

Report

Spring 2010 // Volume 55.1

In this issue:

Our Mentoring Stories

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In this issue of *NCFR Report*, we are covering a unique topic in our Family Focus section. To this point, there's never been an edition that didn't cover an aspect of family studies, per se. This time we will focus not on our field but on how we came to develop professionally in our field. Many, many NCFR members will tell you that the reason they found their chosen career—or have advanced in it—is in part a result of the nurturing guidance of a mentor. NCFR is known for colleague generativity. Read these grateful and fond tributes that mentees have for their mentors. Then, think about a mentor you've had in NCFR. Would you like a meaningful way to say "thank you?" There is a new award in NCFR that you can nominate your mentor for: the Felix Berardo Award. Details inside.

next issue: Innovations

To request submission guidelines, contact Editor Nancy Gonzalez at nancygonzalez@ncfr.org. Deadline is March 21, 2010.

2010 Annual Conference
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Judith Fischer named NCFR Fellow

NCFR is pleased to award the designation of NCFR Fellow to Dr. Judith L. Fischer, Professor of Human Development and Family Studies at Texas Tech University.

Dr. Fischer received her B.A. and M.A. degrees from the University of Denver and her Ph.D. (in social and personality psychology) from the University of Colorado. She has taught at Metropolitan State College (Denver), Purdue University, Penn State, and Texas Tech. In addition to her professorial roles at Texas Tech, she has also served as Director of Graduate Programs, Associate Chair, Chair, and Acting Associate Dean for Research and Graduate Studies. In 2007, she was awarded the President's Academic Achievement Award at Texas Tech.

Dr. Fischer's record of research on alcoholism and families is extensive. She has been awarded several federally funded grants on the topics of family health, mostly focusing on alcoholism. According to one of her nominators, Dr. Fischer's recent book, *Familial Responses to Alcohol Problems* (with co-editors Mulrow and Korinek; Taylor & Francis Publishers, 2007) "stands to provide a solid foundation for decades of her work to future scholars, demonstrating her stature in the field. It would not be an overstatement to say that she has helped to 'discover' relationships and families in the over-medicalized field of alcohol research and treatment. She continues to be a very active voice in the field, helping to conceptualize alcohol problems in ways that have clear and practical implications for prevention and treatment."

Her CV lists over 55 first-authored publications and many co-authored with graduate students. Her work exemplifies innovations in research methodology, including the use of mixed methods and diary reports.

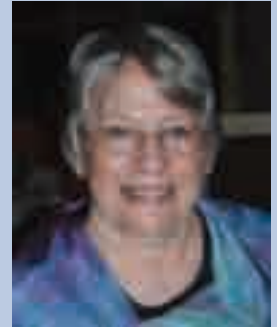
Her letter of nomination called her "an extraordinary mentor," especially in helping graduate students learn how to

teach. She has also provided consistent service to the field and to NCFR. She has served on seven different

editorial boards, including the *Journal of Marriage and Family* (for 17 years and counting) and *Family Relations* (for 10 years). In addition, she has served on the nominating committees for NCFR and for the Family Action section (now Family Policy). She has also served in leadership roles in the Research and Theory Section and in the affiliate council, Texas Council on Family Relations.

Fischer's nomination also noted her service to the Groves Conference on Marriage and Family. "Not only does she keep the web page (a thankless, continuous job!), but she has served as President, and most recently, Conference Program Chair. The nominator continues: "I had the opportunity to attend this conference, and her thoughtful work on it was obvious. The theme she chose, *Families: Borders & Boundaries*, was fitting for the Arizona site and for contemporary historical events. It culminated in an experience for conference attendees that few will forget, and spurred many attendees to continue work with border cities, giving community and news briefings in their hometowns. I know of no other scholar whose service work sparked such involvement among others, sustained over time."

In short, Dr. Judith Fischer is a stellar example of excellence in the family field. She has made long-lasting contributions to the field and to the many students she has mentored, and she has served NCFR and other family organizations generously and capably. We extend our congratulations on this well-deserved recognition. ■



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.

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On the bookshelf

On the Bookshelf is a news column intended to build community by letting colleagues know about new books by fellow members. Inclusion on this list does not constitute an endorsement by NCFR. To submit your book for consideration in the next *On the Bookshelf* column, at least one author must be an NCFR member and the announcement will be published once. Send your submission in the exact format of these listings to nancygonzalez@ncfr.org

Sally Becker (2007). *Raising Them Alone: A Self-Assessment of One Mother's Single-Parenting*. Self-published.

Nijole V. Benokraitis (2011). *Marriages and Families: Changes, Choices, and Constraints*. Seventh edition. Upper Saddle River, NJ: Prentice Hall.

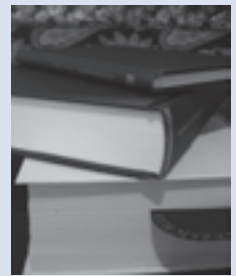
Karen Bogenschneider and Thomas Corbett (2010). *Evidence-Based Policymaking: Insights from Policy-minded Researchers and Research-minded Policymakers*. Routledge.

D. Russell Crane and E. Jeffrey Hill (2009). *Handbook of Families and Work: Interdisciplinary Perspectives*. Lanham, MD: University Press of America.

Diana S. DelCampo and Robert L. DelCampo (2010). *Taking Sides: Clashing Views in Childhood and Society*. Eighth Edition. McGraw-Hill Companies, Inc.

Stephen Gavazzi (2010). *Strong Families, Successful Students: Helping Students To Reach Their Full Academic Potential*. Book Surge.

H. Elizabeth Peters and Claire M. Kamp Dush, editors (2009). *Marriage and Family: Perspectives and Complexities*. Columbia University Press.



