NATIONAL COUNCIL ON FAMILY RELATIONS

*Linking family research, education, and practice.*

# Report

December 2006

Volume 51:4

**IN THIS ISSUE:**

**Family Focus On...**

## Families and the Future

*pages F1-F16*

Changing demographics. Technological and medical advances. Diverse family structures. Uncertain futures in family policy. How will these changes affect families?

In this issue, Jetse Sprey, Arlene Skolnick and many others weigh-in on the possibilities. Join us as we look into the future.

As always, we welcome your comments.

**NEXT ISSUE:**

## Families and Social Class

# NCFR Conference 2007 - Families and Vulnerabilities

The 2006 conference is history—yet plans are already underway for our Pittsburgh event in 2007 at the Hilton Hotel November 7 – 10. New for next year is a Public Policy Pre-Conference event on Tuesday, November 6.

Graham Spanier, President of Penn State University and former President of NCFR, will be our Keynote plenary speaker. We have an exciting line-up of other plenary speakers and special sessions planned. As always, the local arrangements committee will be busy identifying fun things to do and see in the Pittsburgh area. Watch future issues of Report, our website and the Zippy News for regular updates.

Questions? Contact Conference Director Cynthia Winter at cindy@ncfr.org. Program Chair is Patricia Hyjer Dyk, University of Kentucky in Lexington.

### Now We Need You—Calling All Proposals!

You are NCFR. Each conference begins with hundreds of proposals to review. I invite each and every member to propose a session. Beginning January 15 and through the March 1, 2007 deadline, you may submit proposals on-line at the NCFR website. See the conference insert in this issue of Report for detailed information on submitting a proposal.

### And a Personal Thank You

At my retirement reception in Minneapolis last month, I had the time of my life. Even though my retirement party was "technically" a year early, it was especially meaningful to celebrate a wonderful career in my home city, with my friends and family. Although I will still be on board at the Pittsburgh conference, I will be busy mentoring my successor.

*Conference Director Cynthia Winter and 2007 Program Chair Patricia Hyjer Dyk*

Many colleagues have asked me how I want to be remembered or asked how they might express their thanks. The thank yous I will always treasure most are the relationships and the wonderful memories. But if I can be so bold, there are a few unfulfilled wishes that members can offer to make my 43 year tenure complete.

First of all, I would love to see each member recruit a new member. Tell a colleague about NCFR and invite them in. Secondly, I would like to make a special appeal to long-time members and our organization's established scholars; please submit a proposal for the Pittsburgh conference and for as many conferences thereafter as you can. In a recent survey of NCFR members, the number one suggestion for improving the annual conference was to recruit more established researchers

*Conference 2007 continued on page 7*



# President's Report

## Transitioning to 2007

It is my pleasure to greet you on behalf of the NCFR Board of Directors and the NCFR staff, including our interim Executive Director, Linda Tacke. The Board has had a busy fall. We receive regular updates from Ms. Tacke, and I am in contact with other staff members on an as-needed basis. It is my sense that the staff welcomes the leadership and stability that Ms. Tacke provides, and that they have embraced the challenges she's given them.

One of those challenges has been to look carefully at the structure and organization of the headquarters specifically and of NCFR generally. Ms. Tacke appears to have won the confidence of the staff so that each person is comfortable cooperating with her in addressing hard questions. For example, they are working together to clarify work roles, to establish better group communications, and continue to be good fiscal stewards of NCFR resources. They held a staff retreat in early September, in which Ms. Tacke lead them through a group communication exercise and then into a planning session—helping them to identify goals for the entire office and for each staff member individually.

Ms. Tacke is working on securing a volunteer professional from the Minnesota Association of CPAs and from the Twin Cities' association of nonprofit organizations to work with NCFR's new audit committee to insure fiscal stability and responsibility in all our endeavors. Dr. Jan Hogan is serving on the audit committee as well, and will soon begin reviewing all of the methods of reporting and monitoring that we use in conducting our financial business with the goal of greater efficiency and insight into these processes.

The staff is working very hard to bring our new database and website on-line. This project has been in development for some time, but frequently was set aside for some matters deemed more pressing. Yet, it is a project of intense interest to our members and a project which, when complete, will boost our member services considerably. Ms. Tacke correctly identified this project as having very high priority and has pushed for its completion.

Ms. Tacke's primary task this fall was to set-up a process for selecting the next Executive Director. This course of action involved assessing the organization's structure and needs, surveying a portion of the membership for their input, creating a position description, recruiting a search committee, publicizing the call for applications, and setting up the interviewing process. By the time this issue of Report reaches you, we plan to be interviewing candidates. We hope to have a new Executive Director on board early in 2007.

