



Report

March 2007

Volume 52:1

IN THIS ISSUE:**Family Focus on...****Families and
Social Class***pages F1-F16*

Teasing out the issue
of Social Class from other
family demographics
such as race, ethnicity,
occupation, and geographic
setting isn't easy.

Annette Lareau,
Stephen Marks and
other scholars
will get us started—
And so "Class"
begins now.

As always, we welcome
your comments.

Next Issue:**Adolescence**

Diane Cushman Appointed as New NCFR Executive Director

The National Council on Family Relations is pleased to announce the appointment of Diane Cushman as Executive Director. Ms. Cushman will begin work on March 7.

"I cannot think of a more qualified individual to lead NCFR than Diane Cushman, says Board Member Marcie Brooke. "I have had the privilege of working closely with Diane for the past 15 years on projects such as the recent Work-Life Summit at the annual conference in Minneapolis. As the former Work-Life Manager at The St. Paul Companies, the founding leader of the Work-Life Network, and the Director of the Commission on the Economic Status of Women, she has led with honesty and integrity, self-confidence, and very high standards of ethical conduct. She can be counted-on to do the Right Thing!" NCFR Executive Director Emerita Mary Jo Czaplewski added, "Her strongest qualities include a holistic approach to human relationships, tempered by a genuine respect for all persons and a healthy sense of humor."

Ms. Cushman brings with her a rich background in public policy and experience with corporate work-life initiatives. Since December

of 2001, Cushman has been the director of the Minnesota Legislative Coordinating Commission Office on the Economic Status of Women (OESW), a non-partisan joint commission that serves the Minnesota House and Senate. The OESW advises Minnesota legislators and informs legislators on public policy related to female population characteristics, educational attainment and enrollments, marital and parental status, household characteristics, labor force status and employment characteristics, and women's legal and economic rights. The OESW has also worked closely with members of the legislature over the past two years to develop legislation to address the issue of human trafficking in Minnesota.

Between 1989 and 2001, Ms. Cushman achieved national recognition as the manager of the work-life initiative at The St. Paul



Diane Cushman continued on page 2

Congratulations to NCFR's Fellows for 2006

Karen Bogenschneider, Cheryl A. Buehler, Thomas R. Chibucos, Edith A. Lewis, Stephen R. Marks, Gary W. (Pete) Peterson, Blaine R. Porter, Karen Seccombe and Constance L. Shehan. Read complete story on page 4.

Companies [now Traveler's Insurance.] During her tenure there, she developed the on-site childcare center, the on-site employee fitness center, paid parental leave policies, an adoption assistance benefit, flexible work arrangements, telecommuting policies, the lactation program, childcare resource and referral program, eldercare consultation and referral and numerous other work-life programs. Under her leadership The St. Paul Companies was recognized nationally as one of the best places to

work in America; achieving the rank of 67th in *Fortune Magazine's* survey of **100 Best Places to Work** and *Working Mother Magazine's* citation as a **Top 100 Company for Women in the United States**.

Other awards she received on behalf of The St. Paul Companies:

- Working Women Count, United States Department of Labor, 1996
- Crystal Clarion Vanguard Award, Women in Communications, 1995
- Quality of Life Award, Greater Minneapolis Chamber of Commerce, 1992

Numerous laudatory testimonials from colleagues in the corporate sector, legislative circles, and work-life arena accompany her impressive credentials. She is described as "an ethical leader," "very attentive to research," "an awesome mentor" and "effective communicator." One colleague offered, "I don't know anyone who is as knowledgeable about work-family issues as she is."

Ms. Cushman responds, "It is a great honor to be recommended by my colleagues for

the position of Executive Director of the National Council on Family Relations. I am humbled to receive the unanimous support of the search committee and NCFR staff. I am excited about the unparalleled potential of NCFR's membership to influence, through their research and education, federal and state family policy. I am eager to share knowledge among staff and members to advance their influence in the arena of public policy. I look forward to learning about the needs of the members and working with NCFR's outstanding and committed staff to continue to meet and exceed member expectations."

Ms. Cushman is a former public high school teacher and health promotion consultant for a major Minnesota health care organization. She holds an undergraduate degree from the University of Minnesota-Duluth, and a master's degree from the University of Minnesota-Twin Cities. She is married and has one son who is a high school senior.

Welcome, Diane, to the NCFR family!

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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David Demo Named Editor of the Journal of Marriage and Family

The National Council on Family Relations is pleased to announce the appointment of David H. Demo, Ph.D., as Editor of the *Journal of Marriage and Family* (JMF). Dr. Demo is Professor and Chair of Human Development and Family Studies at the University of North Carolina at Greensboro.

"It's a distinct honor to be selected as Editor of the flagship journal in family studies," Demo said. "JMF has a rich tradition and an outstanding reputation as a widely-read and influential journal. I look forward to working with authors, reviewers, and members of the editorial board to strengthen the journal's visibility and impact."

Dr. Demo's work has been widely-published in multiple scholarly journals and edited volumes, and he has written or edited numerous books. In 1994, he co-authored *Family Diversity and Well-being*, a recipient of the Choice Magazine's Outstanding Academic Book Award. He is an

authority on many family issues such as divorce, family stressors, adolescence, and family diversity. In 2000, Dr. Demo received the National Council on Family Relations' most prestigious "Fellow" award. He brings over two decades of editorial board experience from several academic journals including the *Journal of Marriage and Family*.

The *Journal of Marriage and Family* ranks as one of the top academic journals in the social sciences. Dr. Demo begins his four year term as JMF editor in September, 2007. For more information on the National Council on Family Relations or its scholarly publications, visit the NCFR website at www.ncfr.org





President's Report

A Year of Growth and Development

This issue of *Report* brings news of changes at NCFR. We have walked a path of transition for more than a year and there have been some serious challenges to our organization, but NCFR emerges stronger than ever. Let me begin with my own welcome to our new Executive Director, Ms. Diane Cushman. We are so excited to have her on board. A natural question about a new leader might be, "Where did you find her?" I am so pleased to be able to say that Ms. Cushman was nominated by leaders and members within NCFR. While she is not known to all of us – a fact which will no doubt change very quickly – she is known to trusted colleagues, and that is very reassuring.

There is an element of Diane's resume that immediately attracted my attention: her work in the public policy arena. Over the last couple of years, NCFR has grappled with public policy work. We know that we want to be engaged in public policy education and activity, but we've stumbled over how to be engaged. I am sure that some members despaired that NCFR might even abandon its policy focus because of our recent difficult experiences. Diane brings to us very strong, mainstream policy work at the state level on issues ranging from women's workforce and economic development contributions, to diversity in the workplace, work/life issues and workplace flexibility. Her activities have been non-partisan and data-driven. While public policy work is not the central focus of NCFR, I hope that hiring a new Executive Director with Ms. Cushman's skills will reassure our membership that we intend to "get back on the horse" and recommit ourselves to policy education as part of our larger agenda.

