



Report

September 2007

Volume 52:3

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Family Focus on... Family Science Careers

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How do family professionals find their career paths? Is it careful planning—or “luck?” What roles do mentors play? How can we combine a “family” career with our own family responsibilities? In this issue of NCFR Report, read how your colleagues have developed professionally—and how they’ve developed the profession.

As always, we welcome your comments.

Next Issue:

Divorce and Relationship Dissolution

Family Vulnerabilities ... Why This Theme for the 2007 Conference?

Some of you have asked why this year’s program is focusing on what may be perceived as a deficit approach. After all, if NCFR is an organization dedicated to promoting family well-being; shouldn’t we focus on strengths—not challenges?

Well, let’s think about this. Is our knowledge base about families and family relationships enhanced if we target functional or dysfunctional dynamics? The answer to both is yes. Are families better served by preventative services or interventions? The answer is yes—and it depends. Do families need to be aware of community resources or environmental hazards? Again, the answer to both is yes.

At the heart of our research paradigms, clinical assessments, information dissemination and training is a dynamic systemic approach to understanding the interrelationship of individual and contextual factors. Both positive assets and the barriers to healthy development are critical factors affecting well-being.

Take a moment to reflect on your own life and family context. Over the past six months, have you or your family members experienced an event that threatened your safety, security, or well-being? That is, did you face the challenge of coping with a car accident, a natural disaster, a loved one’s deployment, a cancer diagnosis, or the loss of a job? Is your work/life balance more than a tad lopsided? Has there been a death in your family? Or, do



Cindy Winter,
Conference Director



Patricia Hyjer Dyk,
2007 Program Chair

loved ones live in the bondage of domestic violence or emotional abuse?

All of these impact our quality of life. We are all vulnerable. We all face challenges in providing safe and secure homes and livelihoods. We all struggle with social forces, institutions and cultural values that sustain and contest them.

Further reflecting on your recent life events, how did you cope? Who did you turn to? What information did you rely upon? Consider that we, the members of NCFR, are some of the most knowledgeable experts equipped to address the concerns that our families face.

When I proposed the 2007 theme, I wanted to encourage our leading and emerging family professionals to focus on safety and security as broadly-defined. The topic lends

Family Vulnerabilities continued on page 2

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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FAMILY VULNERABILITIES *continued from page 1*

itself to diverse issues encompassing physical, emotional, spiritual, health-related, financial, and professional dimensions in the community, national, and global contexts. The Program Committee, representing the various sections within NCFR, has done an exceptional job of evaluating and selecting hundreds of presentations that examine families through this lens.

We owe Cindy Winter a debt of gratitude for her outstanding oversight of the annual meeting and program organization. Her tireless dedication to the profession is admirable. How fortunate NCFR has been to have had such a dedicated Conference Director.

Check out the complete program at <http://www.ncfr.org/conf/current/annual.asp>.

It is full of opportunities to hear from dynamic researchers and learn new methods and best practices in the field. There are small group discussions with NCFR Fellows (preregister for Lunchin' with the Legends), Research Updates for Practitioners, Practi-

tioner Updates for Practitioners, and Research Updates for Researchers. Saturday morning's Townhall Meeting will be an important part of NCFR's Institutional Identity Project as we address the questions 'Who is NCFR?' and 'How You Can Help Shape Its Future?' Plan to kick back and relax at the Friday evening benefit dance featuring The Lost Faculties band from Penn State University.

I am confident that your attendance at the conference will be well worth the investment. Although we bring a diversity of worldviews, I envision a conference that becomes the safe place to discuss our common concerns, where we share our research and practice, provide direction to policymakers, and are energized by strengthened ties with colleagues.

Come join us in Pittsburgh!

Patricia Hyjer Dyk, Program Chair
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Cindy Winter, Conference Director
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ON THE NET



President's Report

Baseball—and Touching Base in Pittsburgh

by Pamela A. Monroe, NCFR President

Today I am aware how the medium of the printed page anchors us to a particular time and place in ways that other instant methods of communication do not. You will read these words well into the future, but I write to you today on a beautiful afternoon in St. Louis. We are here with our sons and their baseball team for the boys to play in a national tournament, an event that has taken us to various major cities and defined our summers for the past several years. My husband keeps the official scorebook for the team, and in true geek fashion, enters all the data he can possibly generate. He's just shown me a plot of the boys' batting averages! No wonder the coaches love having a social scientist keeping the books. Is knowledge of regression analysis an unfair advantage? I sure hope not!

The last major league ball game I attended was in Minneapolis in June. My companions for the evening's contest between the Twins and the Atlanta Braves included NCFR's own John Pepper, Jeanne Strand, and fellow Board member Robert Reyes. What a treat to "pass a good time" as we say in Louisiana with such good friends, even if my beloved Braves didn't fare so well against the hometown favorites. The relaxed and happy evening reflected the tone of our June Board meeting: productive, deeply thoughtful, and filled with a sense of peace and calm after many months of turbulent waters. Perhaps for the first time in my term I felt a sense of forward motion. Indeed, several Board members commented during the 2 1/2 days we were together that *this* was the kind of work we all signed on to do.

As you will read elsewhere, NCFR is so fortunate to have been given the gift of time and expertise of Dr. Dwight Jewson, son of our first NCFR Executive director, the late Dr. Ruth Jewson. Dwight reminisced briefly about how his family's travels were defined by "wherever NCFR was meeting." He truly grew up within our organization and he honors his mother's memory and deep dedication to NCFR with the gift of his

talents. Dwight led Board members through just the initial phases of a discussion that ultimately will help us better define and promote our organization.

Like many of you, I was a bit squeamish at the thought of a "branding" or "marketing" type activity within NCFR. However, Dwight quickly demonstrated to us all the credibility and integrity of his approach. He came to the Board meeting well equipped to initiate the discussion, having already interviewed many key members of NCFR. I want to emphasize to you all in the strongest possible terms that this is just the beginning

Dr. Dwight Jewson led Board members through just the initial phases of a discussion that ultimately will help us better define and promote our organization.

of this process. Please, if you care in any small or large way about NCFR, weigh in on this discussion. There will be an exciting open forum at our annual meeting in Pittsburgh, and several other opportunities in small venues. You may also avail yourself of the Board minutes, other material within this newsletter, or direct communication with any/all Board members to share your vision regarding any aspect of our organization. Maybe you have a vision or concern about just one focused area of NCFR. Maybe you have a vision about the entire organization but not about the particular details of any one program. Whatever you share will help to shape our next several years, so please let us hear from you.