You are no doubt reading the updates about the organization in our other venues, Zippy News, and on the website, so I won't add anything here. Let me encourage you to visit the website for this information and for other information for members, especially the minutes of our Board meetings in June and the minutes and agendas thereafter. Please be in touch with me regarding any suggestions or matters of concern.

On a different note, for 10 days in October I was fortunate to be able to visit Italy with a group of 54 social workers and colleagues (owing to my new role as interim dean of the School of Social Work at LSU). LSU provided continuing education units based on the group's interaction with faculty at the University of Florence (Firenze) who specialize in criminal justice. We visited a very large prison in Florence which was not so full due to one of Italy's periodic proclamations of *induto*. This is a general reduction of criminal sentences by 3 years for all but those convicted of the most serious crimes, resulting in release or parole for many prisoners. The Italian government does this, in part, as a strategy for reducing overcrowding in prisons. Italy has no death penalty, believing that the most severe punishment for a human being is to breathe the air and see a perfect blue sky but know that he or she will never taste freedom again. Another interesting feature of the prison we visited is a section set aside for women prisoners who are mothers of young children. The women keep their children with them until about age 3 years, when they begin school and go to live with relatives.

*President's Report continued on page 3*


### *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: Pam Monroe
Editor: Nancy Gonzalez

How to Contribute to the NCFR Report: The NCFR Report is member-written and articles are encouraged! Articles accepted for publication may be edited using standard editorial practice, and given priority based on 1) relevance to the Family Focus theme, or 2) brevity due to space limitations, or 3) on the order it was received. **The contents of Report articles represent the views of their author(s), which may not represent the position of the entire organization.**

Letters to the Editor must be brief—150 words or fewer—and they must be signed. To advertise in the Report, please see the specifications and price list at http://*www.ncfr.org/adrates _report .html.* **NCFR reserves the right to decline any paid advertising at our sole discretion.** Deadlines for all submissions for the 2007 issues are: March 2007 – January 3, June 2007 – April 3, September 2007 – July 3, and December 2007 – October 3. Send submissions to: Nancy Gonzalez at nancy@ncfr.org. For all submissions, please supply an email address to allow readers to contact you.

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# Interim Executive Director's Report

NCFR is a remarkable organization. I have lead many associations, businesses and non-profits through transition periods, and I can say to the membership that you have cause to be very proud of your 68 year history and very optimistic about your future. Working with your headquarters' staff has been a total joy and the members with whom I have been fortunate enough to interact are dedicated to NCFR and committed to developing the organization to reach its full potential.

In the few months I have been with NCFR, your staff and your leadership have been at it, nose-to-the grindstone. We have completed a comprehensive analysis of the organization and put a process in place for selecting your new Executive Director. I believe that this thorough and methodical assessment has been a good investment of time and resources. So often, in my experience, organizations "manage a transition" by rushing to post an opening for an Executive Director. Your Board wisely decided to take a breath, look at the situation in depth, and make prudent choices driven by need—not speed.

NCFR has many assets, and among the most valuable is your staff. They are devoted to NCFR and its members' well-being and were a supportive, invaluable resource in my work. One way in which they demonstrated their care was in writing their "accountability agreements"—an exercise I use in every organization I manage through a transition. In these documents, staff were asked to specify their duties, their goals, and to state their personal commitment to seeing them to completion. In comparison to other staff I have managed, your staff identified thoughtful, ethical and ambitious plans for the months ahead. With a great staff, and a careful process in selecting new management, your organization has a bright future, indeed.

In the weeks ahead, I will be assisting the Search Committee in its process, readying the staff for the transition, and setting the stage so that your new Executive Director can hit-the-ground-running. Although I met many members at the annual conference, I would like to take this opportunity to thank the Board and the entire membership for their support and for the opportunity to serve NCFR. I will leave my days here with new professional insights—and wonderful memories.

*Linda Tacke*
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In addition to one-time donations, many workplaces allow charitable giving via payroll deduction by participating in annual fund drives such as the United Way, Community Health Charities, Community Solutions Funds or the Combined Federal Campaign. As you are planning your giving for the year, we ask you to remember that NCFR is an eligible organization. To direct your donations, use our complete legal name - **The National Council on Family Relations** - and note our Employer Identification Number, **EID# 41-0762436**. NCFR has been working for family well-being for 68 years - your generosity keeps this legacy alive!

