Council on Family Relations is seeking an Executive Director. Founded in 1938 and headquartered in Minneapolis, MN, NCFR provides a forum for family researchers, educators, and practitioners to share in the development and dissemination of knowledge about marriages, close relationships, and family life, establishes professional standards, and works to promote family well-being. With more than 4,000 members and over 30 state/regional/provincial affiliates, the Council publishes the *Journal of Marriage and the Family*, the leading research journal in the family field, as well as *Family Relations*, an interdisciplinary journal of applied family studies. In addition to its journals, a quarterly newsletter, and a publication catalogue, NCFR has a large annual conference and other venues to promote research and dissemination of information on the family, as well as professional networking opportunities. The Council has also established standards and criteria for a professional credential, Certified Family Life Educator, and has awarded the CFLE credential to over 900 professionals since 1985. NCFR has an annual budget of \$1.1 million and staff of 10 operating in the following functional areas: finance/administration; certification; membership/newsletter; conferences; and marketing.

##### Principal Responsibilities:

- ◆ Work with elected President, Board of Directors, sections, and committees to promote the needs and interests of the educators, researchers, therapists, policy makers, and practitioners in the organization, to include developing and discharging the plans and policies of the organization.
- ◆ Management of the national office, including hiring, supervision, evaluation and termination of staff.
- ◆ Work with state, regional, and local affiliated council presidents to expand the Council's programs.
- ◆ Represent NCFR in contacts with other organizations and government agencies.
- ◆ Expand the CFLE program.

##### Requirements:

- ◆ Graduate degree in behavioral or social science discipline; professional expertise in the family preferred.
- ◆ Five or more years of experience as an administrator in an academic or non-profit organization.
- ◆ Success in budget development and management.
- ◆ Strong oral and written communication skills essential.
- ◆ Able to develop a high degree of commitment to NCFR and its policies, including its diversity initiative.
- ◆ Familiarity with the publication process, including computer/electronic publishing, very helpful.

Resumes requested as soon as possible to Paul Belford at JDG Associates, NCFR's search firm. Candidate screening is to begin the week of January 4, 1999.

NCFR is an equal opportunity employer; minority, female, and disabled candidates are encouraged to apply.

Contact: PAUL A. BELFORD, JDG Associates, Ltd., 1700 Research Blvd., Rockville, MD 20850  
Phone: 301-340-2210 • Fax: 301-762-3117 • e-mail: belford@jdgsearch.com





## NCFR to Begin Development of CFLE Exam – Volunteers Needed

**N**CFR has begun efforts to develop an exami-

nation for the Certified Family Life Educator designation. The diverse backgrounds of our current applicants and the multidisciplinary nature of family life education have necessitated the development of a national exam to replace the current more subjective review process. Certification resulting from an examination will also allow the CFLE designation to be better recognized by state licensing agencies.

While many organizations hire professional companies to develop their certification examination, NCFR is in the enviable position of having many members with knowledge and experience in test development. Therefore, we are involving our membership in this formidable task. The final draft will be presented to a professional test development organization for final review.

**Dr. Carol Darling, CFLE**, is heading up the CFLE Exam Executive Committee. The Executive Committee will be made up of the chairs of ten subcommittees – each responsible for one of the ten family life substance areas. Dr. Darling has enlisted the help of the following people to serve as chairs for each subcommittee:

*Families in Society*  
to be determined

*Internal Dynamics of Families*  
**Dr. David Bredehoft, CFLE**  
Concordia University

*Human Growth & Development*  
**Dr. Anne Stanberry, CFLE**  
University of Southern Mississippi

*Human Sexuality*

**Dr. Beverly Curry, CFLE**  
University of Nebraska – Kearney

*Interpersonal Relationships*

**Dr. Maxine Hammonds-Smith, CFLE**  
Texas Women's University

*Family Resource Management*

**Dr. Joyce Buck, CFLE**  
Weber State University

*Parent Education & Guidance*

**Dr. Arminia Jacobson, CFLE**  
University of North Texas

*Family Law & Public Policy*

**Dr. Charles Dannison, CFLE**  
& **Dr. Linda Dannison, CFLE**  
Western Michigan University

*Ethics*

**Dr. Shirley Barber, CFLE**  
University of Minnesota

*Family Life Education Methodology*

**Dr. Rick Peterson, CFLE**  
Virginia Tech University

Each Committee will be responsible for identifying study and reading materials and for developing the pool of questions from which the test questions will be drawn. Volunteers are needed to serve on each of the ten committees. Contact me at (612) 781-9331, x 12 or via email at [Cassidyd@ncfr.com](mailto:Cassidyd@ncfr.com) if you are interested in serving on one of these committees.

**92 Abbreviated Applications Received – 23 Schools and 28 Programs Approved!**

A total of 25 schools representing 28

undergraduate and graduate programs have been CFLE-approved by the NCFR Academic Program Review Committee. 94 graduates have applied to date using the abbreviated application process available to graduates of approved programs.

Congratulations to the following newly-approved schools!

**Andrews University** – Family Life International/Religious Education - Graduate program

**University of Wisconsin** – Madison – Child and Family Studies – Undergraduate program

**Western Michigan University** – Family

and Consumer Science – Graduate program

Abbreviated Applications Received:

Spring Arbor	36
Weber State University	16
Messiah College	9
Kansas State University	9
Brigham Young University	8
University of Wyoming	7
University of Southern Mississippi	3
University of TN – Knoxville	2
Auburn University	1
South Dakota State University	1

**Dawn Cassidy, M.Ed.**  
Certification Director



CFLE Director Dawn Cassidy (left) presents Chloe Merrill the 1998 CFLE Special Recognition Award for her outstanding promotion and support of the certification program.



Passing the Gavel - At the conclusion of the Annual Business Meeting, 1997/98 NCFR President Greer Litton Fox passed the gavel to incoming President, Bill Doherty.

### FELLOWS *from page 1*

and Human Development and Family Studies at The Pennsylvania State University.

**Peggye Dilworth Anderson** is a leading authority on gerontology and her research has contributed to our understanding of intergenerational relations, minority families, and life-span development. She has a distinguished level of service for NCFR. She is currently a professor of Human Development and Family Studies at the University of North Carolina, Greensboro.

**Francis Fincham** has been a leading scholar on the link between marital relationships and child outcomes, and has a demonstrated commitment to intervention. His research has built bridges between the UK, Europe and North America and his publications are among the most cited in the social and behavioral sciences. He is currently a professor of Psychology at the University of Wales.

**Judith Landau** began her career as a physician and pioneered in family therapy in South Africa. She has held several positions in the U.S. including fifteen years at the University of Rochester conducting research on refugee mental health, HIV/AIDS prevention, and substance abuse.

**Harriette Pipes McAdoo** is a past President of NCFR. She has been a pivotal scholar in understanding of minority families and has transformed how scholars across the world view families of color. She is a valued mentor to people who are now leaders in NCFR.

She is a professor of Family and Child Ecology at Michigan State University.

**Patricia Noller** has been a leader in research and teaching of family studies in Australia. She is founding editor of the journal *Personal Relationships*, and is President of the International Society for the Study of Personal Relationships. She is a professor of Psychology at the University of Queensland.

**Graham Spanier** is a past president of NCFR. He edited the *Journal of Family Issues*, and his Diadic Adjustment Scale has been one of the most widely used measures of family studies research. He is President of The Pennsylvania State University.

**Alexis Walker** is a past president of NCFR. She is a leader in the development of feminist family studies and family gerontology. She is the Jo Anne L. Petersen Chair in Gerontology and Family Studies at Oregon State University.

Nominations for the next year's class of NCFR Fellows are now open. The new Chairman is **Patrick McKenry**. Committee members are **Alan Acock**, **Harold Grotevant**, **Edith Lewis**, and **Roger Rubin**. The committee urges nominations of outstanding candidates in service and practitioner fields such as Extension, Therapy, Family Life Education, Health Sciences and community services.

For detailed information on how to nominate a fellow, call NCFR offices at 1-888-781-9331 or e-mail [NCFR3989@ncfr.com](mailto:NCFR3989@ncfr.com)

## Family Relations

Interdisciplinary Journal of Applied Family Studies

### Do You Have the Two Latest Special Issues of Family Relations on Your Bookshelf?

#### A Critique of Family Textbooks, July 1997

Articles include:

- A Critique of Twenty Family and Marriage and the Family Textbooks - Norval D. Glenn
- A Reply to Glenn: What's Most Important in a Family Textbook? - Andrew J. Cherlin
- A Reply to Glenn: Fashioning Families and Policies for the Future - Not the Past - John Scanzoni
- A Reply to Glenn: The Battle of the Textbooks - Bringing in the Cultural War - Arlene Skolnick
- A Response to Cherlin, Scanzoni and Skolnick: Further Discussion of Balance, Accuracy, Fairness, Coverage, and Bias in Family Textbooks - Norval D. Glenn

#### Caregiving for Persons With Disabilities, Oct. 1997

13 articles including:

- Contributions to Depression in Latina Mothers With and Without Children With Retardation
- African American and White Mothers of Adults With Chronic Disabilities
- Exploring the Impact of Culture and Acculturation on Older Families Caregiving for Persons With Developmental Disabilities
- Parental Stress, Care Demands, and Use of Support Services for School-Aged Children With Disabilities and Behavior Problems
- The Differential Effects of Social Support on the Psychological Well-Being of Aging Mothers of Adults With Mental Illness or Mental Retardation
- Siblings of Adults With Mental Retardation or Mental Illness
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## Board Actions Initiate Planned Transitions

In today's hi-speed information based environment, NCFR can no longer simply react to issues as they arise. The new hallmarks for successful organizations are the abilities to anticipate, analyze and manage for the future. Last year in this column, I spoke of transitions, reflection and exploration in reporting the activities of the 1997 Board and Staff. Now I am pleased to report the actions taken as a result of the reflection and exploration, by the 1998 Board. These will have implications far into NCFR's future.

Actions taken at the November 12, 13, 1998 meeting of the NCFR Board of Directors:

### APPROVED:

- < The Treasurer's report and official annual audit (as shown below). The actual total revenues of NCFR were up 14.2%, while actual expenditures were 6.7% above the projected budget. NCFR's total revenue growth of \$1,272,140 was 4.6% for the year.
- < A three year contractual agreement with Allen Press of Lawrence Kansas, for partial editorial management, copy editing and composition, production and printing, distribution including all issue fulfillment and warehousing, worldwide marketing, electronic production and online delivery, copyrights and permissions management, document delivery and aggregation.
- < A new Board Policy Governance model for governing the NCFR organization.

### UNANIMOUSLY ENDORSED:

- < NCFR by-laws changes reflecting functional and structural changes initiated in the board policy governance procedures and handbook. (note: These are now arriving at all members' mailboxes for full membership vote to be returned by December 18, 1998.

### AFFIRMED AND ACCEPTED:

- < The Report of the Certified Family Life Education Task Force with recommendations for expanding the program.

Actions taken at the November 17, 1998 Meeting of the Board of Directors were:

### APPROVAL:

- < Of the recommendations of the Fellowship Committee to accept the first class of twelve NCFR Fellowship nominees (see page 1 for details.)
- < Additional statements to the by-laws revisions regarding the Elections Council duties, and petition method for nominating candidates for Board offices.

All of these Board actions will have a significant impact on NCFR as an association for the 21st Century. For example, outsourcing the management of NCFR's two premier journals will require downsizing staff at headquarters and reducing the overhead costs for total production and marketing of the journals while concurrently ensuring editorial control of content and quality, and overall profitability of the journals as NCFR's major asset.

The adoption of new board policy governance principles will require radical changes in how the Board and staff function in the future, but it frees both to act purposefully in achieving a well articulated vision for NCFR while being much more effective stewards of NCFR for its members. (See *President's Report*)

### HEARTFELT THANKS!

Although my actual retirement date is June 30, 1999, the November 1998 conference was my last in the official capacity as

Executive Director of NCFR. I was surprised and overwhelmed by the outpouring of best wishes and gifts at the conference.

I extend special gratitude and appreciation to NCFR's past Presidents and Board of Directors for their special gift of an endowed administrative fellowship in my name. The President's Reception elegantly hosted by **President Greer Litton Fox** and her entire family was most special. The beautifully engraved book of over 150 letters from members and former NCFR leaders worldwide will be cherished and re-read many times in the future. I wish I could answer each and every one of them.

It has been a genuine pleasure to serve NCFR and you, the members, over the past 15 years. The staff of NCFR have also been unique and wonderful to work with. NCFR has been and will continue to be the professional haven that brings together a diverse group of scholars and practitioners to research, discuss and advocate for the world's most precious resource — its diverse families.

Thank you.

**Mary Jo Czaplewski, Ph.D., CFLE**, Executive Director  
Czaplewski@ncfr.com

### NCFR STATEMENTS OF ACTIVITIES & CHANGES IN NET ASSETS FOR YEARS ENDED MAY 31, 1998 AND 1997

(As reported by the firm of Carpenter/Evert, CPA, Minneapolis, Mn, July 14, 1998)

Support & Revenue	1998	1997
Contributions	\$ 2,264	\$ 1,823
Dues	182,690	181,927
Fees/Subscriptions	685,855	696,391
Registration/Exhibits	184,902	164,073
Investment Income:		
Interest/Dividends	51,975	69,592
Realized gain	38,919	39,032
Unrealized gain	113,749	60,211
Miscellaneous	11,786	2,352
Total Support/Revenue	1,272,140	1,215,401
Expense		
Program Services:		
Membership	137,454	116,236
Information Dissemination	521,829	522,392
Education Activities	268,534	225,118
Total Program Services	927,817	863,746
Support Services:		
Management/Gen.	248,792	200,093
Total Expense:	1,176,509	1,063,839
Change in Net Assets		
Before Extraordinary Item	95,531	151,562
Extraordinary Items:		
Contribution to Award Funds:	-	(116,631)
Change in Net Assets:	95,531	34,931
Net Assets-Unrestricted		
Beginning of Year	834,493	799,562
Net Assets-Unrestricted		
End of Year:	930,024	834,493

(A complete audit is available from headquarters)

## Fellowship in Administration Established to Honor Mary Jo Czaplewski

During the 1998 Annual Conference, **Lynda Henley Walters** announced the establishment of the **Mary Jo Czaplewski Fellowship in Administration**. Walters worked with the past presidents of NCFR to propose a fitting honor for retiring NCFR Executive Director Czaplewski. This Fellowship was chosen because during all of her years as an administrator, Czaplewski has studied and involved herself in activities to improve her effectiveness as an administrator. She has been committed to thoughtful, caring, effective administration. From her own experience and from talking with administrator colleagues, Mary Jo has understood that typical graduate education does not prepare one for leadership through administration; neither does the experience that most of us have as practitioners, teachers, and researchers. She commented often on the importance of scholars in our field who have an interest

in administration to have access to excellent training.