The June meeting also was notable because, for most of us, we got a chance to meet our new Executive Director for the first time. Diane Cushman began work with NCFR in March and was understandably excited and anxious about this first big Board meeting. I think we managed to put her at ease pretty quickly. I suspect we also wore her out! She may have needed a few extra hours' sleep after the Board left town. We were all so impressed with how quickly Diane conquered the learning curve required for dealing with both NCFR and the Carver Policy Governance model – she managed

more than enough exposure to both entities to be very effective in her first Board meeting. Frankly, there was visible relief around the table and a sense of how lucky we all are to have landed such an incredible professional to serve as our Executive Director.

One of the best things to come out of our June Board meeting was a renewed sense that we will be able to figure out a way for NCFR to be involved again in public policy. Events of the past two years made us all understandably reserved about re-engaging in public policy activities. Our discussions with Dwight Jewson revealed a number of

ways that NCFR can be involved in public policy, and we will talk about those strategies in November. Further, the hiring of an Executive Director with such a strong policy background will reveal additional methods for involvement in this most public arena. With the innovative thinking of Cindy Winter, our program chair Patricia Hyjer Dyk, the program committee, and Diane Cushman, our annual conference will have sessions that present strong policy content while demonstrating broadly acceptable strategies for NCFR and its members to use for engagement in public policy.

Please join us in Pittsburgh for these and other wonderful sessions. In the meantime, know that the Board always appreciates hearing from you. Over the summer, Board members always contact Section chairs for at least one formal mid-year check-in. If you are more comfortable sharing your suggestions or concerns with Section chairs, please do so and know that the Board will hear from you through that venue. I hope your summer winds down with many more fun, lazy moments spent with family or a good book, and that you greet the fall refreshed and ready for new challenges.

*Pam Monroe can be reached at
pmonroe@lsu.edu.*



Executive Review

NCFR's Future: Finding Our Voice and Our Vision

by Diane Cushman, Executive Director

Since arriving in March I've had the pleasure of witnessing the fascinating process of producing NCFR's annual conference program agenda. The cycle begins two years in advance with the election of a conference chair; this year that honor belongs to Dr. Patricia Hyjer Dyk. Once the chair determines the conference theme, the call goes out for submissions. Through the wizardry of technology, hundreds of section members review submissions (556 this year plus 45 submissions for the Theory Construction & Research Methodology Workshop), score and rank them, select those to be included in the program and determine the format of each presentation – paper, symposia, workshop session, poster or round table.

In April, Section chairs, the Program Chair and Program Chair-elect descend on the conference's host hotel for an intensive two-day meeting during which they pull all the selections together to create the final production. When high-scoring submissions fail to make the cut due to capacity issues or inappropriate referral to a particular section, discussions ensue among Planning Committee members and in some cases, the Committee finds a home for the session on the agenda. This splendid choreography culminates in a five-day program, to which are added business meetings, social gatherings, focus group sessions, pre-conference workshops and plenary sessions. The end result this year is a masterpiece. You'll need a plan to make the most of your time in Pittsburgh at the 69th annual NCFR conference, and our master of conference planning, Cindy Winter, has just the tool for you. Visit the NCFR conference website <http://www.ncfr.org/conf/current/annual.asp> for all your conference planning needs.

In my last column I promised you an opportunity to share your ideas for a better NCFR. You'll have a chance to do so in Pittsburgh when Dwight Jewson engages

all attendees in a discussion about the future of NCFR on Saturday at the Town Hall Meeting. Dwight, a nationally-known institutional identity consultant and the son of our very own former director, Ruth Hathaway Jewson, explored ideas with the Board members at their June meeting. With information gleaned from pre-board meeting phone conversations, Dwight challenged the Board to ask tough questions:

- What kind of a voice does NCFR want to have to society?
- Given our non-partisan educational mission, how do we weigh in on the issues?
- What is the essence of NCFR?
- Who is our target audience?

If you typically pack your bags and leave the conference on Saturday morning, consider delaying your departure this year. Stick around and be heard. And if you're up at the crack of dawn getting in your daily dose of walking or picking up that special coffee drink at one of the nearby coffee shops, look for me at the Jenny Lee Bakery in Market Square. It's just minutes from the Pittsburgh Hilton. Pick up a Danish butterhorn and grab a loaf of Pittsburgh's renowned cinnamon raisin bread to take home to share with your friends and family. See you in Pittsburgh.

Diane Cushman, Executive Director, can be reached at dianecushman@ncfr.org.

The Legacy of Margaret and Harold Feldman

NCFR has been blessed with several devoted benefactors. However, Margaret Feldman and the late Harold Feldman are surely among NCFR's best friends. The Feldmans worked tirelessly throughout their rich careers to promote family well-being through public policy. Then, in retirement, they continued to serve as NCFR's pro-bono representatives in Washington, DC; Harold until his death and Margaret, well into her 80s.

Margaret's memoir is published in a collection of essays on the lives of family scholars. In her essay, Margaret describes her life with Harold and their shared passion for family. They had a remarkable partnership in their careers, but their teamwork didn't end there. They had a successful applied practice at home as parents of their own children.

Margaret now lives in Ithaca, NY, to be near to family caregivers who assist her. In November, 2004, as Margaret retired from her NCFR work in DC, she made a generous

donation to provide seed money for the NCFR Margaret and Harold Feldman Fund—an endowment dedicated to support the work of up-and-coming family policy professionals. The Family Policy Section in collaboration with the Public Policy Committee are in the final stages of establishing an award for students and new professionals in family policy. Deb Berke, Professor of Family Science and Women's Studies at Messiah College and incoming NCFR Board member, served as Chair of the subcommittee that drew-up the criteria for the award. Deb Berke says, "It was an honor to be able to develop an award that honored such individuals as the Feldmans who have devoted their lives to the field of family studies and, specifically, family policy."

The \$1000 award honors both research and practice. Half of the monies (\$500) will go toward the Outstanding Research Proposal for Research in Family Policy which recognizes a graduate student or new professional who has demonstrated



Report from Minneapolis

Vitae is Plural—and other Job Search Tips for New Professionals

by Nancy Gonzalez, Editor

Our Conference Director Cindy Winter is one of the most resourceful people I've ever met. She is a miracle worker when it comes to delivering conference extras on the cheap. Early in my NCFR tenure, Cindy and I were talking "careers," and I mentioned that in my previous life as an academic adviser, I critiqued reams of resumes and vitae for graduating advisees. At the next conference, she had me reviewing job hunting documents in our conference Career Center.

