

# Report

December 2002

Volume 47:4

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### Family Focus on...

#### Medical Technology

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"We have the idea that if a thing can be done, then it ought to be done," British author J.B. Priestly once wrote.

"We don't stop to think of the possible consequences of its use."

Priestly could have been writing about advances in medical technology, which have consequences that are often miraculous – and sometimes disturbing.

In this issue, we explore some of these technologies and their impact on the family. As always, we welcome your comments.

### Next Issue: Rural Life

## Who Me? Should I Submit a Proposal for the 2003 NCFR Conference?

Many people are hesitant to submit a proposal for the NCFR Annual Conference. Presenting a paper at the 2003 Conference is a step toward becoming more involved in NCFR. It is a way to advance your career and get to know leaders in the family field. It is good to have conference presentations on your resume, and in many organizations, presenting at a professional conference can help you as you renew your professional licenses.

NCFR Sections are the bread and butter of conferences, and these sessions are built from proposals submitted. Attendees often wonder why a particular topic has not been addressed at a conference. The answer is that we can't have sessions on certain topics if we don't have the submissions! If you have done work on a topic, submit the proposal. It is important to submit because allocations for Sections are based on the number of submissions. If a Section has just a few proposals submitted, only a few sessions will be allocated.

All proposals are blind reviewed by seasoned professionals - every proposal has the same chance for acceptance. Many educational institutions provide travel funds only to those presenting at a conference. Therefore, it is important for you to submit a proposal. If you are hesitant about submitting one by yourself, ask a

colleague to work with you on a project, and submit it jointly. If your proposal is accepted and you present at the conference, you will be recognized by your peers. Leaders in the family field may be in the audience. You will receive feedback on your work that will help you learn about your strengths and weaknesses as you advance in your career.

### TIPS FOR SUBMITTING A PROPOSAL:

- Go to NCFR's website: [http://www.ncfr.org/conference\\_info/index.asp](http://www.ncfr.org/conference_info/index.asp). Scroll to the Call for Proposals section. The application form is in PDF format and can be printed. You can also call NCFR toll free at 888-781-9331 and ask for instructions to be sent to you. A copy of the Call instructions and application were in the conference registration packets, and also are included in this issue of the *NCFR Report*. If you have questions about the process, feel free to contact **Paul R. Amato**, (814-865-8868, [pxa6@psu.edu](mailto:pxa6@psu.edu)) or **Cindy Winter**, (888-781-9331, [wintersc@ncfr.org](mailto:wintersc@ncfr.org)). You can also ask your colleagues who have submitted before, or contact the Section chairs as listed in the Call for Proposals instructions.
- Follow the instructions explicitly. Be sure to send all the necessary items and postmarked by **February 17, 2003**.

*Submit a Proposal continued on page 3*



# President's Report

## The NCFR Staff: Building Collaborative Relationships on Our Behalf

Under the Carver Model of Board Governance, the NCFR Board of Directors plans for the future, but it is the NCFR staff that makes everything happen. So that you might better understand how our NCFR staff helps us accomplish our goals, the Board wanted to highlight some current staff activities.

First of all, we would like to credit those who have brought us to this point. The

leadership and efforts of past boards of directors, as well as executive directors, have put us in a position to move forward. In particular, we would like to acknowledge Mary Jo Czaplewski, our previous executive director, for establishing the infrastructure of the NCFR office, expanding our funding base, and providing encouragement for the Board's adoption of the Carver Model. She has facilitated a smooth transition as NCFR adopted the new governance structure and appointed a new executive director.

Michael Benjamin, our current executive director, came to NCFR in 1999 with an academic background in public health and mental health administration. Before coming to NCFR, he worked at the National Institute of Mental Health and as a lobbyist for the National Association of Counties. He also served as executive director for a federally funded community mental health center and as CEO for the Employee Assistance Professional Association. He brings to NCFR not only his knowledge of national and community service organizations, but also the ability to understand the relationship between program services and policies.

### FINDING RESOURCES

As NCFR's executive director, Michael Benjamin wears many different hats. First of all, he must find resources for the organization and its members. Through his efforts, NCFR has received a \$75,000 grant from the Annie E. Casey Foundation to examine some cutting-edge work on the future of welfare reform. Three study groups of researchers and practitioners have produced policy briefing papers on topics related to low-income and working poor families – effective motherhood, competing interests and tensions, and financial stability and decision making processes. These fact sheets will be published along with special issues of the *NCFR Report* and *Family Relations* on these topics.

More recently, he has secured a \$20,000 contract from Texas Southern University (TSU) to produce a "Smoking Prevention Interactive Media CD-ROM" as part of the TSU Smoking Prevention and Cessation Project, which focuses on families of color in the Houston area. In addition to garnering resources for NCFR, Michael is also willing to help individuals or groups of NCFR members find funding for research or practice by suggesting funding contacts and helping in any way he can.

### RAISING VISIBILITY

Michael is working to make NCFR a recognized resource for policymakers. He has helped develop the annual Public Policy Conference in Washington D.C. Under his leadership, NCFR has created *Public Policy through a Family Lens*, which was supported in part by the Annie E. Casey Foundation. This document has been distributed to every U.S. congressional and governor's office, as well as to mayors in selected cities, state legislators, and county executives.

Michael also works to increase NCFR's visibility within various constituencies. We have re-energized our interactions with the military by presenting a special pre-conference session for military families prior to the annual meeting in Houston. In addition, a recent removable section of the *NCFR Report*, "Family Focus on Military Families" was mailed to military family support personnel throughout the U.S. and overseas.

NCFR's third annual Work/Life Summit Pre-conference Session was also held prior to the annual meeting. This conference brought employers together with family researchers for collaboration on work/life issues.

Our high-quality journals are certainly one of the most visible elements of NCFR. To get out the word about them, NCFR has started sending out press releases about selected research articles

## Report

### of The National Council on Family Relations

Mission Statement for the Report:

*REPORT*, the quarterly newsletter of the National Council on Family Relations, strives to provide timely, useful information to help members succeed in their roles as researchers, educators, and practitioners. Articles address family field issues, programs and trends, including association news.

President: Carol Anderson Darling

Editor: Michael L. Benjamin

Managing Editor: Sasha A. Smith

Topics Feature Writer: Nancy Giguere

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NEWS DEADLINES: January 6 for March issue; April 1 for June issue; July 1 for September issue; October 1 for December issue.

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## PRESIDENT'S REPORT *continued from page 2*

that have appeared in both the *Journal of Marriage and Family* and *Family Relations*. In addition, all past issues of both journals will be on-line by January 1, 2003, for ready access to NCFR members.

### CREATING LINKAGES

To increase our visibility nationally, Michael is also establishing linkages with other organizations with similar interests. For example, next year, NCFR's fourth annual Public Policy Conference in Washington D.C. will be co-sponsored by the American Association of Family and Consumer Sciences. Like NCFR, this organization has a strong commitment to families and family policy.

We are collaborating with communities of color on their conferences dealing with health/mental health issues and services to African American families. We are also planning for our involvement in the United Nations 10th anniversary celebration of the International Year of the Family.

### SERVICE TO MEMBERS

To help recruit new members, Michael promoted the development of the membership CD given to all members who attended the NCFR annual conference last November. This CD will be updated periodically for distribution to any member who requests a copy.

We also have expanded the NCFR web site ([www.ncfr.org](http://www.ncfr.org)). It now contains the latest information on NCFR activities along with an enhanced "Family Tips" section, which provides practical, research-based information about family life.

In addition, we recently conducted a membership survey (which Michael has summarized in his column) to determine the needs and reactions of members to current and proposed activities of our organization. NCFR also conducted a marketing study related to the CFLE program and is developing a plan to promote and market family life education.

### REPRESENTING THE ORGANIZATION

This year Michael represented NCFR at the BYU Health and Families Research Conference, where he presented a workshop on translating research findings into public policy initiatives. He also made a presentation at the World Forum: Drugs, Dependencies, Impacts, and

Responses Conference in Montreal, Canada.

Michael and the NCFR staff also represented NCFR at the American Society of Association Executives, Veterans Transition Assistance Conference, and Religious Conference Management Association. They also made presentations and exhib-

Next year, NCFR's fourth annual Public Policy Conference in Washington D.C. will be co-sponsored by the American Association of Family and Consumer Sciences.

ited at various state and regional affiliate councils, including meetings in Oklahoma, California, Missouri, and the northwest region.

Members of the staff promoted NCFR by exhibiting at national conferences to recruit members, display materials, and market the CFLE program. Here are the conferences they attended:

- American Association of Christian Counselors

- American Association of Family and Consumer Sciences
- American Association of Marriage and Family Therapy
- American Counseling Association
- American Psychological Association
- American Sociological Association
- Conference of the Coalition for Marriage, Family and Couples Education
- Family Community Careers Leadership Association
- Family Support America
- International Fatherhood
- National Extension Association of Family and Consumer Sciences

### PROFESSIONAL DEVELOPMENT

NCFR supports staff involvement in continuing education, including courses for college credit and short courses related to their positions. Staff have taken courses related to family life education, marketing, and finance. Short courses have focused on computer instruction, such as the use of databases and programs for creating newsletters and web-based surveys.

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## SUBMIT A PROPOSAL *continued from page 1*

Proposals are immediately rejected if the instructions have not been followed.

- With the exception of a symposium or workshop proposal, do not put the author(s) names and addresses on the title page or refer to the author(s) names within the text. Blind review means that the reviewers judge proposals on standardized criteria without knowing the authors' identities.
- If you prepare a proposal that lends itself to several types of formats, you may have a better chance of acceptance. NCFR considers all formats to be equal in merit. We strive to offer a balanced program using many formats, yet over 60% of the people who submit list "papers" as their first choice. Papers account for only 35% of our program; some authors will need to present in alternative formats, or be rejected because of space limitations.
- **One new feature on the proposal application this year is to prepare 1-3 measurable learner objectives.** NCFR is an approved CEU provider for the American Psychological Association,

National Association of Social Workers (Metro Washington Chapter), National Board for Certified Counselors, George Mason Univ., Employee Assistance Professionals Association, and NCFR Certified Family Life Educators. One of the requirements of being a provider is that all proposals must contain clear **learner** objectives. Learner objectives are different from a short abstract. These must state what you want the learner to gain from listening to your proposal. These objectives are evaluated by the attendees as part of the requirements for receiving continuing education credits.