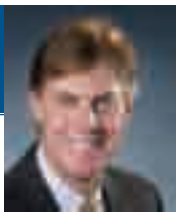
In Memoriam—Suzan Hsu

Suzan Hsu (died October 10, 2009) was born December 6, 1952 in a small town in eastern Taiwan. Though her family was poor and her parents passed away early in her childhood, she had great determination and ambition to build a better life. With the help of the Hualien Child Welfare League Foundation, she studied diligently at Saint Church from elementary through high school, earning a scholarship and working to put herself through college at Fu-Jen University, where she earned her B.S. in Social Sciences. She remained with the community of Saint Church, singing in the choir, serving as the principal of the Sunday School, and establishing friendships which would remain dear for a lifetime.

After college, she worked as a social worker at Mackay Hospital and helped plant the Spiritual Friends Church before coming to the University of Wisconsin for her M.S.W. While in America, Suzan married Young Huynh; together they moved to Seattle. Suzan began working at Washington State University, eventually achieving tenure in her 25 years in academia, and most recently working as an Extension educator. Some of her main accomplishments were organizing programs aimed at helping immigrants establish themselves in the United States as well as directing 4-H concerts for talented youth. Suzan was also very dedicated to her family, always putting her two daughters, Grace and Vicky, ahead of her own interests. Her love and commitment to her family deepened, and she was always delighted with the achievements of her family.

As her children grew up and left for college, she took advantage of her time by exploring some new and old passions. She sang in the choir, joined hip hop dance and aerobics classes, raced in dragonboat rowing competitions, and traveled to Australia, Spain, and Russia. During this time, she also renewed her commitment to her faith, growing spiritually and reconnecting with old friends from her college and childhood days. ■





Navigating our future

by Gary L. Bowen, NCFR President, glbowen@email.unc.edu

Greetings and a belated Happy New Year! I am honored and privileged to step into the role of NCFR's 62nd president. I have accepted the reins of an organization that has a committed and productive membership base, an outstanding Board of Directors, an inspirational and highly effective Executive Director in Diane Cushman, a capable and responsive staff, and a healthy financial situation. I am pleased to announce that we are on solid financial footing as we moved into the New Year. NCFR benefits greatly from the many donors and benefactors whose contributions allow the organization to provide an even greater level of service and support to its members.

NCFR was most fortunate to have the capable leadership of past NCFR President Maxine Hammonds-Smith from 2007-2009. Among her many contributions to NCFR during her two-year term, Maxine played an instrumental role in NCFR's Institutional Identity Project with Dwight Jewson, provided renewed invigoration to NCFR's work to embrace diversity in its leadership and overall membership base, and established the NCFR President's Award. In her closure and goodbye at

the final Board of Directors meeting during the NCFR Conference in November, Maxine presented me as the incoming president with an engraved compass with the message "Navigating Our Future," which will be passed down from president to president. Thank you, Maxine, for your commitment and professionalism in your service to NCFR. Your leadership made a positive difference for NCFR and its members, and I will work hard to keep the performance standards high.

We were fortunate to have Raeann Hamon as program chair for the 2009 Annual Conference. Raeann did a masterful job in identifying plenary speakers, and the sessions that I attended were packed with attendees. A positive energy and enthusiasm permeated the entire conference experience. I particularly appreciated the support that I received from Jennifer Hardesty and Megan Haselschwerdt with the Newcomers Reception, as well as the support from board members, section chairs and journal editors in making this event a positive and engaging experience for those who were attending NCFR for the first or second time. Special thanks also go to Nathaniel Lambert and Amanda Williams

who sponsored a creative and high-energy networking session for students and new professionals. Next year's conference in Minneapolis looks equally promising with Ramona Faith Oswald as program chair. Ramona has identified a timely and exciting theme for the conference – Families and Innovation.

I will be pleased to welcome the Board of Directors and members of the NCFR staff to Chapel Hill, North Carolina, for our June Board Retreat. We will spend the first day conducting NCFR business, including a review of the budget and discussing items that are addressed better with face-to-face contact. We will spend the next day and a half defining and developing measurement indicators for internal member engagement and external stakeholder engagement as critical mediators between NCFR's Ends (the organization's results), which are the board's focus, and NCFR's Means (the organization's strategies to achieve its ends), which are the responsibility of the NCFR Executive Director. Although individuals join organizations for many reasons, I believe that NCFR's ability to engage a high proportion of its members into the life of the organization is critical to members' satisfaction and retention and to accomplishing its ends. In short, from my perspective, professional organization membership is a lot more fun for "participants" than "spectators." Fortunately, NCFR has many strategy platforms (the annual conference, three journals, CFLE, affiliate councils, and so forth) that provide opportunities for engaging members as full participants in the life of the organization.

Dennis Orthner has graciously agreed to lead the retreat. Dennis is professor of social work and public policy at the University of North Carolina at Chapel Hill, an NCFR Fellow, and he has played a key role in NCFR for more than 30 years, beginning with serving as the student representative on the NCFR Board. He has conducted results-focused planning sessions with many government

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NCFR . . . reorganized, re-energized

by Diane Cushman, Executive Director, dianecushman@ncfr.org

It's in my nature to focus on the work that is ahead of us. It takes time to look back and record accomplishments and celebrate achievements—time that could be spent knocking off even more “things to do” that are still on our list. I know this is not a healthy way to be...but it's in my nature. Last year before the conference, our then President Maxine Hammonds-Smith asked me to draft a list of staff accomplishments during her tenure as president, November 2007 through October 2009. The resulting list was staggering and we presented it at the 2009 Business Meeting. It bears repeating and thus makes up my column for this issue of *NCFR Report*.

The 2007-2009 Report Card

A renewed commitment to the mission of NCFR

- Engaged NCFR members and leadership in a process of examining our purpose and emerged with a renewed commitment to strengthen families through research, education, theory and practice.
- Created a new graphic identity resulting in a consistent and readily identifiable image for NCFR that leads to brand identification.
- Standardized size, formatting, and covers for the journals, a simple but key effort to help identify NCFR as the organization that publishes these key resources and is

responsible for their continuing excellence thanks to the quality of the submissions and the efforts of outstanding reviewers and editors.