*For more information on contributing to NCFR, contact: John Pepper, NCFR Finance Manager, 3989 Central Ave. NE, Suite 550, Minneapolis, MN 55421. Call toll free: 888-781-9331 ext. 16 or email john@ncfr.org.*

## PRESIDENT'S REPORT

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As the year draws to a close and we find ourselves in a season marked by holidays for the religious and secular domains, I wish for you some quiet time to experience fully what is sacred in your life. May you reflect on this year and celebrate your successes, make peace with your failures, and enter the New Year with renewed commitment to family, friends, community, and good work.

*Pamela A. Monroe*
*NCFR Board President*
*pmonroe@lsu.edu*



# Sandwiched—with no Bread

**Attention fellow Baby Boomers—are you worried about how you're going to pay for any long term care you may need? Me too. But First Things First; we may need to worry about how we're going to pay for our parents' nursing home bills.**

## I'm not kidding.

In keeping with the "Families and the Future" theme, I began to research breaking policy trends that could have future implications for families. I stumbled across an issue brief from the National Policy Analysis Center (NPAC) entitled "The Legal Responsibility for Adult Children to Care for Indigent Parents." http://www.ncpa.org/pub/ba/ba521/. The NPAC is a right-leaning think tank, so I looked around to see if there were any "whispers" coming from more neutral sources. It didn't take me long to find one.

"The whispers have a basis in reality," says Katherine Pearson, Professor of Law at the Dickinson School of Law at Penn State University. I had a fascinating conversation with Professor Pearson, who is also the Director of Penn State's Elder Law Clinic and a leading authority on Elder Law. She graciously agreed to pen an article on the topic, which is published in the *Family Focus* section of this *Report*. She confirmed that indeed the majority of U.S. states still have "Poor Laws" on the books that establish a state's right to collect payment from relatives to support their indigent kin. These laws have rarely been enforced to date, but this may be changing. They are already being used in several states to tap adult children to whom parental assets were transferred to manipulate Medicaid eligibility.

As of today, federal Medicare and Medicaid law prohibit "considering income and resources of any applicant's relative as available to an applicant in determining a person's eligibility for Medicaid." But we all know that it just takes one legislative session to change any policy. It happened just a few months ago. Congress made a significant change in Medicaid policy in The Deficit Reduction Act of 2005, changing the "look-back" period for eligibility from 3 to 5 years. This means that any gifts or transfers to heirs within 5 years of the Medicaid application are considered available assets.

Pearson is tracking case law, carefully following the issue in her home state of Pennsylvania and the rest of the nation. Pennsylvania may be the state where this "filial responsibility" issue emerges into public awareness. In its 2005 legislative session, the Pennsylvania Legislature began a process to dust-off the old Colonial Poor Laws and update them in a modern version—Act 43—that could pave the way for a new interpretation. Her testimony to the Pennsylvania Legislature on the issue is posted on the state's Department of Public Welfare website at http://www.dpw.state.pa.us/Business/MATour/HbgTstmny/003673948.htm . Here is an excerpt of her testimony, which I have placed in italics.

> *"The most interesting – and potentially controversial – aspect of Act 43, is its revitalization of a mostly dormant statutory support obligation running from parents to adult children – and from adult children to parents. [ ...] The movement of the indigent support provision from the Public Welfare Code to the Domestic Relations Code will undoubtedly increase its visibility and the frequency of its citation as a basis for claims by hospitals, nursing homes and similar creditors against available family members. One problem, however, is that liability under Act 43 is not limited to cases involving evidence of financial abuse or manipulation – what might best be termed the "bad" child cases – and ones that cry out for a sanction. Rather, Act 43 exists as a potential creditor's claim anytime someone believes a particular adult child or other financially solvent "statutory" family member should be the payer for the "indigent" person."*

Gulp. Obligations of "filial responsibility," as defined in the modern social sciences, have referred mostly to acts of psychosocial support, advocacy, household assistance, and driving Grandma to doctor's appointments. Providing even this level of care is a stressor identified in the literature on "ambivalent" relationships. However, the Sandwich generation has come to expect that when elders become frail and require out-of-home skilled care—and once the patient's own resources become depleted—entitlements will kick-in.

To most of us Boomers, paying for our parents' long term care is unthinkable. In a quick snowball sampling, I asked several coworkers, neighbors and acquaintances the following question: "What if your parents went to the nursing home and, after they exhausted their assets, the county sent YOU the bill?" Without exception, they all looked at me as if I had grown another head. Many asked some version of "Can they *do* that?" If today's court systems defer to 400 years of legal precedent, yes—they could. This arrangement already exists in France. As of 2004, adult children not only have financial responsibility for their elders, *love* is required by legislative mandate! French adults are legally required to honor and respect their parents and keep in regular contact with them or face criminal prosecution.