If you have hesitated to submit a proposal in past years, I encourage you to give it a try this year. You will find that it can be one of the most rewarding experiences of your career. If by chance your proposal doesn't get accepted this year, you can learn from the process, and the feedback will aid you as you prepare for the following year.

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Conference Coordinator  
E-mail: [wintersc@ncfr.org](mailto:wintersc@ncfr.org)



## PRESIDENT'S REPORT

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I would like to commend and thank our staff for all that they do on our behalf. The next time you talk to them, I hope that you will also express your appreciation. When we asked staff to describe a significant contribution to NCFR's success during this past year, here is what they said:

- Lynda L. Bessey, Marketing Coordinator/Association of Councils Liaison/Media Awards: Revamped the NCFR Media Awards Competition and established a partnership with the National Institute on Media and the Family, which will enhance both the credibility of the competition and the marketing capacity of the winners.
- Nicole "Nikki" Cunningham, General Accountant: Continued to keep NCFR members' membership, CFLE, and registration records and payments up-to-date and accurate.
- Dawn Cassidy, Certification Director: Developed presentations on "Developing a Personal Philosophy in Family Life Education," "The Levels of Family Involvement Model," and "Ethical Guidelines," thereby increasing exposure of NCFR and the CFLE program at national conferences. She also created a marketing plan to increase the visibility and value of the CFLE designation and the profession of family life education.
- Laura L. Eiklenborg, Project Manager: Created the *Student Step-by-Step Guide to CFLE*, a Power Point presentation that introduces the concepts of family life education to students and faculty of approved academic programs. She also transferred it to a CD and mailed to all approved programs.
- John Pepper, Finance/Business Manager: Developed, designed, and implemented NCFR's web-based/E-mail survey system as an additional NCFR "Members Only" service, generating additional revenue for the organization.
- Jeanne Ryberg, Executive Assistant/Exhibits Coordinator: Worked with the Board of Directors to update and revise the NCFR Section Handbook, Bylaws, and Board Policy Governance Handbook. The revisions to the NCFR Bylaws made them compatible with the NCFR Board Policy Governance

## We Want You To Serve in Leadership Positions

Maxine Hammonds-Smith, Ph.D., CFLE, and Leanor Boulton Johnson, Ph.D.  
NCFR 2001-2002 Elections Council Co-Chairs

**W**e want your involvement in our organization. We have submitted a nomination slate (ballots will be mailed to members in spring 2003) for terms that will be filled at the end of the national meeting in Vancouver, British Columbia, Canada in November 2003. The nominees are:

**President Elect 2003-2005 – President 2005-2007:** (1 Position)

Britton E. Wood, CFLE vs Pamela Monroe

**Program Chair Elect (2003-2004-Program Chair in 2005):** (1 Position)

Jane F. Gilgun vs David W. Wright

**Elections Council (2003-2006):** (2 Positions)

Arminta L. Jacobson, CFLE vs Sally S. Kees Martin, CFLE

James J. Ponzetti, CFLE vs Francisco A. Villarruel

**Fellowship Committee (2003-2006):** (3 Positions)

Lane H. Powell, CFLE vs JoLynn Cunningham

Elaine A. Anderson vs Catherine A. Surra

Estella A. Martinez vs Masako Ishii-Kuntz



The Elections Council wants to encourage other members to become involved in leadership positions of our organization. There are several avenues to become involved in NCFR and your involvement can begin by becoming active in various sections, as well as participating as a Student /New Professional.

Our charge from the Board is to develop a slate that reflects the selection criteria in the revised NCFR By-laws.

Here are the Selection Criteria (Source: NCFR By-Laws, May, 2002, Article IX, Section 2, B 3) to help you identify potential candidates for upcoming elections:

- knowledge and/or experience in areas reflecting broad trends in Family Science in the United States and internationally.

Leadership Positions continued on page 5

Handbook, which follows the John Carver Model. The NCFR Section Handbook was revised and updated to be consistent with the NCFR Bylaws and Governance Handbook.

- Judy Schutz, Mailroom Clerk: Substantially reduced our mass mailing costs by doing jobs in-house.
- Sasha A. Smith, Membership/Newsletter Managing Editor/Customer Service Coordinator: Served on the Member Survey Committee and contributed to the editing, distribution, and tallying of the survey.
- Cindy Winter: Completed the very extensive application that led to getting NCFR approved as a Continuing Education (CE) Provider by the American Psychological Association. This in turn led to NCFR's approval as a CE Provider by the Metro Washington

Chapter of the National Association of Social Workers.

We are also grateful to Mary Jo Czaplewski who has come out of retirement to assist Cindy Winter with the annual conference. It is this kind of commitment that is the hallmark of a wonderful staff.

We can all be proud that we belong to NCFR not only for what we personally get out of our membership, but also for the national visibility and recognition that NCFR provides to family sciences and families in general. As NCFR members we can not do this alone and are extremely grateful to a dedicated staff for their roles and willingness to assist us in our multifaceted endeavors.

Carol Anderson Darling, Ph.D., CFLE  
NCFR President  
E-mail: cdarling@mailers.fsu.edu



# Executive Review

## Benchmarking NCFR for the 21st Century

*Copy for this issue of the Report had to be submitted before this year's annual conference in Houston. We will include pictures from the conference in the March 2003 issue and on our website. However, I want to thank Alan Booth, Program Chair; Maxine Hammonds-Smith, Local Arrangements Committee Chair; and Cindy Winter, Conference Coordinator, for their hard work in making NCFR's 64th Annual Conference a success.*

**L**ike any business organization, NCFR would like to be identified as the "Best in Class" in providing exceptional services as perceived by our customers - NCFR members! One approach that businesses use is a type of benchmarking or "managing by measuring." This month's column summarizes the results of the membership survey conducted this past spring. The survey measures, at least in part, where NCFR stands in the eyes of our customers.

Additionally, this survey focused particularly on gathering information about CFLE, new online services of NCFR, and levels of public policy support and involvement. Where we had comparable data, the results are compared to those of a mailed 1996 NCFR survey.

By mid-June, we received responses from 435 of the 4007 NCFR members, or 10.8 percent. The response rate from the 1996 survey was 27 percent. To summarize the

findings: A majority of those who responded were 35 to 54 years old (51 percent), female (67 percent), and white (90 percent). In 1996, those who responded (1093 of 4040) were primarily 37 to 56 years old, (61 percent), female (71 percent), and white (91 percent). Answers were tallied for responses by the whole sample and some answers also were compared by membership category, professional role (educator, researcher, practitioner, and administrator), and by professional field.

Ninety-seven percent of the responses came from members in the United States, as compared to 95 percent in 1996. This

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## LEADERSHIP POSITIONS

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- knowledge and/or experience with policy governance and the development of ENDS policies.
- knowledge and/or experience in leadership roles through Sections, Association of Councils, Elections Council, Conference planning, publishing, public policy or other committee work.
- diversity in race, ethnicity, culture, sexual orientation, gender, age, physical ability or religion.
- diversity of geographic location.
- diversity in educational training.
- diversity in employment and/or professional settings; and
- specific characteristics identified by the Board of Directors and charged to the Elections Council before the call for nominations is developed and circulated.

Keeping these criteria in mind, we invite self-nominations or nominations of others for the following positions for the next slate to be elected in the spring of 2004. The terms for these positions will begin November 2004 at the end of the annual conference in Orlando, FL.

### **Two Board Members-At-Large - 2004-2007**

NCFR Board Members are responsible for the overall governance of the organization on behalf of all NCFR members.

They attend three face-to-face Board meetings per year, along with regular conference calls and email exchanges. They take responsibility for maintaining contact with the membership and to reflecting the needs of all NCFR members.

### **Association of Councils President - 2004-2007**

The Association of Councils President shall serve on the NCFR Board and represent concerns of the members of the Association of Councils. They preside at all meetings of the Association of Councils and the AC Executive Board and provide leadership for the Association of Councils.

### **Student/New Professional Board Representative - 2004-2006**

The Student/New Professional Board Representative serves a two-year term as a voting member of the Board. They are responsible to attend all NCFR Board meetings, write articles for the NCFR Report, Chair the Student Award Committee, assist in networking students and new professionals and other responsibilities at the Annual Conference.

### **Two Elections Council Members - 2004-2007**

It is the responsibility of the Elections Council to prepare a slate of nominees

for officers and members of the Board of Directors, Fellowship Committee, Program Chair-elect, and the Elections Council positions, and to ensure that the policies regarding recruitment as provided by the NCFR Bylaws, and the Elections Council Policies and Procedures are followed.

### **Two Fellowship Committee Members - 2004-2007**

The Fellowship Committee shall review the applications from nominees for NCFR Fellowship status. During the NCFR Annual Conference the Fellowship Committee will discuss and vote on which applicants will be recommended to the NCFR Board of Directors.

### **Conference Program Chair-elect - 2004-2005 (Program Chair for 2006)**

Serves one year as Conference Program Chair-elect, proceeding to Program Chair the following year and has primary responsibility for selecting the theme for the Annual Conference and selecting plenary and other special speakers.

Send nominations to Jeanne Ryberg at [jryberg@ncfr.org](mailto:jryberg@ncfr.org). For additional information, please review our website, [www.ncfr.org](http://www.ncfr.org). **Deadline for nominations is January 31, 2003.**



## EXECUTIVE REVIEW *continued from page 5*

year's sample continued to reflect a group of experienced, well-educated professionals: 64 percent have been working in their professional field for over five years compared to 70 percent in 1996; 49 percent had been NCFR members for over five years compared to 52 percent in 1996; 68 percent were working full-time compared to 74 percent in 1996; and 89 percent had either master's or doctoral degrees, the same percentage as in 1996.

