



Ongoing



**SPECIAL FOUR-PAGE
DEDICATION DAY
SUPPLEMENT INSIDE**

Save the Date!

SOCIAL WORK AND PSYCHIATRY LECTURE SERIES

March 10 Dr. Kenneth Tardiff
(Cornell University)

“Violence and Mental Illness:
An Overview”

10:30 a.m., Psychiatry Grand
Rounds, UM Hospital

-and-

March 16 Dr. Lisa Dixon
(University of Maryland)

“Services to Families: From
Treatment Recommendations
to Dissemination”

3:00 p.m., place TBA

Call: 734-936-0805 for more
information

April 12 Student Awards Event

4:00 p.m., School of Education
Reception following in McGregor
Commons

April 15 Pathfinders Alumni
Program in Flint

Professor Tom Powell

“Trends in Managed Care and
Mental Health”

4:00 p.m., UM Flint-University
Center, Michigan Room

For more information, call
734-763-6339

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Gregory Fox

Workers installing pieces ▲
of “The Real Blue.”

Gregory Fox



▲ Sam Gilliam oversees installation
of his artwork, “The Real Blue,”
in the Library.

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Ongoing

Winter/Spring 1999
Published two times a year by
The University of Michigan
School of Social Work
1080 South University
Ann Arbor, MI 48109-1106

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Message from the Dean

This issue of *Ongoing* includes a special building dedication supplement full of photos, excerpts from speeches, and reminiscences from that wonderful day on September 25. Thanks to the extraordinary efforts of the Dedication Committee and our faculty, staff, and students, the day went smoothly. I particularly want to thank all of you who took time from your demanding schedules to attend the dedication events. The feedback from participants and the University administration has been overwhelmingly positive. The dedication of our new building truly marks a turning point in our history.

September also marked the beginning of a new academic year. There are 342 incoming Master of Social Work students, of whom 65 (19%) are students of color and 12 (3.5%) are international students. The new cohort in the Joint Doctoral Program in Social Work and Social Science has 10 students—8 are women, 2 are men, 2 are students of color. Although small in number, the international students are an important component of the student body. As we expand the opportunities for international placements (see related articles p. 20), we benefit from the perspectives these international students bring to the School. Our alumni, both in the U.S. and overseas, are a great resource for student recruitment, so we encourage you to identify potential students for the MSW and PhD programs.

We are constantly striving to provide scholarships and other forms of financial aid for students in order to attract the best and brightest applicants. The search for endowment moneys is at the top of my agenda. Recently, we received a challenge gift of \$1 million to endow fellowships for students interested in social work services to children and families. We are very appreciative and view this challenge gift as a

wonderful opportunity to tell our story and vision for the future.

The Winter Term will be dominated by two agendas: the interviewing of potential new faculty members and the re-accreditation of our Master of Social Work Program by the Council on Social Work Education. We are searching for five regular faculty in the following areas: child welfare, health, mental health, school social work, workplace and employment, community organization/management/policy, and information technology. We are also interested in individuals with expertise in one or more areas of interpersonal and macro practice and working with gay, lesbian, bisexual, or transgendered populations. Also, we are searching for an individual to hold a joint appointment with the Department of Anthropology and the International Institute. In addition, there is an opening for the Assistant Dean of Hospital Social Work, and we are currently searching for faculty to fill two endowed chairs, the Marion Elizabeth Blue Endowed Chair in Children and Families and the Harold R. Johnson Endowed Chair in Gerontology. If you know of potential candidates for any of these positions, please encourage them to apply. There is additional information on these openings on our Web site—www.ssw.umich.edu/—which is always a source of up-to-date information about the School.

The School is being reviewed for re-accreditation by the Council on Social Work Education in 1999, a process that occurs every eight years. The Commission on Accreditation is responsible for establishing standards and conducting reviews that stimulate improvement in professional social work education, encourage significant experimentation, and promote professional education designed to prepare graduates to meet the changing demands of professional

practice. The 1991 accreditation report lauded us for having “an outstanding, dynamic, and successful program.” In anticipation of the 1999 review, we held a mock site visit on October 12-14. Frank B. Raymond III, Dean of the University of South Carolina College of Social Work, and Julia Norlin, Director of the University of Oklahoma School of Social Work, comprised the mock site team. These are two of the leading experts on Council on Social Work Education standards and curriculum development. Their feedback has helped us tremendously as we prepare for the official visit which will occur in March 1999. I particularly wish to thank Associate Dean Siri Jayaratne, Professors Charles Garvin and Phil Fellin, and the many faculty, staff, and administrators who are working on the self-study document for their commitment to this critical undertaking.