The work of many people should be acknowledged as we close out this period of leadership transition. First, a hearty thanks to the Executive Director Search Committee; Howard Barnes, Don Bower, Elizabeth Carroll, Marilyn Flick, Kathleen Gilbert, Maxine Hammonds-Smith, Jan

Hogan, Leslie Koepke, Suzanne Randolph, Catherine Solheim, and Adriana Umana-Taylor. It is nothing short of amazing that this group accomplished a task of this size so quickly and thoroughly. Every move of this group was efficient: they each answered the call to serve without hesitation. They developed the job description and the advertisement with considerable attention to detail but without getting bogged down. They carefully screened more than 50 applications and narrowed the group of persons to be interviewed, then came to Minneapolis in December for on-site interviews with a small number of candidates. They did not turn away until the task was finished. A candidate was identified, refer-

applied for the position: thank you for putting yourself out there and allowing us to consider you for the role of NCFR Executive Director. You honor us with your willingness to serve this organization and we are grateful.

At roughly the same time, a search committee was organized to identify the next editor of *Journal of Marriage and Family*. Dr. Marilyn Coleman headed that group, and she and the committee worked hard to identify a pool of qualified candidates. Once again I was able to review the dossiers and was invited to observe the interviews. Excellent candidates emerged, and we thank them for participating in this process. As has already been announced, Dr. David

So we enter this spring with humble gratitude for all our colleagues who served so well—and so selflessly—when called upon. We welcome the change and fresh faces and ideas.

ences were checked, and a recommendation was made to the Board of Directors. I listened via teleconference in quiet awe at their collegial yet serious debate (OK—you heard it from me: I was preparing for the holidays so I was also quietly making rum balls at the time!) We all owe this group a debt of gratitude for their efforts. I also want to thank the Board for responding quickly and for having trust in the process and in the recommendation of the search committee.

Linda Tacke has given us excellent service as interim Executive Director since last July. Linda told us when she came on board that organizing a search for our next leader was probably not her best skill but from the looks of this beautifully run search, I believe she seriously underestimated her strengths in this area! Finally, I have to compliment the staff at NCFR for the role they played in the search and more generally, for the deep commitment they have shown to NCFR during this challenging period. They are an incredible group of professionals, and I thank them for their work and loyalty. To all who

Demo will take over the leadership of the journal as the term of Dr. Alexis Walker draws to a close. This will be a year of transition at JMF, and David has already visited Alexis and the JMF office at Oregon State University. Our thanks go to this search committee and to Dr. Demo for taking on this task. I will have more to say at a later time about our dear friend Alexis Walker for her service to JMF and NCFR but for now...there are big shoes to fill!

So we enter this spring with humble gratitude for all our colleagues who served so well—and so selflessly—when called upon. We welcome the change and fresh faces and ideas. My own little family faces transition as we launch our oldest child from high school into college, and our twins, from the school they've attended since infancy in child care, onto high school. The best changes are about growth and development. Whether at home or at work or at NCFR, we face those changes stronger because we have each other.

President Pam Monroe
pmonroe@lsu.edu

Nine NCFR Fellows Chosen at the Minneapolis Conference

Fellowship status in NCFR is an honor awarded to relatively few members of NCFR who have made outstanding and enduring contributions that have broad impact on the field of family science in the areas of scholarship, teaching, outreach or professional service. Fellows are nominated by their peers and are also selected for their consistent record of superior contributions to NCFR over time.

The Fellows Committee selected the following nine NCFR Fellows for 2006:

Karen Bogenschneider is Rothermel-Bascom Professor of Human Ecology at the University of Wisconsin-Madison with a joint appointment in the Department of Educational Psychology. A recognized



expert in the field of Family Policy, she is the author of *Family Policy Matters: How policymaking affects families and what professionals can do* (2nd edition, 2006) and has also served

as Executive Director of Wisconsin Family Impact Seminars since 1992. Her work as a family policy expert in University of Wisconsin-Extension spans more than 20 years. Dr. Bogenschneider has been instrumental in designing and evaluating Family Impact seminars in 21 sites nationwide and is known for her ability to translate information and utilize scholarly research to inform state legislators about family policy issues. "She has single-handedly developed this nationwide network of states that are providing a necessary service to our state legislators," said one of her nominators. Dr. Bogenschneider joined NCFR over 15 years ago and has continually been a strong and popular contributor to programs in research, theory and practice. She has made significant contributions to her professional colleagues through book chapters, scholarly articles and countless presentations at professional conferences. She has served as family policy chair and on the NCFR Board of

Directors and the publications board, as well as the *Family Relations* and *JMF* Editorial Boards. She was also a member of the editorial committee, which developed the publication *Teaching family policy: A handbook of course syllabi, teaching strategies and resources*, produced by NCFR in 1993. A testament to her expertise is the fact that she has been invited to write the Family Policy article for the past two-Decade Review issues of the *Journal of Marriage and Family*.



Cheryl A. Buehler has been a Professor of Human Development and Family Studies at University of North Carolina, Greensboro since 2003. She was formerly Professor of Child and Family

Studies in the College of Human Ecology, University of Tennessee, Knoxville, where she also served as Senior Scientist in the Children's Mental Health Services Research Center, College of Social Work. In a distinguished career that spans three decades, Dr. Buehler has been a prolific researcher and writer particularly in the area of family conflict and parent-child relations after divorce. She has conducted and published more than 40 studies in refereed journals and she has authored book chapters and addressed national and international conferences. Dr. Buehler has always had an affinity for mentoring undergraduate and graduate students. She has directed thesis and dissertation research for many emerging scholars and encouraged new professionals in their work in the field of family science. She has also been a visible and contributing member of the National Council on Family Relations for many years, having served on the Board of Directors as Vice President for Membership (1998-2000) and as Vice Chair of Research and Theory and Board member (1994-96). Buehler is also an associate editor and panel reviewer for *Journal of Marriage and Family*, *Journal of Child and Family Studies*, *Family Relations*, and *Family Science*

Review. She is frequently invited to be an ad-hoc reviewer for other peer-reviewed journals. "She (Cheryl) is a consummate team player," commented one of her nominators, "And we owe her a debt of gratitude for all that she has done for our organization (and discipline)."

Thomas R. Chibucos, Ph. D., Professor, Human Development and Family Studies, Bowling Green State University and Research Affiliate, National Poverty Center at Gerald R. Ford School of Public Policy, University of Michigan. Professor Chibucos has published numerous papers regarding family-related policy in these areas: effectiveness of sexuality education; the role of NCFR in family policy initiatives; welfare reform, poverty, and families with young children; public policy and community collaborations, community action commission-university partnerships; changing roles



in policy, research, and design; family poverty and child maltreatment, etc. Dr. Chibucos' scholarship integrates developmental, family systems and contextual thinking in his co-authored

book, *Serving Children and Families through Community-University Partnerships*, and in his 2005 book, *Readings in Family Theory*. As one nominator stated, "Tom Chibucos has an 'insider's view' of the research, pedagogical, and outreach components of scholarship that need to be integrated in the service of using scholarship to both advance science and in doing so, to serve communities of youth and families." Professor Chibucos has a long record of involvement and leadership in NCFR. He served as chair of the Public Policy Committee from 1999 to 2003, when he was instrumental in developing NCFR'S Public Policy Conference, provided leadership in developing policy education initiatives at annual conferences, and he also

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FELLOWS *continued from page 4*

provided strong impetus for the development of a series of policy briefs. He is currently chair-elect of the Public Policy Section.