The purpose of the Fellowship is to provide funding to support the efforts of family scholars who wish to obtain training and make a mid-career move into administration. One of the past presidents noted that *"it is becoming increasingly difficult to find individuals with administrative skills and experience to fill university positions such as department chair and dean. It is important that NCFR recognize the need for professionals in our field to sharpen administrative skills before taking such a position."*

There are numerous institutions, such as Harvard, and associations, such as the American Society of Association Executives, where excellent training is offered for

those wishing to make a mid-career move into administration. The **Czaplewski Fellowship** will offer individuals resources to help pay the expenses of such training.

The NCFR Board of Directors has ap-

*The purpose . . . is to support the efforts of family scholars who wish to obtain training and make a mid-career move into administration.*

proved the concept of the award. The proposed plan is for the Fellowship to be awarded only when there is a request for the support, but no more often than once every other year. The criteria for this Fellowship will be different from other NCFR awards, and will be announced as soon as they are formally approved by the Board, but it is appropriate to say at this point that individuals would apply for the award

rather than being nominated by someone else.

Watch the March 1999 *NCFR Report* for more information. We are accepting donations to build an endowment of approxi-

mately \$11,000 - \$12,000 to fund this award. If you wish to honor Mary Jo and contribute to the Fellowship, fill out the form on page 13 and return it to the NCFR Office. Make checks payable to **National Council**

**Family Relations**, and mark *"Czaplewski Fellowship Fund"* on the memo line.

In addition to the Fellowship, many NCFR members have contributed letters and other mementos to be included in a book of tributes to Mary Jo. If you have not sent yours yet, and you wish to, materials can be mailed to Cindy Winter at the NCFR office.

**Lynda Henley Walters**





# Membership Memo



## Reach Higher: New Members for a New Millennium

As most of you know, NCFR is in the middle of the 1999 membership

campaign, *Reach Higher: New Members for a New Millennium*. This program focuses on current members recruiting new members. In general, personal recruitment is one of the most effective strategies for recruiting and retaining new members. Those of us who are successful recruiters will be eligible for a number of prizes including a free trip to Orlando, Florida. You will earn one point for each member recruited from October 1, 1998 through March 31, 1999.

Current membership as of November 20 is 3,838 compared with 3,970 members as of October 31, 1997. These figures may under represent our actual membership because the notices that remind each of us to renew our membership were mailed two months later than usual this fall. Accordingly, we expect a higher than average renewal rate November through January.

The information the central office is collecting on recruitment indicates that the NCFR web page and professors recruiting students and others bring in the largest numbers of new members. These strategies are followed by brochures and CFLE-based information. Given this information and because we know that personal recruiting helps retention, please request membership brochures from headquarters to distribute to your students and colleagues. In addition, a "Dear Professor" letter will be coming your way soon. One of the strategies recently suggested for membership recruitment is to include a brochure each time you send a reprint or report to a colleague who is not a member of NCFR. This is just one of many recruitment strategies we each could use that would not be time consuming. If you have other recruitment tips, please contact me at [cbuehler@utk.edu](mailto:cbuehler@utk.edu).

Cheryl Beuhler

### DONATIONS LIST

The following persons have contributed donations since June 1998. Their generosity aids NCFR in continuing its programs and awards.

#### GENERAL FUND

Dr. Barbara A. Chandler – Arlington, VA

Stacy Everson, CFLE – San Diego, CA

Janice Hogan – Lake Elmo, MN

David H. Olson – North Oaks, MN

Sharon G. Enright – Columbus, OH

Linda Nelson – East Lansing, MI

Margaret M. Bubolz – East Lansing, MI

#### JESSIE BERNARD AWARD

JOHN LEWIS MCADOO

DISSERTATION AWARD

RUTH JEWSON STUDENT

SCHOLARSHIP FUND

#### OSBORNE AWARD

STUDENT AWARDS

CONFERENCE TRAVEL/FOREIGN SCHOLARS

Bron Ingoldsby, CFLE – Rexburg, ID

Jane F. Gilgun – Minneapolis, MN

Lane H. Powell, CFLE – Lubbock, TX

Willie Oliver – Silver Spring, MD

A.C. COUNCIL RECEPTION/WORKSHOP

Carol A. Matusicky – British Columbia, Canada

PEACE EDUCATION FOCUS GROUP

Jacqueline Haessly, CFLE – Milwaukee, WI

For more information on contributing to NCFR, contact:

Mary Jo Czapslewski, NCFR Executive Director, 3989 Central Ave. NE, Suite 550 Minneapolis, MN 55421. Toll free: 888-781-9331 ext. 17.

## Activity for Diversity Committee Survey Results

Thank you to everyone who took the time to respond to the NCFR Action for Diversity Committee Survey, which was included in the September Report. The respondents identified themselves as belonging to the following under represented groups in NCFR: Ethnic Minorities, Feminism & Family Studies

International Sections. As individuals, the respondents identified themselves as African American, Asian Indian, Feminist, Gay, Hispanic, Jewish, Lesbian, and Mexican American.

Overall, the respondents indicate that as members of NCFR, they only feel connected with the context of the above sections with which they identify. These members think that inclusive efforts are being made by NCFR, but that the efforts are in the "infancy stage." They encourage NCFR to be consistent in its mission to embrace cultural diversity in all aspects of the organization.

Suggestions made for improving diversity in NCFR include expand opportunities for student members of under represented groups, and make an effort to retain them as members. More special issues of journals focused on diversity should be published. Include more people of color as plenary or RUPS speakers at annual conferences. Involve local community organizations that serve families of color to participate in the annual conferences. Various aspects of the annual conference should reflect diversity.

Clearly, many members of NCFR would like to see it become a more inclusive and diverse organization. As chair of the Action for Diversity Committee, I have observed that all facets of the organization must assume the tasks associated with diversity. Committee members have also felt frustrated about not being able see more progress in issues of diversity within NCFR. It is in this spirit, that I ask that you read my letter to you concerning the future of NCFR.

Estella A. Martinez  
Chair, NCFR Action for Diversity Committee

### Continuing a Tradition of Interviews -

Gerhard Neubeck (left) has interviewed NCFR members for over 20 years. This year he interviewed NCFR Past President Pauline Boss, Univ. of Minnesota, about her career in family studies.



## Reach Higher

### New Members for a New Millennium

In these days of higher stress and higher costs, NCFR has found a way to lower your vacation expenses: Recruit just one new member in NCFR's second annual membership recruitment campaign and be eligible for a free vacation trip!

#### The Grand Prize:

Airfare and hotel accommodations in Orlando, Florida.

#### The second, third, and fourth prizes:

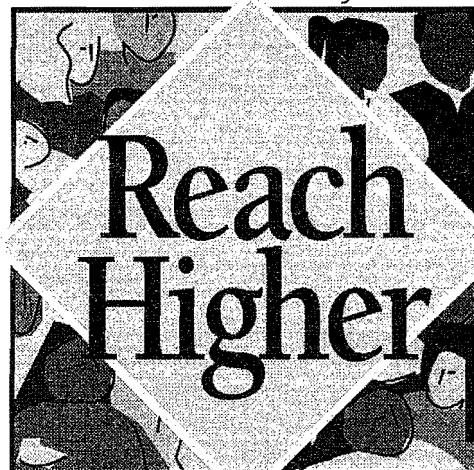
Hotel accommodations in:

- ◆ Irvine, California – next door to Disneyland
- ◆ Phoenix, Arizona – overlooking the Valley of the Sun
- ◆ Arlington, Virginia – just outside Washington, DC

Hotel accommodations provided by Hyatt Hotels and Resorts.)

The contest runs from October 1 through March 31.  
Contact Kathy at headquarters for more information.

National Council on Family Relations



New Members for a New Millennium



National Council on Family Relations

3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421

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## Annual Activities Reported

Activities in Washington have continued to involve close work with individual advocacy coalitions advocating for issues which fall under the guidelines of NCFR's Policy Initiatives. These have included Generations United, the National Partnership for Women and Families (formerly Women's Defense League), The National Council on Aging, The Children's Defense Fund Child Care Coalition, Friends of NICHD, Consortium of Social Science Associations, and the Federation of Cognitive and Behavioral Scientists. I also regularly attend meetings of federal agency groups such as the Na-

tional Clearinghouse on Child Abuse and Neglect, the open part of quarterly meetings of the Advisory Board of the National Institute on Child Health and Development and the Interagency Task Force on Family Statistics.

These meetings bring NCFR to the attention of other participants and bring NCFR experts to the attention of the Agencies.

We have signed on letters this past year with:

- < Senator Kennedy in support of good quality day and after school care for children.

- < Support of public charities nationwide to speak out on public policy matters.
- < Support of Child Development Block Grants.
- < Support of the passage of the minimum wage increase bill.
- < Opposing mandates bill which would have cut out safeguards to the environment.

As always, I enjoy my work for NCFR as its representative in Washington D.C. on family policy issues.

**Margaret Feldman, Ph.D.**  
NCFR Policy Representative

### ANNOUNCEMENT:

#### Bensman Honored for UN Work

At the NCFR Business Meeting and Membership Forum on November 15, 1998, **Marilyn Bensman** was honored for her years of work at the United Nations on NCFR's behalf. Though she was unable to be there, she received a specially engraved wall clock which simultaneously shows all the times around the world. She has traveled worldwide for NCFR at her own expense and attended many meetings. Thank you Marilyn.

## FAMILIES AND WAR *continued from page 1*

smiles. They often cease talking because of the pain it causes. This only deepens the post-traumatic stress.

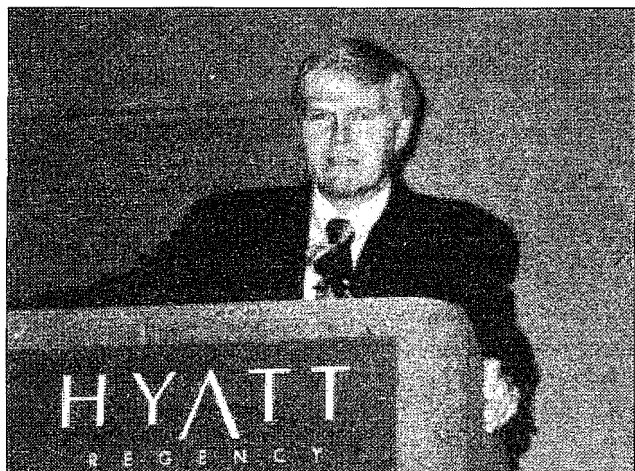
Among refugee families, children often become "parentified" as they become the caregivers of depressed, traumatized parents who are mourning the loss of family members and their homelands. Children often master the language of the host country better than their parents, and thus

reduce feelings of helplessness and guilt in the events they produce (for example, the U.S. bombing of an Iraq refugee center). Professionals often unintentionally produce the ideological background for widespread denial of trauma in children following war. Their policy-making often prevents adults from taking responsibility for promoting physical and psychological recovery and social re-integration of child victims of armed conflict as proclaimed in **Article 39 of the UN Convention on the Rights of the Child**. If the international community can say that children are not traumatized, that natural healing systems within their culture and children's own inborn resiliency heals their emotional wounds, then we don't have to assume responsibility, and we can do away with our own guilt feelings. As professionals, we must constantly

face the reality of, "What happened — **really happened!**"

Strategies used to assist families and children affected by war include:

- < Demonstration and awareness raising through use of photos, child interviews, hearing and documenting their experiences, memories, artwork and learning their cultural traditions.
- < Mass outreach, and training the helpers by building local and regional capacity; training health professionals, teachers, religious leaders in the war area about children and trauma, using radio and video when possible.
- < Help the helpers and caretakers who are themselves traumatized by the horrors surrounding them.
- < Use trauma/psychological first aid by encouraging victims to draw, color, write or talk about their worst experiences.
- < Help parents talk about their feelings and experiences by **preparing** for therapy by accepting emotions, thoughts, behaviors that may come; participating in retreats and returning to painful places, confronting traumatic reminders (seeing



slip into the role of interpreter and breadwinner through begging or prostitution.

Dyregrov illustrated through photos that though we tend to think and practice in terms of "family," in many conflicts there is no family left and children are left to cope with their "orphan" situation (e.g. Rwanda). In many cases, this becomes an institution or strangers. He described fourteen year old Mukanohe, whom he interviewed at Ngarami, Rwanda Orphanage. She escaped the killing of her entire family with her 3-year-old sister on her back. She stumbled as she ran and her sister fell off, but she had to keep running to save herself. She now takes full blame for her sister's horrible death and doesn't want to continue living. Only when she was able to talk about what happened to trained professionals, could she go on.

Dyregrov related that exacerbating the family dynamics and work of the front line humanitarians, is also the denial of trauma among the administrative levels of humanitarian agencies such as the UN, private, political and media communities. "Societies lack the capacity to deal with the ramifications of the traumatic events they produce." Thus, it becomes important to

## UN Activities Reported

During 1998 I attended the Department of Public Information briefings weekly and monthly meetings of the following UN NGO committees: The Family, Aging, Mental Health, The Status of Women.

I have become increasingly active in the Population Consultations and the working group on the Rights of the Child of the

raw meat in a grocery after witnessing massacre); changing one's assumptions, and continuing relationships; by explaining and interpreting reactions, emotions, trauma, grief; teaching strategies for relaxation, coping, self-help.

- < Handling traumatic reminders by helping families face them, talk about them by first preparing them for entering a situation, accompanying them, controlling the tempo of the approach, and always following-up.

- < Use prayer and rituals to help families make concrete farewells with lost loved ones.

- < Communicate directly with war traumatized children by allowing them to give words to what happened and to express their thoughts, impressions and reactions. The therapist must listen, convey interest, take breaks, and acknowledge the child's expressions of horror, guilt and anxiety.

The human capacity for caring outweighs the survival of war. Studies illustrate that children not only become pupils of war, they are helpers. As professionals, our responsibility is to foster caring and empathy in those who survive, to help them establish a meaningful life of loving and caring. To the extent that we (the community and nation) do NOT help, we run the risk that "...these children become tomorrow's soldiers, who thrive on hatred, violence, massacres and war."

As helpers, our role is to help families of war live in the present, not being overwhelmed by the past, and to build positive expectations of the future. "We should tread carefully into a family's landscape of war, be humble about what we are doing, and sensitive in the **way in which we help.**"

Audio and Video copies of Dr. Dyregrov's presentation are available from AVEN (Audio Visual Education Network Inc. 1-800-810-TAPE).

NGO Committee on UNICEF. I served on the Executive Committee for the NGO Committee on the Family.