A job search begins with creating a cover letter and a resume or vita. Samples are abundant if you just "Google"™ them or look through the dozens of job search guides in every bookstore. Creating your own template is easy, and I won't duplicate most of this expertise here. But job hunting is more than resumes and vitae. Good documents don't get you the job—they only get you in the door. What are the other lesser known aspects of job-hunting? What would a supportive mentor tell you? Have a seat. First let's start with a few brief points about the documents.

Writing a resume

Keep it to two pages max—entry-level professionals often have just one page. Those who are fielding resumes will tell you: they frequently receive dozens for each opening. They appreciate succinct writing. Sometimes in an effort to list everything—but to stick to the magic two page limit—writers will try to shoehorn-in all the information they can, with densely-packed copy in a smaller font. Don't. Less is more.

Writing a Curriculum Vita

A Curriculum Vita (CV) is the academic version of a resume. It's an important part of an application for an academic and research position. CVs are also standard fare for seeking grants, promotions, speaking engagements, or award nominations. There are oodles of vitae on-line to use as examples. Google™ some of your colleagues—many will have their vita posted right on their webpage. Unlike a resume, a vita is often several pages long.

First tip—it's a vita. "Vitae" is plural. This is the most frequent gotcha I see. Check for

use of jargon, field-specific abbreviations and the like by asking someone outside of your discipline to look it over. Both violin virtuosos and theoretical physicists study "string theory." Knowing how to create a "clean room" can mean expertise in high-tech manufacturing or hotel housekeeping. The person reviewing your CV initially may be an administrative assistant and not expert in your field. I know of someone who was screened-out of a candidate pool for a job as a statistician because her degree was in Biometry.

Proofread carefully for typos or spelling/grammatical mistakes

This point appears in all articles on job hunting for good reason: it is obvious, but often overlooked. Consistently, about 2/3 of all the documents I review have at least one spelling or grammatical error. If this is not your strength, find help from someone who proofreads well. Don't rely on you're spell Czech. As ewe can sea, it dozen find all foe paws.

Write a good cover letter

Every application needs a cover letter to introduce a resume or CV. Your cover letter serves another purpose: It's your stealth writing sample! One page with four or five short invigorating paragraphs is enough. The most frequent problem I see with cover letters, in addition to excessive length and use of passive voice, is when they merely rehash the content on the resume. The cover letter should provide information that amplifies it. Also, if you are emailing your documents to an employer, make sure your email address makes a good impression. I've seen email addresses on the order of partyanimal@.

Watch for red-flags

Avoid revealing religious, political or any other involvement that might alienate your reader. It may be something you are

LEGACY *continued from page 4*

excellence in research and potential to contribute to family policy studies, particularly in the areas of women's issues or poverty. The other half of the award monies (\$500) will fund an Internship/Travel Award in Family Policy to recognize NCFR students and new professionals who are involved in policy-oriented internships.

To carry out the Feldmans' wishes, and to honor a lifetime of service to the organization, the Fund has now accumulated almost enough principal to disburse the annual award of \$1000. If all goes as hoped, NCFR will award the inaugural Feldman award at the 2008 conference in Little Rock. Complete details and nomination proce-

dures will be on the NCFR website as soon as they become available.

To ensure there is a robust-enough endowment to confer an award each year, the Section and the Committee will be asking for your support—including asking you to dance! Friday night, at the Pittsburgh conference, NCFR's public policy enthusiasts encourage everyone to attend the annual student/new professional dance featuring Penn State's band of scholars—The Lost Faculties. Voluntary contributions to the Feldmans' Award will be taken at the door. Forget your checkbook at home? No problem; pledge forms will be available and NCFR staff will contact you after the conference.



VITAE IS PLURAL *continued from page 5*

very proud of, but you cannot be sure that your reader will not have prejudices. Unless you're applying for a position that is closely-aligned with these values, it's safer to withhold it.

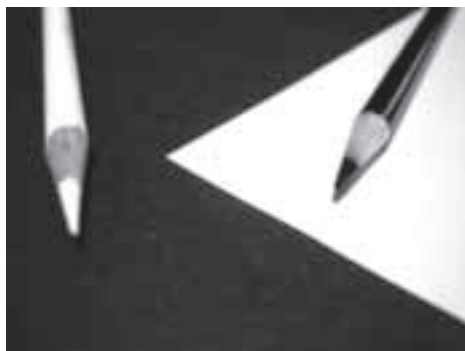
If you have an employment or academic history that is unusual or circuitous, have an honest but brief "cover story" prepared. If it took you seven years to finish your Master's or if you have a 10 year gap in employment, you may have worked full-time in grad school or stepped-out of the market to raise a family. The important thing is that you're comfortable with your answer. Job search guides offer lots of help with wording this response.

Recent developments in job searches

Many large or corporate employers have moved to an on-line application process and, if so, there is no way to circumvent it. Some employers have also added gatekeepers in the form of pre-employment psychometric testing. Some are skill tests; some try to assess traits such as critical thinking skills. Honesty is the best policy. It's really hard to fool a well-designed psychometric test. Plus, there's also no way to know what they're looking for, so you can't try to tell them what they want to hear. They may be choosing a new team member for an existing workgroup. The team may have too many nitpickers and they're looking for a diplomat—or the other way around.

In the interviewing process, there's another trend—the emerging use of the "behavioral interview." If you shop around on the web, you can find examples of questions from both traditional and behavioral interviews. In traditional interviews, employers usually ask predictable questions about your background as it relates to specific job duties. It's easy to formulate responses in advance. Back when I was starting out, the query we prepared for the most was the inevitable "What is your biggest fault?" Job-hunting guides all advised us to reply with some rendering of "I work too hard!"

With behavioral interviewing, you will be asked to demonstrate how well you think on your feet. These questions are more "open-ended" and ask you specific questions about how you have handled difficult situations in problem-solving, decision-making or interpersonal conflict. The goal



of this type of interview is not only to evaluate your job-related abilities, but to assess your judgment, ethics, creativity or "soft skills." Sometimes they can really throw you a curve and ask something that sounds downright bizarre—they may hand you a Swiss Army knife and ask you "Which of the tools is most important and why?" These questions can be unnerving, but keep your cool. They may not be looking for a particular answer; they may be looking to see how well you handle the unexpected. (Hmmm. Now that I think about it, I might not choose the corkscrew.)

Get ready, get set, interview!

You're in the door. If you are getting interviews, you know your documents are probably in good shape. However, if you're not getting any offers or even second interviews after considerable effort, there may be something you can improve in your personal presentation.

Job search guides offer support with interview jitters, but very few address the possibility that there may be more to it.