Some historical context may be helpful here. Poor Laws were enacted in England in 1601. As the pre-Revolutionary War Colonies were established, this legal tradition crossed the Atlantic just like the Mayflower and morphed into law in several U.S. states. However, elder care was not the issue in 1776 that it is today. According to the National Center on Health Statistics, average life expectancy was only age 47 in as late as1900. With few medical miracles before the Great Depression, a simple infection ended many lives before the discovery of Penicillin in 1928. But soon thereafter, the 20th century gave us a New Deal and the promise of a Great Society, with the Social Security Reforms of 1932 and the Medicare safety net enacted in1965.

*Report from Minneapolis continued on page 5*

## REPORT FROM MINNEAPOLIS *continued from page 4*

Fast-forward to 2006. Average life expectancy today?—it's 77. This moment in history is unique; there are few people alive today who have any first hand memory of frail elder care before nursing homes and some form of social entitlement existed. Many adults may assume that since their parents own a home and have a little nest-egg, there is no cause to worry. They may not be aware that the average cost of nursing home care is $70,000 per year, according to the Government Accountability Office. After two years in a nursing home, many middle class elders will have shot through their entire net worth. After that point, the $5833 per month needs to come from somewhere. Today, the cost of indigent elder care is shouldered by the state—the taxpayer—but it's spread across the entire population.

Out of curiosity, I checked on the historical and current status of Poor Law in my home state of Minnesota. As of today, Poor Laws are no longer on the books in Minnesota. But they used to be. In 1849, this was the law: "Members of the immediate family—father, grandfather, mother, grandmother, children, grandchildren, brothers or sisters—[were required], if of 'sufficient ability', to support a poor relative who was 'unable to earn a livelihood, in consequence of bodily infirmity, idiocy, lunacy [sic], or other unavoidable cause.'"

We've all heard about the Social Security crisis, and how we need to make some changes to ensure it remains sustainable during and past the needs of the Baby Boomer cohort. Just how much danger Social Security is in and when we need to deal with it is a matter of both partisan opinion and tedious actuarial accounting. However, there is widespread agreement that Medicare and Medicaid programs are in greater peril. As states and counties become more and more strapped, they are going to be looking for new revenue streams—and we may be up a creek.

Many readers of this column are in the "Sandwich" generation—providing care for two or even three generations already. We are short on time and money. According to the latest survey by the Federal Reserve, 55% of families carry a credit card balance averaging $2200. This does not include mortgage debt, installment debt (car payments, student loans) or other debt such as loans against life insurance or the 401Ks. College tuition rates are outpacing salaries and inflation. Defined-benefit retirement plans are becoming fewer, and many corporate pension plans are in trouble. How will we save for our own long-term care?

And these are just the financial considerations. The unintended consequences of compulsory financial support of elders in terms of family dynamics and geriatric health would be disastrous, in my opinion. If existing caregiving responsibilities in families contribute to "intergenerational ambivalence," it's no stretch at all to imagine that direct financial liability could result in downright resentment. There would be an obvious economic incentive for even well-meaning families to keep Grandma home until the last possible minute, even past the point where it's medically advisable. Few of us are trained to recognize symptoms of geriatric illness—even those as simple as dehydration. With everyone in the workforce, many vulnerable adults would likely spend hours alone each day, not unlike Latchkey Kids. The implications for elder abuse and neglect are clear.

> What if your parents went to the nursing home and, after they exhausted their assets, the county sent YOU the bill?

In a Bill-the-Kids society, both adult children and elders would face devastating emotional chaos. In such an environment, how many adult children—when they get the call from the nursing home telling them that Dad has passed-on—would be mortified when their first thought is "Thank God." For those who were abused or neglected as children, imagine their revulsion if, after years of overcoming a traumatic past, they were asked to support their abusers?

Even from strong and healthy families, many elderly feel that "being a burden to one's children" is a horrifying thought in the abstract. The concrete realization that their financial support is a direct out-of-pocket expense for their kids—and not a collective national effort—may be unbearable for some. Elderly men are already the demographic most at-risk for suicide.

What can we do here at NCFR? Much of effective family policy work begins by just having the "heads up." Talk of resurrecting the Poor Laws into the Medicaid Age is just beginning to show up in family policy discussions. We can keep an eye on any developments and be ready to step-in and offer our considerable knowledge on the possible family repercussions of such legislation.