When asked, "How satisfied are you with the benefits in your NCFR membership category?" members responded with very satisfied (53 percent), somewhat satisfied (39 percent), and not very satisfied (4 percent), showing a high degree of satisfaction with membership services. Members rated the most important services they received from NCFR as the annual conference, the journals, the NCFR sections, publication of family-related resources, networking opportunities, and the *Report*.

Forty-six percent indicated that NCFR was their primary professional association, up from 40 percent in 1996. Of those stating NCFR was not their primary association, 19 percent indicated that the American Association of Marriage and Family Therapy was primary, followed by

17 percent who said that the American Sociological Association was primary.

When asked about involvement in the organization through elective or appointive offices at national, regional, state or university/college council levels, through its sections, affiliates or committees, 41 percent had served in office, up from 37 percent in 1996 - clearly very involved and committed members who replied! Eighty-one percent indicated that they would definitely to renew their next year's membership, 18 percent were somewhat likely to renew and only 1 percent would not be likely to renew. In 1996, the numbers for the same categories were 79 percent, 18 percent and 3 percent, respectively.

In addressing issues related to NCFR's Certified Family Life Educator (CFLE) Program, 32 percent indicated they were CFLEs. When asked about the unique benefits that the CFLE certification provided in their current position, respondents said (in rank order) that certification (1) gave them personal satisfaction, (2) increased their credibility, (3) promoted the field of family life education, (4) helped them serve as role models for students and colleagues, (5) recognized their skills, and (6) supported the establishment of standards of practice.

Of those in the total sample not currently a CFLE, 18 percent indicated that they were planning to apply for certification, 60 percent said no, and 22 percent were undecided. Seventy-five percent of the total sample indicated that the CFLE Program is consistent with the mission of NCFR. At the same time, almost half (45 percent) were undecided whether the CFLE designation would be more viable if it were obtained through completion of a multiple-choice examination rather than the current portfolio review process. When asked if NCFR should allocate more funds to marketing the CFLE program, 29 percent indicated that NCFR should allocate more resources for marketing CFLE, 26 percent liked the current level, 17 percent said we should allocate fewer resources, while 28 percent did not know or had no opinion.

When asked about public policy issues, 60 percent of the respondents believed that NCFR should have a stronger public

policy presence in Washington, D.C. Forty-two percent indicated that NCFR should have either a paid staff member or a consultant working on its behalf in Washington, D.C. Over four fifths (83 percent) wanted to be kept abreast of state legislation and policies affecting family well-being. Additionally, 91 percent indicated that NCFR should continue to develop policy-related products such as the *Family Lens* booklet, fact sheets, and research reports.

At the same time, only 6 percent of the respondents planned to attend the next public policy conference in Washington, D.C. When asked their reasons for not attending a public policy conference, the top three reasons members cited, in rank

**Forty-two percent indicated that NCFR should have either a paid staff member or a consultant working on its behalf in Washington, D.C.**

order, were: (1) cannot take that much time away from job or family; (2) the cost (hotel, travel, etc.) is too expensive; and (3) no support from their university without participation on the program.

With respect to the annual conference, 37 percent of the respondents have attended five or more conferences, 21 percent have attended three to five, and 42 percent have attended at least one or two. In rank order, the five top reasons why members attend the annual conference were: updates on new research (51 percent); opportunities to present (45 percent); professional development (42 percent); maintaining relationships with friends/colleagues (40 percent); and networking opportunities (35 percent).

Plenary sessions get the highest rating for annual conference activities, followed by special lecture sessions, research updates for practitioners (RUPs), and paper sessions. Reasons for not attending the annual conference in rank order include (1) cost (hotel, travel, etc.) too expensive; (2) cannot take time away from work or family; and (3) not my primary conference.

Other member responses that feed into our benchmarking process include the following:

- Members gave high ratings to the technical quality, theoretical basis,

### NOW AVAILABLE!

#### NCFR Discussion Listservs

Enrollment is open to all NCFR members.

#### NCFR Member Listserv

EducationEnrichment@cfapress.org

Ethnic Minorities website:

www.asn.csus.edu/em-nfcr

FamilyHealth@cfapress.org

FamilyPolicy@cfapress.org

FamilyScience@cfapress.org

FamilyTherapy@cfapress.org

FeminismFamilyStudies@cfapress.org

International@cfapress.org

ReligionFamilyLife@cfapress.org

ResearchTheory@cfapress.org

Student@cfapress.org

(Students/New Professionals)

To enroll, send your name, e-mail address, and the listserv(s) you wish to join to: John Pepper at 763-781-9331, ext. 16; E-mail: pepper@ncfr.org.

To sign up for the **Ethnic Minorities Section** listserv, go directly to its website.





# Family Policy



## Report From Washington

### WELFARE REFORM RESOURCES

Since passage in 1996, welfare reform has elicited a great deal of research activity by think tanks and research groups that send out papers and reports to the non-profit community. I am reporting on a small sample of publications that may not have come to your attention.

Since 1996, the Urban Institute's "Assessing the New Federalism" (ANF) project has gathered and analyzed data

on policy choices made by states regarding welfare reform. Their National Survey of America's Families (NSAF) has measured changes in the well-being of children and adults, particularly those in low-income families. Findings are summarized in a new book, *Welfare Reform: The Next Act*, by Alan Weil and Kenneth Finegold. UI's June 2002 newsletter discusses the childcare subsidy system, recent changes in health policy, and informs us that full participation in

safety net programs could lift 3.8 million out of poverty. The Urban Institute's website is: [www.urban.org](http://www.urban.org)

Not everyone may know about the Institute For Women's Policy Research (IWPR) founded by Dr. Heidi Hartmann about 20 years ago. The Institute has focused on the welfare of the most disadvantaged women. Over the years excellent research papers have emerged. The Institute has recently taken up the issue of the administration's policy efforts to encourage "healthy" marriage. A recent briefing paper by Avis Jones DeWeever was "Marriage Promotion and Low-Income Communities: An Examination of Real Needs and Real Solutions." The last section of the paper discusses "what we can learn from other countries" and points out the success of universal policies that, for example, provide a child care subsidy to all families with children. Check their website: [www.iwpr.org](http://www.iwpr.org) for list of publications.

I recently obtained a paper on "Social Exclusion: The European Approach to Social Disadvantage" by Hilary Silver and S.M. Miller, published by a group new to me, the Poverty And Race Research Action Council. In America we focus on poverty. Europeans are increasingly focusing on social exclusion as well.

Americans have traditionally used a poverty index developed in 1964 based on three times the cost of a subsistence level of food necessary for a family of a given size. According to Silver, this index no longer reflects reality in America since food costs today are only about 15% of the needs of the poorest 20% of families and even less among more affluent people.

The European Union has "adopted as the official poverty line a relative poverty indicator: one-half or less of the national median disposable household income." They find that people with even 50% to 60% of the national median still show evidence of near poverty.

But Europeans are thinking of social exclusion as distinct from income

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### EXECUTIVE REVIEW *continued from page 6*

clarity, relevancy, and methodology of the *Journal of Marriage and Family*.

- Although not as technical as its sister journal, *Family Relations: Interdisciplinary Journal of Applied Family Studies* nevertheless is highly rated for dealing with relevant family issues, being written with clarity and using sound methodology.
- Members said the *Report* keeps them updated, offers new insights and is quite readable. Seventy-eight percent of the members rated the Family Focus series contained within the *Report* as excellent or good and 38 percent use the Family Focus in the classroom or work.
- Only 3 percent of respondents reported having no online access (only 40 of the 435 returned surveys were mailed). On all measures of website quality (usefulness, readability, design, ability to navigate, registration, and content), the members gave consistently high marks (80 percent or above) to NCFR's web site.
- Seventy-one percent of the members rated ZIPPY NEWS (NCFR's weekly online updates) as useful or very useful.
- Members ranked the staff highly on all the dimensions surveyed with courtesy, keeping members informed and professionalism the most highly ranked category (5); accessibility,

knowledge of services and products, and requests handled in a timely manner ranked as (4).

Although the results of this year's survey were based on less than half the number who responded in 1996, members, nevertheless, who replied are generally satisfied with the services and the organization. In fact issues that were identified in the 1996 survey (toll free number, travel discounts, online services) have been addressed. As we look to the future, using the survey results is one step toward measuring or benchmarking NCFR's push to be the best in class! We welcome your comments and opinions on this topic and others.

Under leadership of the NCFR Board of Directors and after reviewing the last NCFR membership survey conducted in 1996, we tapped into John Pepper's expertise on electronic surveying, and e-mailed the questionnaire to those members with good e-mail addresses. For others, we mailed out a paper questionnaire. We are in the process of completing a detailed survey report, visit our website at [www.ncfr.org](http://www.ncfr.org) or call 888/781-9331 for a copy.

*In closing and on behalf of the entire NCFR staff, we wish you and your family happy holidays and the best to you in 2003!*

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# CFLE Directions

## NCFR to Involve Stakeholders in Marketing Plan to Increase the Visibility and Value of Family Life Education



In the last *Report* we shared the results of the NCFR membership survey and some steps we plan to take to increase the visibility and value of the profession of family life education and the CFLE designation. While we are still committed to the development of an exam to replace the current CFLE portfolio process, it has become clear that we first need to firmly establish the CFLE credential. The following plan includes four identified stakeholders: NCFR Committees and Staff, NCFR Affiliate Councils, NCFR Approved Academic Programs, and Certified Family Life Educators.

As I shared in the last column, NCFR is in a position to function as a clearinghouse with these stakeholders and to work with them to increase awareness among consumers of family life education and among potential employers. NCFR can work closely with each stakeholder to take advantage of the marketing/public relation opportunities available. NCFR's efforts will prove beneficial for each group as they all stand to gain by increased recognition and value of family life education as a profession. Over the next two to three years NCFR will work aggressively to implement these activities. The intent is that these efforts will help to establish family life education and the CFLE designation so that should NCFR choose to develop a CFLE exam in the future, it will be welcomed and utilized. Following is a summary of what we plan to do with each stakeholder.