Edith A. Lewis, Ph.D., Associate Professor, School of Social Work and Adjunct Associate Professor, Women's Studies Program, University of Michigan. Dr. Lewis is one of few African American family scholars who have integrated both feminism and ethnic minority issues into their scholarship. An example of this integration is in her publication, "Community Organizing with Women of Color: A Feminist Perspective" in *Advances in Community Organization and Social Administration*. One nominator



stated that her "long list of publications and presentations on the intersectionalities of race, class and gender influenced family studies long before 'intersectionalities' became a buzz word." In her more

than 20 years of being a very popular and inspiring professor of Social Work and Social Welfare, she has received multiple teaching awards. She has also been awarded many grants for her creativity in teaching, one example being a Fulbright Fellowship at the University of Ghana where she was principal investigator of the Ghana Professional Social Work Practicum program and co-principal investigator of the summer exchange network with UK. Dr. Lewis has demonstrated a variety of innovative pedagogical techniques through diverse avenues. Similarly, her publications and presentations on policy issues are central to NCFR. Edie Lewis began her exemplary service and leadership in NCFR while still in graduate school, and she has never stopped despite a major health trauma that began while she was attending NCFR in Milwaukee. In addition to many presentations, she has held 13 different positions within NCFR including: Chair of the Ethnic Minorities Section, Nominations committee member of the Feminism and Family Studies Section, Board of Directors, Fellowship Committee, and *Journal of Marriage and Family* Editor Search Committee. She has also facilitated the integration of students, colleagues and new professionals into various NCFR committees and sections.



Stephen R. Marks, Ph.D., Professor of Sociology at the University of Maine. Since his 1977 article in the *American Sociological Review*, Dr. Marks' contribu-

tions to the study of close relationships are described as groundbreaking. He has made many rich theoretical and methodological contributions to the fields of role theory, work and family, workplace intimacy, marital relationships, family diversity, and most recently queer theory. His work typically appears in leading publications including *Journal of Marriage and Family (JMF)* and edited books such as *Sourcebook of Family Theories and Methods*. Professor Marks' scholarship is frequently cited in very divergent areas, and it is often included in core curriculums at various universities. He also has made considerable contributions to NCFR since he began attending annual meetings in 1985. He is a member and served as newsletter editor of the Feminism and Family Studies Section. In the late 1990's, Professor Marks suggested a change in the name of *JMF* to better reflect the mission of NCFR. He successfully argued his case in a variety of forums, a process that required clear thinking and an ability to negotiate the divergent interests and interest groups that comprise the NCFR membership. The NCFR Board approved the negotiated change relatively quickly.

Dr. Marks has also been a long-time reviewer for *JMF* and is very active in the Theory Construction and Research Methodology (TCRM) workshop and in the Research and Theory Section, which he currently serves as chair.

Gary (Pete) W. Peterson, Ph.D., Professor and Chair of Family Studies and Social Work at Miami University, Oxford, Ohio. Professor Peterson is a leading family science scholar whose contributions to the field have shaped our understanding of parent-adolescent relations, adolescent development, and family theory. His specific research projects have explored parental contributors to adolescent social competence and family influences on adolescent autonomy and status attainment. Through his mentorship of junior scholars and collaboration with peers, he has fostered cross-cultural, comparative, and life span



approaches to the study parent-child relations. He has also brought attention to the role of poverty and rural life in the development of Appalachian youths. Professor Peterson's scholarly record

includes a lengthy list of articles in referred journals, book chapters, edited volumes, and one book. His work has appeared in the *Journal of Marriage and Family*, *Family Relations*, *Journal of Adolescent Research*, *Youth and Society*, *Family Science Review*, *Family Process*, *Sociological Inquiry*, and *Family Issues*. He is co-editor of *The Handbook of Marriage and the Family* (2nd Ed.), *Adolescents in Families*, and editor of the *Marriage and Family Review*. As General Editor of a new handbook series for Haworth Press, entitled *The Haworth Series on Marriage and Family Studies*, he addresses cutting-edge topics and invites scholars from around the globe to do

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ON THE NET



CFLE Directions

The CFLE Exam is Coming!

Deadline to apply by Portfolio is September 4



September 4, 2007 will mark the deadline for the last opportunity to apply for the Certified Family Life Educator (CFLE) designation through the portfolio review process. **March 3** is the deadline for the spring review.

At the November 2006 Board meeting, the National Council on Family Relations' Board of Directors approved the funding for the development of an examination for the Certified Family Life Educator (CFLE) credential. The projected launch date for the new exam will be November, 2007,

at the NCFR Annual Conference in Pittsburgh, Pennsylvania.

Current CFLEs will not be required to take the CFLE exam. At this time there is no anticipated change to the Abbreviated Application process. NCFR will continue to offer the Abbreviated Application process to graduates of NCFR-approved programs. Graduates of NCFR approved programs will not be required to take the CFLE exam.

An examination process is the most effective and cost-efficient method for awarding the CFLE credential. NCFR has contracted

with **Schroeder Measurement Technologies (SMT)** for the development of a job analysis and examination for the profession of family life education. SMT has a long, respected history of providing credentialing services. An official notice regarding the selection of SME's to work on this important project was posted on the NCFR Zippy News and distributed throughout the NCFR membership and the industry. An examination process is the industry standard for credentialing worldwide. The development and administration of an exam will provide a valid, reliable, objective and legally defensible process for evaluating adherence to the criteria needed for the CFLE credential. An exam will also bring greater credibility to the credential.

Currently candidates interested in receiving the CFLE credential can apply through two methods. Graduates of NCFR-approved academic programs can qualify to apply through the Abbreviated Application process. All other applicants must apply using a portfolio process that requires the documentation of preparation and experience in each of the ten family life content areas. The submission deadlines for the spring and fall reviews are March 3rd and September 4th respectively. Effective immediately, NCFR will no longer charge a fee for the CFLE Application Packet. The CFLE Application files for the portfolio process can now be downloaded from the NCFR website at www.ncfr.org.

NCFR now begins the work of developing the CFLE exam. With the oversight of the **CFLE Advisory Board**, NCFR will work with SMT to assemble a team of industry professionals (Subject Matter Experts or SME's) to help with the process. One group will be responsible for assisting with the job analysis; another with the writing of exam questions.

Subject Matter Experts must be thoroughly familiar with the job tasks. They should

CERTIFIED FAMILY LIFE EDUCATORS

Following is a list of Certified Family Life Educators designated since October 15, 2006. (* - Provisional)

Alabama

Jennifer Moore *
Lysa Parker

Arizona

Dawn Harper *

Florida

Jennifer Batallas-White
Allison Gibbons
Dale Key
Mary-Margaret Waschka *

Illinois

Jill Bowers

Kentucky

Kathy Berry *

Maryland

Linda Stone

Michigan

Patti Briley-Smith *
Susan Cassavoy *
Nancy Cosby *
Nicole Fitzgerald *
Jill Gibler *
Benita Jasper
Linda Ketchum *
Laura Kish *
Kathy Mammel *
Larry Mitchell *
Lynda Nelson *

Kristine Pawlowski *

Suzanne Pish
Joy Rutkowski *
Lynette Truitt *
Michelle Voorheis *
Anna Whiting *

Minnesota

Marlys Steidl *

Mississippi

Catina Dobbs *
Tracey Price *

New Mexico

Robin Rollins *

New York

Sarah Lentz *

North Carolina

Andrew Behnke
Nichole Huff
Crystal Lane

Ohio

Eduardo Adams, Sr. *
Allison Bruce
Jeffrey Herron *
Linda Kean
Susan Neumann

Oklahoma

Connie Visitacion *

Pennsylvania

Donna Couchenour
Paul Johns
Heather Spaan

South Dakota

Sarah Barclay *

Tennessee

Janet Bales
Michelle Beasley *
Carolynn Kinser
Margaret Machara
Nancy Willis

Texas

Nadia Esani *
Cynthia Garrison
Patti Laurents *
Marlene Lobberecht
Brenda Roland *

Utah

Tammy Anderson *
Denelle Miner *

Washington

Lois Sabol

Wisconsin

Cheri Ashbeck *

Armed Services

Aminah Abdullah *



Annual Conference



Super Bowl Champs—Pittsburgh Steelers, Move Over! NCFR is Comin' to Town!