This year marked the 50th anniversary of the *Universal Declaration of Human Rights*. This served as the over-riding theme for many meetings of NGO committees and it was the theme of the 51st and DPI/NGO Conference held September 14-16. The committees were concerned about those aspects of the Declaration, and subsequent Declarations, such as the Declaration of the Right of the Child, and Women's rights declarations put forth at the Beijing Conference on Women.

October 1st, the International Day of Older Persons was marked by a symposium launching the International Year of Older Persons 1999, entitled: "Towards a Society of All Ages." Secretary General Kofi Annan was featured speaker. The local agenda emphasized neighborhoods, families and individuals to support family integration and solidarity through dialogue in school community forums and local media.

The International Day of Families, May 1 was celebrated on two consecutive days with an NGO Committee on the Family program held in collaboration with the UN Department of Public Information. It was entitled: "The Family at the Millennium: New Hopes, New Images." Keynote was Ellen Galinsky, President and co-founder Families and Work Institute. The Family unit of the UN also celebrated the day with a program, "Families: Educators and Providers of Human Rights," at which the Deputy High Commissioner for Human Rights, Mr. Enrique Ter Horst, spoke.

The NGO Committees were also actively involved in presenting statements and lobbying for their respective causes at the sessions of the Commission on Social Development and the Commission on the Status of Women. NCFR signed a statement on behalf of the Family Committee of the Commission on Social Development.

With the increasing number of NCFR international members, the leadership of NCFR may wish to consider applying for ECOSOC status. This gives NCFR a better recognition internationally, but is a long and complicated process.

**Marilyn Bensman, Ph.D.**  
UN Representative for NCFR





# Conference Comments



## 1998 Conference Wrap-Up

The **Program** was outstanding! It was because of the efforts of **MANY** people spending numerous hours planning the program, executing logistical details and seeing to attendees needs. **THANKS** to the following for their contributions:

- ◆ **Judith Myers-Walls, CFLE**, program vice-president for her fresh, innovative ideas to bring many creative sessions - and the courage to carry them out! She headed the programming, selected the excellent plenary speakers, Research Update for Practitioners speakers, and other speakers who elaborated on the theme - *Families in Global Context: Media, Environment, and Peace*. She worked side by side with NCFR staff to ensure that the program met the needs of attendees.
- ◆ **Section Chairs** planned the excellent, innovative paper, symposia, poster and round table sessions.
- ◆ **Jacqueline Haessly, CFLE**, local arrangements chair, and committees did a phenomenal job of making attendees feel welcome in the Hospitality Cafe, at the President's Welcoming Reception.
- ◆ **NCFR staff** worked numerous hours behind the scenes making sure that everything ran smoothly. They also attended meetings, provided information, staffed the registration desk and NCFR Exhibit booth, and met with the press.
- ◆ More than 40 **Student Aides** assisted in registration, employment service, exhibits, and general assistance. Through their efforts, the conference ran smoothly.

Other people who were important to the success of the conference:

... **Coordinators of the Pre-Conference Workshops**. These sessions provided 'hands-on' tools based on the latest techniques and research for family professionals.

... **Carl Williams**, our AV coordinator for more than 20 years, worked many hours seeing to the needs of program speakers to ensure great presentations.

... **Eunjee Joo**, our photographer, who made sure that the important events were recorded for immediate publicity use, and for our archives.

... **Program presenters, discussants, presiders, recorders**.

... **And most of all, to Conference attendees**. Without you, the Conference would not take place.

Thanks to the friendly, efficient, Hyatt Hotel staff who did a yeoman's job making quick turns of rooms in a short amount of time. We also acknowledge their generous donation to the Saturday evening President's Welcoming Reception in honor of **Greer Litton Fox** and **Mary Jo Czaplewski**. Their staff also donated blood for the "NCFR Blood Drive."

There are many others who also worked behind the scenes. As you can see, it requires a tremendous number of people to orchestrate a conference, and each person and task is vital. **Thank you one and all.**

### Conference Statistics

<b>1998 Registrants:</b>	1,117
<b>Walk in Registrants:</b>	117
<b>Students:</b>	346
<b>First Timers:</b>	294

### 9 Year Comparisons:

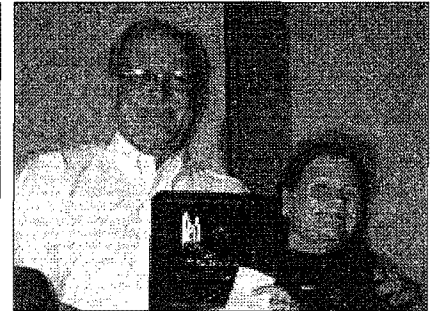
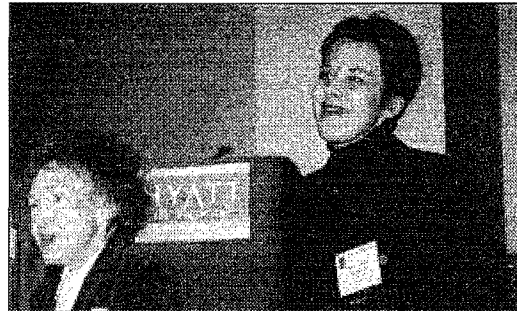
<b>1998</b>	<b>- 1,117</b>
<b>1997</b>	<b>- 1,450</b>
<b>1996</b>	<b>- 1,245</b>
<b>1995</b>	<b>- 1,239</b>
<b>1994</b>	<b>- 1,211</b>
<b>1993</b>	<b>- 1,080</b>
<b>1992</b>	<b>- 1,173</b>
<b>1991</b>	<b>- 1,025</b>
<b>1990</b>	<b>- 996</b>

### Conference Attendees Left a Bit of Themselves in Milwaukee

NCFR attendees were very generous during the conference.

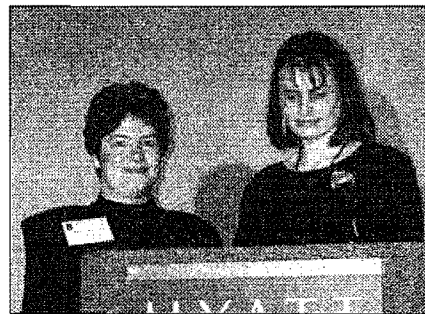
- Program Vice-president **Judy Myers-Walls** felt that in keeping with the global theme, conference attendees would perhaps like to respond to victims of Hurricane Mitch in Honduras. This was announced, and attendees gave a total of \$215 which was sent to World Vision.
- At the Brigham Young University Ice Cream Social donations of \$240 were given to the **Hunger Task Force of Milwaukee**.
- On the last day of the Conference the Blood Center of Greater Milwaukee set up a **Blood Bank** at the Hotel. Several NCFR members and Hyatt Hotel staff donated blood. Although this had been planned before the Conference, it became very personal! **Edith Lewis**, Univ. of Michigan, one of our attendees became seriously ill during the Conference, and was taken to the hospital. She had to have surgery for a brain aneurysm. Attendees then donated blood in the name of our beloved Edie. (Note: Edie is recovering from her surgery and will hopefully be returning home to Ann Arbor soon. At this point we are suggesting that rather than calling, you send cards to Edie and her husband, Jon Swanson, 1811 Coronada, Ann Arbor 48103 Edie needs to get a lot of rest now, so the cards would be appreciated. She is grateful for your prayers, cards, and concern.)

**Cindy Winter, CMP**  
Conference Coordinator



### Award Presentations -

Above left: **Joan Aldous** (center) presented the first **Ruth Jewson Dissertation Award** for outstanding research proposal to **Bethany Letiecq**, Univ. of Maryland. A check for \$2,500 is given in honor of NCFR's second Executive Director, **Ruth Jewson**, to help with expenses related to the research project. Above right: **David Klein** presented the **NCFR/Sage Student/New Professional Book Award** to **Angela J. Hattery**, Wake Forest University.



Above left: **A World of Sesame Street Families** - **Anna Guenina** (left) and **Charlotte Cole** (right), both from *Children's Television Workshop* of Moscow, Russia, and New York City, respectively, gave insights into the selection of programming for *Sesame Street*. The audience received a treat as they were shown clips of *Sesame Street* programs from around the world. *A Peace Plan for the 21st Century*.

Above right: **Lane Powell** (background) from Lubbock, TX and **Tamir Rotman**, a student member from Clark University, donate blood in honor of **Edith Lewis** (article this page)

Right: **Barbara Adams**, Deputy Coordinator, UN Non-Governmental Liaison Service, spoke about Sustainable Development: *A Peace Plan for the 21st Century*.



## 1999 Annual Conference

**W**e've just returned from the wonderful NCFR conference in Milwaukee. Many thanks to

**Judy Myers-Walls** for arranging an excellent program and **Cindy Winter** for her superior organizational skills. The NCFR conference for 1999 will be meeting in Irvine, California, November 10 to 15. I look forward to reading your innovative proposals for papers, posters, round tables, symposia, and workshops.

The conference theme is *Borders, Boundaries, and Beacons: Diverse Families in Dynamic Societies*. Thanks to the 1998 program committee for helping to hone the theme and message! My vision for the conference is to feature experiences and voices we are less likely to hear in everyday life as family scholars and practitioners. As you prepare abstracts for submission, remember that

our scholarship can be excellent and still be creative.

Three exciting plenaries are:

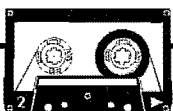
**Mary Catherine Bateson** who will speak about intergenerational legacies. Dr. Bateson, is a distinguished professor of



**Preparing for the 1999 Conference** - Some of the 1999 Conference Local Arrangements Committee members met with **Cindy Winter** and **Mary Jo Czaplewski** last spring. Left to right: **Fumiko Hosakawa**, **Nancy Rybski**, **Cindy Winter**, **Marcia Lasswell**, **Mary Jo Czaplewski**.

English and Anthropology at George Mason University and the President of the Institute for Intercultural Studies. She has

1999 Conference continued next page



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**SHARE YOUR WORK - SUBMIT A PROPOSAL  
FOR THE 1999 CONFERENCE!**

SEE INSERT TO THIS ISSUE!

## 1999 CONFERENCE *continued from page 7*

written best selling and deeply personal narratives about women's lives. She is also known for communicating with intelligence and respect about her intriguing, famous, and brilliant parents, Margaret Mead and Gregory Bateson. Dr. Bateson's many books include *Composing a Life*, *Peripheral Visions*, and *With a Daughter's Eye*. She is writing a new book about family diversity that we hope will be ready in time for the conference. Dr. Bateson is a world traveler, an engaging speaker, and passionate teacher. We welcome her to NCFR!

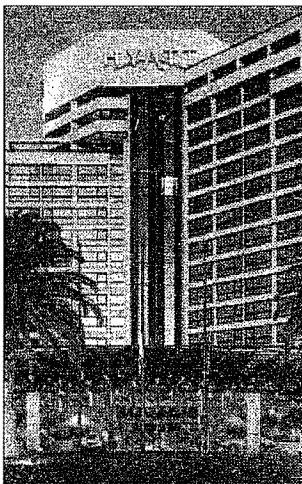
**P**rofessor Louis Bellamy, Professor of Theatre Arts and Dance at the University of Minnesota, is the Founder and Artistic Director of the Penumbra Theatre Company, a renowned African American regional theatre. The recipient of numerous awards for his theatrical contributions and scholarly achievements, Professor Bellamy will create a dramatic presentation of the migration of African Americans from the South to the North in the first part of the 20th century. A splendid storyteller and performer, Professor Bellamy has written critically on the "colonization of black theatre." He will weave analyses of African American family life into his portrayal of this migration experience. We look forward to his exciting and informative session.

**Dr. Marta Sotomayor**, has an impressive list of credentials in academe as well as on the international scene. As President and CEO of the National Hispanic Coun-

cil on Aging, Dr. Sotomayor is in a unique position to inform NCFR about intersections associated with race, class, gender, and age. Dr. Sotomayor's plenary coincides with the International Year of the Older Person. We are delighted that she will share her research and activism on behalf of Hispanic families, Chicana women, and aging adults. Dr. Sotomayor has represented the United States at numerous international summits, including the United Nations Women's Conference in Nairobi Kenya and the UN Conference on Human Settlements in Istanbul, Turkey. She will present findings from her recent book on Hispanic Families as well.

On behalf of the 1999 Program Committee, we look forward to hearing from all of you with your proposals for innovative and educational sessions.

**Katherine R. Allen, CFLE**, Professor of Family and Child Development, 307 Wallace Hall, Virginia Polytechnic Inst. and State Univ. Blacksburg, VA 24061-0416; Phone: 540-231-6526; E-mail: kallen@vt.edu



## JMF Reviewer-in-Training Program

**C**ongratulations are due to the third graduating class of the JMF Reviewer-in-Training Program. This program is designed to provide advanced graduate students and new professionals the opportunity to participate in the peer review of manuscripts submitted to the *Journal* and receive training in the review process.

Having completed several reviews of quality and well within the allocated deadlines, the following new professionals are hereby awarded advanced degrees in advanced reviewing: **Aine Humble** and **Barbara Mitchell**. My personal thanks to each of

you for your obvious dedication and hard work.

Advanced graduate students and new professionals who would like to participate in our Reviewer-in-Training program should contact the journal for guidelines and application materials, including a very useful document on "How to review a journal article" by Professors Vern Bengtson and Shelley MacDermid.

**Robert M. Milardo**, Editor  
*Journal of Marriage and the Family*  
17 Merrill Hall, University of Maine, Orono, ME 04469  
e-mail: Milardo@Maine.Maine.Edu

### In Memoriam

NCFR received notices of the deaths of the following long time members of NCFR.

- ☐ Dr. Russell Bliss, a life member of NCFR passed away in 1992 in Auburn Alabama. His family sent notice to NCFR this past October.
- ☐ Reverend Adrien Theoret, was a Jesuit priest who served on the local arrangements committee for the 1967 annual conference of NCFR when it was held in Toronto, Canada. Father Theoret passed away in Ile Bigard, Ontario Canada in August 1998.
- ☐ Dr. Herbert Lindgren passed away suddenly in Lincoln, Nebraska on November 11, 1998. He was a multi-term president of the Nebraska Council on Family Relations and was an active professor in the U. of Nebraska Extension Services at the time of his death.

## MEET THE PLENUM FAMILY OF LASTING VALUE\*

### HANDBOOK OF MARRIAGE AND THE FAMILY

Second Edition

edited by Marvin B. Sussman, Suzanne K. Steinmetz, and Gary W. Peterson

From a review of the First Edition:  
"Welcomed by family scholars everywhere...**rich, varied, and substantial**...It should be the **cornerstone of library collections in marriage and family literature**."  
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Explores such topics as • family diversity • theoretical and methodological issues • changing patterns and roles • the family and other institutions • family dynamics and processes • and more.