- Redesigned member publications (*Report* and *CFLE Network* newsletters)
- Introduced the new *Journal of Family Theory & Review*.

Organizational governance and board leadership

- Formed the Diversity Task Force to define diversity within NCFR.
- Strengthened student and new professional representation by creating the S/NP Leadership Council and adding a Student Representative to the Affiliate Council Board.
- Standardized Section officer positions and terms of office.
- Updated Section by-laws.
- Developed and implemented Section Chair orientation and training.
- Developed a new method of NCFR Board orientation that resulted in savings of \$10,000 per year.

Strengthen local presence through support of Affiliate Councils

- Re-aligned the Association of Councils leadership into the Affiliate Council Board.

- Conducted the first ever Affiliate Council strategic planning session.
- Developed a 2-5 year Affiliate Council strategic plan.
- Began web hosting for affiliates.

Administrative excellence

- Developed a strategic vision and aligned all staff functions and processes to that vision.
- Conducted a thorough audit of the staff organization, re-engineered work, reorganized staff structure, revised job descriptions, and job duties. Created the position for and hired the first director of membership and marketing.
- Developed and implemented a work planning process that engages staff as individuals and as a team to create work plans that align with organizational strategic direction.
- Overhauled all staff systems including individual development planning process, employee benefits, and performance management.
- Created Advisory Councils so that staff can benefit from knowledge and wisdom of NCFR members in areas of publications, journals, research, development, policy, and conference planning.
- Aligned technology, policies and procedures with strategic vision. Of note was the creation of a Privacy Policy, ListServ Guidelines and Terms of Use, Staff Policy on Acceptable Technology Use, and adoption of a formal Technology Plan and LANbook.

Member communications

- Purchased and implemented a new member database management system that allows us to maintain member data better and to process new memberships and renewals more quickly.
- Launched a new online portal, my.ncfr.org, that provides NCFR with greatly enhanced

president's report *continued from page 4*

agencies, business organizations, educational institutions, and nonprofit human service agencies during his career. The tricky part about focusing on engagement is that we must first clearly specify the Ends of the organization—engagement for what purpose. A clear specification of desired Ends is critical to the overall accountability of NCFR to its owners—its members. The Board of Directors and I welcome your thoughts and comments as we embrace this task. Please feel free to contact any member of the Board of Directors with ideas and recommendations.

Thanks for your confidence in allowing me the opportunity to serve in the capacity of NCFR President. I look forward to working with you in making this already outstanding organization even better. Peace be with you and your family. ■

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Growing our grasshoppers

by Nancy Gonzalez, CFLE, Editor, nancygonzalez@ncfr.org

In this issue of *NCFR Report*, you will read some amazing stories about excellence in mentoring. The idea to focus on mentoring came from a couple of sources. Raeann Hamon, our Program Chair from the San Francisco conference, suggested a mentoring tribute slideshow before the plenary sessions. It was a hit. Thirty-five mentees took the time to honor a mentor. At just the same time, NCFR was making the final plans to inaugurate the Felix Berardo Award. More on this later.

In keeping with this theme, I would like to tell my mentoring story. I've had three primary mentors, including one in adolescence who may have saved my life and one as a young professional. But when it was least expected, yet desperately needed, I was blessed with a third mentor—Paul Amato. That story follows . . .

When I was fairly new to NCFR, in June of 2006, we had an unexpected change in leadership at NCFR Central with the sudden departure of our former Executive Director (ED). The Board wisely decided that it was best to conduct an exhaustive search for a first-rate ED, no matter how long it took, which was almost a year. In the interim a consultant, Linda Tacke, served as acting ED and coordinated the search.

One of Linda's other charges from the Board was to develop and recommend a plan to meet the organization's needs with human and other resources. Linda was a "take charge" gal and sized things up with breakneck speed. Until Linda came, my job duties were pretty circumscribed. My background as a family life educator and as an academic adviser was perfect preparation for administrative work at NCFR. I was safe. And comfortable.

In what seemed like just days, Linda Tacke conducted staff job analyses—then she asked what "made us tick" as people. She found out that I read family studies stuff as my pleasure reading. When I go on vacation, I don't take a novel with me. I take one of our journals. She asked "who in this office

responds to inquiries from those looking for information on our research?" The answer was, um, no one. She was astonished. She said, "Nancy, you're going to do this—beginning today." I was panic stricken. My hobby was now my job. I had no idea what I was doing. And Linda, with her MBA, couldn't help me. But worse yet, I had *another* problem—a paralyzing phobia.

Everyone is afraid of something. Airplanes. Dogs. Public speaking. Lots of people freak out in enclosed spaces—or would faint if they met a movie star. Not me. Let's say I became stuck in an elevator with Brad Pitt. It wouldn't bother me a bit. After we'd rung the alarm bell and while we were awaiting rescue, I would introduce myself. I'd ask about Angelina and the kids. I'd say how much I admire their humanitarian work. I'd tell him about NCFR and how one of our areas of research touches on an aspect of their lives—international adoption. I'd mention that if they ever needed to know the names of a couple of the world's best authorities on the subject, they should give me a call. Then I'd hand him my card. As the firefighters

opened the doors, I'd say goodbye and add, "Can we keep this little incident to ourselves? If my girlfriends ever find out I was trapped in an elevator with Brad Pitt, I'll never hear the end of it." Then I'd give him a warm smile and walk away.

The social anxiety I'd developed—and the irony here is exquisite—was a fear of scholars. What could be more ridiculous? It was as if I'd just gotten a new job at NASA and was deathly afraid of astronauts. Why? When I looked at the brilliant array of lights that is NCFR's marquee, I knew I was the dimmest bulb. My fear quotient for a given researcher was directly and positively correlated with the number of their citations I had seen in all the articles I was reading. Not only was my master's degree eight years old, much of my fear came from the fact that the position I had held most recently was stay-at-home mom. For five years, the most important decision I'd made was whether I should serve peanut butter or grilled cheese. As is true with many women reentering the workforce, I had no self-confidence. I thought

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NCFR Report A member forum

The *NCFR Report* is a quarterly magazine for members designed to encourage member-to-member dialogue, to inform colleagues about our research and to discuss research application for practitioners and policy professionals. Through the *NCFR Report*, NCFR also builds our community by reporting on people, events and organizational news.