### National Council on Family Relations Committees and Staff

- Develop and distribute a CD on family life education and the CFLE designation (similar to the CD distributed at the 2001 NCFR Conference).
- Develop and distribute a poster describing family life education (we

would work with schools to develop the content and design: family departments for content and graphics departments for design).

- Distribute brochures about CFLE and the value of hiring CFLEs at exhibits throughout the U.S. NCFR exhibits at an average of seven conferences each year.
- Increase the number of meetings/conferences approved for CFLE credit.

- Enhance the "Tips for Families" feature on the NCFR website to include input from CFLEs and increase visibility of CFLEs as experts within the family field.
- Develop and maintain a CFLE's speaker's bureau, especially within work/life programs.
- Research the feasibility of an employment service for CFLEs.

*CFLE Directions continued on page 9*

### CFLE Vision Statement

Family Life Education will be a recognized and valued profession.  
Family-based preventative programs will be widely available and utilized.  
The Certified Family Life Educator designation will be the premier certification for the field of family life education and related professions.

## REPORT FROM WASHINGTON *continued from page 8*

poverty. "Poverty is a distributional outcome, whereas exclusion is a relational process of declining participation, solidarity and access." The concept of social exclusion is being developed by the European Commission and draws on the thinking of the member countries, most notably, of France. "In French Republican thought, social exclusion refers to a 'rupture of the social bond' or 'solidarity'." "Society owes its citizens the means to a livelihood. Citizens in turn have obligations to the larger society."

Can America turn to Europe for encouragement to broaden our ideas about what our citizens and our social needs? Can the U.S. work toward the elimination not only of poverty but also of social exclusion? Contact the Poverty & Race Research Action Council at 202-387-9887, or e-mail: [info@prrac.org](mailto:info@prrac.org)

### POLITICS VS. SCIENCE

A recent article in the *Washington Post* about the possible intrusion of politics into the scientific advisory process at the Department of Health and Human Services shines a new light on the com-

plexity of translating new scientific (and social) insights into useful knowledge to guide health policy.

Jessie Gruman, Ph.D., Executive Director of the Center for the Advancement of Health, discussed this news in her newsletter, HABIT. After listing the regular complaints about lack of resources to implement research into practice, she stated that, "It is rare in such discussions to talk about how politics shapes research priorities and agendas at HHS, NIH and CDC, perhaps because such influence was usually less visibly partisan than it is now."

"It appears that the government is moving out of the business of using the knowledge generated by its investment in research to protect and improve the health of its citizens and instead plans to allow the marketplace to determine what is safe and effective." Dr. Gruman concludes, "This issue is worthy of your attention and your voice."

Margaret Feldman, Ph.D.  
NCFR Policy Representative  
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## CFLE DIRECTIONS *continued from page 8*

- Identify on-line learning opportunities for some or all of the ten substance areas. These programs could be used for both original applications, strengthening of tabled applications, and for continuing education for active CFLEs.
- Develop additional resources for use by family life educators i.e., "FLE Syllabus collection", "Family Life Education: Integrating Theory and Practice" book, a family life education internship handbook, etc. Availability of these publications will help to reinforce NCFR's role as a major resource for family professionals.

### Affiliate Councils

- NCFR staff attend and/or display literature at all Affiliate Council meetings.
- Recruit CFLEs to represent CFLE at their state conferences.
- NCFR/CFLE link on all state affiliate websites.
- Development of stock article on CFLE for inclusion in AC newsletters.
- Provide FLE/CFLE CD to Affiliates for presentation at state conferences.
- Provide CFLE application process PowerPoint presentation to Affiliates.
- Send new AC presidents welcome letter with information on CFLE.
- Send AC president list of newly certified FLEs in their state.

- Work with Student Chapters i.e., regular correspondence with contact person.
- Work with Sections (including military).

### NCFR Approved Academic Programs

- This stakeholder group has perhaps the most to gain from NCFR's efforts to increase recognition and value of family life education. They need their graduates to obtain employment relevant to their earned degrees. Representatives from approved colleges and universities throughout the country can share their ideas on what is needed to increase awareness. NCFR can offer a number of advantages to family programs such as the development and printing of materials for distribution. The universities and colleges have the advantage of access to potential employers within their communities; names and addresses of agencies and organizations they might work with for placement of internships and practicums. It would be extremely difficult and time-consuming for staff at the NCFR office to gather this information. Through a cooperative effort, both NCFR and family programs throughout the country could achieve the shared goal of increased recognition and value of professionals with family-based training.

- Provide Approved Programs with informational CD for classroom presentation.
- Provide tools for publicizing FLE/CFLE on campus i.e., poster, CD.
- Provide Approved Programs with accounting of graduates who have pursued CFLE designation through Abbreviated Application process.
- Work with Approved Programs to identify employers. NCFR will provide materials to distribute to employers to help increase awareness and understanding of FLE/CFLE i.e., poster, brochures, CD, newspaper articles, etc.

### Certified Family Life Educators

- Provide all CFLEs with CFLE/FLE CD for distribution.
- Develop recruitment campaign for CFLEs.
- Work with CFLEs to identify success stories.
- Increase FLE content articles in CFLE Network. Include articles written by CFLEs.

Your feedback is welcome and valued. Any reactions or suggestions can be shared by contacting me at dawn@ncfr.org or (888) 781-9331 ext. 12.

*Dawn Cassidy, M.Ed., CFLE*  
NCFR Certification Director  
E-mail: dawn@ncfr.org



### IRVING B. HARRIS FELLOWSHIP IN CHILD DEVELOPMENT

The Harris School at the University of Chicago seeks applicants for a one-year A.M. training program in childhood development and policy research and analysis. Full tuition plus \$10,000 stipend awarded. Applicants must hold graduate degree in early childhood development or related field. Deadline January 15. Contact Ellen Cohen at (773) 834-2576 or eb-cohen@uchicago.edu.

www.HarrisSchool.uchicago.edu

## CERTIFIED FAMILY LIFE EDUCATORS

Following is a list of Certified Family Life Educators designated since June 15, 2002. (\* - Provisional)

#### Kansas

Julie Caldwell \*  
Karen Roesch \*  
Myra Stewart \*

#### Maine

Sarah Morton \*

#### Michigan

Mae Anderson \*  
Cynthia James \*  
Kathleen Gedraitis \*  
Cindy Merchand-Grohman \*  
Audrea Hickey \*  
Charles Riley \*  
Audrey Rumler \*  
Michelle Salcedo \*  
Linda Scott \*  
Lindsey Shull  
Sarah Waldner-Stout \*  
Pamela Wilson \*

#### Mississippi

Tara Andrews \*  
Teresa Montgomery \*

#### Missouri

Audra Wacker \*

#### Nebraska

Robyn Roth \*

#### New Hampshire

Heather Brown \*

#### New York

Caitlin Doran \*

#### Ohio

Paula Herman \*  
Barbara McKay \*  
Nadia Pokrzywa \*

#### Texas

Susan Eitel \*  
Florence Murray

#### Utah

Anthony Alonzo \*  
Lissel Dalton \*  
Kari Roberts  
Barbara Shepherd \*

#### Washington

Elise Murowchick  
Kelli Patrick \*

#### West Virginia

Trenance Rice

#### Wyoming

Terri Longhurst

#### Hong Kong

Lo Ming Wong \*



# Members in the News

## Family Nursing in the Care of Children with Cancer

**S**cientific and technological advances have increased the survival rates of children with chronic diseases, among which is cancer. As a consequence, parents and relatives assume their daily care at home, including special health care and treatments. During hospitalization periods, parents and relatives are also expected to participate in the therapeutic process. Literature review has shown that the participation of parents in the care to children with cancer is a great challenge to nursing professionals as well as to the whole healthcare team. Including the family in the care and diagnostic/therapeutic processes demands greater knowledge than that presently utilized in the health care professions. The preparation of nurses must be deepened, strengthened, and specialized (in both scientific and technical abilities), if they are to understand the family climate and context of children with cancer.

The general aim of this study is to develop a theory concerning “what it is like to be a family with a child with cancer” and to establish the theoretical underpinning of family caregiving. Grounded theory was chosen in order to enable the researcher to understand the phenomenon in study from the perspectives of those who live them. Having a child with cancer is a social process about which little is known; so grounded theory is an appropriate choice. It assists in articulating among theory, practice, and research. Thus, substantive theories have a greater potential to portray the real world of the participants than other methods of research with preconceived concepts. Grounded theory will enable an in-depth exploration of families’ responses to childhood cancer.

The study will be developed at a university hospital that is a referral center for children and the adolescents with oncological and hematological diseases, and is located at the city of Ribeirão Preto, SP, Brazil. Consenting children and adolescents with cancer and their families admitted to the hospital will participate

in the study. Data will be collected through participant observation, interviews, and visits to families’ homes or other locations where families interact, allowing us to know their daily lives. The research protocol has approved by the Committee of Ethics in Research of the institution where the families will be contacted.

This research is widely applicable to the understanding of families, especially when a family has a child with cancer. Nursing and other health care interventions could be planned and delivery in a family-level concept. The knowledge

constructed from this study will add significantly to the ability to provide improved care for families in the São Paulo context and possibly in other settings in the Americas.

This work is being carried through an international exchange between the University of São Paulo at Ribeirão Preto College of Nursing – WHO Collaborating Centre for Nursing Research Development and the University of Victoria, Victoria, BC, Canada.