Our journals are rich with research on caregiving, intergenerational ambivalence, family dynamics, filial responsibility, aging, Sandwich generation stressors and many related areas of inquiry. If this issue ever emerges for "Families in the Future," NCFR may be one of the nation's best resources for decision-makers. As you follow your state legislation, track your local newspaper articles, and tune into the regional chatter, be sure to let me know at NCFR HQ if your state is considering any "filial responsibility" legislation or if you hear of any revisions of your state's Poor Laws.

Looking forward from age 46, it is likely that by the time I reach this stage, some decision will have been made. I hope, as a nation, we've made the right one. If I knew for sure that this policy would be future reality, my long term care plan would start now; I'd keep funding my 403B, but I'd have bacon and eggs for breakfast, a cheeseburger and onion rings for lunch, and a porterhouse for dinner every day. I don't know if I could live with turning my son into a Sandwich—and then taking away his bread.

*Nancy Gonzalez, M.Ed.,CFLE*
*Public Policy Coordinator*

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# The CFLE — the Little Engine That Could . . . and Will!

As 2006 comes to a close, we here at headquarters are finalizing our 2007 budget. In the CFLE department, we carefully examined the goals for the coming year and how to carry them out in the most effective, efficient and creative ways. One exciting goal for 2007 is the development of a CFLE examination which would replace the current portfolio review process. In considering this change it is helpful to take a step back and consider the principles that provide guidance for the CFLE program:

1. The goal of the CFLE program is to foster the growth and public awareness of the Family Life Education profession, thereby increasing the use of a "prevention" mode in family services. Today, service delivery to families operates primarily from an "intervention" mode– addressing the needs of families once problems begin. Waiting for pathology to set-in is more expensive to society–and more detrimental to individual families.

2. The CFLE program is not an end in itself. The credential doesn't exist as NCFR "merchandise" and the CFLE wasn't established to plug NCFR. NCFR, with its expert membership, research and practice experience, formed a natural "home" for the certification to emerge and now provides the foundation for growing the profession. NCFR established standards for the certification and upholds criteria for entry into the field. We maintain professional standards for best practice and ensure that practitioners pursue continuing education to grow their skills as the field evolves.

CFLE is sometimes seen as a program for practitioners. CFLEs who are university and college professors follow the tenure system as their gauge for professional advancement. Fortunately, more and more schools are requiring, or at least recognizing the CFLE credential, but in reality, CFLEs in academia pursue certification more to serve as a role model to their students.

*But the end goal of the CFLE program is core to the mission of most university and college family programs.* Some family students pursue family degrees with the sole intention of becoming a professor and working in academia. But many want to work with and for families more directly. Sadly, one of the number one reasons CFLEs forfeit their designation is the fact that they are not able to find jobs in their field. Some Provisional CFLEs are not able to upgrade to Full status because they aren't able to earn the necessary 3,120 hours of work experience in family life education, even when given five years to do so. Repeatedly, CFLEs tell me that employers are looking for social workers, counselors and therapists, and do not understand what someone with a degree in child and family studies has to offer. Having graduates with family degrees unable to find relevant employment is not "good press" for the credential or schools offering family degrees– nor is it in the best interest of society. Schools need an organization like NCFR to help them

*CFLE Directions continued on page 7*

## CERTIFIED FAMILY LIFE EDUCATORS

Following is a list of Certified Family Life Educators designated since July 15, 2006.

(* - Provisional)

**Alabama**
Mary Caperton *

**Arizona**
Gwendolyn Smith *

**Connecticut**
Betty Lee *
Michelle Teed *

**Delaware**
Jenna Schwind *

**Florida**
Joan Kieffer
Janet Lifshin
Nicole Schuler *

**Indiana**
Leslie Douglass *
Cherilyn Horning *

**Kansas**
Julie Pearce *

**Maryland**
Christina Groves *
Brad Provencher *

**Michigan**
Tonya Back *
Marcellus Bradley *
Patricia Casey *
Melissa Drake *
Joel Grimm *
Alicia Kruk *
Dana Minor *
Abigail Moss *
Rebecca Palin *
Mary Petrovich *
Nancy Roback
Sarah Sorter *
Dawn Welch *