What some people find helpful is getting some honest feedback from an impartial third party. Find a few people who can walk you through a mock interview and be your mirror. Non-family help is probably best. Perhaps you can recruit friends of a friend, whom you don't know well. Ask "how's my handshake?" Grammar? Appearance? Body language? Speaking voice? Kindly people are reluctant to say unflattering things, so you will have to give them permission to be blunt if necessary! I did this once. I learned that I laugh like a horse. Now when I interview, I leave Seabiscuit at home!

The fashion issue is uncomfortable to discuss. Body piercings, tattoos, unusual clothing, and hair colors and styles are personal choices that make fashion statements, establish your individuality or reflect your value system. If your appearance communicates some message that is central to your identity—well, then you must hold fast to your values. I admire your integrity. But be aware that there may be some workplaces that may pass you by, and your job search may be longer. This, however, will work as an asset in another way. It will act as a good filter, identifying only those places in which you would feel comfortable.

No matter what your style, some finishing touches make you look your best. Someone I knew long ago always wore outfits that looked fabulous. However, I don't think she ever polished her shoes. They were always scuffed—especially the right shoe. During our northern winters, we Minnesotans tramp around in a slushy mess and then we get into our cars. If one's not careful, the back of our "accelerator-pedal" shoe starts to look as if it's tangled with a belt sander. In another case, one of my advisees had ill-fitting eyeglasses and she pushed them up every 30 seconds. This doesn't reveal a character flaw; it's just distracting. After about three minutes, I felt an unbearable urge to reach over and push them up for her. You want the interviewer to be paying attention to *you*—not anything else. A simple adjustment at an optometrist could solve the problem. When behaviors become habit, we don't see them anymore. But other people do.

Here's an embarrassing example of my own. A couple of years ago, our pastor came to our house for a visit. Every member of my family had just recovered from a nasty headcold. We had collectively "blown" through every box of tissue in the house. Not able to get to the store, we moved to Plan B—toilet paper. Although we were feeling better, we still had rolls sitting out everywhere. After being sick for days, and seeing toilet paper rolls in inappropriate places, I didn't see them anymore ...until I saw the pastor's eyes lock onto the fireplace for a few seconds. I glanced at the mantle. A roll of toilet paper, with a streamer dangling artistically, was the focal point of the room!

Vitae is Plural continued on page 9



CFLE Directions

CFLE Exam Development going Exceptionally Well

by Dawn Cassidy, Certification Director

I received a call last month from Micah Roberts, the representative from Schroeder Measurement Technologies (SMT), who has been working with NCFR to develop the CFLE exam. He asked me to check the numbers from the CFLE survey response. "What do you mean?" I asked. "Well," he added, "it would be great if they were correct, but I just need to be sure. If they are right, you received a 47% response rate from the CFLE group. That kind of a response rate would be *exceptional*."

I proudly told him that, while I would check the numbers again, I was quite certain that we had in fact received that high

of a response rate. Our success probably had something to do with the fact that I badgered the CFLE listserv, relentlessly encouraging people to reply. But even without my prodding, the initial response was quite high – nearly 30%. Additionally, encouragement from CFLEs Michael Fleming and Jim Rogers was no doubt influential. But all in all I think it is just because CFLEs are great people who are committed to advancing the profession of family life education!

The fact that nearly half of all currently active Certified Family Life Educators contributed to the job analysis data is very

important because it increases the validity of the survey results. In addition, the data from the non-CFLE responses was very consistent with the CFLE responses, adding further validity and reliability. NCFR can take comfort in the knowledge that the CFLE exam will be based on solid and consistent data regarding the content and knowledge deemed important for family life educators.

In late June, the CFLE Job Analysis Committee met for a second time in Dunedin, Florida to analyze the survey results and determine the number of exam questions

CFLE Directions continued on page 8

CERTIFIED FAMILY LIFE EDUCATORS

Following is a list of Certified Family Life Educators designated since June 15, 2007.

Alabama

Sarah Brewer *
Melanie Rechelle Hunter *
Elizabeth H. Moore *
Courtney Bruce Nix *
Jennifer A. Wells *

California

Judi Ann Hirschinger
Brenner *

Florida

Ruth D. Acosta
Donna L. Donato
Megan D. Farris *
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Dagobert Georges
Dianne Giammarco
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Cynthia B. Wilson

Illinois

Lucretia Shonett Charles *
Marjorie Lafay Davis *
G. Kevin Randall

Judy A. Rink *
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Iowa

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Kansas

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Kentucky

Reshanta C. Beatty-Hazelbaker *
Shonda N. Faulkner *
Lisa A. Harlow
Judy Van de Venne

Louisiana

Kimberleatha Franklin
Demuchest *

Maryland

Kristen Michelle
Tadkowski

Michigan

Sara-Jo L. Arcand *
Meg E. Becker *
Andra Bloomfield
Janina Bosma *

Lila Marie Cook *
Elizabeth Ann Graham
Jade Ashley Hodge *
Debra Sue Hunt
Colin M. Jenkins
A Allan Martin
Leah Ann McCall
Seniqua Nichole Rice *
Cindy Thomas *
Pamela West *

Minnesota

Phyllis M. Myers
Beth A. Quist
Rebecca Leigh Simmons *
Holly Weisert

Mississippi

Mariann Baucum Taylor

Missouri

Shelba Y. Branscum
Holly R. Wilmes

Nebraska

Jesica G. Dorn *
Chelsey Jae Karlin *
Vicki Lynn Meng *
Suzanne E. Riley *
Nina J-Lynn Wilson *

Nevada

Amanda R. Forman

New Jersey

Carol R. Russell *

North Carolina

Melanie R. Melton *
Natalie D. Southerland *

Ohio

Carmen L. Crews
Diana L. Jacobson *
Layla M. Wood *

Oklahoma

Mark A. Hoffman
Daniel S. Hubler *

Oregon

Jeri D. Fay *
Noel Ann Kuhn *
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Pennsylvania

Carrie Stern *

Tennessee

Gayle Michael Cravens
Allan Kennedy
Shelly N. Phillips *

Texas

Kimberly L. Benefer *
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Trevor Jake Dimick *
A. Marie Rice *
Amber L. Schramm *

Virginia

Ayandria Windham Barry
Jenny Watson *

Washington

Tabitha Ann Snyder *

Wisconsin

Justine I. Horvath *

Wyoming

Kyle L. Kostecky

Canada

Tara Ann Jordan

Japan

Tomoko Kadono *

* denotes provisional CFLEs

CFLE DIRECTIONS *continued from page 7*

needed for each of the ten family life content areas.