0-306-45754-7/792 pp./index/ill./1999/\$forthcoming

### HANDBOOK OF SOCIAL SUPPORT AND THE FAMILY

edited by Gregory R. Pierce, Barbara R. Sarason, and Irwin G. Sarason

"A **first-of-its-kind**...many thoughtful and stimulating analyses....well-referenced and up-to-date....of **lasting value**...should be on the shelves of all relevant libraries."  
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"Valuable to anyone who is concerned with the study of families...**significant work**."  
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### THE AMERICAN FATHER

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by Wade C. Mackey  
with a Foreword by William T. Bailey

"A **comprehensive** look at fatherhood...interesting and **thought-provoking**."  
— *Human Ethology Bulletin*

"Mackey's theoretical framework and large-scale method of assessing the motivations of fatherhood means that the **study of 'father-as-caregiver' has arrived**."  
— *Journal of Adult Development*

A volume in the Plenum Series in Adult Development and Aging  
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by Stephen B. Levine

Describes in extraordinary depth such topics as psychological intimacy and development, sexual desire, the six eras of sexual life, extramarital affairs, menopause, sexual impairments due to new antidepressants, sexual decline in the fifties, and other topics important to people at mid-life. This unusually frank, clear, and compelling volume also includes a unique chapter on being a middle-aged therapist.

0-306-45742-3/212 pp./ill./1998/\$35.00

### SOURCEBOOK OF FAMILY THEORIES AND METHODS

A Contextual Approach

edited by Pauline G. Boss, William J. Doherty, Ralph LaRossa, Walter R. Schumm, Suzanne K. Steinmetz

"In no other single source can one find as **extensive and thorough** an overview...**excellent**."  
— *ISSPR Bulletin*

"A **godsend**...Everyone involved in any way with the academic study of the family needs to get this Sourcebook...It is the **reference volume on the family**."  
— *Journal of Psychology and Theology*

0-306-44264-7/774 pp./ill./1993/\$95.00  
text adoption price on orders of six or more copies: \$54.50 each

Book prices are 20% higher outside US & Canada.

### THE WHOLE PARENT

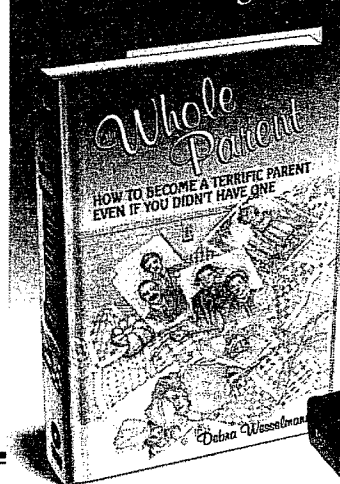
How to Become a Terrific Parent Even if You Didn't Have One

by Debra Wesselmann

"Addresses the part of each one of us that prevents us ... from being the parent we want to be ... Offers **concrete exercises** to work on so we can **overcome the obstacles** we have to becoming terrific parents."  
— Debra Combs, L.C.S.W., Founder, Attachment and Bonding Center of Nebraska, Omaha

0-306-45993-0/366 pp./1998/\$27.95

### Two Insight Books...

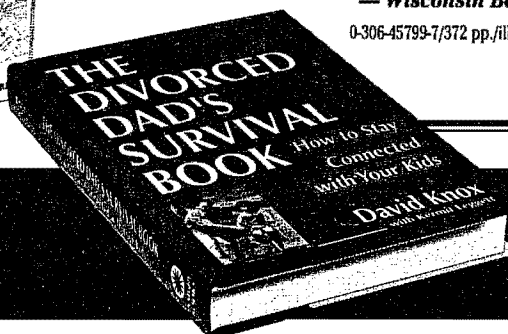


### THE DIVORCED DAD'S SURVIVAL BOOK

How to Stay Connected with Your Kids

by David Knox, Ph.D. with Kermit Leggett  
"A **goldmine** of useful information...Every divorced or divorcing man needs to read this book from cover to cover — the health and welfare of his children may very well depend upon it."  
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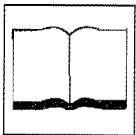
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## Sections Conduct Conference Conduct and Business

**E**ach year, the **Education & Enrichment Section** selects three student members of NCFR to receive awards of up to \$200.00 to cover expenses for participating in the annual conference. This year's winners not only received the highest ratings in the Section's blind review of proposals, but also conducted workshops, based on their proposals, during NCFR's 1998 conference. At the E&E Section business meeting the following award winners were announced: **Jacqueline Haessly**, author of "Imaging Peace: A Pedagogical Challenge for Family Life Educators" and **Kathleen Shibley and Victoria Warner**, co-authors of "GEMS (Gender Equity Modules): Group Activities for Development of a Positive Self Concept, Interpersonal Skills, and Improving Vocational Skills and Attitudes."



Jackie has been a Certified Family Life Educator since 1992 and has worked in the area of peace and social justice for 25 years. She is currently pursuing a doctoral degree in Peace Studies at the Union Institute. She is the founder and president of PEACEMAKING ASSOCIATES (a training and consulting company) and PEACE TALKS (a specialty press publishing company). She has authored several books and produced a video series related to peace. She lives in the Milwaukee area and served as chair of the Local Arrangements committee for the 1998 NCFR conference.

**K**athleen Shibley is a Ph.D. candidate in Human Development and Family Science at Ohio State University. While pursuing her doctorate, she has served as the Coordinator for the Gender Equity Project, a collaborative effort between the Family & Consumer Science Department and the Ohio Department of Education. One of the purposes of the project's research has been to develop teaching tools to support teachers and group leaders in encouraging the attainment of gender equity competencies and the development of gender bias-free individuals. This objective resulted in the GEMS workshop presented at the 1998 NCFR conference. Kathleen has been a parent educator for 30 years and has founded two educational agencies to promote education for healthy families.

Victoria Warner is also a Ph.D. student in Human Development and Family Science at Ohio State University. She is majoring in Family and Consumer Sciences/Family Life Education and minoring in Human and Community Resource Development (Extension Education).



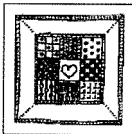
**Award Winners** - (l to r) Kathleen Shibley and Victoria Warner, co-authors of "GEMS : Group Activities for Development of a Positive Self Concept, Interpersonal Skills, and Improving Vocational Skills and Attitudes," and Jacqueline Haessly, author of "Imaging Peace: A Pedagogical Challenge for Family Life Educators"

sion Education). The modules (GEMS) which she and Kathleen presented at the 1998 NCFR conference are designed to provide hands-on activities for secondary students to assist in the development of gender bias-free individuals. She is investigating the influences of professional development on the choices of a teacher's learning/teaching strategies in a critical science/problem based learning environment.

CONGRATULATIONS TO EACH OF THESE E&E STUDENT AWARD WINNERS!

**Carol E. Mertens, CFLE**  
cmertens@blue.weeg.uiowa.edu

**I** dedicate my last report as Chair of the **Ethnic Minorities Section** to a most faithful and inspiring leader of our section, **Dr. Edith Lewis** and well wishes for a speedy recovery. We missed your presence in our section meeting but felt your spiritual presence in our midst. Our prayers are being forwarded your way. To my colleagues in the Ethnic Minorities Section, it has been a pleasure to have served as your Chair.



As I reflect back on my tenure, we accomplished many of the goals established over my two-year appointment. To name a few, we established and launched a funding campaign for the John McAdoo Dissertation Award, increased membership to reflect multi-ethnic, multi-racial groups, increased visibility of our section throughout the NCFR Annual Conference Program, and co-sponsored numerous sessions with other sections. As I leave our section in the hands of a very capable Chair, **Francisco Villarruel**, I restate the charge high-



lighted during our section business meeting: GET INVOLVED, BECAUSE YOU CAN MAKE A DIFFERENCE ... by becoming an active member, exercising your right to nominate and vote in various elections, becoming knowledgeable of the new governance structure of NCFR, being proactive rather than reactive, continuing to mentor our students and young professionals for future leadership positions, and, most importantly, by supporting each other and

knowing the power of collegiality, friendship, and support.

Best wishes to each of you for a safe, rewarding, and peaceful Holiday Season.

**Velma McBride Murry**  
Chair, Ethnic Minorities Section  
The University of Georgia-Athens  
vmurry@fcs.uga.edu  
706-542-4855 or 542-4792

### Family Policy Section Sponsors 5th Workshop



**T**he fifth and final public policy Advocacy Skills Training Pre-Conference was held on Friday, November 13, 1998 at the Hyatt Regency Milwaukee Hotel. Thanks to the 33 participants and to those who presented workshops! The past four pre-conferences have helped teach and reinforce public policy advocacy skills to many NCFR members. Special thanks to Pamela Monroe for her vision in getting board approval for 5 years of policy pre-conferences.

The **Family Policy Section** meeting was held in conjunction with the Public Policy meeting. About 50 students listened as **Barbara Settles and Elaine Anderson** discussed training and career opportunities in family policy. **Bill Doherty**, NCFR President-elect was a guest of the section and spoke to the group about the proposed by-laws changes. He reassured the section that **Margaret Feldman** would continue to serve as NCFR's Public Policy representative in Washington and that she would continue to select an advisory committee.

**L**eslie Koepke, Chair, noted that conference proposals decreased this past year and encouraged section members to develop proposals related to the 1999 conference theme which has particular relevance for those interested in policy. Anyone with questions, ideas or wishing to be a proposal reviewer should contact Leslie Koepke.

The highlight of the section meeting was distribution of the long awaited **Margaret Feldman Intern Award Applications**. These are awards to students/new professionals who plan on internships in family policy and will carry a stipend of up to \$1,500. Applications are due to **Susan Bowers** by January 15, 1999. Questions

about the application process should be directed to Susan at (815) 753-8537 or Email: rzospb1@com.cso.niu.edu Awards will be announced by April, 1999.

Incoming Vice President of Public Policy, **Karen Bogenschneider**, discussed her plans and encouraged members to contact her with ideas for symposia. She also presented the 1999-2001 slate of officers. Thanks Karen and committee for your work. Thanks also to **Jackie Kirby (S/NP)** who volunteered to develop a Family Policy list serve. Look for it soon!

If you have any questions about proposals or conference issues, please contact me.

**Leslie Koepke**  
Koepkel@uwstout.edu  
or phone (715) 232-2237

**G**reetings to everyone, and thanks to those of you who played such a significant role in making the 1998 conference so successful.



Thank you to **Joan Jurich** for organizing the symposium on *The Use of Power in Academic Relationships: Feminist Reflections*; to **Katherine Allen, Kaitilin O'Shea, Karen Wilcox, and Karla Soukup** for the workshop on cooperative learning; to **Shelley MacDermid and Brenda Seery**, for the feminist mentoring roundtables; to the discussants for all of our sessions: **Karen Blaisure, Lee Ann DeReus, Renate Houts, Leigh Leslie, Stephen Marks, and Karen Wilcox**; and finally to **Shelley MacDermid** and her committee who reviewed papers and proposals to select this year's awards winners.

Congratulations to **Susan C. Harris** as winner of the Outstanding Research Proposal from a Feminist Perspective, and to **Susan Freedman and Hilary Lips** as winners of Outstanding Contribution to Feminist Scholarship Paper Award.

**T**he new Feminism and Family Studies Course Syllabi packet is now available. It contains syllabi, annotated bibliography of feminist teaching materials, reviews of media resources and a list of Internet listservs related to gender. Proceeds from the sales of the packets will go to the Jessie Bernard Endowment. The packets cost \$20.00; to purchase one (or more!), contact Joan at 1267 CDFS, Purdue University, W. Lafayette, IN 47907-1267; 765-494-2956; [jurichj@cfs.purdue.edu](mailto:jurichj@cfs.purdue.edu).

The first meeting of the Gay and Lesbian Issues Focus Group had 24 people in attendance. A major emphasis was on fostering connections, and the proposed new name of Gay, Lesbian, Bisexual, Transgendered, and Straight Alliance captures that emphasis. Ideas were generated related to goals of interweaving LBTS issues throughout NCFR and our section.

The section business meeting focused on discussion of the changes occurring in the governance policies of the NCFR Board of Directors (BOD), and the resulting decrease in the size of the Board. An impor-

*continued next page*

### Nominations for 2 FFS Awards Open

**T**he Feminism and Family Studies Section of the National Council on Family Relations is seeking applicants for TWO awards. Submissions should contribute to feminist scholarship about families and the use of feminist frameworks and methods. **The Outstanding Contribution to Feminist Scholarship Paper Award** is accompanied by a gift of complimentary books and a \$250 cash award. **The Outstanding Research Proposal from a Feminist Perspective** includes \$750 to fund feminist research. Graduate students and new professionals with up to five years post-doctoral work are eligible to apply. For the complete call for submissions, send a request to Shelley MacDermid at [shelley@purdue.edu](mailto:shelley@purdue.edu), or call 765-494-6026.

## SECTION NEWS *continued from page 9*

tant dimension of the re-structuring is that the principle work for the next year will be a large scale consultation with all NCFR members to dialogue on where we want NCFR to go: what we stand for, what we want to accomplish, what are our goals and priorities? The emphasis will be on the future, and it is the responsibility of all of us to think seriously and creatively about what NCFR's future will be. The re-structuring provides us with a framework to do so. I hope that you voted affirmatively when your ballot arrived. Take advantage of all opportunities to let your voice be heard as we move toward the next millenium! "Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it's the only thing that ever has." — Margaret Mead, in *The Ume Reader*, 1992.

**A**lso at issue was the question of whether the title of the *Journal of Marriage and the Family* adequately reflects the diversity of the NCFR membership, the readers of the journal, the topics covered in the journal and the missions of NCFR and the journal? We voted to form a committee, chaired by **Stephen Marks**, to discuss this topic. The upcoming survey of the NCFR membership will provide another important outlet for raising these issues, and demonstrating how many people are committed to diversity.

The theme of next year's annual conference, "Borders, Boundaries, and Beacons: Diverse Families in Dynamic Societies," provides us with a terrific opportunity to accentuate feminist scholarship. By drawing attention to our increasingly diverse culture, as well as to diversity in close relationships and families, increased focus is brought to the need to examine the ways that factors such as gender, race, class, ethnicity, and sexuality impact the well-being of women, men, and children. I am particularly interested in proposals that offer new ways for us to think about the ways that we can learn to relate to each other. I welcome your suggestions for panels or debates and other types of innovative sessions. I'm also interested in your

ideas for invited speakers who can offer diverse perspectives on feminist issues related to the conference theme.