Unlike the content of our scholarly journals, the articles in *NCFR 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 nancygonzalez@ncfr.org for information on our scholarly research.

my skills, particularly the intellectual, were hopelessly eroded.

So there I was, with a brand new job that I felt unprepared for. The office was in a major reorganization. It was the hardest year of my professional life. Every night I'd come home and my husband George would pat my hand, literally and figuratively. He was helpless to help me—he is an engineer and doesn't know anything about my field. He encouraged me to keep at it. But he could see the stress I was under. If the choice came down to a career or my sanity, he wanted me to come back home. There were days—many days—when I almost did. But George kept hearing about this professor in Pennsylvania who was standing between me and despair.

There's a Zen aphorism that is particularly appropriate here: *When the student is ready, the teacher appears.* To conquer my scholar phobia, the universe found Paul to help me—an Überscholar with almost 5000 scientific citations. During this year of crises, he became my genius umbilicus. He evidently thought that Linda Tacke's vision of having a staff research enthusiast at headquarters was a good idea because he hung in there with me. I know I was a wearying time and energy sink. Journalists and members would call me for information and, much of the time, I didn't have a clue. I became expert at saying, "I don't know, but I'll find out and get back to you!" I'd zip off an emergency email to Paul. Many times there was just one word in the subject line—*Help!* If he didn't know the answer off the top of his head, he'd know where to look. Once I asked for a demography factoid and, in 60 seconds, he was back at my inbox with, "It's in Caspar and Bianchi's book, *Continuity and Change in the American Family*—do you have it?" I did.

Phobias are real—and terrifying. Social anxiety has sent many of its sufferers to emergency rooms, convinced that they're in the throes of a coronary event. My anxiety was palpable in another time zone—it evidently traveled through the fiber optic cable just fine. One of his replies began with three words, in all caps; NANCY—CALM DOWN!!! I remember the basis for that one. To make some conference arrangement, I needed to call one of our eminent scholars and ask for a favor. Every time I tried to pick up the phone, my tongue seemed to swell to quadruple its size. I felt as if I had a pork chop hanging out of my mouth. Imagine one of our leading researchers picking up the phone

and hearing, "Greetings. Thith iz Nanthy Gonthalet at N-thee-F-R Headquarterths." I just couldn't do it. So Paul made the call for me.

The most salient memory of that year is devastatingly embarrassing. But I think enough time has elapsed now that I can write about it without gagging. I was putting together an issue of *NCFR Report* on the theme of *Divorce and Relationship Dissolution*. As we all know, Paul is one of the world's leading researchers and demographers in this area. He agreed to write an article on the consequences of divorce for adults and children. But I wanted to run another short article answering one of the most frequently asked questions — *What is the divorce rate and how is it calculated?* I couldn't impose on him to write another piece. "I know!" I thought. "I'll create a draft and ask him to review it." There would be no risk involved, because I wouldn't print a word without his



blessing. I read everything I could, scoured the U.S. Census website, cobbled something together, and zipped it off to Pennsylvania. I was so proud of myself for trying!

Later that day, I got an email saying, "It needs a little work." (Let's all pause here for a collective cringe.) I realized what I had done; I'd just taken the lyrics to *Blowin' in the Wind*, reworked them, and sent them back to Bob Dylan for comment.

About 10 minutes after that, he'd obviously read it again because I got a second email that said, "Don't do anything with this until you hear from me, OK?" I tried to recover my fumble with a bit of humor: "No problem. Take your time," I typed. "I'm busy pondering a few profundities about the *Deinstitutionalization of Marriage* which I plan to fire off to Andy Cherlin." I wanted to disappear. The supermarket tabloids are always telling

us that we're at risk for UFO abduction, but the Mothership is never around when I need it.

Within 24 hours, a revision was in my inbox. He said something like "I just tweaked a thing or two." Right. There were only about three sentences I recognized as my own. But as I took all of this in, some kind of mental switch had flipped. My worst fear had been realized—I'd just made a fool of myself in front of a world authority. And I was still breathing.

Not long thereafter, Paul gave me a nickname: Grasshopper. I didn't understand the reference, so I went to Wikipedia and there was the definition. "*Grasshopper*" is a term currently used in jest referencing an inexperienced person who has much to learn. Its use originates from the television show "*Kung Fu*" in which the student, Young Caine, is taking instruction from his Master Po who nicknamed his student "*Grasshopper*" as a term of endearment. That was the point at which I knew I would make it. Paul was telling me a couple of comforting things: (1) that I could learn what I needed to know and (2) he was my willing mentor.

At the end of my annus horribilis, our new Executive Director Diane Cushman had arrived, and I adored her. I learned a bit more about family research along the way, and I got pretty good at locating information myself. Over time, my distress calls to Paul were being replaced with friendship and humor. That fall, after over a year of email coaching, I finally got to meet him and his lovely wife, Lu, the week of the annual conference in Pittsburgh. And you know what? I'm not afraid of scholars anymore.

Mentors reach out to people who have potential and who are willing to work hard. In retrospect, I can see what Paul saw. No matter how dim my bulb was, it was obvious that I was painfully earnest. NCFR was in a critical transition. The last thing the organization needed was to lose any staff member who cared that much. Paul loves NCFR, too, and he figured out that the best way he could support the organization at that unique point in time was to provide support for me.