In mid-July the CFLE Item Writing Committee (see insert) met for five days, again in Dunedin, Florida to develop the CFLE exam. After training on proper test question development, we set to work. The Committee members, also known as Subject Matter Experts (SME), first worked independently to write questions relevant to their particular content area. We then met in subgroups to review each question. It was quite a grueling process. Our charge was to write approximately 150 questions over the five days. I am pleased to report that, once again, we exceeded SMT's expectations and finished the week with a total of 245 approved questions. This provides us with enough questions for the first offering of the CFLE exam in November and a very healthy start on the item bank needed to allow question rotation.

Once again, Schroeder deemed the results of our efforts as "exceptional."

A sub-group of the Item Writing Committee will be reviewing a sample CFLE exam. Following that final review, we will publish information about test availability, policies, and pricing which will be established by a sub-committee of the CFLE Advisory Board. In addition we will begin efforts to identify and develop resources for those wanting to study for the CFLE exam. As soon as this information is available, I will share it through the CFLE listserv and the *Network*.

I am grateful to the many NCFR members and CFLEs who have volunteered their knowledge and time to the development of the CFLE exam, from the Job Analysis Committee, to the many CFLEs who took the time to complete the survey, to the Item Writing Committee who labored over

the wording and content of specific exam questions. They are an amazing, dedicated and knowledgeable group of professionals. We should all be very proud of the work we have done!

Item Writing Workshop Subject Matter Experts

Linda J. Brock, Ph.D., CFLE
Family Sciences
Texas Woman's University

Carol A. Darling, Ph.D., CFLE
Family and Child Studies
Florida State University

Wm. Michael Fleming, Ph.D., CFLE
Design, Textiles, Gerontology &
Family Studies
University of Northern Iowa

Richard Glotzer, Ph.D. CFLE
School of Family & Consumer Sciences
The University of Akron

Kristy Jones, M.A., CFLE
Family and Consumer Sciences
Crestwood High School

Margaret E. Machara, Ph.D., CFLE
Family & Consumer Science
Tennessee State University

Michael N. Mbitio, Ph.D, CFLE
Sociology, Social Work, Criminal
Justice, & Family Science
Anderson University

Susan D. Meyerle, Ph.D., CFLE
Life Resources

Margaret A. North-Jones, CFLE
Parents as Teachers National Center

Maisielin Ross, Ed.S., CFLE
Family & Consumer Sciences
University of Florida IFAS – Palm Beach
County Extension

Kathleen Tesi, M.S., CFLE
Federal Deposit Insurance Corporation

Janice G. Weber, Ph.D., CFLE
College of Applied Life Sciences
University of Louisiana at Lafayette

Yan Ruth Xia, Ph.D., CFLE
Family and Consumer Sciences
University of Nebraska-Lincoln

University of Florida Cooperative Extension "Family Album Radio" Making Waves with National Recognition

The University of Florida Cooperative Extension Services's radio-delivered family life education program received the Council on Contemporary Families' (CCF) 2007 Media Award. It was presented at CCF's annual conference and media awards event in Chicago on May 4. Senior Producer Donna Davis and Executive Producer Suzanna Smith of the Department of Family, Youth and Community Sciences were on hand to accept the award.

"Family Album Radio" is a two-minute program broadcast five days per week and is available to any radio station. Each episode

focuses on a specific aspect of family life, from parenting to money management to marriage. All scripts in the series are based on current published peer-reviewed scientific research. "Family Album Radio" is carried in about 20 states, and programs are downloaded approximately 1,000 times a week from RadioSource.NET. The latest project associated with "Family Album Radio" is the production of a series of CDs, each featuring multiple programs focused on a single topic. The first CD, on parenting babies and young children, was released in November 2006 in cooperation with the United Way's Success by 6 project and is given to new parents at Gainesville-area hospitals.

Family Album Radio and its website are produced by the University of Florida Department of Family, Youth and Community Sciences faculty and UF IFAS Extension in conjunction with WUFT-FM radio. To access their website, go to <http://www.familyalbumradio.org>.



Dawn can be reached at dawn@ncfr.org

VITAE IS PLURAL *continued from page 6*

Sometimes it's a blessing if someone will point out our toilet paper. However, allow me to add an important note here for those who would find this feedback exercise too frightening. If you feel too fragile, skip this step if you think it may dash your self-confidence just when you need it most. Situational anxiety is very common and almost universal in job interviews. However, if the thought of interviewing is truly terrifying, you may have a medical disability: Social Anxiety. As an academic adviser, I saw this all too often with graduating students. According to the National Institutes of Mental Health, 16% of the U.S. population (1 in 6!) suffers from an anxiety disorder. Job search guides offer support with interview jitters, but very few address the possibility that there may be more to it.

Many clinically-anxious people are reluctant to seek help—that's the nature of anxiety. But if you suspect this may be an issue, I urge you to see your doctor. If you are able to interview comfortably and talk about your qualifications confidently, it may literally pay-off. If three months of impairment delays your landing a \$40,000 job,

that's \$10,000. The good news is that anxiety is treatable! I have seen advisees respond dramatically to treatment in just a few weeks.

There's so much to learn about starting a career. You will often hear "find a mentor." This may be the best advice of all. You will find that you need guidance that isn't available from any book. I owe much of my development to mentors. But finding them is frustrating because you can't order one out of a catalog—they just appear. How can you spot them? They are a few years ahead of you professionally, they are altruistic, and their personalities mesh well with yours. They are also honest with you (sometimes painfully!) but in a supportive way. Mentors tell you about the mistakes they've made and help you avoid and correct your missteps. You will probably have more than one mentor in your career and sometimes more than one at the same time.

In a good mentoring relationship, there is something you offer the mentor too; everyone likes admiration and through mentoring, altruistic people fulfill their need for Erikson-style generativity. A men-

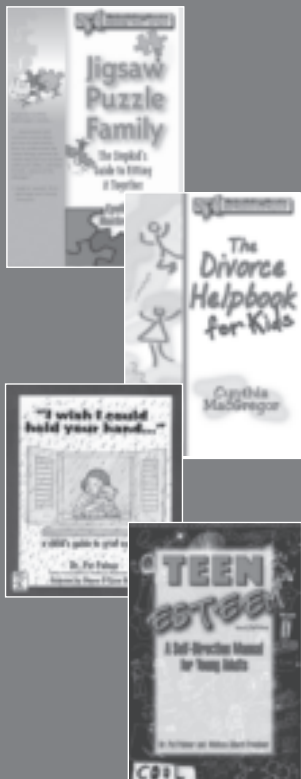
tor chooses to help someone who has potential, is open to advising and is enjoyable to interact with. Maybe you'll share a weird pastime such as watching cheesy science fiction shows or collecting vintage campaign buttons. Since mentors share their personal and professional experiences with you, they need someone who can keep sensitive information confidential. Establishing mutual trust and negotiating these relationships takes time. But it's worth it. These relationships can develop into life's most treasured friendships.