The School's leadership in teaching, research, and service will be advanced by a \$1.5 million grant we have received from the W. K. Kellogg Foundation to support a new endeavor titled “Global Program on Youth: Transforming Social Work and Advancing the Well-Being of Youth.” The program will demonstrate how higher education and the social work profession can have a significant impact on the well-being of youth throughout the world. It will establish broad-based groups of scholars, policy makers, and service providers who will work together in “collaboratories” to address issues such as school drop-out, youth and violence, assessment and treatment of traumatized young people, and empowering youth as community builders. The program will restructure the way the School of Social Work relates to human service communities at the state, national, and international levels. ✨

— Paula Allen-Meares



Dean Paula Allen-Meares

“The dedication of our new building truly marks a turning point in our history.”

Helping the Elderly:

A GROWING CONCERN

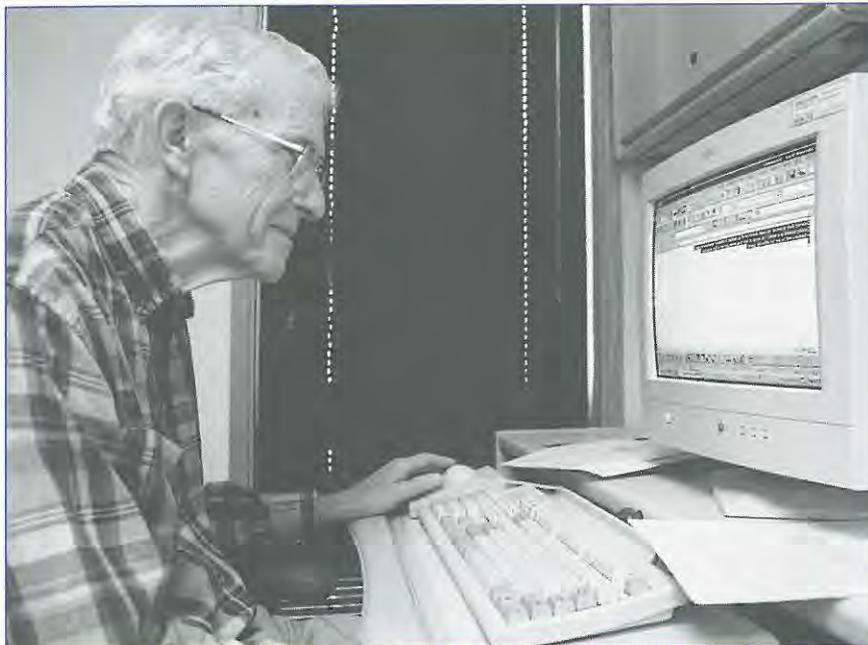
Recently, a 77-year-old astronaut was sent into orbit around Earth and an 81-year-old reporter for CNN covered the lift-off. A 79-year-old hiker walked the 2,150-mile Appalachian Trail for the third time in his life, something that would be quite an achievement for a man half his age. These people defy the stereotypes normally assigned to the elderly.

ELDERLY ARE A DIVERSE POPULATION

An ever-increasing number of senior citizens are living longer and healthier lives than in the past. In 1996, the 65-74 age group (18.7 million) was eight times larger than in 1900, but the 75-84 group (11.4 million) was sixteen times larger and the 85+ group (3.8 million) was thirty-one times larger. Coupled with the aging of the baby-boom generation, this increased longevity means that America's elderly population will expand significantly over the next fifty years. By 2050, 25% of all Americans will be older than 65, up from 14% in 1995.

Unlike John Glenn and Walter Cronkite, many older Americans do not enjoy perfect health, nor do they see themselves as contributing members of society. Some suffer from depression, dementia, or substance abuse problems. Others require assistance with activities of daily living, but don't have a support system in place. While a high percentage of seniors live a comfortable life financially, there are still those, particularly women and minorities, who live at or below the poverty level.