One of the reasons that our section is so vital is the enthusiasm that the members bring to all aspects of the section - so please stay in touch with me and share your ideas and suggestions for the section. Also, please encourage others to join our section. You can reach me at [dsollie@humsci.auburn.edu](mailto:dsollie@humsci.auburn.edu), or call 334-844-3230.

**Donna L. Sollie**  
Feminism and Family Studies Section

**M**embers of the **International Section** who were in attendance at the NCFR Conference in Milwaukee were very pleased with the conference program and other events. The theme, *Families In a Global Context*, was particularly relevant for our section. Sessions sponsored by the International Section (e.g., Marital Adjustment Issues; Challenges in Parenting; Dealing with Stresses in Latin American Families) were informative and well attended. Our business meeting was especially enjoyable this year since our reception included time with one of our plenary speakers, Barbara Adams, and a sampling of Wisconsin foods and root beer. I would like to extend a special thanks to **Dr. Bron Ingoldsby**, our section chair, for fine planning.

We would like people to consider submitting papers to the International Section for next year's conference in Irvine, California. The theme is *Borders, Boundaries, and Beacons: Diverse Families in Dynamic Societies*.

Any items for the International Section newsletter, which will come out in early summer, should be sent to me at the address below.

**Racann Hamon**  
e-mail: [rhamon@messiah.edu](mailto:rhamon@messiah.edu)  
Messiah College

**W**hat a great conference we've just had! Our section made some outstanding contributions. The symposium and paper sessions highlighted some of the scholarly family and spirituality work currently underway, and the discussants' remarks challenged us to further our knowledge and methodology. The round table presentations were also clearly relevant, as were the many poster presentations. Thanks to **Belle Yaffe** for leading a Native American meditation, and to **Katherine Allen** for leading a yoga meditation. Also a big thanks to our own Students/New Professionals representative **Curtis Fox**, who graciously filled in for **Edie Lewis** at the inspirational worship service. (Our prayers and wishes for a speedy recovery are with Edie and her family.) Congratulations to each of you who presented in some form at the conference and who added to our understanding of religion/spirituality and family life.

The addition to our knowledge base of spirituality and families is a perfect introduction to two exciting developments from our section meeting. First, plans are now underway to develop an annotated bibliography of Religion/Spirituality and Families. Copies will be available in print form and on disk, BUT we need your contributions. Send them to Dr. Carla Dahl, Bethel Seminary, 3949 Bethel Dr., St. Paul, MN 55112; fax: 651-638-6002; e-mail [c-dahl@bethel.edu](mailto:c-dahl@bethel.edu). Second, a list-serve of our section members is now being configured. Please check the NCFR website under our section. Watch for further developments and how you can subscribe.

Finally, congratulations to **B.J. McMichael**, recipient of the Best Student Paper Award. He and co-author **Scott Plunkett** presented their poster, "Adolescent Perceptions of Religious Coping & Family Life satisfaction." Please encourage your students and colleagues to submit papers through our section so we can continue to build the quality of presentations. Next year's theme lends itself to creative expressions of Religion & Family Life, so let's have a record number of submissions!

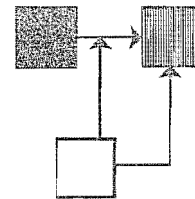
**Judy Watson Tiesel, Chair**  
[tiese003@tc.umn.edu](mailto:tiese003@tc.umn.edu)  
612-822-8238/612-822-8238

## Research and Theory Section

**T**he Research and Theory Section sponsors several awards each year. Two of these — the Burgess Award for lifetime contributions to family studies and the Reuben Hill Award for the best published articles to combine theory and research on the family — are mentioned elsewhere in this newsletter. The sections sponsors another award, the Student Proposal Award, which began in 1996. The purpose of this award is to recognize outstanding student contributions to family research and theory, and to encourage student participation in the annual conference. This award goes to the graduate student who submits the highest-rated proposal for a submission to the annual NCFR conference. Graduate students must be the sole author or the first author of the submission.

This year the R & T section gave the award to **Theodore Futris**, a student in Human Development and Family Studies at the University of North Carolina, Greensboro. His paper is entitled, "The effects of work and parental identity prominence on behavior and life satisfaction of fathers." Kay Pasley, Jennifer Kerpelman and **Roger Goodman** are co-authors of the paper. The award was presented at the annual R&T business meeting in Milwaukee.

**Paul Amato, Chair**



**T**he purpose of the **Family Science Section** is to expand, strengthen, and enhance the Family Science discipline and profession. As such, our section has given leadership to several recent initiatives of broader interest to NCFR members. First, we have completed the process of developing and approving a set of Ethical Guidelines. With a focus on professional and disciplinary concerns, section members worked over the past several years to develop a set of ethical guidelines for use by Family Science professionals. Upon obtaining section approval, the guidelines were pre-

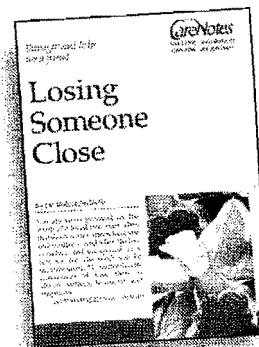


sented and unanimously approved at the Spring 1998 Board of Director's meeting. Members agreed at the November 1998 section meeting to make the guidelines permanently available to all NCFR members on the section website.

In addition, the Family Science Section hosted a forum at the annual conference on the topic "Whither Family Science?" Despite the late evening hour, the discussion attracted a large and lively group to debate such issues as the extent to which Family Science qualifies as a separate academic discipline, and the dominant theoretical paradigms that currently inform

*Family Science continued page 16*

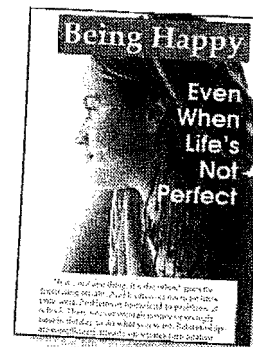
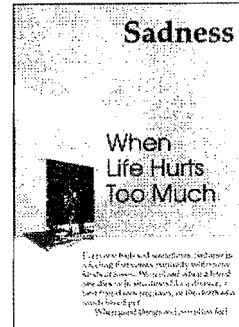
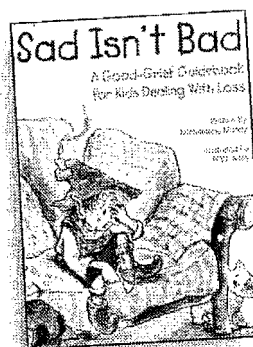
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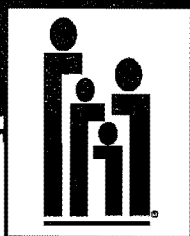
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# Job Openings

## Start Your Job Search Here!

### ● California State University

**Family Studies:** Entry-level, tenure-track Assistant Professor position in Family and Consumer Sciences Department beginning Fall 1999. Doctorate in appropriate field completed by August 23, 1999 preferred. (Applicants in final stages of doctorate may be considered for appointment; degree must be completed by January 26, 2000.) Responsibilities include teaching undergraduate courses in Family Studies; participating in Center for Family Studies projects; department, university, and community service; academic advising; interdisciplinary collaboration. Review of applications will begin October 30, 1998, and continue until position is filled.

Submit letter of application, vitae, transcripts and names and telephone number of three professional references to: Dr. Sallie Corley, Chair, Search Committee, Family and Consumer Sciences, CSU, Sacramento, 6000 J St., Sacramento, CA 95819-6053. Phone: 916-278-6393. FAX: 916-278-7520. E-mail: scorley@csus.edu. Visit the CSU Electronic Bulletin Board for full position description: <http://csueb.sfsu.edu>. AA/EOE.

### ● Family Research Consortium III Penn State University

#### Postdoctoral Training in Research on Family Processes and Child/Adolescent Mental Health in Diverse Populations:

Family Research Consortium III, an NIMH-sponsored program, announces the availability of six, three-year postdoctoral positions beginning June 1, 1999. The program provides research training in theoretical, methodological, and substantive issues concerning family processes and child/adolescent mental health in ethnic/racial and socioeconomically diverse populations. The training is multi-disciplinary in content, involves mentoring from a diverse faculty across the United States, and emphasizes multiple levels of investigation from the biological correlates of individual adjustment to the social context of family functioning. Each trainee will have a primary appointment at one of twelve universities represented by Family Research Consortium faculty. In addition, trainees will work with at least two faculty members on a multi-site, collaborative research project. Trainees also will be involved in summer workshops and research institutes, seminars, and course work consistent with their professional objectives.

Program faculty are: Mark Appelbaum, U of California, San Diego; Linda Burton, Penn State; Ana Mari Cauce, U of Washington; Felton Earls, Harvard; Marion Forgatch, Oregon Social Learning Center; E. Michael Foster, Georgia State; Xiaojia Ge, U of California; Donald Hernandez, SUNY, Albany; Robin Jarrett, U of Illinois, Urbana/Champaign; Spero Manson, U of Colorado, Denver; Vonnice McLoyd, U of Michigan; David Takcuchi, U of Indiana, Bloomington. To apply: Applicants must have completed all requirements for the Ph.D., including the dissertation defense, by the time of appointment and must be US citizens or permanent residents.

For application forms and information write to Dee Frisque, Research Center Coordinator, Center for Human Development and

Family Research in Diverse Contexts, 106 Henderson Building, Penn State University, University Park, PA 16802. Call (814) 863-7106. E-mail: dmr10@psu.edu. Applications close January 15, 1999. An Affirmative Action/Equal Opportunity Employer. Women and minorities encouraged to apply.

### ● Loma Linda University

Tenure track position as Director of Ph.D. program in Marital and Family Therapy/Doctorate in Marital and Family Therapy, Associate or Professor rank to be determined. Position available January 1, 1999.

**QUALIFICATIONS:** Preference of doctorate in Marriage and Family Therapy or Family Studies. Licensure, or eligibility to be licensed as a MFCC in the State of California is required. AAMFT Approved Supervisor or eligibility to become an Approved Supervisor-in-training is required. Consideration given to candidates with a broad range of experience with doctoral programs, qualitative research emphasized. Experienced teaching at the graduate level with demonstrated commitment to scholarly publication and willingness to be engaged in developing a Ph.D. program required.

Compensation is dependent on training and experience. Benefits include health, dental, disability, and retirement programs. Moving expenses provided.

**APPLICATION DEADLINE:** Until position is filled. Application includes an official LLU application form, a faith statement of approximately one page, and supporting documents e.g. course syllabi, student evaluations, and three references. All inquiries and requests for applications should be addressed to: Mary E. Moline, Ph.D., Chair, Dept. Counseling and Family Sciences, Loma Linda University, Graduate School, Griggs Hall, Rm 209, Loma Linda, CA, 92350. Phone: 909-558-4547 ext.47001. E-mail: bjones@ccmail.llu.edu

### ● University of Illinois at Urbana-Champaign

Assistant (tenure track) or Associate Professor (tenured) of Applied Family Studies, Extension Specialist in Family Life. Full-time, nine-month position, 65% Extension, 35% Research.

**AVAILABLE:** On or before August 21, 1999

**QUALIFICATIONS:** Earned doctorate in human development, family studies or related field with emphasis on family relationships or human development in the context of families. Evidence of ability to develop community-based outreach and education to address issues facing diverse rural and urban families. Ability to conduct applied research and/or evaluation studies in community settings. Excellent written and oral communication skills, familiarity with computer technology and applications. Experience or familiarity with Extension is desirable. Experience providing shared leadership in collaborative projects is desirable. Areas of specialization might include parenting, caregiving, marriage and family relations, families in transition, intergenerational relationships, prevention of family violence, etc.

**POSITION RESPONSIBILITIES:** Provide statewide leadership for Family Life programs within University of Illinois Extension. Develop an applied research program on a high-priority issue related to families and disseminate the findings in refereed journals, educational materials, and publications for general audiences. Provide training and resources for field-based staff. Consult with and assist field staff in developing and evaluating educational programs. Help identify and develop sources of funding for programs and materials. Develop networking at the state and national level.

**SALARY:** Commensurate with qualifications and experience.

**CLOSING DATE:** To receive full consideration, application must be received by January 15, 1999.

**APPLICATIONS:** Send letter of application, including a statement of outreach, research, and teaching interests, curriculum vitae, and three letters of reference to: Department of Human and Community Development, University of Illinois at Urbana-Champaign, Family Life Search, attn: C. Shapiro - #6333, 274 Bevier Hall, 905 S. Goodwin Ave., Urbana, IL 61801. For additional information, contact Dr. Aaron Ebata at 217-333-2912. E-mail: aebata@uiuc.edu

The University of Illinois is an Affirmative Action Equal Opportunity Employer; minorities, women, and other designated class members encouraged to apply.

### ● Anderson University

**Social Work:** Tenure-track position beginning August 1999. CSWE accredited BSW program housed in the Department of Sociology, Social Work, Criminal Justice and Family Science. Position requires teaching Human Behavior and Social Environment and Human Sexuality and advising departmental majors. Additional course load will be negotiated based on candidate's strengths and departmental needs. Qualifications: MSW + 2 years post-MSW practice experience required. Teaching experience and earned doctorate in social work or related area preferred. Anderson University is a comprehensive institution with a strong liberal arts tradition affiliated with the church of God. We are seeking faculty who possess a maturing Christian faith and are committed to the mission of higher Christian education.

Direct inquiries to: Dean Blake Janutolo, Anderson University, Anderson, IN 46012-3495. Position will be open until filled. AA/EOE.

*continued next page*

#### Dean

#### College of Health & Human Performance University of Maryland, College Park

The University of Maryland invites applications and nominations for the position of Dean of the College of Health & Human Performance. The College is composed of the Departments of Family Studies, Health Education, and Kinesiology. The College houses a Wellness Research Lab for Faculty and Staff and the Family Service Center for area families.

The Dean has responsibility for approximately 65 faculty, 920 undergraduate students, and 233 graduate students in the three departments. Health Education offers bachelor's, master's, and doctoral degrees and a Gerontology Certificate through the Center on Aging housed within that department. Kinesiology, which has been consistently ranked in the top 20 programs nationally since 1930, offers bachelor's, master's and doctoral degrees. Family Studies offers a bachelor's degree and two master's degree programs, a program in Family Studies and an accredited Marriage and Family Therapy program. The College has an annual budget of approximately \$5.1 million and has experienced substantial growth in research productivity over the past several years, with currently \$4 million per year in research support. The College is housed in modern facilities and possesses state-of-the-art experimental laboratories and facilities.

The Dean is expected to provide innovative leadership to build upon the excellent research and educational activities within the College. The primary responsibilities of the position include academic leadership, maintaining and enhancing relations with alumni and government and industrial partners, and administrative oversight and direction. Candidates should have qualifications for a tenured full professorship in one of the College's departments, a distinguished record of scholarly achievement, a strong commitment to excellence in teaching, research, and service, demonstrated administrative ability, a demonstrated record of promoting diversity, and excellent interpersonal and communications skills. The Dean reports directly to the Vice President for Academic Affairs and Provost, the chief academic officer for the University.