Paul Amato

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Family Life Education: getting the word out **cfle**

by Dawn Cassidy, CFLE, Education Director, dawncassidy@ncfr.org

I've shared in the past that NCFR's technology geek and social media expert, Jason Samuels, receives regular Google Alerts for items relevant to the work of the National Council on Family Relations. If anything with the words *CFLE*, *Certified Family Life Educator*, or *family life education* pops up, he forwards them on to me. It has been a great way to track what's happening in the field and to learn directly about some of the work that CFLEs are doing. I am especially

excited when I see specific mention of the term "family life education" and/or the fact that a presenter or author is a CFLE!

It has made me aware of the opportunities available to spread the word about family life education. Most of the Google Alerts I receive are for articles written in local newspapers or magazines or for announcements of a class or workshop. The articles typically tell the story of a parenting education, relationship

skills, or money management class that is being taught at a local family service agency, school, or church. They often include quotes from a CFLE about the content of the class or an explanation of the value of teaching life skills. It is especially encouraging to read the testimonials of people who have benefited from the classes. They often sound so relieved and grateful because they feel less alone and more empowered to deal with the difficulties they face in their family life. It is also inspiring to hear about their hope for the future.

The Google Alerts have also helped me see the variety of ways in which family life education can be presented beyond the traditional classroom setting. One alert was about a husband and wife anchor team on one of the major news stations here in Minneapolis. They have three children and have created a regular spot where they discuss parenting and relationship issues. And while they share their personal issues and sometimes solutions, they bring in local experts to share research-based strategies. With this approach viewers are learning parenting skills when they watch the evening news, maybe without even being aware of it.

Former NCFR Board member Marti Erickson, along with her daughter Erin, is involved in a weekly podcast called "Good Enough Moms" sponsored by the Minnesota Department of Education and the Working Family Resource Center (www.goodenoughmoms.com). The great thing about "Good Enough Moms" is that while Marti and Erin are mother and daughter, and moms themselves, Marti is a developmental psychologist and Erin is a maternal health specialist so they know what they are talking about! Busy moms can receive solid research-based parenting information through the convenience of a podcast.

I've also seen posts for a variety of blogs, especially those related to parenting. The "mom" blogs can provide a great way for

executive review *continued from page 4*

e-commerce capabilities while also providing members with faster and better access to services such as online journals, member directory, and member information.

- Implemented online file sharing through SharePoint resulting in enhanced communication for the Board, the Sections, committees, staff and other elements of NCFR.
- Planned and executed continuous social media presence on Facebook, Twitter, and Flickr.

Family Life Education

- Updated popular resources that resulted in enhanced product sales of:
 1. Tools for Ethical Thinking and Practice
 2. Careers in Family Science booklet
 3. FLE: Integrating Theory and Practice, second edition (introduced Nov. 08)
- Developed and implemented a formal Code of Ethics for the Certified Family Life Educator (CFLE) designation.
- Redesigned CFLE information on the NCFR website including a Frequently Asked Questions (FAQ) section.
- Restructured CFLE record-keeping and billing processes for new database
- Approved 10 additional academic programs as NCFR CFLE approved programs since January 2009. In addition, 10

programs have renewed. Currently there are 110 approved academic programs.

- Processed an average of 19 Abbreviated CFLE applications per month, an increase from an average of 13 in 2008.

Conference

- Reorganized staff with the retirement of Cindy Winter and the addition of the new membership/marketing director, reducing contractor expense in 2009 and adding comprehensive planning and management of the conference.
- Enhanced conference marketing strategies with targeted messages for targeted audiences... "some" thing for every "one." NCFR, diverse as it is, offers a conference that covers topics in depth that relate to your professional interests and needs.

Looking back (not my nature, remember) was a worthwhile exercise for me because it allows us to appreciate how much we've addressed as an organization since I came on board in March 2007. These accomplishments are the result of hard work and good decisions made by your NCFR staff. I want to thank our Board of Directors for their support and willingness to let me and the staff tackle the tough issues and for giving us the resources to do so.

Now back to the "things to do" list. We've got more opportunities to improve your NCFR. ■

cfle directions continued on page 8

moms to connect with each other, but they can also be the source of some questionable parenting practices. I'm always happy to see when the person writing the blog has some type of professional training or credential, especially CFLE. A blog can be a great format for CFLEs to share their knowledge and expertise with others in their community.

CFLE Jody Pawel has done a great job of reaching out to parents. She hosts a regular radio show called "Parents Tool Talk Radio Show" and discusses such issues as grandparenting, talking to your kids about sex, and teen dating. She even features other CFLEs like Char Kamper, author of a number of

youth relationship education programs. And being the sharp marketer that she is, Jody offers CEU credits to foster parents!

One of the long term goals for NCFR and the CFLE program is the establishment of a major public relations campaign about the wisdom of family life education including public service announcements, billboards, etc. The intention would be to get the term, and more importantly the *activity*, into people's daily lives. The more people know about the availability of information that can improve their lives through better parenting, healthier communication, solid money management skills, etc., the better. But public

relations campaigns are expensive and a major undertaking. We'll continue to work toward this goal, but the Google Alerts have helped me see that there are many easy and immediate ways that we can get our message across and our information out there. We definitely want to keep pushing the term "family life education" but I'm realizing that people are benefiting from family life education all the time, even if they don't know that's what it is called.

The good news is that we don't have to wait until we have a grant that allows us to rent billboards throughout the city in order to get the word out. There are numerous opportunities to provide family life education right in our own backyards!

In memoriam: Thomas Ely Lasswell

Thomas Ely Lasswell, 90, Professor Emeritus of Sociology, University of Southern California, died December 20, 2009 in Los Angeles from complications of Alzheimer's Disease. Born October 29, 1919, in St. Louis, Lasswell was raised in Kennett, Missouri; a precocious student, he graduated from Kennett High School at 14 and received a B.A. in classical languages from Arkansas (now Lyon) College at 18 before joining the US Navy in 1940. In the Navy, he received a certificate of engineering from Columbia University and subsequently served in the Caribbean on a sub chaser with the Atlantic Fleet; he was later transferred to Point Mugu Naval Air Station in California as acting Commandant.