In a multicultural society, it is also necessary to understand and work with various cultural communities. There are differences in utilization of some services by elderly within ethnic groups. For example,



You are never too old to learn at the Turner Senior Resource Center computer class.

elderly African Americans do not use nursing home care to the same extent as the white population. These differences must be recognized in order to develop culturally appropriate services.

POTENTIAL MANPOWER CRISIS

This growing demographic explosion of elderly in need of varied specialized health and supportive services could be a potential crisis in the making. As the older population grows, there is a need for a larger pool of professionally trained gerontological social workers—no profession is more integral to the coordination necessary to meet their diverse needs. The National Institute on Aging projects that by the year 2000, 40 - 50,000 gerontological social workers will be required, yet barely 10% of that number are currently available. Clearly, the nation will face a social work professional manpower crisis because of the current and future lack of adequately trained social work practitioners.

Evidence of this shortage can be seen in the small number of social work students who complete aging concentrations in schools of social work. The Council on Social Work Education reports that only 5.5% of MSW students enrolled in accred-

ited colleges and university social work programs are in aging concentrations. While statistics from this year's incoming class of MSW students at the School of Social Work are more positive than the findings mentioned, there is still cause for concern. Of a total of 342 incoming students, only 33 chose Adults and Elderly as their area of concentration as opposed to 152 who chose Children and Youth and 79 who chose Mental Health.

Associate Professor **Shirley Lockery**, who teaches a class on policies and services for the elderly, is a strong advocate of the

need to give all social work students more training in the area of gerontology. "Not one student leaves this School without learning about the needs of children and families, but not all learn about the elderly." She points out that regardless of the area of concentration a student chooses, he or she will likely come into contact with the elderly through three-generation families. Members of the National Association of Social Workers support Lockery's theory. When surveyed, 62% reported that geriatric knowledge was required in their professional work. Despite this, fewer than 2% of students pursuing masters degrees, outside of those with an aging concentration, take any courses in gerontology during their two years in graduate school.

Nisha Siqueira, a second-year MSW student with a concentration in Adults and the Elderly, has, with **Beth Tobin '97**, co-founded a student group whose mission it is to address the needs of students in gerontological social work. Siqueira and Tobin thought that while the courses offered within the new curriculum were good, students needed more support and learning opportunities outside of the classroom. When they learned that a student organiza-

tion had once existed but been dissolved, they decided to resurrect it. Although the group is in its infancy stage, they are registered with the Michigan Student Association and are organizing their first series of "brown bags." Siqueira says, "Our goals as a group are to organize site visits to agencies and organizations serving the elderly, to invite speakers to address controversial issues outside the curriculum, and to promote information sharing and networking."

WHERE THE JOBS ARE

Traditional sites for gerontological social work have included senior centers, adult day care centers, nursing homes, hospitals, geriatric clinics, mental health centers, home health agencies, and community planning. Job opportunities can be found in organizations and professional associations, institutions, corporations, and government agencies.

As the elderly population expands, so does the market for trained gerontological social workers. More recently, gerontological social workers have been hired by dental clinics, independent physician groups, corporate personnel departments, travel organizations, banks, investment institutions, and employment agencies. More and more large companies are putting support services in place to assist their employees in coping with their aging parents. The scope of opportunity for employment in the field seems limitless.

WHY STUDENTS AREN'T CHOOSING GERONTOLOGY

Given that the elderly are the fastest growing segment of the population and that a graduate is almost guaranteed a job, one has to wonder why more students aren't seeking training in gerontology. Lockery speculates that one reason is society is still focused on youth, with the elderly being pushed into the background. However, with the aging of the baby boomers, she sees that focus changing. "As society shifts away from its youth orientation, we will view elders as both consumers and resources. Their power base will increase as they move into positions of control and become an integral part of daily social system activities."

Ruth Campbell, Director of Social Work at the UM Turner Geriatric Clinic and an alumna of the school, says other countries are much more conscious of aging as a leading social issue. "In Japan, media coverage about elderly issues is more pervasive. In both Europe and Japan, more programs have been established.

Gregory Fox



"Not only are there a lot of jobs available in gerontology, but the aging population is so varied that working with them offers great scope for creativity and learning."