NCFR Annual Conferences feature top-quality presentations that will benefit both researchers and practitioners. The 2007 Conference promises to be another great professional learning experience. We have an All-Star line up of sessions on the Conference theme, *Families and Vulnerabilities: Challenges to Safety, Security, and Well-being*. **Patricia Hyjer Dyk**, Program Chair, and **Cindy Winter**, Conference Director, look forward to greeting you in Pittsburgh.

Our Opening Plenary

Graham Spanier, President of Penn State University and a former president of NCFR,

will give the opening plenary on Wednesday. He is a family sociologist, demographer, and marriage and family therapist. Dr. Spanier has over 100 scholarly publications, including 10 books. He is the founding editor of the *Journal of Family Issues*.

In his plenary, Dr. Spanier will talk about how the demographic profile of American families continues to change in ways that will challenge the quality, stability, and dynamics of the next generation of families. The stabilization of divorce rates, the rising age at first marriage, the growth in single-parent households, the increase in working mothers, and the continuing rise in the num-

ber of couples cohabitating offer familiar yet compelling data that have led to contradictory, controversial, and sometimes apocalyptic predictions about the future of the family. Despite these challenges, the family has persisted. Yet, how is it possible and by what mechanisms are families succeeding in the face of these changes? There are vulnerabilities in the American family and it is incumbent on scholars of family studies to diagnose, explain, and explore remedial actions for them. Dr. Spanier will help us identify the forces that threaten families, discover patterns of resiliency, and promote creative thinking in programs and policies.

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CFLE DIRECTIONS *continued from page 6*

have between two and ten years of relevant experience. In addition, it is very important to ensure that all practice settings and a breadth of geographic locations are represented by the panel.

The job analysis (also referred to as task or knowledge element analysis) is a qualitative method of gathering information related to a specific profession. Information on the tasks or knowledge elements needed to perform the job will be obtained from several sources: interviews with SME's, library research, curriculum guides, regulations, etc. The content outline developed during this phase of work will be composed of all of the tasks or elements of knowledge that are needed to perform the role. The comprehensive task list will be submitted to the panel of SME's for their review and approval.

Survey Development

A survey including a comprehensive list of knowledge, skills and abilities will be submitted to a group of active practitioners via a focus group or survey approach. The obtained data will be analyzed and used to develop examination specifications. However, this method may not identify some specific job behaviors (less observable and

measurable) that are critical to successful performance, such as ethical standards, which ultimately will be determined by the SME's.

A demographic section will allow SMT to gather data about the respondent's educational background, experience level, geographic region, practice setting, gender, age, etc. This information will only be collected for statistical significance testing purposes. The experience information will be utilized to understand the differences in practice between entry-level and advanced practitioners.

Data Analysis

The data collected from the survey will be analyzed to determine the elements of the roles that are important for successful performance at varied experience levels. Based on the analysis of the job analysis survey data, SMT will draft a report that will fully describe the content of the proposed specifications, including recommen-

dations about the relative emphasis to be placed upon each content area and the total test length.

SMT will then conduct an extensive item-writing workshop to train item writers and develop sufficient items for a bank of test questions. There will also be a one-day cut score meeting to develop the passing score and deliver a formal report. NCFR will continue to utilize the services of SMT over the next few years to perform maintenance and updating of the CFLE exam. More detailed information on the process of the CFLE job analysis and exam development is available by contacting Dawn Cassidy at NCFR headquarters.

The development of a CFLE exam is an exciting step in the advancement of the CFLE credential and the profession of family life education. All current CFLEs will be called upon to help in the job analysis and exam development through their participation in a number of the steps. We encourage you to contribute to the success of this effort through your involvement!

For more information contact Dawn Cassidy, M.Ed., CFLE, at dawn@ncfr.org. (888) 781-9331 x12 or directly at (763) 231-2882.

Mark your calendars!

2007 is your last chance to apply for the CFLE before the exam!

ANNUAL CONFERENCE *continued from page 7*

On Thursday, don't miss the special session on *Fragile Families*!

The two featured speakers are **Dr. Sara McLanahan** and **Dr. Kathryn Edin**, with **Dr. Paul Amato** (Penn State University) who will moderate the session.

More than one-third of all children in the U.S. are born outside of marriage these days, and nearly half of these children are born to cohabiting parents. The term "Fragile Families" refers to unmarried parents who are raising children together. These families are disproportionately poor, and they face many obstacles to having stable and healthy relationships. Although some of these parents eventually marry, the majority

split up within a few years. These families have become of increasing interest to policymakers in recent years.

The session will focus on what we have learned from the Fragile Families and Child Wellbeing Study, which has followed a cohort of about 5000 children (including 3,700 with unmarried parents) for five years. The study was designed to understand several aspects of fragile families: the relationships between mothers and fathers, the development of these children, and the role of labor markets and government policies in affecting the wellbeing of children and parents.

Sara McLanahan is a Professor of Sociology and Social Policy, and the Director of

the Center for Research and Child Wellbeing, at Princeton University. Professor McLanahan helped to design the Fragile Families and Child Wellbeing Study.

Kathryn Edin is a Professor of Sociology, and a Research Associate at the Population Studies Center, at the University of Pennsylvania. Her research focuses on policy relevant issues including urban poverty, social welfare, public housing, child support, and nonmarital childbearing.

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"Thank You NCFR," says Cindy Winter, "You are Great!"

Before the Conference I knew that you were planning the Cindy Celebration that would take place during the Conference. What I didn't realize was that this would be the most unbelievable night of my life! I can never thank Mary Jo Czaplewski, the staff, the NCFR board, and the Hyatt Hotels enough for the phenomenal job of planning the event and making sure that every detail was taken off!

When my husband, our family, and our dear friends approached the room there was a huge banner in the hallway which highlighted my life both for work and the activities in which I have been and currently am involved outside of work. The ballroom was stunning, the food was magnificent, and the whole evening wonderful. One of the most touching things for me was that Mary Jo and the committee had arranged to have the Crossroads College Choir sing that night. I am on the Board of Trustees for Crossroads College, so this was especially touching. Rochester, MN (where the College is located) had a major blizzard the day of the Celebration so no one was able to come for the event, but the thought was wonderful. The weather did not stop Mary Jo and the committee from getting another choir. They contacted the Music Professor at Concordia College and arranged to have the Christus Singers come. This group gave a great concert of Classical Music – my favorite. The other parts of the program were equally as meaningful with tributes given by Crossroads College, my brother Dr. Neil Leroux, and my husband Doug Winter, Pamela Monroe, the Hyatt Hotels, and Dawn Cassidy for the NCFR Staff.