**Minnesota**
Stephanie Jakoblich *

**Mississippi**
Lisa Phillips *
Britney Mangum *

**Nebraska**
Cassi Allen *
Brenda Kitabatake *

**New Jersey**
Susan Kaminski *

**New York**
Carolyn Pollina *

**Ohio**
Amanda Garrabrant *
Erin Pawlak *
Brenda Scott
Rebecca Walter

**Oregon**
Steven Bobo *
Alicia Horneman *

**Pennsylvania**
Nicole Hally *
Sarah McDonald *

**Texas**
Jessica Dunn-Nelson
Anna Padon *
Terese Thomas *
Kathleen Thompson *

**Utah**
Marilyn Bazinet *
Geni Mesi *
Joshua Simon *

**Virginia**
Cynthia Cohen *
Sarah Reymer *

**Canada**
Heather Ratzlaff

## CONFERENCE 2007 *continued from page 1*

to hold sessions. Think of it as "paying it forward." If you think back to early in your career, you may have attended a session offered by a leading scientist that added much to your work. Or you may have developed a key mentoring relationship through your NCFR networking. Just as it's my job to spend the next year taking my successor under my wing—isn't it your time to nurture the next generation of family professionals?

And finally, I ask that everyone welcome my successor with all of the warmth you have shown me over the years. The new conference director will not have four decades of NCFR experience. It may take the new person a year or two to learn faces and names and to get familiar with the conference planning process. But with the nurture, patience, and support I've come to know, it won't be long until you have a new experienced conference director.

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*Patricia Hyjer Dyk*
*Program Chair*
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## CFLE DIRECTIONS *continued from page 6*

promote the profession and the value of their graduates.

NCFR has created some tools to help in this effort. We are updating the *Hiring* brochure - the promotional piece designed specifically to educate employers about family life education and the CFLE credential – into a new and improved look and language. We have the *Family Science: Professional Development and Career Opportunities* booklet, which continues to sell like hotcakes. It provides information on job opportunities for those with family degrees. *The Family Life Education: Teaching Families, Changing Lives* poster provides an attractive and fun way to clarify what family life education is all about. And we have some ideas for future efforts including an internship clearing house and a web-based expert's database specifically for CFLEs.

Over the years NCFR has made a significant annual investment into the CFLE program. I'll be honest – it's not a moneymaker. And we are about to ask for an additional investment for the development of the CFLE exam. The Board approved a motion in 2002 stating that NCFR should pursue the replacement of the CFLE portfolio review process with an exam. The timing for the development of the exam was left open.

The CFLE Advisory Board has determined that the time to proceed is now. I've shared the reasons why an exam is preferable to the current portfolio process in past columns, but in summary the main advantages include the fact that an exam is the standard industry method for awarding a certification. Exams are also more objective and therefore, more legally defensible than a portfolio process which, despite our best efforts, has at least some level of subjectivity. An exam would be, for most people, an easier way to show that they meet the CFLE criteria than the current portfolio process which can be complicated and time-consuming. An exam will be a more efficient and, most likely, more cost efficient method of evaluation. Finally, an exam increases the likelihood that the CFLE credential can be recognized as an employment qualification for state and government agencies and in potential legislation.

The first stage of test development is a job analysis. If pursued, a job analysis will provide NCFR with a definitive list of skills, knowledge, and abilities needed by family life educators. The second stage of the project would involve the development of the actual exam questions and format. The NCFR Board of Directors will consider the allocation of additional funds for an exam when it reviews the 2007 budget in November.

Why should NCFR invest more money into the CFLE program? Because it is core to the mission of NCFR. Family members do not read journal articles. Family life educators bring family research to the kitchen table. The CFLE credential provides a means for linking research and practice. If NCFR does not work to provide this link, who will?

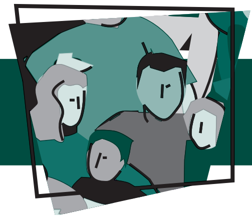
In addition to influencing the practice of family professionals, the CFLE program also plays an important role in the membership of NCFR. In terms of synergy, it's hard to argue with numbers. Approximately 25% of our 3400 members are CFLEs. And 70% of all CFLEs are NCFR members! In addition to promoting the mission of NCFR, the CFLE program attracts and retains members to the organization.

The NCFR Board will be evaluating the potential available if we develop a standardized exam for the CFLE—the tool that pushed many established professions past the "Tipping Point." We are refining marketing efforts and looking at creative new inroads and outreach. We'll keep chugging away, but we're asking you—as an NCFR member and/or CFLE —to promote the CFLE credential. You know the value of it. Your research findings consistently validate the importance of prevention education, and your practice implements these in life-enhancing ways.