*— Ruth Campbell '76
Director of Social
Work at the UM
Turner Geriatric Clinic*

In America, we have a lot of social issues, such as violence and drugs, that take precedence over aging, and aging is not an issue that the media talk about." Campbell thinks that if students had more exposure to the elderly and to practitioners, they would be more excited about working in the area.

Siqueira suggests another reason for the lack of interest. "I think a lot of young people don't want to think about growing older and find it difficult to see themselves age. I grew up with three generations in my family so I'm comfortable around the elderly." Siqueira also suspects that the students think the elderly can't change. "Students want to work with young children because they see them as being more malleable and think they can have more of an effect on children's lives, but the elderly have had to cope with more change than any of us—physically, mentally, and socially—and the majority adapt wonderfully."

Professor Berit Ingersoll-Dayton thinks there is a fear of working in this area, but she also thinks it is a fear worth facing. "We are all going to move on to this stage of life at some point, and we can learn from these people and their families. Asking the proper questions can evoke strengths and pull upon inner resources."

THE REWARDS OF GERONTOLOGICAL WORK

Siqueira, who is serving her field placement commitment at the Turner Geriatric Clinic, speculates that students who ignore the field of gerontology are missing out, both emotionally and financially. "I absolutely love my work and can't imagine I could enjoy working with any other population more. I get back far more from my work than I give. The fact that I'll have job security in an area of high demand is a bonus for me."

Campbell also thinks it is very shortsighted of social work students to be ignoring this field. "Not only are there a lot of jobs available in gerontology, but the aging population is so varied that working with them offers great scope for creativity and learning. Students doing field placements have opportunities to become involved in patient and family assessments, care



Karen Vetor, Social Services and Activities Director at Hillside Terrace Retirement Residence (l), and Mercie Easlick (r) on Mercie's 100th birthday.

“The love that comes back to me from the people I help is one of the most fulfilling aspects of my job.”

— Karen Vetor

management, home visits, counseling, psychotherapy training, educational and advocacy endeavors, and they often work with an interdisciplinary team which adds to their knowledge and poses more challenges.”

Siqueira, who performs new patient assessments in her field placement at the Turner Geriatric Clinic, concurs with Campbell. “I love the diversity and variety of tasks in my work. I see patients and their family from all sides, from assessment through home visits, and get to work with students from a variety of disciplines. This helps me to see the importance of each of the pieces.”

Ingersoll-Dayton sees the field of gerontological social work as being unambivalently positive. “Three of the benefits of working in this area are appreciation, mutual learning, and personal learning. The people one works with are often grateful. They are repositories of experience and wisdom. Also, we are working with people who are going through a universal experience. You have the opportunity to find someone you really admire, and analyze how that person got there and what you can do to achieve that too.”

A CASE IN POINT

Karen Vetor, an MSW student specializing in the elderly and dementia, first started working at Hillside Terrace Retirement Residence as an assisted-living aide when she needed a summer job eight years ago. “I met and became friends with a 98-year-old woman here. I would sit with Mercie and listen as she spoke about her problems and life. It was as though the 75-year difference in our ages just collapsed. I didn’t do much except listen, but it made such a difference to her and she was so grateful. I realized that this was what I wanted to do with my life.” Vetor now works full time at Hillside as the Social Services and Activities Director while continuing her studies and completing her field placement requirement at the Turner Geriatric Clinic.

In her position at Hillside, Vetor has gotten involved in everything from advocacy to fund raising, resident assessment, environmental design, behavior management, and activity planning. For example, she has worked with residents and their families to plan and build a therapeutic garden, helped families find the resources they need to deal with financial, medical and legal issues, and advocated with management and families on behalf of the Resident Council.

As Activities Director, Vetor explores the kind of activities that residents used to do, what they are able to do now, and what she can add to her programming on a group and individual basis. She likens her activity planning to having a huge ring of keys and if she can just find the right key, all this personality comes pouring out of the residents. “A simple thing like bringing some cucumbers in to work one day brought out a wealth of information and memories from the women about canning and pickling—they wanted to do this again, so we did. One woman, with tears running down her face, said that she hadn’t done anything like this in such a long time. She felt needed and productive again.”