There were so many gifts that we will cherish forever, with the most meaningful being the Book of Memories. The staff so lovingly placed all the letters in the book, and it is so touching to have received so many letters from so many of you. It is truly a treasure. The Cindy Winter Scholarship Fund for Students was also a big surprise! It is unbelievable to know that so many of you gave so generously to help students come to the conference.

The last 42 years have been wonderful. Getting to work with so many members has been a true joy. You have given so much to me. Now as I am working in my final year at NCFR I would like to challenge you to bring in new members to our great organization and to have an attendance of 1400 people at the conference in Pittsburgh.

Thank you all for being so great!

Cindy Winter

"Cindy Winter"

to be sung to the tune of "Get Along Home, Cindy"

Lyrics written by former NCFR President Bert Adams in honor of our dear Conference Director's retirement

The first time I saw Cindy
She was stridin' down the hall,
Just talkin' on her telephone,
Or list'nin' for a call.

Chorus:

Don't go home, Cindy, Cindy,
Don't go home, Cindy, Cindy,
Don't go home, Cindy, Cindy,
You mustn't leave us now.

She took us to Vancouver,
Brought us to New Orleans,
She set us up in Boston,
Where we had ham and beans.

Chorus:

She helped us in the Summertime,
She helped us in the Fall.
If she hadn't housed our conferences,
We'd probably had none at all.

Chorus:

I wish I had a needle and thread,
I wish that I could sew.
I'd sew her to NCFR,
So she would never go.

Chorus:

Tonight it's thanks for everything,
You've done behind the scenes,
If not for you, what would we do,
To deal with ways and means.

Chorus:

So get along home, Cindy, Cindy,
Get along home, Cindy, Cindy,
Get along home, Cindy, Cindy,
I guess you'll leave us soon.



left: Aletha Huston, NCFR's Reuben Hill Award Winner for 2006

right: Bonnie Braun and Program Chair Bill Allen

below: Ruth Jewson's other legacy: The four Jewson children, Roberta Pisa, Dr. Douglas Jewson, Dr. Dwight Jewson, and the Rev. Meredith Bennett, led the memorial service for their mother and NCFR former Executive Director, Ruth Jewson, PhD.



NCFR Conference 2006 in Minneapolis

ANNUAL CONFERENCE

continued from page 8

Dr. Edin has conducted extensive ethnographic research with fragile families and single mothers.

Then Saturday features an exciting panel - **Vulnerabilities Over the Family Lifespan** - by Katherine C. Pearson, J.D. and Ann S. Masten, Ph.D.

Katherine Pearson, is Professor of Law, Dickinson School of Law, Penn State University. Recognized throughout the legal community for her expertise on legal issues facing older citizens, Dr. Pearson was chosen as a featured speaker for the National Academy of Elder Law Attorneys' Symposium and the National Aging and the Law Conference.

Ann Masten is Distinguished McKnight University Professor, Institute of Child Development, University of Minnesota. She directs "Project Competence," a research program that includes a longitudinal study of competence and resilience that began 20 years ago with 205 elementary school children, 90% of whom are still participating.

Here is a summary of some of the many benefits of conference attendance:

- Become more actively involved in a professional organization focused on family issues.

Annual Conference continued on page 11

Rodgers and Hammerstein, Lerner and Loewe, Gershwin Brothers ... now Adams and Winter?

Two NCFR Living Legends, Bert Adams and Cindy Winter, show off their considerable talents as lyricists in this charming collaboration. Care to sing along?

"Teachers, Teachers"

to be sung to the tune of "Reuben, Reuben"

Teachers, teachers, I've been thinkin'
What slave drivers you must be
To expose poor graduate students
To this awful third degree.

Sex and storks, they correlate with
Raw rates of fertility.
Gesellschaft is the hist'ry of
Consumerism in Germany.

Leigh's and Day's family discipline
Means scolding children when
they're bad.
Vern and Alan's generational stake
Is all the meat they've ever had.

Co-habs are two habs together.
Family ties are Christmas gifts.
Parents' roles are good with jelly.
TCRM gives learning lifts.

Family strengths from pumping iron come.
Violence causes are quite complex.
Amato's fathers do their part.
Though altered by the moms' effects.

The Hill-Koos roller coaster profile,
Still causes pain; a sense of loss.
Father absence makes one wonder:
If he's gone, then who's the "Boss."

Gender roles are well explained
By Walker, Allen, also Thorne.
Kin networks and step-relations -
Are sometimes blended, sometimes torn.

Family cycles are for racing;
Transmission makes an auto run.
Cherlin's policies are public,
Family stress is not much fun.

Courtship is for Lords and Ladies.
Symbolic estates are hard to see.
If you find this stuff confused -
Imagine what a prof you'll be.

FELLOWS *continued from page 5*

state-of-the art reviews of current research and theory. With an extraordinary research agenda, Professor Peterson has combined an admirable record of academic administration and professional service. In addition to his current position, he has headed programs at Arizona State University, Washington State University, and the University of Tennessee. He has served in numerous leadership roles within NCFR over three decades. He is a former member of the Board of Directors and the Reuben Hill Award Committee. He is President-Elect of the Ohio Council on Family Relations.



Blaine R. Porter, Ph.D., is currently University Professor and Dean Emeritus at Brigham Young University. He has been a professor in family studies units at Cornell University, Iowa State University, and Brigham Young University.

He served as Dean of the College of Family Living at Brigham Young for 15 years. He had a long and distinguished record as a scholar and served as College Editor of *Family Perspective* from 1966-1980. He is described as a pioneer of NCFR. His extensive service to NCFR began in the 1950's (and to a plethora of other professional organizations). He was influential in linking scholars with one another and in expanding the visibility of NCFR. His contributions include serving as President in 1963-1964, he also served as Program Chair, Chair of the Committee on Family Life Education, was a member of the Executive Committee as well as a member of the Board of Directors, a member of the Publications Committee, and he was chair of three sections. Recently, Dr. Porter stated, "I had a wonderful career and am finding now in my retirement that humanitarian service is probably the most rewarding yet." He and his wife co-founded a voluntary charity called Families for Children International. He is very active in the mission of the organization to build schools and homes for orphans and destitute children in Ghana, West Africa.

Karen Seccombe, Ph.D., Professor, School of Community Health, Portland State University. Dr. Seccombe is one of the nation's leading experts on families, poverty,

and health. She is a prodigious scholar and has widely published in all of the major family journals as well as many other social and health journals. Her 2000-decade review article in the *Journal of Marriage and Family* synthesizes the extant research on families and poverty. Additionally her co-authored textbook, *Marriages and Families: Relationships in Social Context*, 2004 focuses on the ways gender, race, and class affect close relationships. Perhaps Dr. Seccombe is best recognized for her ability to translate her research into a format that is accessible for students, scholars, the lay public as well as policymakers. Her pathbreaking qualitative study of mothers on welfare, the results that were presented in "So You Think I Drive a Cadillac?" *Welfare Recipients' Perspectives on the System and Its Reform* has contributed greatly to the understanding of the realities of life on welfare. Dr. Seccombe additionally has a forthcoming co-authored book *Access to Healthcare: The Neglected Side of Welfare Reform* addressing welfare recipients' ability to transition off welfare. Dr. Seccombe is also noted for her mentorship of students as scholars and researchers



and takes her writing to the classroom where she has received teaching awards for her ability to tie research to the "real" world of families. Finally, Dr. Seccombe has served the profession as Deputy Editor of *Journal of Family Issues*, and served on the editorial boards of both NCFR journals (*Journal of Marriage and Family* and *Family Relations*). She has also been on the NCFR Membership and Nominating Committees, as well as a major plenary speaker, presenter, and discussant repeatedly at the annual conference. Professor Seccombe, as one reference stated is a "consummate researcher, teacher, feminist scholar, and committed professional in the service of families."