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

### NCFR wants to know!

If you have moved or plan on moving, please call 1-888-781-9331 or e-mail: info@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!





# Education and Enrichment Section Recognizes Three Outstanding Students

Each year, the Education and Enrichment section receives a number of outstanding student conference proposals. During the E & E section business meeting at the NCFR annual conference, we have the privilege of recognizing students whose proposals receive the highest score. At the 2006 annual conference we were given the opportunity to present three exceptional students each with a $200 travel award, a certificate of recognition, as well as recognize their mentors.

Tia Schultz presented her paper titled, "Applied Behavior Analysis: Education for People Working with Children who have Autism" at the conference. Tia shared information on developing, implementing, and evaluating a workshop to teach principles of Applied Behavior Analysis to parents and professionals living in a rural area. Tia reported on evaluation data collected at the end of the workshop and then three to four weeks after the workshop. She completed this project while a Master's student at the University of Missouri-Columbia in the Department of Human Development and Family Studies. She is currently applying to Ph.D. programs in Clinical Child Psychology.

David Schramm presented his paper, "The Impact of Relationship Education among Ethnically Diverse High School Youth" at the conference in a poster format. David shared findings from the evaluation of an adapted version of the curriculum *Love U2: Increasing Your Relationship Smarts* with a sample of rural adolescents, nearly half of whom were African American. He presented data on program effectiveness at reducing the risk of maltreatment in dating relationships, increasing knowledge of characteristics of healthy relationships, and promoting future healthy couple and marital relationships. David is a doctoral student in family studies in the Department of Human Development and Family Studies at Auburn University.

Phyllis Kalifeh presented her paper titled, "The Florida PERKS Project: Exploring an Early Childhood Teacher Professional Development Model" at the conference in a workshop format. Phyllis reported on evaluation data from the Florida PERKS (Partners in Education and Research for Kindergarten Success) Project which provides professional development for voluntary pre-kindergarten teachers. The pre and post evaluation was used to assess the impact of program inputs, program type, years of experience and curricula on child outcomes. She reported on findings from the first year of the evaluation and explored the policy implications of these findings. Phyllis is a doctoral student in Educational Policy and Evaluation in the Department of Educational Leadership and Policy Studies at Florida State University.

It is outstanding students like Tia, David, and Phyllis that ensure a strong future for the E & E section. Congratulations!

*Jodi Dworkin, Ph.D.*
*jdworken@umn.edu*
*Assistant Professor, Department of Family Social Science and Minnesota Extension Service, University of Minnesota*

# Family Policy Section

It was great to see everyone at the NCFR annual conference! The Newcomers' Reception offered a great opportunity to meet new NCFR members, to talk with them about the intriguing area of family policy, and to introduce the work of the section. Thanks to all those wonderful folks who stopped by the Family Policy Section table to find out more!

Many thanks to all those who presented at the conference in our section's excellent paper sessions, workshops, poster sessions, and symposium. Your work is inspiring! Thanks also to the discussants who worked hard to provide additional insights into papers and stimulate discussion about important policy concerns, and to the presiders who kept things running smoothly.

Another highlight of the conference was the special celebration marking the Family Policy Section's 35th Anniversary! Many thanks to those who shared their reflections on the changes in the section over the years and on the family policy arena, especially to the founding leaders in our area—David Olsen, Roger Rubin, Margaret Feldman, and Catherine Chilman—and the other very special guests who contributed to the discussion. Also, thank you to Elaine Anderson who led a creative committee in developing the program!

We were proud to announce this year's winner of the Student Internship/Travel Award, Sandee Shulkin, M.S.W, a doctoral student in the Boston College Graduate School of Social Work. Sandee has an ongoing internship with WFD Consulting on a grant-funded project with Sloan Foundation focusing on the impacts of workplace flexibility on employee and organizational outcomes. An important part of this project is providing research-based information about work-life industry for public policy, research, business, and the public. If you are a student or new professional, please consider applying for the award next year!