College Park is the flagship campus of the University System of Maryland with over 2,000 faculty, 24,000 undergraduates and 9,000 graduate students and has a proud tradition of academic excellence. The University is located in College Park, Maryland approximately 8 miles from the U.S. Capitol.

The preferred starting date for this position is July 1, 1999. Review of applications will continue until the position is filled. For best consideration, applications should be received by December 15, 1998. Applications and nominations, including a cover letter, curriculum vitae, and the names of at least three references should be sent to: Search Committee, Dean for Health and Human Performance, 1119 Main Administration Building, University of Maryland, College Park, MD 20742.

For more information about the College, please visit their web site at: [www.inform.umd.edu/HLHP/](http://www.inform.umd.edu/HLHP/).

The University of Maryland is an equal opportunity employer, and women and minorities are encouraged to apply.

UNIVERSITY OF  
MARYLAND

## JOB OPENINGS *continued from page 11*

### ● Southwest Texas State University

**S**outhwest Texas State University invites applications for tenure track Assistant/Association Professor in the department of Family and Consumer Sciences. Applicants should possess a doctorate in family and child development or closely related field. Responsibilities include teaching undergraduate/graduate courses in all areas of family and child development; conducting and publishing research; participating in curriculum development; advising undergraduate and students; and performing other services for the Department and University.

Submit a letter of intent outlining professional experiences, a vita, and a list of three references to Dr. B.J. Friedman, Dept. of Family and Consumer Science, Southwest TX State University, San Marcos, TX 78666. Phone: (512) 245-2155, FAX (512) 245-3829, E-mail: BF04@swt.edu (This information may be sent via E-mail with hard copy following.) review of applications will begin February 1, 1999 and continue until position is filled. SWT is an AA/EOE and is a member of TSUS. View our Webpage at [http://www.fcs.swt.edu/fcs\\_dept/index.html](http://www.fcs.swt.edu/fcs_dept/index.html).

### ● Washington State University

Human Development Chair

**T**he College of Agriculture and Home Economics at Washington State University, Pullman, WA, is seeking applications for the position of Chair, Human Development Department. The Chair will have a record of scholarly accomplishment suitable to qualify for tenure at the rank of professor. Required: Earned doctoral degree in Human Development, Child/Youth Development, Child and Family Studies, Early Childhood Education, Family and Consumer Sciences, or related Social Sciences; attainment of tenured status and Associate Professor academic rank (or equivalent) at a college or university. Highly Desired: Effectiveness in teaching, research, and outreach; ability to provide leadership and vision; work with faculty from diverse subject matter disciplines; high level of administrative, management and interpersonal skills. Desired: Strong commitment to distance education and technological advances; ability to work with diverse groups and commitment to promoting diversity; national reputation in Human Development, or related areas; commitment to the integrated mission teaching-research-extension) of a land-grant institution; success in developing and administering programs funded by extramural sources.

Screening of applications will begin on February 15, 1999 and will continue until the position is filled. Send a letter of application; curriculum vitae and the name, address, phone/fax number and e-mail address of five professional references qualified to comment on academic achievements and leadership ability to: Dr. C. Richard Shumway, PO Box 646230, Pullman WA, 99164-6230, 509-335-2822, 509-335-2959 (FAX), [arnstro@mail.wsu.edu](mailto:arnstro@mail.wsu.edu) (e-mail). EEO/AA/ADA

### ● West Virginia University

West Virginia University Extension Service, an AA/EEO institution, seeks an Extension Specialist-Family Life to provide

statewide leadership and coordination of extension programs in the area of family life including strengthening existing programming, collaborating with faculty to plan, implement, and evaluate initiative, and identify needs and resources for professional development. Demonstrated ability to develop and evaluate programs, a minimum of three years demonstrated leadership experience, working knowledge of research in specific area relating to position, and computer skills are required. Required earned Ph.D. or Ed.D in relevant field. 12 Month; Tenure track position at the assistant, association or professor level. To apply, submit letter of application with personal philosophy of family life education; resume; and names and addresses of three references to WVU Extension Service, **Kim Suder**, P.O. Box 6031, Morgantown, WV 26506-5693 or Fax: 304-293-7163. Screening will begin 1/15/99. Visit our website at: <http://www.wvu.edu/~exten/>.

### ● University of Utah

**A**SSISTANT PROFESSOR OF HUMAN DEVELOPMENT AND FAMILY STUDIES, a nine-month, tenure-track position in the Department of Family and Consumer Studies (FCS) at the University of Utah beginning August 15, 1999. Applicants should have a social science Ph.D. and an interdisciplinary perspective on family relationships with teaching and research interests in diversity and/or family policy. Preference will be given to those candidates with a life-course and/or ecological perspective. The position carries a two-course teaching load per semester with one course each semester taught for FCS and one course each semester taught for the Department of Sociology. Application receipt deadline is December 31, 1998.

Submit vita, copies of recent publications, reaching evaluation materials, and three letters of reference to: Russ Isabella, Search Committee Chair, University of Utah, Department of Family and Consumer Studies, 225 South 1400 East, Rm. 228, Salt Lake City, Utah 84112-0080. The University of Utah is an Equal Opportunity/Affirmative Action Employer. We encourage applications from women and minorities, and we provide reasonable accommodations for the known disabilities of applicants and employees.

### ● University of Northern Iowa

Three tenure track, 9-month, Assistant Professor positions in Family Services, starting August, 1999. Responsibilities: teach, including supervision of experiential education and student research; advise students and student organizations; conduct and publish research. Successful candidates will teach in one or more of the following areas: family relationships, families in later life, aging, family diversity, family life education, human development, human sexuality, interpersonal relationships, long-term care, family resource management, family issues (crisis, parenting, etc.), professional practices & internship supervision. Requires a Ph.D. in family services, family studies or family and consumer sciences. Candidates for the family life education position must be Certified Family Life Educators or willing and qualified to become certified. Applications must be received by January 15, 1999 to be given full consideration. For more

### Editorial Position Open

**T**he *Family Science Review* invites applications for the position of journal Editor. The *Family Science Review* is a refereed, professional journal sponsored by the Family Science Association. The quarterly *Review* publishes conceptual, theoretical, and empirical articles, as well as more nontraditional dialogues, debates, and brief reports. Its focus is on scholarly inquiry and professional application of family science as a field, with emphasis on the needs of the practitioner, teacher, and family-life educator.

The deadline for applications is April 1, 1998. Inquires may be forwarded to Dr. Mary Ann Hollinger, Past-President, Family Science Association. Phone: (717) 766-2511 Ext. 7374. E-mail: [mholling@messiah.edu](mailto:mholling@messiah.edu)

information contact Dr. Joel Wells.

Applicants should submit a letter outlining teaching and research experience; a resume; brief statements of research interests, philosophy of undergraduate teaching and anticipated future trends in the family studies field; and the names, telephone numbers, and e-mail addresses of at least three references to: Dr. Joel W. Wells, Search Committee Chair, Department of Design, Family and Consumer Sciences, University of Northern Iowa, Cedar Falls, IA 50614-0332 (319) 273-2814, FAX (319) 273-7096, e-mail: [Joel.Wells@uni.edu](mailto:Joel.Wells@uni.edu). UNI is an equal opportunity educator and employer with a comprehensive plan for affirmative action.

### ● University of Texas

Assistant Professor in Quantitative Methods

University of Texas at Austin. The Division of Child Development and Family Relationships, within the Department of Human Ecology, seeks applicants for a tenure-track faculty position in methods related to

research on human development relationships and interactions. Applicants can be either methodologists or child and family scholars with expertise in methodology. Although we do not require knowledge of any particular method, we have some preference for scholars with expertise in the analysis of developmental change, face-to-face sequential interaction, and family or multi-level data. A Ph.D. and a record of excellence in teaching and research are required. Review of applications will begin on January 5, 1999, and will continue until the position is filled. The position begins in August, 1999. Applications from members of historically underrepresented groups are especially welcome.

Send statement of interest, vitae, representative publications, evidence of teaching competence, and a minimum of 3 letters of recommendation to Theodore Dix, Chair, Methodology Search Committee. Department of Human Ecology, University of Texas, Austin, TX, 78712-1097. The University of Texas at Austin is an Equal Opportunity/Affirmative Action Employer.

*continued next page*

## FACULTY POSITION UNIVERSITY OF CONNECTICUT

The University of Connecticut School of Family Studies is seeking an experienced Assistant or Associate Professor for its Masters and Doctoral Marriage and Family Therapy Programs. The position begins August, 1999.

This position combines graduate and undergraduate teaching in the general and clinical areas of family systems, family interaction, family therapy, and clinical assessment, as well as clinical supervision of graduate students of marriage and family therapy. In addition, the successful candidate is expected to develop and pursue a scholarly research agenda.

Candidates must hold a Ph.D. in Family Studies, Psychology, Sociology, or an equivalent field, and qualify for clinical membership in the American Association for Marriage and Family Therapy (AAMFT), as well as for MFT State Licensing in Connecticut. The candidate also should be working toward or have achieved AAMFT supervisory status.

Candidates must demonstrate evidence of teaching experience, scholarly production and potential, and sound clinical practice. Candidates must be well versed in a culturally heterogeneous approach to the study of family issues and dynamics, as well as family assessment and treatment. Additionally, they should be sensitive to the interrelationship of gender, other issues of diversity, and family process. Minorities and women are encouraged to apply and to so identify themselves.

The Marriage and Family Therapy Programs are part of the Human Development and Family Relations Program of the School of Family Studies. These are comprised of four clinical faculty in tenure-track positions. A fifth staff member, who holds a full time professional position, administers the on-site Center for Marital and Family Therapy and also teaches and supervises in the Program. The school offers the M.A. and Ph.D. degrees with a specialization in marriage and family therapy. Both the Master's and Doctoral Programs are accredited by the Commission on Accreditation for Marriage and Family Therapy Education.

The University of Connecticut is the State's flagship public university with approximately 26,000 students, 3100 acres in and around the Storrs community, three professional schools, and four regional campuses in other parts of the State. The Storrs main campus is approximately twenty miles east of Hartford. The Human Development and Family Relations Program in the School of Family Studies has a total of nineteen faculty from a variety of disciplines, who teach and carry out scholarship in such areas as human development, family social science, gerontology, early childhood education, family public policy, and marital and family therapy. Two University-wide graduate certificates -- in Gerontology, and in Culture, Health, and Human Development -- are administered by the School. Approximately 60 graduate and 450 undergraduate students are enrolled in the School.

Applicants should send a cover letter, curriculum vitae, representative publications, and three letters of recommendation to Dr. Sandra A. Rigazio-DiGilio, Chair - Faculty Search Committee; University of Connecticut; School of Family Studies; Box U-58, Storrs, Connecticut 06269-2058.



JOB OPENINGS continued from page 12

East Carolina University

Assistant Professor, tenure-track position beginning Fall 1999. Ph.D. in Marriage and Family Therapy; eligibility for clinical membership in AAMFT and NC licensure; graduation from AAMFT approved program required. Teaching and research experience, AAMFT approved supervisor, and background in medical family therapy preferred.

**Responsibilities:** Graduate and undergraduate teaching and advising. Clinical supervision, securing external funding, conducting research and professional service is expected. Send letter of application, vita, transcripts, and three letters of reference to: Department of Child Development and Family Relations, East Carolina University, Greenville, NC 27858. Screening begins January 15, 1999. Minorities and women particularly encouraged to apply. An equal Opportunity/Affirmative Action University. ECU accommodates individuals with disabilities. Applicant must comply with the Immigration Reform and Control Act. Official transcripts required upon employment. Web page: <http://www/ecu.edu>.

Mississippi University for Women

First public college for women, admitting men since 1982, and ranked #1 public regional liberal arts college in the South by *U.S. News and World Report* for the second consecutive year, invites applications for an assistant professor (tenure track) faculty position in Family Studies to begin August, 1999. An earned doctorate in family studies with evidence of teaching excellence and scholarly productivity is

required. The review of applications will start immediately and continue until the position is filled. Send letters of application, vita, transcripts, and the names, addresses, and phone numbers of at least five references to Mississippi University for Women, Office of Personnel, P.O. Box W-1609, Columbus, MS 39701. AA/EOE

University of Missouri-Columbia

The Department of Human Development and Family Studies at the University of Missouri-Columbia is recruiting for the endowed Millsap Professorship of Family Diversity and Multicultural Studies. The department has identified multiculturalism and family diversity as its foci and seeks an individual with expertise in African-American issues in human development and/or family studies. The starting date for the 9-month position is Aug., 1999 or sooner. Preferred rank is advanced Associate or Full Professor. Duties include teaching undergraduate and graduate courses; advising undergraduate, masters and doctoral students; conducting an active program of research; participating in the department's Center for Family Policy and Research; and engaging in university and community service. Women and minorities are especially encouraged to apply. The University of Missouri-Columbia does not discriminate on the basis of race, color, religion, national origin, ancestry, sex, age, disability, status as disabled veteran or veteran of the Vietnam era, or sexual orientation. Review of applications will begin immediately and will continue until the position is filled.

Send a cover letter addressing qualifica-

Call for Nominations and Applications

for the position of Editor of Family Relations: Interdisciplinary Journal of Applied Family Studies

The National Council on Family Relations is seeking nominations and applications for the position of Editor of *Family Relations: Interdisciplinary Journal of Applied Family Studies*. The term of the current editor, Dr. Jeffrey W. Dwyer will be completed with the publication of the October, 2000 issue.

The four-year term of the new editor will begin with the publication of the January 2001 issue. However, editorial responsibilities, including processing of manuscripts will be transferred to the new editor beginning approximately June 2000. NCFR anticipates making the selection of the new editor at the annual conference in November 1999.

A detailed description of the editor's responsibilities may be obtained from: Search Committee for Editor of Family Relations, National Council on Family Relations, 3989 Central Ave. N.E. Suite 550, Minneapolis, MN USA 55421. Toll free 888-781-9331; FAX 612-781-9348; E-mail, [ncfr3989@ncfr.com](mailto:ncfr3989@ncfr.com)

Nominations and applications including a letter of application and curriculum vitae should be sent to the above address by June 15, 1999. The new editor must be a member of the National Council on Family Relations.

tions and interests, vitae, reprints, and 3 letters of reference to: Jean Ispa, Ph.D., Chair, Search Committee, Dept. of Human Development and Family Studies, 31 Stanley Hall, University of Missouri-Columbia, Columbia, MO 65211. E-mail: [ispa@showme.missouri.edu](mailto:ispa@showme.missouri.edu). Phone: 573-882-2796.