Constance L. Shehan, Ph.D., Professor and Chair, Department of Sociology, University of Florida. Dr. Shehan is noted for her scholarship on women's participation in work and family roles, social exchange theory, and on intergenerational family dynamics across the life course. She is widely published and cited frequently in



Journal of Marriage and Family for her work on household labor. Further she has contributed major chapters to both editions of the National Council on Family Relations'

(NCFR) Theory and Construction and Research Methods' *Sourcebooks*. Dr. Shehan is particularly acclaimed for her textbook *Marriages and Families*, the 3rd edition to be released in 2007. Dr. Shehan is an excellent role model for blending scholarship and practice. She has been the editor of the prestigious *Journal of Family Issues* since 1996, a top tier publication that publishes theoretical and empirical papers from many of the leading family scholars in the world. Additionally she has served many years on the editorial boards of the key family journals including *Journal of Marriage and Family* and *Family Relations*. Further, Dr. Shehan is acclaimed by her students as being an excellent teacher and mentor. She has served on over 160 graduate committees and many of her former students are active members of NCFR. She has been recognized numerous times by the University of Florida for her teaching acumen and was further honored by her peers and by the NCFR through her receipt of the Ernest Osborne Award for Excellence in Teaching About Families. Her leadership in the areas of teaching and pedagogy has extended onto her campus where she has been the director of both the Center for Women's Studies and the University of Florida's Center for Excellence in Teaching. Finally, Dr. Shehan has served the NCFR in multiple capacities, and has been an active member over 25 years. She was the Chair of the Feminism and Family Studies section, a member of the NCFR Board of Directors, and a member of the Reuben Hill Award selection committee numerous times. She has been Co-Chair of the Local Arrangements Committee for the annual NCFR conference, as well as a participant in numerous sessions, plenaries, and workshops at the NCFR meetings. Professor Shehan, as one reference stated, is one of those scholars who appears to be able to "do it all."

Submitted by Estella A. Martínez, Chair, on behalf of the Fellows Committee: Elaine A. Anderson, Patricia Bell-Scott, Mark Fine, and Lane H. Powell





Affiliate Connection

Association of Councils Update

The Association of Councils held their business meeting on November 9, 2006 at the National Conference in Minneapolis. Our Secretary, Cassidy Mellor and Section Liaison Lyn Rhoden were unable to be with us. Our incoming President of AOC during the transition, Richard Sale, along with Past President of AOC, Raeann Hamon, Program Chair, Kathleen Gilbert, Justin Dwyer, new Student Representative, NCFR Staff Liaison, Lynda Bessey, Jacki Booth, Sheila Littlejohn, Chloe Merrill, Armintha Jacobson, Minnell Tralle, and Paul Schvaneveldt attended.

The Elections Council has Chloe Merrill and Ada Alden running for President Elect of AOC. The winner of this election will sit on the NCFR Board of Directors for two years. Please remember to vote.



Pittsburgh! Host city for NCFR's 2007 Conference

If you have not already done so please contact Kathleen Gilbert regarding submitting a proposal for the 2007 national conference to be held in Pittsburgh. Kathleen is also looking for reviewers and conference submissions for AOC. They are due by March 1, 2007.

Raeann Hamon's suggestion for an Honor Society for the field of Family Science was well received. I will be bringing this to the board for further discussion.

As we plan for 2007 National AOC Leadership Workshop and the Business Meeting, please think about donating a basket from your AOC. This basket could represent your affiliate for the Silent Auction. Perhaps, one day money generated from the Silent Auction could be set up as scholarships so more students could attend the National Conferences.

This year's Leadership Training Workshop held on November 8th provided important information on how families can develop a disaster plan and trainings offered through the Homeland Security Community Emergency Response Team, addressing work/life issues in your states and regions through Family Life Education and ways to invigorate and grow your affiliated councils. If you would like further information on any of these topics please email or phone me and I will make sure you receive updated materials.

As 2007 churns forward, I wonder how we can revitalize our affiliates and create new affiliates. I am struck by Margaret Wheatley's words in her book "turning to one another."

"There is no power greater than a community discovering what it cares about.

Ask "What is possible?" not "What's wrong?" Keep asking.

Notice what you care about. Assume that many others share your dreams.

Be brave enough to start a conversation that matters.

Talk to people you know.

Talk to people you don't know.

Talk to people you never talk to."

Wishing you a wonderful New Year. I look forward to being in touch with you.

Marcie J. Brooke
AOC President
Marcie.Brooke@spps.org

ANNUAL CONFERENCE *continued from page 9*

- Actively participate in the sessions at a nationally-acclaimed professional conference!
- Hotel rates at the newly-renovated Pittsburgh Hilton Hotel are unusually affordable.
- Meet leaders in the family science field and discuss your work with them. (Attendees often begin collaborative work based on interactions with colleagues at NCFR).
- Create a dialogue between researchers and practitioners – practitioners need useable research to give substance to their work – and researchers need to

put their knowledge to practical use. Conference sessions will give an opportunity to create this important synergy.

- Give your ideas for a new book to a publisher. Some previous NCFR attendees have met with publishers and, as a result, published a book!

Let's meet where the three rivers meet – see the formerly industrial city that's been transformed into a great cultural center. Great entertaining, dining and other attractions guaranteed.

But wait – there's more! Additional special sessions featuring noted scholars will be sponsored by the Sections.

Stay tuned to the NCFR website for developments!

As you can see – there is an exciting program in store. Check the NCFR website regularly for up-to-date information about the conference: http://www.ncfr.org/conference_info/index.asp.

Please contact Cindy Winter with any questions: cindy@ncfr.org or toll-free phone: 888-781-9331, ext. 15. Our goal for this year is 1,300+ attendees – let Cindy's last conference break the attendance record!

Patricia Hyjer Dyk, PhD
Program Chair

Cindy Winter, CMP
Conference Director



Report from Minneapolis

Straddling the Stratifications: Confessions of a SES Underdog

In a recent publication by the Princeton-Brookings Future of Children organization, Isabel Sawhill and Sara McLanahan describe an informal poll given to several scholars. These researchers were asked an interesting question: If you could be born with the ability to choose one of the following advantageous characteristics for yourself—race, class, gender or national origin—which would you choose? The vast majority chose “class.”

From “Mr. Smith Goes to Washington” to Horatio Alger, it’s amazing how often the story is told of a naïve but earnest protagonist from the lower strata who aspires to and arrives at a respectable station in life. Bernard Shaw’s 1916 opus major, *Pygmalion*, has been rewarmed and served-up on stage and screen productions such as “My Fair Lady,” “Tammy and the Bachelor,” “Educating Rita,” and “Maid in Manhattan,” just to name a few.