*Lucila Castanheira Nascimento*  
E-mail: [lucila@eerp.usp.br](mailto:lucila@eerp.usp.br)

## Announcing a New Book about Bea Paolucci, 1981 Osborne Award Recipient



**T**he late Beatrice Paolucci (1920-1983), former NCFR Board Member and recipient of the Osborne Teaching Award in 1981, is the subject of a recently published book, “Beatrice Paolucci, Shaping Destiny Through Everyday Life.” The book documents the life and work of Bea Paolucci, international leader in home economics (now family and consumer sciences), family study and human ecology. Bea Paolucci was a leader in integration of family resource management with family relationships. A distinguished professor at Michigan State University for nearly 30 years, Bea was a dynamic teacher, speaker, and pacesetter in viewing the family as an integral part of the human ecosys-

tem. She pointed out that, collectively, everyday decisions and actions in the family have an impact on human capital development and environmental resources, thus helping to shape human destiny.

The author of the book is Margaret Bubolz and the editor is Linda Nelson, emeritus professors at Michigan State University and long-time members of NCFR. The book may be ordered from Kappa Omicron Nu, Family and Consumer Sciences Honor Society. For information contact: KON website: <http://www.kon.org>, e-mail: [dmitstifer@kon.org](mailto:dmitstifer@kon.org). Phone: 517-351-8335. 4990 Northwind Dr., Suite 140, East Lansing, MI 48823-5031.



## New Dean of Ball State University's College of Applied Sciences and Technology

**Nancy Kingsbury CFLE**, NCFR member since 1974, became the new dean of Ball State University's College of Applied Sciences and Technology on July 1, 2002. Prior to her acceptance of this new position, she was professor and former chair in the Department of Family and Consumer Sciences at Georgia Southern University. Congratulations Nancy!

# How Journaling Made My Dissertation a Reality

As a recent graduate of a doctoral program in Family Studies, with a specialty in Adult Development and Aging, my advisor encouraged me to keep a journal of my experiences and feelings as I began my dissertation. I reluctantly accepted his advice, believing that while it might be an interesting experience, in reality it meant more typing and more thinking on my part, actions I feared that would not be as simple as they sounded, particularly as my data collection progressed. I set up a journal on my laptop, and made my first entry the day my proposal was formally accepted by my committee. I decided that every Sunday night I would set aside one hour to type in my journal in order to recap any activities related to my dissertation. I would also plan to include my perceptions of my progress, or lack of, during the past week.

In short, my study involved an in-person interview with 100 individuals in the Mid-Atlantic region of the U.S. who served as primary caregivers for an elder family member. Thus, I did quite a bit of traveling over a seven-month period last year. I kept track of each scheduled interview in my datebook, as well as another appointments or deadlines related to my research. As I made journal entries, I referred to my datebook to jog my memory. During this process of recollection, I found myself smiling or growing sad as I typed about the caregiver (identity withheld) and his/her experiences. I was also very honest with myself, admitting that I got lost en route

to several interviews, that I quietly questioned how some of my participants served in their role as caregiver under very challenging circumstances, and how I was grateful for fellow doctoral students to commiserate with.

As I read back over my journal and reflect on my feelings touching on everything from entering data into SPSS to surviving (successfully!) my defense, I realize how much more I know about myself. I was able to see that my experiences were similar to a roller coaster ride. There were times that were “downhill” or productive where I was almost obsessed with making progress or quiet time was granted to write another chapter. Then there were “uphill” episodes

where I couldn’t bear the thought of looking at my paper or sending my advisor the next chapter for fear of all the revisions I would be expected to make. I’m aware that these feelings of both pleasure and uneasiness are not unlike the ones my participants shared with me regarding their role as caregiver. I asked my participants to reflect back on their experiences, so it seems only appropriate that I engaged in my own form of reflection. I’m thankful that I will have that opportunity for reflection every time I read my journal, and that recording my experiences made my dissertation a reality.

Christine J. Jensen, Ph.D.  
E-mail: [cjjens@wm.edu](mailto:cjjens@wm.edu)

## Gender and Wedding Planning

As a student (completing my dissertation from Oregon State University) and a new professional (working at Mount Saint Vincent University in Halifax, Nova Scotia), I am working on projects that focus on the social construction of gender in families. Carol Morgaine and I recently published a paper in *Family Relations* describing how feminist education could be conceptualized using three paradigms of knowledge and action as a framework. We analyzed eleven years of *Family Relations* feminist education articles for how instrumental, interpretive, and critical emancipatory paradigms were used. The instrumental paradigm was used when feminist educators drew on “expert” knowledge, such as family violence statistics, to dispel possible myths that students might believe. When everyday knowledge was value laden or emotionally based, feminist educators used the interpretive paradigm to provide opportunities for self-reflection, with students using their own life experiences as a basis for learning. The critical emancipatory approach was used when students reflected on ways in which individuals and families could be constrained by social conditions. Understanding how personal experiences and perspectives could be influenced by systemic social conditions resulted in a third way of learning. We discussed each paradigm’s assumptions

and concluded with a discussion of pedagogical concerns that will interest both new and seasoned feminist practitioners.

In my dissertation, I am analyzing how individuals in first marriages constructed gender in planning their weddings. Family rituals rarely are studied, despite possibly being central carriers for the construction of gender. An interest in household labor also led me to examine weddings as a family ritual often requiring a great deal of work to put together, yet seldom explored as an event in which unpaid family labor occurs. Using systematic random sampling, I conducted semi-structured interviews with 42 first-time married wives and husbands separately (21 couples) about their experiences planning their weddings, which took place 8 - 13 months previously. Gender was central in planning weddings. Brides did more work than men, although this varied. Brides also were seen as “natural planners,” yet they often were more stressed than grooms during the planning. Men were more likely to do very little work if the couple had not cohabited prior to marriage, and more likely to be involved if both individuals were older, non-religious, and less materialistic. Only one couple showed any significant gender consciousness, using words such as “intentional” and “mutual” to describe both their process and their

*Wedding Planning continued on page 12*

### Donations

The following person has contributed a donation since August 2002. Her generosity aids NCFR in continuing its programs and awards.

#### General Fund

**Jan Hogan** – St. Paul, MN

For more information on contributing to NCFR, contact:

Michael L. Benjamin,  
NCFR Executive Director  
3989 Central Ave. NE, Suite 550  
Minneapolis, MN 55421  
Toll free: 888-781-9331 ext. 21  
or [mbenjamin@ncfr.org](mailto:mbenjamin@ncfr.org)





# Annual Conference



## Thank You for an Outstanding 2002 NCFR Conference

**W**e are so excited about the success of the 2002 Conference. This year we made some changes to keep increasing the quality of the conference and they were great! Hats off to Alan Booth, Program Chair, who took the plunge with his innovative ideas such as all panel discussions for plenaries and special sessions using both researchers and practitioners. These were exciting, enlightening, and a breath of fresh air as we look at how all members of NCFR can work together. He also wanted to give poster sessions the recognition they so rightly deserve. It was great to see the high quality of the posters, and everyone eagerly awaited the end of the poster sessions to see who won the competition for the best posters. He took the innovative step of elevating the poster sessions by limiting to one each day with no competing sessions. Alan did an excellent job as Program Chair. Thank you so much. He was truly a partner with NCFR staff to ensure that the program met the needs of attendees.

The success of the 2002 Conference was a result of the efforts of **MANY** people who spent numerous hours planning the program, executing logistical details and seeing to attendees needs.

We express a huge **THANK YOU** to the following for their contributions:

- **Section Chairs** did a superb job in planning the excellent, innovative special sessions, paper, symposia,

poster and round table sessions. They had a tremendous job in sending out their submissions to reviewers, and evaluating the reviewers' comments to formulate the program.

- The **Reviewers of the Section proposals** did an excellent job in making sure that all the criteria were adhered to and carefully scored each proposal based on its merits. This can be a thankless job, but it is vital to ensuring a top-quality conference program.
- **Maxine Hammonds-Smith, CFLE, our Local Arrangements Chair and the rest of the local arrangements team and the Texas Council on Family Relations** did a great job in making all the attendees feel welcome. They went "the extra mile" in working with NCFR staff in planning, locating contacts, and being part of the advisory team for the Work/Life Summit, and numerous other duties. They worked diligently behind the scenes in the roles such as the Hospitality Café, Employment

Matching Service, VIP Speaker Hosting, Student Assistant coordination, securing Audio-visual equipment, and Emergency Liaison. They never complained about the work and were always enthusiastic about their tasks. Maxine and her committee also planned and executed the phenomenal Saturday evening Western Rodeo/Zydeco Dancing at the George Brown Convention Center - truly a taste of Texas.

- **NCFR staff** who 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. They do a superb job in pulling off all the details.
- More than 40 **Student Aides** assisted in registration, employment service, exhibits, and general assistance. Through their efforts, the conference ran smoothly. Tommie Lawhon, CFLE, the Student Aides Chair did an excellent job in using her own students as the backbone of these aids, and trained them to do a good job.
- Another innovation of the Local Arrangements Committee this year was the Employment Matching Service. **Mary Bold, CFLE**, was innovative in using this as a practicum for her online class in administration. These students took care of the preliminary, on-site, and follow-up duties of the Employment Matching Service, and made some changes to the service.

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 A.V. Coordinator for more than 20 years, worked many hours seeing to the needs of program speakers to ensure great presentations. Now that

2002 Conference continued on page 13

### Give a Gift to Colleagues that keeps on Giving!

#### Purchase Video and Audio Tapes

Tapes of major sessions may be purchased from NCFR. A list and order form is enclosed in this newsletter. Please fill out the enclosed form in the newsletter and return to NCFR.

## WEDDING PLANNING *continued from page 11*

relationship. Women seemed to "do gender" more successfully than men, often throwing themselves into wedding preparation and limiting (intentionally or unintentionally) their fiancés' involvement. When men's attempts to be more involved were not valued, they stepped back into the more traditional role of distant groom. Sometimes, however, men's attempts at increased involvement did not seem entirely serious, and thus, not surprisingly were rejected by brides.

I conclude that attempts to move beyond gender as a base for wedding planning, so that weddings are seen for *the couple* rather than for *women* (brides and other female family members or friends), will require intentional vigilance, especially on the part of women, for whom weddings traditionally have been more important.