The outgoing officers presented their reports at the business meeting. Many thanks to Deb Berke, Denise Donnelly, Christine Pegorroro-Schull, and Jackie Kirby-Wilkins who so ably led the section this year. At the business meeting we discussed next year's program. We are looking for people who will serve as reviewers, presiders, and discussants, so if you would like to volunteer

*Family Policy continued on page 11*

TEXAS TECH UNIVERSITY DEPARTMENT OF HUMAN DEVELOPMENT AND FAMILY STUDIES announces the opening of two full-time, tenure-track, positions at the ASSISTANT/ASSOCIATE level to commence August, 2007. 1) Family Studies (FS). Candidates who focus their research on families/relationships in community contexts are preferred, although candidates with other family research interests will be considered. Candidates must be prepared to teach a graduate family theory course. 2) Child Development/Early Childhood (CD). Exceptional candidates in all areas of child development will be given consideration though we are particularly interested in scholars with expertise in socio-emotional development at the pre-school stage. The successful candidate will have the opportunity to conduct research in a newly constructed, state of the art laboratory preschool which has an enrollment of 110 infants through preschoolers, and enter on-going collaborative research projects involving multi-year longitudinal data sets. Both positions require a Ph.D. in HDFS, Psychology, Child Development, Sociology, or a related discipline by the start date, and evidence of history or potential for success in conducting research and obtaining external funding, teaching, leadership, and service. Review of candidates begins on January 4, 2007, and continues until the position is filled. Apply online http://jobs.texastech.edu (FS requisition #72423; CD requisition #72428) by submitting letter of intent, vita, and statements of teaching philosophy and research interests. For the FS position, also mail teaching evaluations pre/reprints of published articles, graduate transcripts, and three recommendation letters to: Judith Fischer, Ph.D., Family Studies Search Committee, HDFS Department, College of Human Sciences, Texas Tech University, Lubbock, Texas 79409-1162; email: judith.fischer@ttu.edu. For the CD position also mail (p)reprints of published articles and three recommendation letters to Sybil L. Hart, Ph.D., Child Development Search Committee Chair, Department of Human Development and Family Studies, Texas Tech University, Lubbock, TX 79409-1162; email **sybil.hart@ttu.edu**. Information about our department may be found at http://www.depts.ttu.edu/hdfs. Lubbock is a sunny southwestern city of 200,000; TTU enrollment is 28,000. TTU is an Affirmative Action/Equal Opportunity Employer with a strong commitment to supporting equality of opportunity and respect for diversity.

## FAMILY POLICY *continued from page 9*

for any of these roles, please contact the incoming section chair, Jackie Kirby-Wilkins, at intellisolve@zoominternet.net. If you are interested in running for office in the future, please let Jackie or another officer know.

Please consider submitting your policy related research, teaching, and practice as a proposal for next year's conference! The section welcomes proposals on theory and applied research that address important policy issues pertaining to family safety, security, well being, and how policy addresses the needs of vulnerable populations. Timely topics include poverty, child maltreatment, intimate partner violence, elder abuse, foster care and adoptions, family support, child care, child support enforcement, welfare and welfare reform, health and mental health care, family resource management, and the interaction of families with social systems.
See you next year in Pittsburgh!

*Suzanna Smith*
*Outgoing Chair*

# CALENDAR

## January 3, 2007

Deadline to submit items for the March issue of NCFR Report—Theme will be "Families and Social Class." Contact person, Nancy Gonzalez at nancy@ncfr.org

## February 8-9, 2007

The 15th Annual University of North Texas Conference on Parent Education with a February 7 Infant Mental Health Preconference. For program information, contact program is Debbie Klinger at DKlinger@coe.unt.edu, 940-369-7246. For registration information, contact Gina Howell at GHowell@acad.admin.unt.edu, 940.565.3481. Register online at: http://www.peopleware.net/index.cfm?siteID=344&eventDisp=PARNT07

## March 1, 2007

Deadline to submit proposals for the 2007 NCFR Annual Conference in Pittsburgh

## March 5, 2007

Deadline for applying for the CFLE via the portfolio process.

# NCFR Report - A Member Forum

The NCFR Report is a member-written quarterly newsletter designed to encourage member-to-member dialogue; to inform colleagues about new research areas or to report early research findings and solicit critique before submission to a professional journal. Through the Report, NCFR also builds our community by reporting on people, events and organizational news.

Unlike the content of our scholarly journals, the articles in Report have not been peer-reviewed. In the spirit of open debate and academic freedom, NCFR Report is a member forum for exchanging ideas. The opinions or findings expressed are those of the author(s), which may or may not represent the official position of NCFR as an organization nor the prevailing scientific consensus on the topic.

Author email addresses are provided to encourage readers to offer comment to writers. Members may access the content of our scholarly journals on-line at www.ncfr.org <http://www.ncfr.org/>. To join NCFR, click on our convenient on-line membership application at www.ncfr.org <http://www.ncfr.org/>. Journalists with media inquiries are invited to contact Nancy Gonzalez at 763-231-2887 or via email at nancy@ncfr.org for information on our scholarly research.

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