Alexis de Tocqueville notwithstanding, social class in the U.S. matters big time. The interminable capacity of the Cinderella story to appeal to the collective unconscious speaks to the enduring awareness of social class. The fact that this story reemerges from Broadway or Hollywood every few years is evidence that this sentiment resounds with people in powerful ways. I’m sure if the late Joseph Campbell were still with us, Bill Moyers could get him to wax poetic about the ancient mythological archetype that got all of this started.

Cues and clues as to one’s social class are everywhere. In just a few paragraphs, you’ve learned a lot about me; that I’ve read *Democracy in America*. That I’ve studied Carl Jung. That I’m a fan of the PBS *Power of Myth* series. What you don’t know is that wherever I am now, I arrived here via Turnip Truck. If you’re interested in how it feels to come from the rural lower class, bandana-on-stick, and get off the bus at a major university, read on.

When I left the farm, I might as well have called a travel agent and asked for a ticket to Humiliation Island. My hometown is on the Minnesota-Canadian border and about as remote an area as there is in the continental U.S. There was only one TV station, and the reception was snowy on a good day. I don’t think the school library had ordered a new book since the Hoover administration. If there were any major newspapers around, I never saw them. Without any of the home “concerted cultivation” described by sociologist Annette Lareau, my level of cultural literacy was pathetic.

The first week of college should have been a clue. An orientation adviser asked if I was interested in “the Greek system.” Since I didn’t know what that meant, I said “no” which, fortunately, was the best answer. New acquaintances asked me if I would be going through “rush” at one of the sororities. I had no idea what a sorority was or what all of the hurry was about. Afraid I would miss some important deadline, I visited one of the houses and asked a few questions. After their brief sales pitch, I asked why anyone would live in a sorority house when the dorms were so much cheaper. They all exchanged glances. I knew I had just stepped on my first social landmine. Some nice person added that the term “Greek” referred to the “Pan-Hel” system—which offered me no further clarification. I still didn’t know what the Pan-Hel they were talking about.

Miraculously, I managed to get a B.A. in Psychology and an entry-level position as one of the university’s academic advisers. Although I was a caring adviser and particularly empathetic towards those from Hoedown Junction, I had entered another world—the professional workplace, in academia no less—and experienced regular reminders that I was once again destined to walk life’s metaphorical halls smelling of turnips.

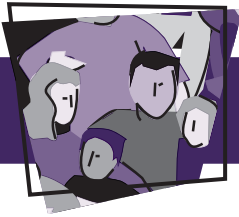
I would’ve washed-out within a year had I not had the knack for identifying compassionate cultural translators who took pity on me. One such mentor was my boss of 10 years, who was raised in the upper middle class. Jackie knew the rules. A decade of her coaching early in my career was the best educational experience of my life. Here is a hypothetical illustration; I would attend a meeting with other student services professionals such as the university’s admissions officers. Let’s say we were discussing student admission criteria. One of them would make a comment such as, “I just don’t know which way to go; how do we make the right decision now that we have both Brown *and* Bakke?” Everyone around the table would sigh and nod knowingly—so I would nod too. On my notepad I quickly wrote “Ask Jackie... Brown/Bach-y.” In the intervening week until the next meeting, Jackie would clue-me-in. I would find out everything I could about *Brown vs. the Board of Education* and the *Bakke* decision. News of Supreme Court rulings never made it to northern Minnesota. It was as if I’d spent my childhood on Neptune.

Today when I hear an unfamiliar cultural reference, I can fill in the blanks in 30 seconds using Google or Wikipedia. But I still feel the sting of class differences, especially where the social graces are concerned. Social occasions back home

SES Underdog continued on page 13

Note from Cindy Winter:

Are there any NCFR members out there who have climbed the social mobility ladder? We are exploring the idea of holding a session in Pittsburgh to discuss how we can mentor colleagues facing this transition. We would like your participation. Interested? Please contact Nancy Gonzalez at nancy@ncfr.org



Section News

Family and Health Section

The new officers for the Family Science Section began their terms at the end of the meeting in Minneapolis. Sandy Bailey, Ph.D., CFLE – Section Chair is an Associate Professor & Extension Specialist at Montana State University (baileys@montana.edu). Tammy Harpel, Ph.D. – Vice-Chair, is an Assistant Professor of Family and Child Studies and Graduate Program Coordinator at Louisiana Tech University in Ruston, Louisiana (harpelt@ans.latech.edu). Jennie Dilworth, Ph.D., – Secretary/Treasurer, is an Associate Professor of Child and Family Development

at Georgia Southern University in the Department of Hospitality, Tourism, and Family & Consumer Sciences (dilworth@georgiasouthern.edu). Kristi Finn, holds the Student/New Professional office of the section and is located in Wisconsin. Please contact any of the section officers if you have ideas, comments, or are interested in taking a leadership position in the section!

The Family Science Section is offering a student paper award. Students are encouraged to submit their proposal for the 2007 Annual Conference to the Family Science

section. Students whose proposals are accepted for presentation at the 2007 Annual Conference will be invited to submit their completed presentations to the Wesley Burr Family Science Student Presentation Award competition. The winner's name will be announced publicly during the Family Science section meeting at the Annual Conference in November. The winner will receive a check for \$200 and certificate at the meeting in Pittsburgh.

*Submitted by Sandy Bailey, Ph.D., CFLE
E-mail: baileys@montana.edu*

SES UNDERDOG *continued from page 12*

meant potluck dinners at church. Meatloaf and mashed potatoes were served buffet style. Paper plates were de rigueur; for really special occasions, we'd upgrade to the deluxe cardboard type with three discrete sections. Until I left home, I had never heard of an eggroll, a bagel or a croissant. Fresh produce isn't readily available in remote areas in the winter. Consequently, potluck "salads" consist of a vat of lime green gelatin, with canned fruit cocktail suspended in it, garnished with a few carrot shavings on top. Comedian Louie Anderson (also a product of the Minnesota proletariat) made a hilarious observation about this ubiquitous local foodstuff: he says it looks like someone's aquarium froze up.

Changing castes is not an event but a process. Every now and then, I still find an embarrassing gap in my Eliza Doolittle database. Since I began working at NCFR, I've identified several kind cultural translators who are willing to help. BYU Professor Alan Higgins, er, I mean Hawkins had to teach me how to pronounce Retrouvaille. And until I began traveling for NCFR and staying in nice hotels, I didn't know about the chocolate on the pillow thing. I remember the first time a hotel staffer knocked on my door and asked if I'd like to be "turned down." I gave her the "thousand-yard stare." To my ears, that question sounded as preposterous as "Would you like to be slapped?"

What do lower class folk need to make it? Ann Masten's research brilliantly and scientifically identifies the protective factors for resilience. [Make sure to attend the Pittsburgh conference—she's one of the speakers!] For what my anecdotal experience is worth, I've found that SES underdogs need to find four things: financial supports, cultural interpreters, a sense of humor and the relentless drive to learn—even if it means humiliation.