Aine M. Humble  
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# What is the Future of Marriage? Find Out in 2003

In 1972, feminist author Jessie Bernard wrote *The Future of Marriage*, in which she discussed the strengths and weaknesses of marriage, the difference between “his” marriage and “her” marriage, and prospects for marriage in the future. A great deal has happened to marriage in the three decades since her book was published. The growing popularity of non-marital cohabitation, the increase in the percentage of children born outside of marriage, the rise in age at first marriage, the continuing high divorce rate, and the declining remarriage rate indicate that marriage has become a more voluntary and less per-

manent part of adult life now than in the past. Changes in public attitudes—involving more positive evaluations of single lifestyles and other alternatives to marriage—also reflect a decline in the centrality of marriage. After centuries of being the bedrock of the American family system, marriage appears to be losing its privileged status and is becoming one lifestyle choice out of many.

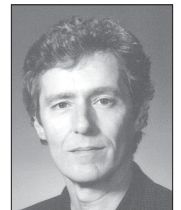


In recognition of the changing nature of marriage, the 2003 NCFR conference theme will be “What is the Future of Marriage?” At this conference, a series of plenary and special sessions will address many of the issues raised by Jessie Bernard 30 years ago. In our opening plenary session, Andrew Cherlin (Johns Hopkins University) will discuss recent changes in marriage patterns and the implications of these changes for public policy. A second session will focus on racial and ethnic variations in marriage and will include presentations from Ronald Mincy (Columbia University), Salvatore Oropesa

(Pennsylvania State University), Masako Ishi-Kunz (University of California-Riverside), and Phyllis Johnson (University of British Columbia). The relationship between cohabitation and marriage will be the topic of a session featuring Judith Seltzer (University of California-Los Angeles) and Celine De Bourdais (University of Quebec at Montreal). From the perspective of family psychology, Thomas Bradbury (University of California-Los Angeles) will give a talk on current research on marital dysfunction and marital interventions. Another panel, consisting of Larry Kurdek (Wright State University), Charlotte Patterson (University of Virginia), and Danielle Julien (University of Quebec at Montreal) will present research on marriage and marriage-like relationships among gay men and lesbians. We also are planning a panel discussion of gender in marriage that will include speakers from a variety of backgrounds and perspectives. Our goal is for attendees to leave the conference with a better understanding of how the institution of marriage is changing—an understanding that should enrich our teaching, practice, and research.

By the way, did I mention that the conference will be in Vancouver, British Columbia, one of North America’s most beautiful cities?

Paul R. Amato  
2003 Annual Conference  
Program Chair  
E-mail: [pxa6@psu.edu](mailto:pxa6@psu.edu)



## 2002 CONFERENCE

*continued from page 12*

NCFR is producing its own audio and video tapes, we are pleased to have Ricardo Astillero joining with Carl. They made a great team.

With the advent of all the technology in the plenary and special sessions, we have added **Dave Sager, CFLE**, to the on-site staff. Dave has the responsibility of making sure that all the Power Point materials work on cue.

**Program presenters, discussants, presidents, and recorders.**

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

Thanks to the outstanding, efficient Convention and Visitors Bureau representatives and volunteers who went out of their way to do the “extras” to make everyone feel welcome. The staff at the Hyatt Regency Houston Hotel all did a yeoman’s job making quick turns of rooms in a short amount of time. They truly were a team with the NCFR Staff. We also acknowledge their generous donation to the Work/Life Summit.

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.**

Cindy Winter, CMP  
Conference Coordinator  
E-mail: [wintersc@ncfr.org](mailto:wintersc@ncfr.org)

**Adult Development/Relationships.** The Division of Human Development and Family Sciences, Department of Human Ecology, University of Texas at Austin, seeks to fill a 9-month, tenure-track faculty position beginning September 1, 2003. Although we anticipate hiring an Assistant Professor, applications at more advanced levels will be seriously considered. Applicants must have a Ph.D. and a substantive interest in the interplay between relationships and adult development. Examples include family and couple relationships, cultural diversity, and transitions in later life. The program is interdisciplinary and has affiliations with the Women’s Studies Center, the Population Research Center, and other academic units. Successful candidates will demonstrate teaching excellence at the graduate and undergraduate levels, research productivity, and an ability to attract external funding. Send curriculum vitae, statement of research and teaching interests, up to 5 reprints, and 3 letters of recommendation to: The University of Texas at Austin; Dr. Ted Huston, Chair - Search Committee; Division of Human Development and Family Sciences; 1 University Station A2700; Austin, TX 78712-0141. (e-mail [huston@mail.utexas.edu](mailto:huston@mail.utexas.edu) if you have questions). Further information about the department is available at <http://www.utexas.edu/depts/he>. Review of applications will begin January 8, 2003 and will continue until position is filled. The University of Texas is an Equal Opportunity/Affirmative Action employer. Women and minority candidates are strongly encouraged to apply.



# Section News

## International Section



**B**y the time you read this column, the 2002 conference will be completed. I'd like to thank all of you who contributed to the section's participation in the conference. I hope that it was an enjoyable and productive experience for those of you who attended. I hope that everyone will consider submitting a proposal for the 2003 conference in Vancouver. The more submissions we receive, the more space can be allocated to the International Section at future conferences. It would be helpful to receive some submissions relevant to the conference theme, but submissions on many topics are quite welcome.

The conference theme is, "What is the Future of Marriage?" Thus, proposals might focus on marital dynamics within

a specific cultural environment, or similarities/differences in marriage in two or more cultures. Proposals on other types of adult relationships are also invited. Indeed, diverse relationship structures might have greater prominence in some countries, so this could particularly showcase the contributions of international colleagues. For example, proposals might focus on cohabitation, dual household couples, arranged marriages, or gay/lesbian couples. Proposals that focus on how relationships are affected by contextual factors (e.g., computer technology, biotechnology, media, politics, law, religion, economics) could make a substantive contribution to the program.

Of course, proposals on other diverse topics (e.g., children's friendships, elder

care, parent-child interactions, work-family balance, gender roles, public policy, community services, adolescent development, identity in midlife) will also be very helpful. Such variety would provide broader appeal and allow more opportunities to share the interests and expertise of the International members.

If you'd care to make recommendations for the Vancouver program, I'd be glad to receive your input. I would particularly appreciate referrals for colleagues who might be good speakers for a plenary panel or a RUP (Research Update for Practitioners) on a topic close to the conference theme (e.g., marriage, cohabitation). I cannot guarantee that I can attain a slot for such a colleague, but I

*International Section continued on page 15*

## Family and Health Section

**A** special thanks to all of you who contributed to the successful NCFR Annual Conference in Houston, TX. Cutting edge information related to family health issues across the life span—from perinatal to elder issues. This year the Family and Health Section co-sponsored a special workshop by James Pennebaker on "Putting Stress into Words: Writing, Health, and Trauma Workshop" with the Family Therapy Section. The Family and Health Section focus groups also made significant contributions to the program. The Issues in Aging Focus Group sponsored a special symposium on "Grandparenthood: The Current State of Research and Practice" and the Chronic Illness and Disability Group sponsored a special session by Kathy Knafl and Marcia VanRiper on "Family Management of Ethical Issues of Genetic Testing."

I was struck with the wealth of knowledge and skills represented in the section, as well as the willingness of members to volunteer to review manuscripts, critique posters, and serve as discussants, presenters, and recorders. Let Teresa

Julian, the new Chair of the Family Health Section know if you are interested in serving in any of these roles for next year. Her e-mail is [tjulian@otterbein.edu](mailto:tjulian@otterbein.edu). Also, if you are a Family and Health Section member and have not received any e-mail from the Family and Health Section listserv in the past year, please contact John Pepper (e-mail: [pepper@ncfr.org](mailto:pepper@ncfr.org)).

Please welcome the new officers of the 2002-2004 Family and Health Section Executive Council: Teresa Julian, Chair; Barbara Mandelco, Chair-Elect; Kathleen O'Rourke, Secretary/Treasurer; M. Elise Radina, Student/New Professional representative.

A special thank you to the outgoing officers: Sharon Denham, Secretary/Treasurer; and Karen Koenig, Student/New Professional representative and Teresa Julian, Chair-Elect, for their work on the Family and Health Section Council for the past two years.

*Ann Garwick  
Past Chair, Family and Health Section  
E-mail: [garwi001@umn.edu](mailto:garwi001@umn.edu)*

## Family Policy Section Announces Internship Awards

**T**he Family Policy Section recently awarded \$500 each to two graduate students who are currently completing policy-related internships. Melissa Rudd of the University of Maryland's Department of Family Studies is serving her internship at the National Association of Child Advocates in Washington, D.C., where she is focusing on early childhood education. Rebecca Sero Lynn of the Department of Child Development and Family Studies at Purdue University is completing her internship at Purdue's Center for Families, where she is assisting in the implementation of Indiana's Family Impact Seminar. Anyone desiring information about next year's competition and instructions for completing the application process should contact incoming section chair, Patricia Dyk of the University of Kentucky, at [pdyk@uky.edu](mailto:pdyk@uky.edu).



# Family Policy Section

**A**s the new Chair of the Family Policy Section, I want to thank outgoing chair, Steven Wisensale for his fine leadership during the past year. Likewise, I would like to welcome Nancy Walker as our new Chair-Elect. You will recall that our section chose to move to the three-year leadership term model where we annually select a section member to move through the Chair-Elect, Chair, and Past-Chair roles.

CONGRATULATIONS to our 2002 Internship/Travel Award winners: Melissa Rudd, University of Maryland; and Rebecca Sero Lynn, Purdue University. Look for details regarding their intern-

ship experiences in future issues of the *Report*.