Like Siqueira, Vetor speaks passionately about the many rewards she receives from her work with the elderly. “I learn so much from the people I work with. I learn that life has its ups and downs but that it is very full; I learn that I don’t have to be doing something all the time, that it’s okay to slow down and take life moment by moment; I learn to respect the elderly as whole people who still have a lot of life left in them. The love that comes back to me from the people I help is one of the most fulfilling aspects of my job.”

— Suzan Alexander

Energized by Life

A large segment of the younger population believes that people wither and fade as they get older only to become dissatisfied and tired of life. Those who work in the field of gerontology, though, know just how unfair and misleading this stereotype can be. Examples of elderly people who continue to live full, energetic, and rewarding lives well into their later years can be found all across America, and right here in our own neighborhoods.

Take, for instance, Fredda Clisham, a 79-year-old native Ann Arborite. Clisham works three days a week as a paid employee at Mott Children's Hospital in the Child Life Services Office. She walks two miles each way between her home and the hospital where she maintains the database of donations received by the Office and writes acknowledgement letters. When asked why she still works at her age, Clisham replies, "My husband died twelve years ago, and time weighed so heavily without a regular commitment of some kind. This job takes me out of the house and out of myself."

On her days off, Clisham likes to take classes, garden, usher at Hill Auditorium, read, babysit neighborhood children, maintain her home, and travel. She recently completed a 100-day, around-the-world voyage on a floating university ship. Clisham knows that people see her as being unusual but insists that she's really "as ordinary as mashed potatoes. I have a sister-in-law two years younger than me who works forty hours a week!"

Clisham believes in keeping life as simple as possible and in maintaining a balance between activity and rest. "I am very happy with my life. I have excellent health, which makes a lot of difference, and with all the opportunities we have in this town, it is hard not to be appreciative. I can't think of anything I would change. My life is probably as perfect as it can be." ✎

— Suzan Alexander

THE OFFICE OF CONTINUING EDUCATION IS INVESTIGATING THE FEASIBILITY OF EXPANDING THE CURRENT GERONTOLOGY POST-MASTER'S CERTIFICATE PROGRAM. IF YOU ARE INTERESTED IN THIS PROGRAM, OR WOULD LIKE FURTHER INFORMATION, PLEASE CALL KITTY FOYLE, PROGRAM COORDINATOR, AT 734-647-4281.



Gregory Fox

Aging Research

FINDING ANSWERS FOR THE ELDERLY

The University of Michigan has a very strong reputation in the area of gerontology. Some of the major scholars on aging can be found in the Institute of Social Research, the Institute of Gerontology, the School of Public Health, and the School of Social Work. Also, UM is the recipient of the largest number of aging training grants awarded to one institution by the National Institute on Aging. This combination of knowledge and financial support have resulted in some very substantial and valuable research being produced by School of Social Work faculty.

Associate Professor **Robert Joseph Taylor** has conducted extensive research on the informal social support networks (i.e., family, friends, and church members) of adult and elderly black Americans. Taylor looks at such factors as household composition, the proximity of family members, the degree of family affection, and the frequency of family interac-

Members of the Turner Senior Resource Center writing class compare notes.

Aging Research

FINDING ANSWERS (continued)

tions, and then analyses how all these factors relate to the level of support the black elderly receive. Church members can also be a valuable source of assistance through their home visits and calls and just by letting a person know that someone is thinking about them.

Another of Taylor's projects centers around a grant he recently received for research which focuses on religion, stress, and health. Significant aspects of this research are investigations of how the black elderly use prayer as a form of coping and how religion can mediate the relationship between stress and psychological well being.

When asked about the benefits resulting from his research, Taylor responds, "I think my work is most useful to the degree that other social workers and gerontologists use it, and then teach their students who will go into the field armed with more information about the black elderly."

Professor **Berit Ingersoll-Dayton** has been conducting cross-cultural comparative research on older married couples in Japan and America, examining the life history of their marriages, seeing how they communicate and how they help each other. Ingersoll-Dayton, in conjunction with **Ruth Campbell** of the Turner Geriatric Clinic, interviewed couples in both countries and found some marked differences in the ways the marriages evolved over time. She and Campbell discovered that in American marriages the couples were very close at the beginning of the marriage but felt they enhanced their relationships by giving each other more space, both mental and physical, as time progressed. Conversely, many Japanese began their marriages as strangers but grew closer together over the years.