Kansas State University

Director and Professor  
School of Family Studies and Human Services

The School of Family Studies and Human Services in the College of Human Ecology at Kansas State University has an opening for Director. This 12-month position begins June 1999. Qualifications include: an earned Ph.D.; accomplishments equal to full professor; ability to lead a diverse faculty; fiscal management; and, coordination of human resources and service programs. Responsibilities include: providing leadership to promote excellence in instruction, research, and extension; working cooperatively with faculty, students, administrators, alumni, and the public; and, managing the School's resources.

The School offers undergraduate and graduate programs in adolescence and youth, early childhood education/special education, communication sciences and disorders, family and consumer economics, family life education and community services, a dual degree with social work, life span human development, and marriage and family therapy. The School includes extension specialists who provide pro-

grams in family financial management, family resources, public policy, health and safety, human development and family systems. The School includes more than 50 faculty, 140 graduate students, and 435 undergraduate students.

Application reviews begin January 15, 1999. Send letter of interest; vitae; names and contacts for three references to **Robert H. Poresky, Ph.D. Search Committee Chair**, School of Family Studies and Human Services, 303 Justin Hall, College of Human Ecology, Kansas State University, Manhattan, KS 66506-1403. Kansas State University is an affirmative action/equal opportunity employer which actively seeks diversity among its employees.

Messiah College

Continuing full-time faculty position in family studies. Teach family related courses which may include: introduction to marriage and family, child development, adult development, human sexuality and interpersonal relationships. Also some general education courses.

Department services majors in family studies, psychology, social work and sociology. Ph.D. in Family Studies or related field. Demonstrated excellence in teaching.

Messiah College is a Christian college of the liberal and applied arts and sciences, committed to an embracing evangelical spirit rooted in the Anabaptist, Pietist, and Wesleyan traditions.

Send letter of inquiry and vita to Dr. Raeann Hamon. Cahir, Messiah College, Grantham, PA 17027. AAEOE

Donation for the Czapski Fellowship in Administration

I/we am/are proud to contribute to the **Mary Jo Czapski Fellowship** Fund to help support professionals who wish to obtain training and make a mid-career move into administration. Enclosed is a check payable to **NCFR/Czapski Fellowship Fund** for:

☐ \$1,000 ☐ \$500 ☐ \$250 ☐ \$100 ☐ Other \$

Method of Payment: ☐ Check ☐ Money Order ☐ Visa ☐ MasterCard

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If you do not enclose the entire amount now, please indicate when you would would like a reminder about your pledge: ☐ Quarterly ☐ Semi-annually

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All donations are tax deductible, as allowed by law.

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MAIL TO:  
**National Council on Family Relations**  
3989 Central Ave. NE  
Suite #550  
Minneapolis, MN 55421

PENNSTATE



FACULTY POSITION HUMAN DEVELOPMENT AND FAMILY STUDIES

Penn State Altoona, which recently achieved senior college status within the Pennsylvania State University system, is seeking a tenure track faculty member for a new associate and baccalaureate degree program in human development and family studies. The successful applicant will have an earned doctorate in human development, developmental psychology, social work, or a closely related field, teaching experience at the college level, a record of scholarly research, as well as service to the college and community. The position requires an ability to teach undergraduate courses in human development and family studies aimed at developing individual and collaborative human services skills essential for the aspiring human services professional. Evidence of experience and strong interest in undergraduate teaching and research skills is required. The department is especially interested in candidates who have human service agency experience, counseling skills, and an ability and willingness to supervise undergraduate internships. Penn State Altoona offers a competitive salary, depending on background and experience, and an attractive benefits package.

Nestled in the mountains of south-central Pennsylvania, the 115 acre campus is located in suburban Altoona, 45 minutes from the University Park campus. Established in 1939, Penn State Altoona enjoys strong support from the surrounding county, which has a population of over 130,000. Altoona is a two-hour drive from Pittsburgh and three hours from Washington, DC. The approximately 3500 students at Penn State Altoona can complete their first two years of undergraduate study, or enroll in one of eight associate or four baccalaureate degree programs. Additional two- and four-year degree programs are being planned.

Applicants should submit: a formal letter of application establishing their qualifications; a current curriculum vitae; a description of teaching philosophy and experience; a description of research agenda as well as representative publications; placement service credentials, if available; and a minimum of three letters of recommendation. All inquiries and applications should be sent to: **Chair, Search Committee for Human Development and Family Studies, Penn State Altoona, 3000 Ivyside Park, Altoona, PA 16601-3760**. Review of applications will begin mid-December, 1998, and continue until a suitable candidate is found.

Penn State is committed to affirmative action, equal opportunity and the diversity of its workforce.

## HONOR YOUR COLLEAGUES

# Nominate Them for 1999/2000 Awards!

The National Council on Family Relations, its Sections and Affiliated Councils present several awards to recognize excellence in the Family field. The **DEADLINE FOR APPLICATIONS IS APRIL 15, 1999 (exceptions are noted below)**. Please contact the appropriate Award Committee Chair for specific questions about criteria on which the awardees are selected.

### Ernest Osborne Award (1999) . . .

Recognizes excellence in the teaching of family relations. The award is given in memory of Ernest Osborne, 3 time NCFR President, and professor at Teachers College, Columbia Univ., who excelled in teaching family studies. A check for \$1,000 and a plaque are awarded to the winner.

Committee Chair: **Gladys J. Hildreth, CFLE**, Dept. of Family Sciences, Texas Woman's Univ., PO Box 425769, Denton, TX 76205-1029. Phone: 940-898-2694. Fax: 940-898-2676. E-mail: hildreth@twu.edu

### Distinguished Service to Families Award (1999) . . .

Given in recognition of exceptional leadership and/or service to improve family living. The contributions in "action" programs represent the importance of family relationships in the future rather than the past. If the award winner is in the policy field, the award is given in honor of

**Dr. Harold Feldman**. If the recipient is in a health field, it is in honor of **Dr. Fred Bozett**.

**Who may be nominated:** National leaders in the family field, political figures, entertainers, volunteers who have played significant roles in helping families. **Nominees need not be NCFR members** to be eligible. A check for \$1,000 and a plaque are awarded.

Committee Co-chairs: **Lane Powell, CFLE**, 6213 Indiana Ave., Lubbock, TX 79413. Phone: 806-797-0197. E-mail: powellb@LLano.net; and **Linda Dannison, CFLE**, Family and Consumer Sciences, Western Michigan Univ., Kalamazoo, MI 49008. Phone: 519-824-4120, Ext. 3345. Fax: 616-387-3353. E-mail: Linda.Dannison@wmu.edu

### Jessie Bernard Awards . . .

#### Outstanding Research Proposal from a Feminist Perspective (1999)

Recognizes a graduate student/new professional who has demonstrated excellence in research for potential contribution to feminist scholarship. A plaque and check for \$750 is presented to the winner. The award recipient will present a report of the project and findings at the next NCFR annual conference.

Applications should include: a) an abstract of 100 words or less; b) a 5 page (maximum) proposal outlining the project's theoretical

foundation, research methods, and potential contribution to feminist scholarship; and c) a half-page budget.

#### Outstanding Contribution to Feminist Scholarship (1999)

Recognizes a graduate student/new professional who has demonstrated excellence for feminist scholarship. A plaque and check for \$250 are awarded annually. Proposals are evaluated for potential contribution to feminist scholarship and use of feminist frameworks. A summary of the recipient's research results will be published in the Section newsletter.

Both awards are open to all graduate students/new professionals (with up to 5 years post-doctoral work).

Please submit 6 copies of the application and supporting documents for these awards **BY APRIL 1, 1999**, to **Shelley M. MacDermid**, Family Research Institute, 1267 CDFS Building, Room 105, Purdue Univ., West Lafayette, IN 47907-1267. Phone: 765-494-6026; Fax: 765-496-1144/E-mail: shelley@vm.cc.purdue.edu

### NCFR Student Award (1999) . . .

Given to an NCFR graduate student member who has demonstrated excellence as a student with high potential for contribution to the field of family studies. A plaque and check for \$1,000 are presented annually.

*Nominate continued page 16*

## NCFR Staff Changes

After 16 years as NCFR's Membership/Subscriptions Manager, **Kathy Collins**

**Royce** has accepted a position as Communications Manager with Midwest Benefit Advisors, Inc., in Minneapolis. She will be working primarily with Midwest's



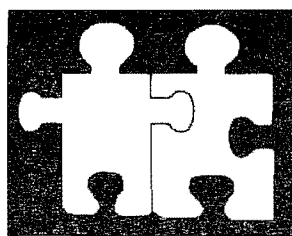
long-term care insurance program. Her responsibilities include newsletter development, writing, and editing; project communications; and general marketing for the program.

Royce joined NCFR in March, 1982. She directed the membership, JMF and FR departments, including the recruitment and retention programs; produced the *NCFR REPORT* and section newsletters; served as the staff liaison for affiliated councils; coordinated copyrights and permissions for the journals; and managed NCFR's Paradox-platform databases.

**Chad Prenzlow**, NCFR's mailroom and inventory manager for the last four years, left NCFR in October to take a new position with United Postal Service. He was instrumental in computerizing the NCFR mailroom functions and tracking the inventory of books and journals.



## The Coalition for Marriage, Family and Couples Education Third Annual Conference



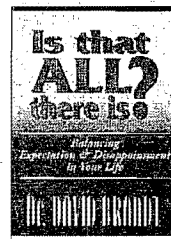
# Smart Marriages Happy Families

And Fireworks Too!!  
July 1 - 4, 1999, -Washington, DC

- Howard Markman - PREP
- Michele Weiner-Davis - Divorce Busting
- Frank Pittman - Grow Up!
- Linda Waite - The Case For Marriage
- Pat Love - Hot Monogamy
- James & Peggy Vaughan - The Monogamy Myth
- Steven Stosny - The Compassion Workshop
- Bill Doherty - Intentional Marriage
- Cliff Notarius - We Can Work It Out
- Mike McManus - Community Marriage Policies
- Bernard Guerney - Relationship Enhancement
- Lori Gordon - PAIRS
- Sherod Miller - Couple Communication
- Jon Carlson & Don Dinkmeyer, Jr. - STEP & TIME
- John & Emily Visser - Stepping Together
- Gary Smalley - The Heart of Marital Love
- John Covey - Seven Habits of Highly Effective Families
- George Doub & Flo Creighton - Family Wellness
- David Popenoe & Barbara Dafoe Whitehead - Revitalizing Marriage
- David Olson - PREPARE/ENRICH
- Rick Brown - IMAGO
- Steve Wolin - Resilient Marriage
- Les & Leslie Parrott - Saving Your Marriage Before It Starts
- Terry Hargrave - Common Sense Marriage
- Don Gordon - Parenting Adolescents Wisely
- Pam Jordan - The Becoming Parents Program

People are more interested than ever in strengthening marriage. Over 100 marriage and family education experts will teach exciting, practical new approaches - train, certify and expand your practice and services.

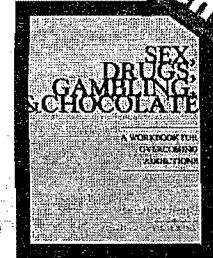
Co-sponsored by NCFR  
Up to 52 hours CE - NBCC, MFT, APA, CFLE, SW / Registration: \$275  
For a brochure: 202-362-3332/www.smartmarriages.com/emfce@smartmarriages.com  
CMFCE, LLC, 5310 Belt Rd, NW, Washington, DC, 20015



**Is That All There Is?**  
*Balancing Expectation & Disappointment in Your Life*  
David Brandt, Ph.D.  
Softcover: \$15.95 224 pages  
What's wrong? Why are so many people depressed, so unhappy in their personal lives? This new book offers an antidote for those whose hopes and expectations exceed reality. Explains the psychology of disappointment, the social influences contributing to it and how we can convert it to a positive force for growth in our lives.

### Sex, Drugs, Gambling & Chocolate

*A Workbook for Overcoming Addictions*  
A. Thomas Horvath, Ph.D., Softcover: \$15.95 240 pages  
Comprehensive, new workbook for clients to use in their efforts to reduce or eliminate addictive behavior. Contains exercises, self-study questions, individual change plans. Shows how to identify and interrupt urges and develop healthier life patterns. An alternative to 12-step, emphasizing personal responsibility.

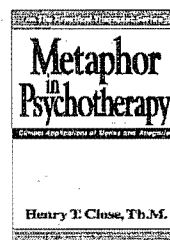


## Resources for the Practical Therapist

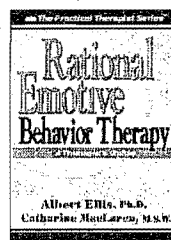
Books in the new **Practical Therapist Series™** emphasize clear, straightforward language and offer practitioners solid information and understanding of the theory and techniques of a specific approach to psychotherapy.



**Integrative Brief Therapy**  
*Cognitive, Psychodynamic, Humanistic and Neurobehavioral Approaches*  
John Preston, Psy.D.  
Hardcover: \$27.95 272 pp  
Answers the perennial therapist question, "What do I do now?" Integrates proven elements of therapeutic efficacy from diverse theoretical viewpoints.



**Metaphor in Psychotherapy**  
*Clinical Applications of Stories and Allegories*  
Henry T. Close, Th.M.  
Hardcover: \$34.95 320 pp  
Shows how to use stories and allegories as teaching tools in psychotherapy. Comprehensive guidebook by a highly respected Ericksonian therapist.



**Rational Emotive Behavior Therapy**  
*A Therapist's Guide*  
Albert Ellis, Ph.D. and Catharine MacLaren, M.S.W.  
Hardcover: \$22.95 176 pp  
Up-to-date, comprehensive manual co-authored by the originator of REBT. Detailed theory, techniques, illustrative case examples, exercises for therapy.



**Meditative Therapy**  
*Facilitating Inner-Directed Healing*  
Michael L. Emmons, Ph.D. and Janet Emmons, MFCC  
Hardcover: \$24.95 240 pp  
Guide to creating the conditions for natural healing and recovery. Help clients harness their inner resources for emotional, physical, and spiritual growth. May 1999

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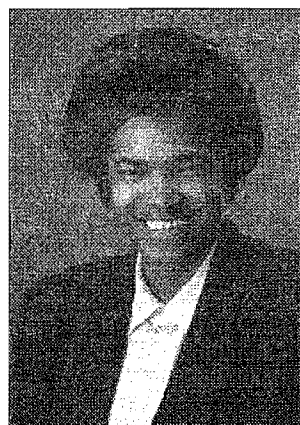
# Connection

December 1998 Volume 6, No. 4

## President's Report

### Strengthening the Councils' Role

**G**reetings! We have just completed a very successful NCFR meeting in Milwaukee. I am excited about the coming year and I know that you will be too as we gear up to meet next fall in Irvine. Please begin to think very clearly and pointedly about the community based activities in which your councils participate. Part of this will be the focus for our program next year. Congratulations to the California Council on Family Relations for its brand new start.