One of my major tasks is serving on the Program Committee for the next annual meeting. Yes, many of us just returned from a stimulating meeting in Houston and are incorporating feedback and ideas into our research, teaching and programs. However, it's time to think about preparing proposals for next year's meeting. Since the primary mission of our Section is to provide a forum for the exchange of ideas regarding effective social action in areas concerning the status and well-being of families, sound theoretical and applied research

will be particularly useful to those who seek a better understanding of the formulation, implementation, and evaluation of family policy. With the 2003 conference submission deadline rapidly approaching, I encourage you to begin thinking about proposals that respond to these questions:

- How are policies relating to marriage impacting families in diverse social locations?
- How can theoretical and applied research be translated into effective public policy?
- How have marriage issues changed in recent decades and how have scholars, educators, and practitioners responded to these changes with respect to research questions, curricular innovations, and program designs?
- What can we do to improve the formulation, implementation, and evaluation of family-oriented policies in the future?
- How can we best employ our research and teaching skills to convince policymakers to view more of their actions through a family lens?

In closing, I would like to take this opportunity to encourage NCFR members to join our section, if you haven't done so already, and participate in our Family Policy listserv, where we continue to update our members on current policy issues.

Patricia Hyjer Dyk  
Chair, Family Policy Section  
E-mail: [pdyk@uky.edu](mailto:pdyk@uky.edu)

## INTERNATIONAL SECTION *continued from page 14*

will continue to advocate on behalf of the International Section.

In addition, I think that Vancouver can present particularly exciting opportunities to meet and collaborate with Canadian colleagues and students. Possibilities range from something casual, such as an open invitation for a shared meal to a more formalized tour of local programs, or a pre/post conference meeting. I'm willing to work on coordinating such an activity, but your input would be essential. I would need clear indications as to how you'd like to see such a collaboration occur.

I am hoping that the next year will provide an opportunity to continue some of the committees we initiated this year (e.g., Student Development, Fundraising). If you have thoughts

about these particular committees or more general aspects of the International Section functioning, please contact me at the e-mail address listed below. Thank you for your interest and support for the section.

Jacki Fitzpatrick  
Chair, International Section  
E-mail: [jfitzpatrick@hs.ttu.edu](mailto:jfitzpatrick@hs.ttu.edu)

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If you have moved or plan on moving, please call: 1-888-781-9331 or e-mail: [ncfr3989@ncfr.org](mailto:ncfr3989@ncfr.org) with your new address.

The U.S. Postal Service does not forward publications like the *Report* or journals, and we want to make sure you receive them.

**THANK YOU!**

## Personal Relationships

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Editor: SUSAN SPRECHER

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# Affiliate Connection

## Consider Initiating an Affiliated Council on Your College or University Campus

A major thrust of our conference program in Houston was on how to build and strengthen our affiliates. Thanks to Dr. Britton Wood, our AOC Program Chair, we participated in an informative series of roundtables during our AOC Pre-conference Leadership Workshop. Each of the presenters at this event, as well as those in the session entitled "Making the Most of Your Affiliate" offered insights and concrete suggestions on how to maximize the potential of campus, state and regional councils. In addition to these outstanding events, there were many other opportunities to share ideas and generate interest in affiliate councils.

A new possibility at NCFR is the creation of college and university affiliated councils. This year, like last year, NCFR will provide \$500 start-up grants for campuses interested in initiating college or university councils. As of September 2002, we had 19 affiliated councils of the National Council on Family Relations on college and university campuses around the country. Campuses receiving the grants were asked to file a report to the NCFR office at the end of the academic year and indicate the extent to which they accomplished their stated objectives. This summer, we also contacted many of these student affiliates to assess how they were doing, what was going well and in what ways we could assist them. Leaders of campus affiliates also shared ideas at the conference in Houston. I thought I'd take this opportunity to share some of the highlights that I gleaned from those in the forefront of this new type of affiliated council. This information might be useful for those wishing to initiate a campus council.

The majority of our campus and university councils are in the infancy stage, most having received start-up grants in January of 2002. Thus, most of the organizations recently engaged in essen-

tial foundational work — creating constitutions and by-laws, structuring and electing officers, orienting and recruiting members, and devising communication strategies for the membership. Within constitutions and by-laws, campus affiliates outline such things as their name, purpose, membership and organizational structure, officers and associated responsibilities, procedures for removal of officers, faculty advisor selection and duties, budget guidelines and dues structures, meeting policies and procedures, and protocol for making changes to the constitution or by-laws. Defining the mission or purpose of campus councils

**This year, like last year, NCFR will provide \$500 start-up grants for campuses interested in initiating college or university councils.**

is an essential component to this formation process. In conjunction with affirming the larger mission of NCFR, campus councils are devising specialized purposes. For instance, the Manitoba Student Council on Family Relations has as part of its mission to "help sponsor the Annual Child and Family Research Symposium hosted by the Department of Family Studies." Weber State purposes to "prepare students to

certify as Early Childhood and Family Life Educators, continue their education in graduate programs, and educate the campus and community with respect to family life, relations, and policies." The Messiah College CFR has a tri-fold mission and "strives to provide opportunities for family-oriented educational, social, and service-based activities."

Relative to membership and leadership of the campus councils, some are grounded within family science departments on their campuses, while others encourage participation and membership from multiple departments and from both undergraduate and graduate programs. While most have a president, vice-president, secretary/recorder, and treasurer, there are other officers and board positions, which include: membership committee representatives, graduate/undergraduate representatives, program chair, faculty advisor, historian, publicity coordinator, and service coordinator. A variety of strategies for recruitment and membership communication have proven effective. The University of Missouri CFR was one of several campus

*Affiliate Connection continued on page 17*

## Northwest Council on Family Relations

Hello Members of the Northwest Council! I hope you have recovered from the November NCFR Conference and are already thinking about 2003, which will be held in our region: Vancouver, British Columbia! For those of you who attended our NW bi-annual conference last June, you already know what a great area this is and how much there is to see and do. The rest of you have a lot to look forward to.

I hope we will all take advantage of the opportunity to submit a presentation proposal for what will be the first NCFR

conference outside of the US since 1973 (when it was held in Toronto). During our business meeting at the Vancouver conference, we will be planning for our 2004 NWCFCR conference, which will be held in West Yellowstone, Montana. So be sure to be a part of the fun. It was great to see those of you who attended our business meeting just a few weeks ago in Houston, as we had a very enjoyable and productive time together.

Suzanne Smith  
President, Northwest Council  
E-mail: Smithsu@vancouver.wsu.edu

## AFFILIATE CONNECTION *continued from page 16*

affiliates to set up a listserv to correspond with campus council members. The Messiah College CFR used some of its grant money to create a brochure to describe MCCFR, which it distributes at campus-wide opportunities fairs, campus open houses, and sponsored events. Towson University CFR developed a web page, created handouts, and used bulletin boards displays around campus to promote their organization. The University of Maryland CFR sponsored a campaign to welcome and orient new graduate students to the Department of Family Studies. They sent welcome letters, offered a student liaison for them to contact with questions, and invited

them to stay with a graduate student for a campus visit. Other recruitment techniques included informational meetings, connections with prospective students, mentoring programs for new students, and advertising or feature articles in student newspapers.

Campus affiliates are also working to create meaningful activities and programs, many of which are focused on professional development activities. The University of Missouri CFR holds a series of monthly meetings addressing guidelines in social settings, effective presentations, job interviews and applying to graduate schools. The University of Maryland CFR organizes a series of

workshops, which features different faculty members, their research, past experiences, and professional advice. Many campus CFRs sponsor workshops on topics relevant to students and promote student attendance at state and national conferences, including NCFR. For example, Louisiana Tech University CFR and the North Texas University CFR built comradery through fundraising for and attendance at the Texas Council on Family Relations Conference in Dallas.

Service projects also appear to be an important part of the mission of many of these campus organizations. For instance, Towson University CFR collected more than 85 bags of clothing, toys and other items for a domestic violence center for battered women and children. Weber State University Child and Family Studies Student Association painted the home of a disabled person and his family in conjunction with Americorp Vista.

I hope that many of you left Houston invigorated to work on behalf of your own affiliate council or reactivate an inactive one. If you missed these sessions, but are interested in becoming more involved in a campus, state or regional council, don't hesitate to contact me.

*Raeann R. Hamon, Ph.D., CFLE  
President, Association of Councils  
E-mail: rhamon@messiah.edu*

## Texas Council on Family Relations

**G**reetings from the Texas Council on Family Relations. We are looking forward to our State Conference, April 3-4, 2003. This year's conference will be held at Texas Woman's University in Denton.

For those of you in our surrounding states, we would like to offer a special invitation to attend our state's conference. Even if you live in a far away state, you are welcome to attend or submit a proposal for a workshop or poster presentation. This year's location is especially convenient for our Oklahoma neighbors.

The theme of our spring conference is "Families with Special Needs." This theme is broad enough to cover many issues relating to children and families with special needs or those who work with them. The conference will begin at 1 p.m. on Thursday, April 3rd and conclude with lunch on Friday, April 4th. There will be a post-conference on ethics on Friday afternoon.

The cost of the conference is \$90.00 for TCFR members and \$110.00 for non-members. Students can attend for \$45.00 or for \$25.00 if they work at the conference. Since we will be staying in campus housing (motel-type accommodations), the cost of rooms and meals will be very reasonable.

At this time there is a call for proposals. The deadline for submission is January 10, 2003. Such topics as "Special Needs Children", "Abuse/Neglect", "Adoles-

cence", "Public Policy", "Mental Health", "Marital Issues", and others will be considered for presentations and posters. Students are also encouraged to enter a student paper competition.

For information about the conference or a copy of the Call for Proposals, log onto the website, <http://www.ncfr.com/txcfr>. Information about TCFR in general and forms for joining our organization are also available. We hope to see many of you in April in Texas.