In selecting a mentor, expect a couple of false starts. You're working hard to be worthy of a mentor—but also make sure a mentor is worthy of you! I know of someone whose would-be mentor became a sad disappointment. He was a manager of a small group of professionals. Everyone thought he was competent, clever and charismatic—he had the admiration of the whole office.

Then one day at lunch, he shared an anecdote with the group. The manager described how he had just sold his car that had a blown head gasket. For those not familiar

Vitae is Plural continued on page 11

Psychology You Can Use with Kids



Jigsaw Puzzle Family: The Stepkids' Guide to Fitting It Together

Cynthia MacGregor

Softcover: \$12.95/120 pages

For kids struggling to fit together the confusing puzzle of their newly blended family. Engaging stories and positive suggestions for dealing with a new stepparent and new stepsiblings, a new house with new rules, and other tough challenges and changes.

The Divorce Helpbook for Kids

Cynthia MacGregor

Softcover: \$12.95/144 pages

Gives down-to-earth advice on the troubling aspects of divorce for kids: changes, feelings, misplaced guilt, who to talk to, what's likely to happen next.

I Wish I Could Hold Your Hand: A Child's Guide to Grief and Loss

Pat Palmer, Ed.D.

Softcover: \$8.95/32 pages

This warm and comforting book gently helps the grieving child identify his or her feelings—from denial and anger to guilt and sadness—and learn to accept and deal with them.

Teen Esteem: A Self-Direction Manual for Young Adults (2nd Edition)

Pat Palmer, Ed.D. and Melissa Alberti Froehner

Softcover: \$9.95/112 pages

Without lecturing or patronizing, helps teenagers develop the skills to handle peer pressure, substance abuse, sexual expression, and more. Also includes materials on avoiding violence, effectively dealing with anger, being "safely assertive."

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Using old technology to locate qualified candidates?



With the NCFR Career Center, employers and job seekers in the family relations industry will be able to locate each other with the click of a mouse.

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<http://employment.ncfr.org/>

TECH CFR Sweeps Student Organization Awards at Texas Tech This Year

The Tech Council on Family Relations, the Texas Tech student professional affiliate of the National Council on Family Relations at Texas Tech University, scored a double win this year. In December, 2006, they were awarded the Outstanding Student Organization in the College of Human Sciences award; and in May, 2007, they captured the Outstanding Student Professional Award for the entire campus. Amanda Ball has served as president of the organization this year, and Lane Powell, PhD, CFLE and TTU faculty member, has completed six years as faculty advisor.

"Tech CFR, from its inception, has consistently offered high quality programs and has participated in campus and community service. However, the past three years have seen a marked maturity in the officers and a definite increase in member commitment to all of the service and professional development activities," said Dr. Powell.

Tech CFR has promoted and been involved in the activities of the state and national professional affiliations. Members have been encouraged members to attend



and also to present papers and posters at the state and national conferences. In order to pay their expenses the students have worked tirelessly in fund-raising to assist members with expenses. The Student Government Association recognized Tech CFR's value for promoting the university by awarding them more than \$3000 per year to assist in sending students to state and national conferences. Most recently

(March 2007), 14 of their undergraduate and graduate students attended –and presented—at the Texas Council on Family Relations meeting in Austin. They have participated in the family policy discussions and visited the State Capitol to talk with legislators.

Congratulations, Tech CFR, for your award-winning work and for representing NCFR so well at the affiliate level.

VITAE IS PLURAL *continued from page 9*

with the automotive implications, a blown head gasket is a serious problem and expensive to fix. But it's not detectable until a car has been running about 10 minutes when the engine overheats. This manager was determined to unload his lemon on some unsuspecting chump. He agreed to meet a prospective buyer for a test drive. The night before, however, he drove the car to the pre-arranged location so the car could sit overnight. This would ensure that the engine would be stone cold. If the test drive were short enough, he might be able to pass-it-off as roadworthy.

His plan was brilliant. It worked. The car didn't overheat during the test drive. He got the cash, and signed over the title. He laughed at his shrewd fraudulent maneuver. His mentee wasn't laughing; she was crushed—he had just disqualified himself as her mentor. Ironically, his blown gasket story offered her a final bit of unintentional wisdom: never outsource your ca-

reer, your ethics, your judgment or your life to anyone. Always drive your own car.

Coming to Pittsburgh? Cindy Winter will have a coupon in your conference packet for a free resume/vita review. I hope these tips have been helpful. I have just one more. When buying a used car, make sure your test drive is at least 15 minutes—and stay on the bus line.

Nancy can be reached at nancy@ncfr.org.

NCFR wants to know!

If you have moved or plan on moving, please call 1-888-781-9331 or e-mail: info@ncfr.org with your new address. The U.S. Postal Service does not forward publications like the Report or journals, and we want to make sure you receive them. **Thank you!**

Qualitative Research Focus Group to Meet in Pittsburgh

Interested in qualitative research? Consider joining the Qualitative Family Research Network (QFRN) focus group. New and seasoned researchers are invited.

Meet and network with other qualitative researchers, learn more about qualitative research and publishing, and brainstorm solutions to common dilemmas.

Join us in Pittsburgh! The focus group will meet Thursday, November 8 from 7:30 to 8:30 am. During the meeting, a panel of qualitative researchers will share experiences, stories, and lessons learned from their own qualitative research. Questions? Contact Elise Radina at radiname@muohio.edu.

2007 NCFR Annual Conference Program at a Glance

Starting times are listed; ending times are indicated in parentheses. Consult the Program schedule for a complete list of sessions.