Lasswell received an M.S. in mathematics (1948) and a Ph.D. in sociology (1953), both from USC. During his lifetime, he also taught at Pomona High School, Pepperdine University, and Grinnell College. In 1959, he joined the USC faculty where he remained for the rest of his teaching career. During his tenure, he served as Chair of the Sociology Department, Director of the Marriage and Family Center, and head of the Resident Honors Program. Lasswell's interests were broad, and he authored numerous textbooks and journal articles in sociology and architecture. ■

Certified Family Life Educators

The following is a list of Certified Family Life Educators designated between October 28 and December 31, 2009. Provisional unless otherwise noted.

Florida Sandra Pierre	Minnesota Seohee Son	Ohio Kara Newby (full) Amber White
Georgia Brittany Lee	Nevada Kathleen Dees	Pennsylvania Jason Lehman
Illinois Aya Shigeto	New York Sara Herba Jamie Moback	South Dakota Renae Boehmer (full)
Louisiana Mary Sciaraffa (full)	North Carolina Keli Harrell	Texas Stephanie Besier (full)
Michigan Christopher Belous (full) Nicholas Casteel Megan Norton Christine Pallett Cynthia Wadysz	North Dakota Kayla Cservek	Utah Whitney Easley
		Washington Amber Paulk

CFLE testing dates and submission deadlines 2010

Testing Dates for Computer-Based Testing	Submission Deadline Full Certification	Submission Deadline Provisional Certification
March 15-April 3, 2010	February 15, 2010	March 1, 2010
July 12-31, 2010	June 14, 2010	June 28, 2010
November 1-19, 2010	October 1, 2010	October 15, 2010

Written Exam Taken Onsite at:	Submission Deadline Full Certification	Submission Deadline Provisional Certification
Smart Marriages Conference Orlando FL July 11, 2010 6:00-9:00 p.m.	Submission Deadline is June 14 for both Provisional and Full Certification	
NCFR Conference November 2-5, 2010 Minneapolis MN Date to be determined	October 1, 2010	October 15, 2010

ACB Outstanding Student Research Paper Award deadline is April 15

NCFR affiliate councils are strongly encouraged to submit student research papers to be considered for the Affiliate Councils Board Outstanding Student Research Paper Award. There are two awards, one for a graduate student paper and one for an undergraduate student paper. Graduate students must be members of NCFR. Undergraduates must be a member of an affiliate council. The graduate student winner will be awarded \$500 and a poster presentation slot to present their paper at this year's NCFR conference in Minneapolis. The undergraduate student winner will receive \$100 and will be invited to present an overview of their paper at the student affiliate breakfast meeting at the conference.

All papers submitted will be judged on the following criteria:

- Uniqueness of research question (topic must be relevant to families)
- The degree to which findings contribute to the field
- Clarity of writing
- Good application of family theory
- Comprehensive literature review, building upon previous work
- Sound (empirical or meta-analytical) research methodology

- Application for practitioners and/or promotion of further research

Papers must be in APA format (double-spaced, 12-point Times New Roman font, one-inch margins throughout), must be no longer than 30 typed pages including references, tables, and figures, and must include an abstract of no more than 120 words. Students submitting papers must be the sole or first author of the work. Papers already published or presented at a national conference are not eligible. Papers currently under review for publication will be accepted. Dissertation or thesis projects are acceptable if manuscripts have been condensed to 30 pages or fewer.

To apply, email one electronic copy (.doc Word attachment) of the paper to Amanda Williams at amanda.williams10@okstate.edu by April 15, 2010. The submission also must include a cover letter containing the student's name, address, phone number, and email address as well as the student's academic standing (undergraduate or graduate level), university attended, and sponsoring state council affiliation. Authors' names should only appear in the cover letter to ensure an anonymous review process. Letters of support are not required or accepted.

It is required that submissions come from NCFR local, regional, or student affiliate councils. Affiliate councils should choose one graduate paper and one undergraduate paper for submission. ■

Technology at NCFR

by Jason Samuels, Manager of Information Technology, jasonsamuels@ncfr.org

This year, 2009, was a big year for technology improvements at NCFR, and 2010 is looking even brighter.

In Spring 2009, NCFR committed to a long-planned association management software (AMS) upgrade. On August 10, we completed this database implementation 20 percent under budget. The new system is a vast improvement over the system it replaced, bringing greater functionality for our staff to provide better member service. And the front-end portal, my.ncfr.org, provides you with an improved experience viewing online journals, looking up colleagues and investing in NCFR products and services.

The new decade and 2010 will start strong as we improve the online directory in my.ncfr.org with new features so you can browse your colleagues by areas of expertise, how long they've been a CFLE and how long they've been a member of the association. This is just one of the post-implementation improvements planned to leverage the capabilities of our new AMS in early 2010.

Later this year NCFR will be embarking on another big step. We recently issued a Request for Proposals to redesign our website. Redesign of ncfr.org in 2010 will bring an updated look and navigation, while replacing the software platform it's built on. At its core we will implement an extensive content management system that can communicate with our AMS. We hope to begin work in the spring and re-launch ncfr.org by the end of the year.

The years 2009 and 2010 are rebuilding years for the NCFR database and website. Looking forward to 2011 and beyond, the technology will be in place to accelerate our ability to bring you new online content and improved member services. ■

report from minneapolis *continued from page 6*

There's a lot of talk about glass ceilings and old boys clubs, and I know many women have done battle with these barriers. But there are men, like Paul, who are standing on the glass ceiling and whacking at it from above with a 20-pound sledge. There was no reason for him to help me. I could never pay him back. I live five states away and can't even sit for his cats or mow his lawn. It was just human decency—and first-rate mentoring.