Ingersoll-Dayton has also been

looking at the Asian stereotype of respect for the elderly. Working with **Chanpen Saengtienchai**, she has analyzed focus groups conducted in Thailand, the Philippines, Singapore, and Taiwan. They concluded that respect for the elderly is still a fundamental value in these countries but the ways of showing respect have changed. Children no longer give complete obedience to their parents and grandparents, but still ask for their advice even if they won't necessarily follow it.

Aging baby boomers and increased longevity will soon contribute to a greatly expanded population of elderly. . .

Ingersoll-Dayton's next research project is also associated with Asia. "I hope to work with colleagues at UM and in Thailand to identify among the Thai elderly what they consider to be the dimensions of a good quality of life, and to develop a series of survey questions that will get at this information. Measures used here do not apply there."

Professor **Sheila Feld's** current research interests focus on older people who need assistance with their daily activities to remain in the community and the people who provide this assistance. With her partners, Professor **Ruth Dunkle** and doctoral student **Tracy Schroepfer**, Feld has been looking at the racial and ethnic similarities and differences in those who provide assistance,

following a representative national sample of white, African American and Mexican American elders who are seventy years and older.

Tentative conclusions are that there is a lot of similarity in the use of informal helpers (family and friends) and formal help, but that differences appear when you look separately at those who are married and those without a spouse. Elderly whites and African Americans who are married and need assistance rely rather exclusively on their spouse; this is much less true for elderly Mexican Americans, who rely more on their children. Among those elderly who are not married, the differences were less marked. Children are the predominant sources of support in all three groups. It is important to identify the care givers because quite often they need support to continue their aid to the infirm elder.

Professors **Dunkle** and **Feld** oversee a grant the School has received for the past thirteen years from NIA to provide training in applied research issues in aging to predoctoral and postdoctoral fellows. Twenty-seven predoctoral and twenty-four postdoctoral fellows were supported during the initial ten years of this grant. As **Feld** remarks, "Gerontology is a rapidly growing area and the goal of our training program is to increase the number of social work researchers."

This influx of researchers can't come too soon. Aging baby boomers and increased longevity will soon contribute to a greatly expanded population of elderly who are going to require special services to help them stay healthy and alert and to make their lives less stressful. What might these services be and who is best equipped to provide them? These kinds of questions require immediate answers—answers that gerontological research can help to provide. 

— *Suzan Alexander*

Harold R. Johnson

Harold R. Johnson's life has been a study of contrasts. He has known discrimination and adversity, growing up on welfare and as a member of the only black family in his neighborhood in Windsor, Ontario. He encountered intolerance in World War II when, as a 19-year-old sergeant in the Royal Canadian Armored Corps, he commanded a unit of heavy tanks staffed by all-white personnel. He suffered harassment and threats to his personal safety in his work as a union organizer and human rights activist. But these hardships only tell one side of the story. Through his dedication to education and multiculturalism, his scholarship, his leadership, and his reputation for fairness, Harold Johnson has earned the respect of students, colleagues, politicians, and even presidents in his career at the University of Michigan.

Johnson was working as a trade union official for the Canadian Brewery and Distillery Workers union when he first became interested in social work. His service as labor's representative on the governing boards of several social service agencies led him to decide to go back to school in 1955 on an "experimental" basis, and in 1957 he obtained his master's degree in social work from Wayne State University.

After serving as a planning consultant with United Community Services of Metropolitan Detroit for four years, Johnson was hired as Associate Director of the Neighborhood Service Organization in Detroit in 1961. He developed a network of innovative programs serving the aged and emotionally disturbed and delinquent children. Johnson invited faculty from the School of Social Work to do staff training and also developed joint research projects with them. One of his main collaborators at the School, Professor Emeritus Robert Vinter, recruited Johnson to teach part-time in 1966 before accepting a full-time appointment as

professor in 1969. Vinter recalls, "I wanted to strengthen the School's ties to the Detroit metropolitan area and increase curriculum offerings in urban politics. Harold was in a strategic position to help as he was already involved in this area."