Time	Tuesday, Nov. 6	Wednesday, Nov. 7	Thursday, Nov. 8	Friday, Nov. 9	Saturday, Nov. 10
7:30/7:45/8:00 am	Work/Life Summit (begin 7:30; end 4:00)	CFLE Exam (begin 7:30; end 10:30); TCRM Sessions (begin 8:00; end 9:20)	Focus Groups (begin 7:30; end 8:30); Meditation (begin 7:45; end 8:15)	Focus Groups (begin 7:30; end 8:30); Meditation (begin 7:45; end 8:15)	Meditation (begin 7:30; end 8:00)
8:30 am		Association of Councils Leadership Workshop (end 1:00)	RUP - Overindulgence; Concurrent Sessions 4; SNP Forum (end 10:00)	Special Session - Stephen Zarit; Concurrent Sessions 7; Student Councils Breakfast (end 10:00)	Town Hall Meeting - Future of NCFR - Dwight Jewson (end 10:30)
9:00/9:30 am	Public Policy Workshop (begin 9:00; end 1:00)	Concurrent Sessions 1 & Round Tables (begin 9:00; end 10:30); TCRM Sessions (begin 9:30; end 10:50)			
10:15 am			Plenary Session - Sara McLanahan, Kathryn Edin, Paul Amato (end noon)	Plenary Session - Rural Family Research Drama (Bonnie Braun) (end noon)	
10:45/- 11:00 am		RUP - Bogenschneider et al; Concurrent Sessions 2; SNP Symposium (all start: 10:45; end 12:15); TCRM Sessions (start: 11:00; end 12:20)			Plenary Session - Katherine Pearson, Ann Masten (begin 10:45; end 12:15)
12:15/- 12:30 pm			SNP Networking (begin 12:15; end 1:00); Poster Session 1 (begin 12:30; end 2:00); Practitioner Workshop - Jodi Pfarr (begin 12:30; end 5:00); Exhibits Break (begin 12:30; end 6:00)	Leadership Institute (begin 12:15; end 1:45); Poster Session 2; CFLE Special Session (begin: 12:30; end 2:00); Visit the Exhibits (begin: 12:30; end 5:00)	Poster Session 3, Concurrent Sessions 10 (begin 12:30; end 2:00)
1:00 pm	TCRM Registration Begins	Opening Plenary - Graham Spanier (end 2:45)	Lunchin' with the Legends (end 2:00)	Lunchin' with the Legends (end 2:00)	Lunchin' with the Legends (end 2:00)
2:00/2:15 pm	Extension Family Life Specialists Workshop (begin 2:00; end 7:30)		Update for Researchers - Suzanne Blanchi; Concurrent Sessions 5 (begin 2:15; end 3:45)	Special Session - Mignon Moore & Ramona Oswald; Concurrent Sessions 8 (begin 2:15; end 3:45)	Concurrent Sessions 11; Round Tables (begin 2:15; end 3:45)
3:00 pm	TCRM Sessions (end 4:20)	RUP - Michael Johnson; Concurrent Sessions 3; SNP Seminar; Assn. of Councils Business Meeting (end 4:30)			
4:00/4:30/4:45 pm	TCRM Sessions (begin 4:30; end 5:50)	Annual NCFR Business Meeting (begin 4:45; end 6:15)	Peters Award Address - Velma McBride Murry (begin 4:00; end 5:00); Concurrent Sessions 6; SNP Workshop (begin 4:00; end 5:30)	Exhibits Closing (begin 4:00; end 5:00); Moore/Oswald Talk-Back; Concurrent Sessions 9; Round Tables; SNP Workshop (begin 4:00; end 5:30)	Concurrent Sessions 12 (begin 4:00; end 5:30)
5:45/6:00 pm	TCRM Plenary & Reception (begin 6:00; end 7:30)		Diversity Action Session (begin 5:45; end 6:45)	Section Member Meetings; Focus Groups (begin 5:45; end 7:00)	Taste of Pittsburgh (begin 6:00)
6:30/6:45 pm		Newcomers' Reception, TCRM Business Mtg.; Focus Groups, CFLE Approved Programs (begin 6:30; end 7:45)	Legacy Circle; Section Member Meetings; Focus Groups (begin 6:45; end 8:00)		
7:15/7:30/7:45 pm	TCRM Sessions (begin 7:45; end 9:15)		CFLE Reception (begin 7:30; end 9:00)	Section Member Meetings; Focus Groups (begin 7:15; end 8:30)	
8:00/8:15 pm		Section Member Meetings; Focus Groups (begin 8:00; end 9:15)	Section Member Meetings; Focus Groups (begin 8:15; end 9:30)		
8:30/9:00 pm		Opening Reception (begin 9:00; end 10:30)	University Receptions (begin 8:30; end 10:30)	Dance featuring The Lost Faculties (begin 8:30; end 12:30 am)	

Note: For the schedule of committee meetings, check the complete conference program online at

<http://www.ncfr.org/conf/current/annual.asp>

NCFR Confers the Cindy Winter Scholarship and the NCFR Student Award

The National Council on Family Relations (NCFR) is pleased to announce the conferring of two prestigious student awards, the Cindy Winter Scholarship Award and the NCFR Student Award.

The Cindy Winter Scholarship Award, established in honor of NCFR's Conference Director from 1964-2007, is given to recognize a student or new professional who has demonstrated outstanding leadership or service in family science or a related field. The award is given biennially and includes complimentary registration to the NCFR Annual Conference, a plaque, and a stipend. The first recipient of the Cindy Winter Scholarship Award is Stephanie Grutzmacher. Grutzmacher earned her doctoral degree in Family Studies from the University of Maryland in 2007. Her dissertation research examined family structure,

income redistribution, and child poverty in Canada, the United Kingdom, and the United States. She has served as President and Vice-President for the University of Maryland Council on Family Relations. She has received several fellowships and awards from other family studies-oriented professional organizations, including the American Association of Family and Consumer Sciences and the Maryland Association of Family and Consumer Sciences.

The National Council on Family Relations Student Award is given to an NCFR graduate student member who has demonstrated excellence as a student with high potential and whose work shows promise of significant contribution to the field of family studies. The 2007 NCFR Student Award recipient is Markie Blumer. Blumer has been a recipient of the NCFR Family Therapy section Outstanding Student



Stephanie Grutzmacher



Markie Blumer

Research Award and the Iowa Association for Marriage and Family Therapy Graduate Student of the Year Award. She has published in the *American Journal of Family Therapy*, the *Journal of Feminist Family Therapy*, and *Guidance and Counseling*. She has demonstrated leadership in several research teams focusing on youth organizations and her research agenda focuses on sexual minority youth. ■

Do you teach Family Life Education or design FLE curricula?

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EDITORS
Michael Walcheski, PhD, CFLE
Nancy Gonzalez, MEd, CFLE

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Live in Pittsburgh - Friday night **The Lost Faculties!**

Playing at the Student/New Professional Dance

A Benefit Performance for the **Harold and Margaret Feldman Award in Public Policy**

Voluntary tax-deductible contributions accepted at the door.

Everyone is welcome! Let's dance!

Who are the Lost Faculties?