*I don't think the school library
had ordered a new book since the
Hoover administration.*

None of my life trajectory would have occurred without access to education—and access was possible only because of financial support. I couldn't afford a down payment on a free lunch. Virginia Woolf wrote that in order to develop her potential, she needed a "Room of One's Own." What the title to her book doesn't disclose is that the "room" was provided by an aunt who left her a generous endowment. College tuition is outrageously out-of-reach for the Nancys of today and burdensome for even middle class kids. Tuition increases have been outpacing inflation for years. Financial aid, when it is to be had, is increasingly offered in the form of loans vs. grants. This issue needs immediate and

dramatic attention from policymakers. Most of the financial supports I had are no longer available. I received more grants than loans. Then, as a junior, my father became disabled. Back in the early 80s, Social Security benefits were available to support full-time college students of disabled parents. With any gap in these opportunities, I would have needed quick training to generate income right away. I would be working today in an honorable but my second choice profession: cosmetology.

Even education doesn't close the gap entirely. Cultural mentors are essential. In a series of articles from the New York Times, journalists spent over a year covering some of the phenomenology involved in upward mobility. Each of these fascinating pieces was vicariously cathartic for me. Through the eyes of these Americans' lived experiences, story after story revealed that cultural interpreters provided the education not available in a classroom. The secret to tapping these mentors, however, is being able to identify who will help you and then finding the courage to ask the questions... even at the risk of looking like a clod. The commodity is a piece of knowledge. The cost for obtaining it is 60 seconds of mortification. With each transaction, I had to be willing to pony-up the full sticker price. Sadly, this is the point at which the next layer of promising people will peel-off.

SES Underdog continued on page 14



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David Olson - PREPARE to Last

Steve Stosny - Boot Camp for Emotional Abusers

Emerson Eggerichs - Love & Respect

Frank Pittman - Avoiding Infidelity

Kay Hymowitz - Marriage & Caste in America

John Covey - 8 Habits of Successful Marriages

Bill Doherty - Marriage-Friendly Therapy

John Van Epp - How to Avoid Marrying A Jerk

Terry Hargrave - Essential Humility of Marriage

William Fals-Stewart - Learning Sobriety Together

Muhammad & Slack - The Black Marriage Curriculum

Barry McCarthy - Marital Sex as it Ought to Be

Sherod Miller - Collaborative Marriage

Joe Jones - Marriage and Fragile Families

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SES UNDERDOG *continued from page 13*

One in six Americans has a clinically-significant social anxiety disorder. Embarrassment for them costs too much. Equally tragic is the loss of these potential resources to our national human capital.

Finally, the ability to laugh at oneself and one's circumstances is crucial. Masten's seminal findings allude to the importance of humor. I accept that there will be destinations I will never reach. I'll probably always have unrefined tastes. I have a very limited capacity for abstract thought; no matter how hard I try to see his genius, Jackson Pollock's paintings always look like dropcloths to me. When I meet accomplished people, I still seize-up momentarily. I've discovered that humor can bridge class differences like almost nothing else, especially if I own up to my one-down position right away. When I met my new neighbor, an Art History professor, I froze as usual. [Quick, Nancy, think! Make a connection between Art History and the lower class!] I steeled myself, and with a twinkle in my eye I asked her why Piet Mondrian painted the Partridge Family bus. She howled. And I got my passport stamped again.

No matter how hard I try to see his genius, Jackson Pollock's paintings always look like dropcloths to me.

If you're a student or new professional SES underdog, take heart; the day may come when you'll find that your dual worldview is an asset. If you do ethnography research on vulnerable populations, you're the one who will be able to establish rapport in subject interviews.... and the dynamite qualitative narratives will come pouring out. By the time you're mid-career like me, you will realize that those who would judge you solely by the color of your culture—and not by the content of your character—have less "class" than you do.

Later still, you can embrace your shame and put it to work mentoring younger colleagues. Our Conference Director Cindy Winter wants me to add her most embarrassing moment here. Cindy hails from a small-town in rural Wisconsin. When I told her sheepishly that I didn't know what "turn-down" service was, she said "I can top that!" On her first trip to New York City, Cindy was awestruck. She stayed in her first luxury hotel. As she was leaving, she tried to hail a cab without success. Then the Bellman asked Cindy if he could get her one. Gratefully she said yes. The taxi arrived, and Cindy thanked him profusely. Then the Bellman extended his hand... *and Cindy shook it!* He helped her into the cab and extended his hand once more; and she shook it again! She didn't realize what had happened until much later.

We're fluent in English—but it takes a while to speak the "language." It's pervasive. Hailing a cab is an example. It requires a certain urban body language that I still haven't mastered. Last time I was in Chicago, I stood on a corner doing one-armed jumping jacks for 20 minutes until a driver pulled over. Cindy was lucky. In her day, only the Bellman witnessed her pratfall. Nowadays, with video cell phones everywhere, a curbside spectacle like mine could end up on YouTube in a clip entitled "Idiot on Halstad Street."

At each NCFR conference, I get to test my comfort-zone; it's hard to imagine where I could find a more erudite community. But anxiety subsides quickly because everyone is so kind. I take a deep breath, square my shoulders and hope that my intimate understanding of poverty, ignorance, and marginalization can serve NCFR in other ways. As a student of family sciences, I know who Arnold Gesell is.

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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. To join NCFR, click on our convenient on-line membership application at 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.

SES UNDERDOG

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Flag me down at the next conference, and I'll tell you who Arnold Ziffel is.

To access some fascinating research on Social Class, be sure to read an excellent series of papers at www.futureofchildren.org. For entertaining stories about individual journeys, read the New York Times series at www.nytimes.com/class. Accessing the Times' articles requires on-line registration, but it's free. And by the way, if you knew who Arnold Ziffel was without looking him up on Wikipedia, you're my kinda people!

Nancy Gonzalez, M.Ed., CFLE
Editor, NCFR Report
nancy@ncfr.org

The Secret Life of Paul Amato!

He's a world-renowned researcher. He's an NCFR Fellow. He's tenured faculty. Did you know he's also a Rock Star? Join us in Pittsburgh for a rare treat. Paul and four sociology colleagues comprise "The

Lost Faculties"—probably Pennsylvania's most erudite Rock Band. At the November conference, on Friday night, the Lost Faculties will play their blues and early rock and roll for NCFR. They will knock

your mortar board off! A special feature will be their "James Bond Theme Medley," including "Secret Agent Man." You're bound to be shaken, if not stirred. See you there!



The Psychology of Divorce



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CALENDAR

March 7

Diane Cushman begins her tenure as NCFR Executive Director. Welcome, Diane!

April 3

Deadline to submit articles and news items for the June issue of *NCFR Report*—Theme is Adolescence.

Upcoming Themes for NCFR Report

June issue—

Adolescence—deadline April 3

September issue—

Family Science Careers—deadline July 5

December issue—

Divorce—deadline October 3

May 4 & 5

Council on Contemporary Families 10th Anniversary Conference, May 4 - 5, 2007, in Chicago, IL. More information at: www.contemporaryfamilies.org.

May 30 - June 3

Groves Conference, Detroit, MI. More information at: www.grovesconference.org.

June 4 - 8

The University of Kansas Qualitative Psych Program 5th annual Summer Institute “Stats Camp” in Lawrence, KS. More information at: www.ContinuingEd.Ku.edu/programs/StatsCamps

June 28 - July 1

Smart Marriages 11th Annual Conference, Denver, CO. More information at www.smartmarriages.com



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