For those of you contemplating your perceived and actual positions of strength, please know that I will offer assistance and suggestions on how to

make your councils what you think they should be and to begin/continue to serve as they were designed.

I reviewed the task force charge that was conducted several administrations ago and the projects can be accomplished. I will forward copies of this information to you shortly so that we are on the same page.

Generally, the task force agreed that much could be done to strengthen the state, local and regional affiliates as well as at the

national level. The underlying theme that resonates from the report is strong support! Our strength lies in our ability to help the general membership understand the importance of the role that the councils play. This is significantly enhanced following much discussion about the proposed changes in the board governance structure.

I continue to be excited about the Association of Councils and the relationship with the National Council on Family Relations. Together, this year, great things await us and are ours for the taking. I strongly encourage those of you who are members of the academic community to work with students in your departments to develop student affiliates. Our students are our future and they require significant support to grow and develop, just as we do. Given the talent located within our ranks, I have full confidence that your projects and your councils will be more successful this year than ever!

Expect to see more information in the mail and electronic mail in the coming months designed to enhance your position as a council which further enriches the communities in which we live. I look forward to working with you this year and beyond. Please respond positively to the call for papers, as I know many of you have wonderful ideas to share with the rest of the group.

**Norma Burgess, Ph.D.**  
Association of Councils President

## The Southeastern Council on Family Relations

**T**he Southeastern Council on Family Relations will be holding its annual meeting at the Renaissance Midtown Hotel in Atlanta, GA on February 25-27, 1999. This year's conference theme is "Strengthening Families Through Policy, Prevention, and Programs." **Dr. Paula Dressel**, former Associate Provost at Georgia State University and current fellow with the Annie B. Casey Foundation will deliver the plenary address. Planned activities include student paper competitions, a banquet honoring past SCFR and NCFR presidents from the Southeastern region, and a post-banquet party featuring the GSU Jazz Band. This year's program includes paper sessions, workshops, round tables, and posters on a variety of themes. For more information on the conference, contact **Dr. Denise Donnelly**, SCFR President, Department of Sociology, Georgia State University, Atlanta, GA 30303, phone (404) 651-1852 or e-mail at [socdad@gsu.edu](mailto:socdad@gsu.edu). Conference Registration and Hotel Information will be mailed out at the end of December to all current NCFR members in the Southeast Region.



**Thanks for Your Service to NCFR**  
James Ponzetti, Association of Councils President presents an award to Anne Stanberry, for her tireless work with Affiliated Councils and Certified Family Life Educators.

## Northwest Council on Family Relations

**N**ew officers were elected in the fall of this year. Elected were **Kip Jenkins**, president; **Suzanne Smith**, vice president; **Anisa Zvonkovic**, secretary/treasurer. The new presidency are pleased to be of service to the council, and will be meeting together soon to set agendas, make goals and begin planning for the NWCFCR convention to be held somewhere in the Northwest in the year 2000.

A big "Thank you" to the out-going NWCFCR President, **Gretchen Zunkel** and her fellow officers. The work you did is greatly appreciated, and improvements made to the operation of the NWCFCR has been great. Again, thank you!

New officers of the NWCFCR will be investigating opportunities in the following areas:

1. Increasing awareness of the benefits of NCFR and NWCFCR membership to interested faculty, graduate students, undergraduate students, and interested non-academic oriented professionals.
2. Finding better ways to recruit new members.
3. Discovering methods and enticements for retaining members.
4. Exploring ways and means of improving conventions
5. Advancing uses of e-mail list servers and other technologies to promote intra-organizational communication.
6. Establishing some long-term organizational goals and expectations.



**NWCFCR Meeting, 6/98** - top left to right: Gary Bowen, Greer Litton Fox, Jim Ponzetti, member; Hilary Rose, David Klein; front: Gretchen Zunkel - President, Terri Heath, Jim White, Bron Ingoldsby

The new NWCFCR officers look forward to suggestions and expressions of concerns. You can reach Kip Jenkins at the following addresses: [Jenk@idaho.tds.net](mailto:Jenk@idaho.tds.net) (home e-mail); [Kipj@juno.com](mailto:Kipj@juno.com) (business office computer) or P.O. Box 218, Troy, ID 83871.

## California Council on Family Relations

**T**he California Council on Family Relations held a meeting at the annual NCFR conference in Milwaukee. Student members attended the conference for the first time and are currently working on qualifying a student organization based in San Diego State University for NCFR recognition. Those in attendance at the meeting generated ideas about the functions that the reinstated Council will serve. The hope is to start a listserve and a homepage so that members

may share information and opinions about research. In addition, the CCFR is working on increasing its membership. The Board has developed a membership brochure and a needs assessment survey.

CCFR will be assisting with NCFR's 1999 annual conference to be held in Irvine from November 10-15.

Questions and suggestions regarding membership may be sent to: CCFR, P.O. Box 501547, San Diego CA 92150-1547.



**Family Researchers, Practitioners and Legislators Discuss Working Together** - The last day of the Conference a panel discussed *Eyes on the World: The Relationship Between Governments and Families*. Panelists from left were: Johnnie Morris-Tatum, and Martin Reynolds, both Wisconsin legislators; Karen Bogenschneider, Univ. of Wisconsin- Madison Extension, and Family Impact Seminars; and John Red Horse, Professor, American Indian Studies, Univ. of Minnesota-Duluth.

## PA/DE Council on Family Relations

I am pleased to report that the PA/DE Council on Family Relations Conference in September was well-received by the 89 family professionals, students, and academics in attendance. Workshops on our theme, "Evaluating the Effectiveness of Family and Community-Based Programs: How to Measure Outcomes," helped to develop some very pertinent skills for those providing human services today. We are grateful to **Dr. Barbara H. Settles**, Professor in the Department of Individual and Family Studies at the University of Delaware, and **Dr. John M. Pierce**, Consultant and former Executive Director of the Pennsylvania Council of Children's Services, for offering these workshops. Four student poster awards were given for outstanding research papers. They included: "College Students' Definition of Rape" by **Caren Kaiser & Constance Hall** (Mansfield University); "The Effects of Ministry on Marriage from the Perspective of the Minister's Spouse" by **Dwan Gilmore** (Messiah College);

"Marital Attitudes of Young Adults from Divorced Families" by **Sara Foshee & Michael Sturm** (Messiah College); and "College Students' Views on Cohabitation" by **Hillary Campbell & Melissa Stock** (Mansfield University).

The P/DCFR Board has already begun to plan the conference for next year. It will most likely occur on a Saturday in September 1999, and will be held on the Messiah College campus. We are contemplating themes on "motherhood and fatherhood," "family violence," or "ties that bind." We have a tentative agreement with **Dr. Bill Doherty**, incoming President of NCFR and Professor and MFT Director at the University of Minnesota's Department of Family and Social Science, to provide our keynote address. We are hoping to offer a variety of additional sessions from which to choose.

**Raeann R. Hamon, Ph.D., CFLE**  
President, P/DCFR  
Rhamon@messiah.edu  
(717) 755-2511 x2850

## Texas Council on Family Relations

The 1999 Texas Council on Family Relations Annual Conference will be held in Lubbock. The April 8 Preconference will feature "Character Counts" training. The Keynote Speaker and Research Update leader during the April 9-10 conference will be **Dr. Froma Walsh** speaking on "Strengthening Family Resilience". The conference will feature workshops, poster sessions, student posters, and networking opportunities.

The Texas Council on Family Relations is collaborating with the Texas Head Start Collaboration Project to identify core knowledge and skills for family support professional in early childhood education.

### ASSOCIATION OF COUNCILS:

During the 1998 NCFR Conference **Anne Stanberry, Ph.D., CFLE**, of Mississippi received an award for efforts to enhance the connections between NCFR Affiliated Councils and the Certified Family Life Educator Program.

## Illinois Council on Family Relations

The Illinois Council on Family Relations will host its Annual Spring Conference focusing on the theme of "Building Family Commitment in a Changing World" on March 26-27, 1999 at Allerton Park. For registration details contact: President Elect, **Jill Finn** at (309) 752-1691, Fax: (309) 752-1692 or e-mail her at Jfinn@riroe.k12.il.us. For membership information contact **Laura Smart** at (815) 753-6342, Fax: (815) 753-1321 or e-mail lsmart@niu.edu. Be sure to reserve those dates on your calendars!

## NOMINATE

*continued from page 14*

**Criteria for selection:** 1) A student currently enrolled in a Graduate Program whose work shows promise of significant contribution to family studies. Research projects or other work need not be completed at the time of nomination; 2) Membership in NCFR for at least 2 years. Qualified students who are nominated will need to supply other supporting credentials: a) Three additional letters of support; b) brief statement defining an important problem they see in the family studies field and outlining possible steps towards solution; c) brief summary of a personal program, research project, publication representing the quality of their work and area of interest.

Committee Chair: **Debra Hughes, CFLE**, Dept. of Family Studies/Social Work, 153A McGuffey Hall, Miami Univ., Oxford, OH 45056. Phone: 513-529-2339. E-mail: hughesdk@muohio.edu

### Anselm Strauss Annual Award for Qualitative Family Research (1999) ...

Recognizes outstanding qualitative family research. The award is sponsored by the Qualitative Family Research Network, a

focus group within the Research and Theory Section of NCFR. The award is named for Anselm Strauss, whose life work was to develop and practice qualitative methodologies.

Nominations for this award should be qualitative family journal articles and book chapters published during the 1997 calendar year. The focus must be on qualitative family research, although the work can be data-based and/or methodologic, and/or theoretical in purpose. High-quality submissions of all types of qualitative work are welcome, with no one method having advantage over others.

Guidelines used to assess submissions include: ♦ completion of its purpose ♦ richness and grab of the ideas ♦ originality ♦ organization ♦ clarity. Each submission will be appraised in terms of what it purports to be, including, but not limited to, an ethnographic, feminist, grounded theory or phenomenologic work. If submissions are research, also assessed will be the rigor of the research process, the clarity of the findings, the representation of the informants' views and (if appropriate) representation of the researcher's views.

Nominations by self or another must be submitted by **April 1, 1999**. Submissions

must be accompanied by a letter outlining the reasons for the nomination. Six copies of the submission and letter should be mailed.

Award chair: **Elizabeth Church**, Associate Professor, Counselling Centre, Memorial University, St. John's, NF, Canada A1C 5S7. E-mail: echurch@morgan.ucs.mun.ca

## NOMINATION FORM

### 1999/2000 NATIONAL COUNCIL ON FAMILY RELATIONS AWARDS

**Deadline for Nominations: April 15, 1999** (exceptions are noted in the descriptions).

Check the Award for which you are nominating a candidate:

- |  |   |
|--|---|
| <input type="checkbox"/> Ernest Osborne Award                    | <input type="checkbox"/> NCFR Student Award   |
| <input type="checkbox"/> Distinguished Service to Families Award | <input type="checkbox"/> Anselm Strauss Award |

Name of Nominee \_\_\_\_\_

Employer \_\_\_\_\_  
(IF STUDENT, INDICATE PROGRAM AND INSTITUTION.)

Address \_\_\_\_\_

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

E-mail \_\_\_\_\_

Names, addresses and phone numbers of 3 additional persons to document nominee's qualifications (include documentation with this form).

Your Name (PLEASE PRINT) \_\_\_\_\_

Your Phone (\_\_\_\_\_) \_\_\_\_\_ E-mail \_\_\_\_\_

**Instructions:** Use one form for each person/organization you wish to nominate. Attach all documentation including letters of recommendation and other supporting materials with this application form. Send to **NCFR Awards**, 3989 Central Ave. NE, #550, Minneapolis, MN 55421 by April 15, 1999. Duplicate this form if you wish to nominate more than one person. Contact NCFR toll-free: 888-781-9331; phone: 612-781-9331; fax: 612-781-9348; e-mail: ncf3989@ncfr.com; website: www.ncfr.com with questions.

## FAMILY SCIENCE *continued from page 10*

the discipline. Additional points of discussion included professional identity issues vis-a-vis students, colleagues in the Academy, and our external publics. Concern was further expressed that some states have moved to revise parameters for certification in work with families. Participants acknowledged the need to be pro-active in advocating for state-level recognition of certified family scientists. Further details about the forum discourse will be available in the Section newsletter.

Plans are progressing nicely for the 1999 Conference Program in Irvine, CA. on family diversity. Among other things, the Family Science Section is developing a symposium on ways that Family Scientists and Family Science departments might enhance their cultural sensitivity in relating to international students. In addition, we invite proposals that

explore the interface between academic and professional concerns in Family Science and the conference theme of family and cultural diversity. Examples might include such topics as, what trajectories of professional and career development best enable Family Scientists to deal comfortably and competently with issues of family diversity? What pedagogical techniques are most effective in enhancing student self-awareness and self-examination with regard to racial, ethnic, and gender privilege? In addition to papers relating directly to this year's conference theme, proposals are also welcomed which explore general career or disciplinary issues with implications for family science researchers, educators and practitioners.

**Mary Ann Hollinger**  
Family Science Section Chair

## Students/New Professionals Snippets

Through the hard work of many conference presenters, the S/NP Skills Exchange Sessions and Development Forum drew in large crowds and were helpful to many participants. Thanks to those of you who presented and participated. If you have not heard yet, one of the most entertaining new developments at this year's conference was the launching of "Karaoke" at the party hosted by S/NPs and sponsored by Sage Publications. Initial doubts that anyone would participate were quickly replaced by fears that party-goers would not let the DJ leave. The party appeared to be a great success. Please contact Hilary A. Rose with ideas or questions you may have for the next conference, including the party, at hrose@mail.wsu.edu.

We urge all of you to vote on the upcoming ratification of changes to the Board Governance Policy. A copy of the policy may be found on the NCFR website. Additionally, check the website for a copy of the new NCFR ethical guidelines already in place.

The conference in Milwaukee signaled the beginning of a several new changes to conference programming, one of which we especially want to promote for the future. The Council of Sages was initiated at this year's conference and was enjoyed by those who attended, however, we need for the word to get out that "young" NCFR members should reap the benefits of this experience at the next conference. Next year we hope you will attend this session, in which NCFR members who have made significant contributions to the field will tell us about their journey through the profession and experiences that have led to their current positions.

Please contact me if you have any questions or concerns regarding S/NP issues: **Debra K. Hughes**, Dept. of Family Studies, Miami University, Oxford, OH 45056, 513-529-2339, hughesdk@muohio.edu.