Probably Pennsylvania's most erudite rock band, that's who! In their own words, they "play songs that most respectable, contemporary bands would never attempt." Turned off by the current musical scene (which has been in a state of decline for over three decades), their mission is to revive traditional American music, that is, pre-Beatles rock, surf, and blues. Think Bo Diddley, Dick Dale, Buddy Holly, Del Shannon, Muddy Waters, and, of course Elvis. And, for those nostalgic about the Cold War, one of the high points of their set is a medley of James Bond songs.

*The members of the band are (clockwise in photo, beginning at the tree): **Sharon Felson** (lead vocals), **Sam Richards** (drums, backup vocals), NCFR member **Paul Amato** (lead guitar, keyboard), **Wayne Osgood** (rhythm guitar, lead vocals), and **Rich Felson** (bass, harmonica, backup vocals).*

Paul, Rich, Sam, and Wayne are Sociology faculty at Penn State University. Sharon decided to do something useful with her life and is a social worker. They perform frequently at university events, local clubs and private parties in the State College area. In 2004, they played at the annual meeting of the American Sociological Association (ASA) in Philadelphia. In 2005, ASA banned live bands from their conferences. (A coincidence: correlation does not = causation.) Once you hear their unusual repertoire, you will understand that they truly have lost their faculties.

Auburn University -

Three Assistant/Associate Professors

The Department of Human Development and Family Studies at Auburn University invites applications for three tenure-track Assistant/Associate Professor positions. We seek candidates whose on-going research and teaching will add to the Department's strengths in the areas of child, adolescent, and adult development, health, and interpersonal competencies. Women and minorities are encouraged to apply. Responsibilities include teaching undergraduate and graduate courses and maintaining an active program of research. For more information, click on the HDFS Faculty Positions link at

<http://www.humsci.auburn.edu/hdfs/>

AA/EOE

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.



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Position Announcement

The Department of Human Development and Family Science in the School of Education and Social Sciences at Messiah College invites applications for a **full-time/term-tenure track faculty position in Human Development and Family Science** (3/4 time) and **Director of Messiah College's Latino Partnership** (1/4 time).

Responsibilities: Teach a variety of courses in human development and family science including: Family Ethnicity and Human Services; Latino Families; Adult Development; Marriage and Family Therapy; Marital Relationships; and/or other areas depending upon interest/expertise and department needs. Direct the Latino Partnership Program.

Qualifications: Ph.D. in Family Science, Marriage and Family Therapy, or related field. CFLE and/or AAMFT clinical membership preferred. Demonstrated excellence in teaching and desire to teach in a Christian college of the liberal and applied arts and sciences. Bi-lingual in Spanish and English.

The College: Messiah College is a Christian college of the liberal and applied arts and sciences. The College is committed to an embracing spirit rooted in the Anabaptist, Pietist, and Wesleyan traditions of the Christian Church. Our mission is to educate men and women toward maturity of intellect, character, and Christian faith in preparation for lives of service, leadership, and reconciliation in church and society. Messiah College is a teaching institution which emphasizes instruction but values research and public service. Strong support is given to faculty growth and scholarship.

The Department of Human Development and Family Science seeks to enhance the well-being of families in diverse societies through educating students for graduate school and careers in family science; engaging in national conversations on family-related issues; modeling and promoting civic engagement and ethical responsibility in a variety of contexts; conducting academic research; developing and delivering effective family life education programs; presenting ideas and solutions which reflect Christian faith and values; and pursuing lives of leadership, service, and reconciliation both locally and globally. The Department offers two majors: Human Development and Family Science and Family and Consumer Sciences Education, both affirmed by the National Council on Family Relations= Curriculum Review Committee for Certified Family Life Education, and six minors: multicultural families; gerontology; human development and family science; children and youth services; women's studies; and pre-marriage and family therapy.

The goal of the Latino Partnership is to facilitate the involvement of students, staff, and faculty in the Latino community of Harrisburg, as well as enhance the exchange of educational resources between this local group and Messiah College. Rooted in the concept of meaningful and reciprocal partnerships, this program aims to serve as an effective vehicle for addressing community needs while providing the Messiah College community with a rich educational opportunity to learn and serve in diverse and complex social environments.

(http://www.messiah.edu/external_programs/latino/)

Starting Date for Position: Fall 2008

Compensation: Salary and rank commensurate with qualifications and experience.

Applications and Nominations: Nominations, as well as applications, are welcome. The search committee will begin screening immediately and continue until a suitable candidate is identified. Applicants should submit a letter of application indicating areas of specialization, two copies of their curriculum vitae, a copy of official transcripts, and three reference letters. Please address all inquiries, applications, and nominations to:

Dr. Raeann Hamon, Chair
Messiah College
Department of Human Development and Family Science
Box 3047
Grantham, PA 17027
(717) 766-2511 x 2850
rhamon@messiah.edu

Messiah College does not discriminate on the basis of age, color, ethnic/national origin, disability, race or gender in its education programs, admissions or employment policies.

WOMEN AND MINORITIES ARE STRONGLY ENCOURAGED TO APPLY

Fun Facts about Pittsburgh

The polio vaccine was developed by Dr. Jonas E. Salk and his staff at the University of Pittsburgh in 1953.

Pittsburgh is the home of two media firsts—WQED, the first community-sponsored educational television station in America and KDKA, the nation's first radio station, debuted in 1955 and 1920, respectively.

The first baseball stadium, Forbes Field, was built in Pittsburgh in 1909.

The Smiley :-), the first Internet emoticon, was created in 1980 by a Carnegie Mellon University computer scientist.



Academy Award-winning actress Shirley Jones was Miss Pittsburgh 1952.

Pittsburgh is the birthplace of playwright August Wilson, philanthropist Andrew Carnegie and authors Rachel Carson and Gertrude Stein.

The first Mr. Yuk Sticker was created at the Poison Center at Children's Hospital of Pittsburgh after research indicated that the skull and crossbones previously used to identify poisons had little meaning to modern children.

For more information on Pittsburgh's history, industry and many attractions, access the Visit Pittsburgh website at www.visitpittsburgh.com.

NCFR Approved CFLE Programs— Now over 100

NCFR recently welcomed its 99th, 100th, and 101st approved academic programs that lead to the Certified Family Life Education credential. Congratulations to the University of Georgia, Great Lakes Christian College, and Mississippi State University. Approved programs' curricula have been reviewed by a CFLE Committee as meeting the standards required to prepare for practice in family life education. Graduates of NCFR approved programs are eligible to apply for the provisional CFLE via an abbreviated application process.



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