*Richard Sale, CFLE  
President, Texas Council  
E-mail: sale@tarleton.edu*

### ON THE NET

Access NCFR's website at: [www.ncfr.org](http://www.ncfr.org)

To reach NCFR headquarters: **John Pepper**  
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[cdarling@mailier.fsu.edu](mailto:cdarling@mailier.fsu.edu)



## CALL FOR PAPERS

### Special Issue of

#### Organization Development Journal:

#### Myth, Legend, and Lore: Powerful Mechanisms for Transforming Individuals, Families, Groups, and Organizations

**Guest Editor:** Edward Read Barton – Michigan State University, East Lansing, MI, Phone: (517) 336 – 7073. E-mail: bartoned50@hotmail.com

All manuscripts should be submitted electronically, as an attachment, (see instructions below) to the Guest Editor (Ed Barton) no later than January 1, 2003. Publication is scheduled for Fall 2003 issue of the O.D.J. If a contributor has an idea/topic that seems worth pursuing or wonders about, you are encouraged to contact the Guest Editor with any questions about materials for this Special Issue.

**Purpose/Theme:** The purpose of this issue is to explore how myths, legends, lore, and ritual have been used through the ages as stories, narratives, and experiences/processes to assist individuals and groups in understanding what they did not understand, physically, emotionally, or subconsciously. More modern roots come from Carl Jung and Joseph Campbell.

The aim of this issue is to provide articles that relate the role that myth, legend, lore, and ritual play in the field of organization development. The Special Issue encourages multidisciplinary innovations for the field. We encourage papers that illustrate innovative approaches that result in transformation of individuals, families, groups, and/or organizations.

**Push the Envelope:** Let's talk about pushing the envelope and making this issue more multi-dimensional, multidisciplinary, and look outside the usual box of OD. Some of the "outside of the box" areas might be family studies, family capitol, women's studies, men's studies, experiential education, transpersonal psychology, humanistic psychology, depth psychology, study of dreams, formal and informal education, therapeutic fields, mythopoetic perspectives, areas of personal transformation, phenomenology, queer studies, symbolic interaction, communications theory, multicultural studies, social supports, social capital, linguistics, storytelling/poetry, adults as learners, archetypical motifs, change theory, sociobiology, biological and hormonal aspects of human development, to name a few. This list is not inclusive. If there is another area, select it and pursue it. From these other theories/disciplines/perspectives, it is the inclusion of the intuitive and feeling aspects of them that lead to process, healing, and transformation of organizations and the individuals within as well as those outside the organization with whom the organization interacts directly and/or indirectly. By synthesizing these into materials for this Special Issue, the envelope will be pushed. Consider finding a colleague(s) from other disciplines/perspectives and co-author an article.

**Types of Articles:** Interested scholars/practitioners are invited to send original manuscripts in the following categories:

- 1) Feature articles that develop/integrate/translate *theory* underlying innovations in and for the field of organization development
- 2) Practice articles that illustrate innovations in *program design* that result in transformation of individuals, groups, and/or organizations
- 3) Creative thought provoking essays
- 4) Process article for transformation

Viable papers will successfully integrate the four tenets of practitioner articles:

- Grounded in theory/science
- Provide specific guidelines, principles and lessons learned that can shape and guide innovations
- Will provide new paradigms for healing and transforming individuals, groups, and/or organizations
- Will provide ideas which will help individuals, groups, and/or organizations choose intentionally toward a new way of being

**Submissions:** Contributions are **DUE by January 1, 2003**. Contact Guest Editor at bartoned50@hotmail.com for submission guidelines.

#### Tenure-track, 9 month position, Department of Human Development & Family Studies, The University of North Carolina at Greensboro

We are interested in attracting a faculty colleague at the rank of Associate Professor or Professor with research expertise in family studies. We particularly seek applicants who integrate research, theory, and practice, and whose research focuses on family interaction, minority families, or family policy. The nine-month appointment begins August 1, 2003 and involves graduate and undergraduate teaching, research, and acquiring external research funds. The Department maintains undergraduate, masters, doctoral, and faculty research programs that focus on the development of individuals and families in real-world social and educational settings. Candidates must have an earned doctorate in Human Development and Family Studies, Psychology, Sociology or a related field, with evidence of competence in teaching, research and securing research funding. Salary is competitive and commensurate with experience. Review of applications will begin January 3, 2003 and will continue until the position is filled. Send a letter of interest, curriculum vitae, and names and contact information for 3 references to Kay Pasley, Chair of the Search Committee, 228 Stone Building, UNC-Greensboro, Human Development & Family Studies Department, PO Box 21670, Greensboro, NC 27402-6170. Telephone (336-256-0133); Fax (336-334-5076); e-mail (kay\_pasley@uncg.edu); Website: <http://www.uncg.edu/hdf>

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Theo Ooms - Fragile Families

Linda Waite - The Case for Marriage

Lori Gordon - PAIRS

Pat Love - Hot Monogamy & The Passion Program

Frank Pittman - Teaching Men Marriage

Gary Smalley - Marriage DNA

Willard Harley - Certified Marriage Builders

Shirley Glass - Infidelity: Not Just Friends

Jeff Larson - Marital Check-Ups

Charles Johnson - 10 Rites of Passage

Bernard Guerney - Relationship Enhancement

Sherod Miller - Couple Communication

Lorraine Blackman - African American Marriage Ed

Steve Stosny - Compassion Workshop/Anger Management

Popenoe & Whitehead - State of Our Unions

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Barry McCarthy - Marital Sex As It Ought to Be

Mike McManus - Community Marriage Policies

Stan Posthumus - Focused Mediation

Pam Jordan - The Becoming Parents Program

Jon Carlson - TIME & Living Love

Francesca Baeder - Stepping Together/Smart Steps

George Doub - Family Wellness

John Van Epp - How to Avoid Marrying A Jerk

Barbara Markey - FOCUS/REFOCUS

James Bray - Love & Parenting in Stepfamilies

Tom Phelan - 1-2-3 Magic

Nisa Muhammad - Reviving Marriage in the Black Community

Anna Mae Kobbe - Connecting with Couples

David & Claudia Arp - Empty Nesting

Pat Williams - Life Coaching

Francis Adler-Bader - Stepping Together: Smart Steps

Les Parrott - Saving Your Marriage Before It Starts

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**Marriage and Family Therapy Program Director**—provides leadership to AAMFT doctoral program and contributes to scholarship through teaching, research, and service in marriage and family therapy. Is responsible for curriculum, overseeing the MFT clinic, and representing MFT program. (Position available at the Associate/Full Professor levels) Contact Dr. Steven Mills, 850-644-6059, [smills@garnet.acns.fsu.edu](mailto:smills@garnet.acns.fsu.edu)

**Child/Human Development**—is involved in scholarship through teaching at the graduate and undergraduate levels, research, and service. Ability to gain research funding is essential. (Position available at the Assistant/Associate Levels) Contact Dr. Murray Krantz, 850-644-5070, [mkrantz@mailers.fsu.edu](mailto:mkrantz@mailers.fsu.edu)

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## Society for the Study of Human Development

The Program Committee for the Society for the Study of Human Development invites graduate students from all disciplines to participate in The Graduate Student Symposium. The Graduate Student Symposium will be featured as part of the society's Third Biennial Meeting, which will be held at the Radcliffe Institute for Advanced Study at Harvard University in Cambridge, Massachusetts from November 1 through 2, 2003. The Graduate Student Symposium will feature high-quality papers presented by graduate students.

This year's Graduate Symposium will be devoted to the theme of "overcoming the odds" and will thereby accept papers focused on positive/healthy human development and, specifically, on the understanding of healthy and positive development that occurs despite the multiple and often changing challenges of context and setting. Students are invited to present papers on this topic that represent various points across the life course, including infancy, childhood, adolescence, adulthood, and/or late adulthood.

Graduate students will also have the opportunity to participate in a poster session. As with the Symposium, developmental research work that displays good science, from multiple disciplines, will be focused at the poster session.

For additional information, please visit the conference website at [www.sshdonline.org/gss.htm](http://www.sshdonline.org/gss.htm).

NCFR is saddened by the tragic deaths of Senator Paul Wellstone, his wife Sheila, and their daughter Marcia. Senator Wellstone was the recipient of the NCFR's first Congressional Service to Families Award at the 2000 Public Policy Conference. Sheila worked closely with NCFR in family violence issues for many years and was a keynote speaker at the Post-Conference session coordinated by Margaret Feldman at the 1993 Conference in Baltimore, MD. Paul gave the opening plenary speech at the 2000 Annual Conference in Minneapolis. Truly, Paul and Sheila were dedicated to family issues and well-being.

## CALENDAR

### January 7-11, 2003

*Seventh Annual Birth to Three Institute*, Early Head Start National Resource Center, Grand Hyatt Hotel and the Renaissance Hotel, Washington, D.C. Call 202-638-1144 or visit [www.ehsnrc.org](http://www.ehsnrc.org) for further information.

### February 10-12, 2003

*The American Association of Behavioral and Social Sciences*, Sixth Annual Meeting, The Imperial Palace Hotel and Casino, Las Vegas, NV. Visit the AABSS website for more information: [www.aabss.org](http://www.aabss.org)

### February 20-22, 2003

*Eleventh Annual Conference on Parent Education*, visit [www.unt.edu/cpe](http://www.unt.edu/cpe) for more information.

### April 10-11, 2003

*NCFR 4th Annual Public Policy Conference, Health Care and Families*,

Washington D.C. Contact NCFR for more information: 888-781-9331 or [www.ncfr.org](http://www.ncfr.org)

### April 16-19, 2003

*Social and Cultural Dynamics: From Social Relationships Through the World System*, 2003 Annual Meetings of the Midwest Sociological Society, Marriott Downtown, Chicago, IL. For further information, visit [www.themss.org](http://www.themss.org)

### June 5-7, 2003

*Teaching Sensitive Subjects*, Teaching Family Science Conference, Gatlinburg, TN. Visit <http://www3.wcu.edu/~lroberts/FSA.html> for more information.

### November 19-22, 2003

*NCFR 65th Annual Conference, What is the Future of Marriage?*, Hyatt Regency Vancouver Hotel, Vancouver, BC. Get updated information at [www.ncfr.org](http://www.ncfr.org), or call 888-781-9331.



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