We've all met those climbers who never hobnob with anyone who can't advance their careers. At social events, they look right through you, scanning the crowd for someone more important to talk to. If the stories I've heard are true, NCFR is just about devoid of such people. There are scores, if not hundreds, of Pauls who have "grown Grasshoppers" in NCFR—and there is little recognition for this, until now. Beginning at our upcoming annual conference, the organization will be

conferring its inaugural Felix Berardo Award. The family of the late Professor Berardo established a memorial award in his honor. Dr. Berardo credited much of his success to his mentor F. Ivan Nye and wanted to formalize a way to honor those who nurture junior colleagues. The Berardo family created an endowed award that will be given annually to honor an NCFR member with an outstanding gift for mentoring. Complete information about the award and the nomination procedures are on our website. The deadline is May 1. The first ever Berardo award will be conferred in Minneapolis this November.

Paul, I don't know how to thank you except to say that if you ever need a kidney, it's yours. Might as well. You'll always have a piece of my heart anyway. Oh—just one last thing, and it's very important. If the first draft of my disastrous demography article ever sees the light of day, you are dead meat. ■



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Harville Hendrix - *IMAGO Dialogue*

Michele Weiner-Davis - *Divorce Busting*

Steve Stosny - *Boot Camp for Emotional Abusers*

Barry McCarthy - *Couple Sexual Style*

Lori Gordon - *Marriage Adventure*

Mark Laaser - *Sex & Porn Addiction*

Steven Beach & Frank Fincham - *Prayer & Marriage*

Bill Doherty - *Divorce Reconciliation*

John Van Epp - *How to Avoid Marrying A Jerk*

Terry Hargrave - *Boomers on the Edge*

Muhammad & Slack - *The Black Marriage Curriculum*

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News from the Illinois Student Council

The Illinois Student Council on Family Relations (ISCFR) has a new faculty advisor, Dr. Jennifer Hardesty. We spent the fall semester working to recruit new members and currently have over 30 dues-paying members — ten of whom attended the NCFR conference this fall. We held a successful panel presentation on Domestic Violence in the Community with over 50 people attending. We also provided yard clean-up and held a donation drive for A Woman's Place, a domestic violence shelter in our area.

Please feel free to contact Elissa Thomann Mitchell, ISCFR President, with any questions or for additional information at thomann2@illinois.edu. ■

News from the Southeastern Council on Family Relations

A group of NCFR members is re-forming the Southeastern Council on Family Relations, as a regional affiliate of NCFR, with membership open to individuals in Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, and Tennessee. Although everything is still in the planning state, anticipated activities include a website, a newsletter, a listserv, and an annual regional meeting.

Several leadership positions are still available. Individuals interested in membership and/or leadership roles should e-mail Tommy Phillips at tphillips@humansci.msstate.edu. ■

In memoriam—James Maddock

James Maddock, Professor Emeritus, University of Minnesota, passed away July 19, 2009, with his loving family by his side. Jim loved life: his family and friends, fishing, skiing in Colorado, and traveling, especially to Denmark. He enjoyed deep and thoughtful discussions about theory, philosophy, and over the last few years, politics, always providing his incisive perspective. During his 36 years at the University of Minnesota, he was an acclaimed author, writing dozens of articles and several books. He acquired a reputation for being a brilliant, generous teacher and collaborator. Jim was a rare combination of a University of Chicago intellectual and a kind-hearted, sensitive human being. He loved his work with students and consultees from all over the country, and was an innovative clinician and wise mentor. Jim was a founder of the University of Minnesota Medical School Program in Human Sexuality; former president of the American Association of Sex Educators, Counselors and Therapists; and co-founder, with his wife, of Meta Resources Psychotherapy and Training Institute. He is survived by his wife of 34 years, Noel Larson, and children.

When Alexander the Great visited Diogenes and asked whether he could do anything for the famed teacher, Diogenes replied: 'Only stand out of my light.' Perhaps some day we shall know how to heighten creativity. Until then, one of the best things we can do for creative men and women is to stand out of their light.
John W. Gardner (1912 - 2002)

Report from SNP Leadership Council in San Francisco

by Soyoung Lee, Ph. D., CFLE, SNP Board Representative, leeso@mail.montclair.edu

The S/NP Leadership Council had a great discussion in San Francisco about how to continuously support S/NPs at NCFR in various ways. The council consists of the SNP Board Representative, SNP Conference Program Representative, SNP Affiliate Councils Representative, 12 SNP section representatives, and 20 student affiliate presidents. NCFR staff also attended.

As a part of the supporting efforts for SNPs, we have started collaborating with the Student Affiliate Council at NCFR and the Groves Conference on Marriage and Family. The current presidents of the Affiliate Councils Board (Dr. Chloe Merrill, CFLE, cmerrill21@comcast.net, http://www.ncfr.com/member/asso_council.asp) and the Groves Conference (Dr. Coco Readdick, creaddic@fsu.edu, <http://grovesconference.org/index.htm>) are welcoming young NCFR members to join and work with their organizations. Through their websites, you will be able to get the information about membership, conferences, and other activities. The SNP representative on the Affiliate Councils Board, Amanda Williams (amanda.williams10@okstate.edu), will also help you to get involved in the Student Affiliate Council.

The SNP Conference Program Representative, Dr. Claire Kamp-Dush welcomes your ideas to organize SNP programs at the annual conference in Minneapolis in 2010. Your ideas can be transformed to an actual SNP program. Contact Dr. Kamp-Dush (ckamp-dush@ehe.osu.edu), with possibilities for sessions or events.

All of us are actively involved in many different activities to make NCFR a better place for SNPs. Please communicate with the SNP representatives in your sections (see <http://www.ncfr.org/member/representatives.asp>) or via the S/NP listserv at snp_list@listmanager.ncfr.org and give us any constructive feedback on your experiences at NCFR. We are doing our best to maintain open communications with you.

Finally, we would like you to participate in the upcoming NCFR elections. We had great candidates for the SNP Board Representative, the SNP Conference Program Representative, and the SNP Section Representative positions. In 2011 you will have an opportunity to run for the new position of SNP Board Representative-Elect. If you are interested in or know someone who is interested in running for this position, please contact Jeanne Strand (jeannestrand@ncfr.org). ■

News from Research and Theory Section

by Shelley MacDermid, Ph.D., Chair, shelley@purdue.edu

Greetings from the research and theory section! By the time this issue of *Report* is issued, we'll be in the thick of processing conference submissions – always an exciting time of year. In this article, I want to invite the members of our section, the members of the Theory Construction and Research Methodology Workshop, and NCFR members at large to share their thoughts with me and the other section officers regarding whether or when it might be time to consider embarking upon another *Sourcebook of Theories and Methods*.

I raise this question having not yet done any homework about the current sales of the existing volume, so you should consider it a “hypothetical” question for now. But I know that many of you are teaching courses about theories and methods, and that the sourcebook can be an important resource for those efforts. So if you have thoughts about whether or when a new edition should be considered, how it should be organized or what it should contain, I hope you will let me know. You can email me at shelley@purdue.edu. In the meantime, have a wonderful spring! ■

An update from the Minnesota Council on Family Relations (MCFR)

Ethical Thinking and Practice for Parent and Family Life Educators

The Ethics Committee of MCFR recently published an updated, revised edition of its guide, *Ethical Thinking and Practice for Parent and Family Life Educators*. The booklet includes a discussion of ethics, a set of ethical principles for parent and family life educators and a case study process, which gives educators an opportunity to practice ethical thinking in a concrete manner before applying it to real life situations.

Copies of the booklet may be downloaded as a PDF document (20 pages) at no charge via the MCFR website, www.mcfr.net. Hard copies are available for purchase via MCFR for \$5 per copy. Go to www.mcfr.net to order.

Also, MCFR is in the process of planning workshops on use of the booklet and the process with various audiences around the state and nation. Plans include:

- (1) Offering a series of workshops in late winter and early spring of 2010 at various sites throughout Minnesota, sponsored by MCFR.
- (2) MCFR members with expertise on ethical thinking and practice in parent and family life education will be available to present workshops for various organizations, agencies, and other groups, upon request.

Welcome to Minnesota and the 72nd NCFR Annual Conference, November 3-6, 2010

MCFR will be welcoming colleagues from all parts of the United States to Minnesota, Land of 10,000 Lakes, for the NCFR Conference, November 3-6, 2010! We look forward to greeting and meeting with you in our beautiful cities of Minneapolis and St. Paul. Start making your plans now for the NCFR conference in Minnesota. MCFR welcomes you! ■

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Family Focus on...
Our Mentoring Stories

Margaret Feldman—In memoriam

NCFR's Washington policy representative and advocate of children, youth, and families

Margaret Feldman, long-time Washington D.C. policy representative for NCFR, passed away peacefully in her home in Ithaca, New York, on November 7, 2009 at the age of 93. She epitomized a personal commitment to social change for the betterment of families, and inspired those qualities in others wherever she went, but most particularly the members of NCFR.

She held a B.A. from Chapman University in sociology, an M.S. in social work from Case Western Reserve University, and a Ph.D. in educational psychology from Cornell University. In 1943 she married her beloved husband, Harold, also an NCFR leader. He passed away in 1988. Together, Margaret and Harold worked tirelessly on family issues—domestic and worldwide.

Margaret's passion was justice and equality for all and as such she was a life-long champion of family and women's issues including sex education, adolescent pregnancy prevention, family violence, aging and "sexism," a term she personally coined in 1970.

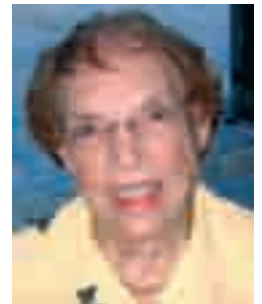
In 1984, after retiring from their professorships at Cornell and Ithaca College respectively, Harold and Margaret moved to Washington, D.C., to work as volunteers on family policy issues and to advocate in Congress for family-friendly laws. Together, they were active lifetime members of the Groves Conference on Marriage and Family. In their honor, annual awards have been established both by Groves and by NCFR's Family Policy Section.

After Harold's death, Margaret continued working tirelessly as NCFR's top volunteer on family policy in Washington sponsoring monthly meetings of the Washington Family Policy Committee at her home. She testified for NCFR at many congressional hearings, and attended COFO & COSSA meetings and traveled to United Nations meetings and abroad at her own expense on NCFR's behalf. Margaret and Mary Jo Czaplewski attended the United Nations Conference on the International Year of the Family in Vienna, Austria.

This meeting culminated in NCFR's sponsorship of an International Workshop on Families – "The Future of Families: Mandate for New Initiatives"—held at the Blue Ridge Assembly in Black Mountain, North Carolina in 1994. From that event, NCFR published two policy books. Margaret attended many more national and international conferences over the next decade.

In her years of living in Washington D.C., Margaret also found time to write several journal articles, edit the *COFO Report* and write the quarterly policy columns for the *NCFR Report*.

She will be remembered by a host of NCFR members whose lives have been so enriched by her gentle mentoring and outstanding example. A special memorial in her honor will take place at NCFR's 2010 annual conference in Minneapolis next November. Her son Dick has set up a website for comments and recollections at the following: <http://margaretfeldman.org>. To post a comment, send it to Dick Feldman at dick.feldman@gmail.com. He will put it on the website. Services in Ithaca and Washington D.C. will be held in later months. Donations in Margaret's honor may be sent to: Feldman Fund of Groves Conference.



Religion and Family Life Section seeks syllabi

by Dr. Joe Wilmoth, JWilmoth@humansci.msstate.edu

An ongoing project of the Religion and Family Life section is to compile syllabi of courses that address issues related to religion and family life. If you teach such a course and would be willing to share your syllabus, email a copy of the syllabus to Joe Wilmoth jwilmoth@humansci.msstate.edu. If you know of a course on this topic that someone is teaching, please send the instructor's contact information to Joe as well.