Always a lover of politics, Johnson couldn't resist the call when Governor William C. Milliken asked him to come to Lansing to organize a new state agency, the Office of Children and Youth Services. After a year-long leave of absence, Johnson returned to the School where he continued as head of the Community Practice Program and then as a Divisional Coordinator before he was invited to become Director of the UM Institute of Gerontology in 1975. During his tenure, the Institute moved to a position of national leadership. Johnson's competence was nationally recognized when he was asked to become a special counsel to President Carter and U.S. Commissioner on Aging. He declined the appointments, preferring to stay in Michigan.

In 1981, Johnson shifted gears again when he assumed the role of Dean of the School of Social Work. Johnson says he took the position with some specific goals in mind. "I wanted to increase research activity in the School at a time when the centrality and status of the School was measured to a great extent by the number of external research dollars generated. I wanted to revise the curriculum to better reflect changing conditions in society through new course content in race and gender relations, organizational behavior, and social and political issues. I wanted to improve and expand the doctoral program, and increase financial support for older students who had families to support. And I wanted to build a new social work building."

Johnson succeeded admirably on all counts. He appointed a director of Research Services to help faculty discover funding sources, and further facilitated faculty's time for research. He promoted postdoctoral social work

training and actively supported Professor Emeritus Edwin Thomas' efforts to secure the first postdoctoral training grant from the National Institute of Mental Health that was ever given to a school of social work. Johnson shepherded the idea of a new building through many years of laborious work to see it now become a reality. He was the first dean to recognize the need for an alumni society and a development officer to enhance the well-being of the School. Another idea that originated with Johnson was the concept of a visiting committee. "I thought we were getting too ingrown and could use some advice on how to enrich the program from pre-eminent people in the field, including some of our own graduates now teaching at other institutions."

Johnson retired as dean in 1993, but went on to serve as Special Counsel to President Duderstadt and then as Interim Secretary of UM before retiring in 1995. His many years of dedicated service to the University and social welfare have been recognized and rewarded. In 1996, the Harold R. Johnson Diversity Service Award was established by the Office of the Provost to honor the contributions of faculty who are working to create a more culturally and ethnically diverse campus and, more recently, an endowed chair, the Harold R. Johnson Chair in Gerontology, was established.

A lifetime of service to the principles of human rights, multiculturalism, social welfare, and respect for the aged have earned Harold Johnson these accolades and many more. UM President Bollinger paid special tribute to this remarkable career when, at the dedication of the new building, he commented, "I learned how to be a dean and how to do fundraising at the feet of Harold Johnson!" 

— Suzan Alexander

Gregory Fox



Norma Radin

The following is an excerpt from the remarks Dean Paula Allen-Meares made at the memorial service for Norma Radin on November 11, 1998. Radin passed away on September 24, 1998.

We have come together today to celebrate, and to honor, Norma

Radin's life and work.

Wife, mother, grandmother, friend, colleague—Norma had a very rich life indeed.

A native of New York City, Norma received her BA in psychology from Brooklyn College (1946), her MA in counseling and guidance from Columbia University (1948), and her MSW and PhD degrees from UM (1965 and 1969, respectively). She joined the faculty of the School in 1968 as a lecturer and

was promoted to assistant professor in 1969, associate professor in 1971, and professor in 1976.

I first met Norma, when I was a student, at a University of Illinois-Urbana-Champaign conference in the 1970s. She was recognized as a leading scholar in the area of child development and parenting, and had made her mark on the study of the non-traditional family. At the conference, she spoke about social services in the schools, and she was a dynamo! She was effervescent and articulate. It was like watching a human firecracker—colorful, vibrant, and full of the energy of life, spirit, and ideas! I was drawn to her, and

we hit it off immediately. I came to know her better through other conferences and long telephone conversations. She read my work, critiqued my books. . . and gave me sage advice. She became my mentor and my friend.

When I came to UM in 1993, Norma was one of the first people to greet me with open arms. She took me into her home and into her life. She shared her perspectives on the School, on social work, and, most importantly, on life, and our friendship deepened.

By this time she was a Professor Emeritus of Social Work, having given UM twenty-three years of service. She had written more than fifty publications, which included groundbreaking work on the link between the involvement of mothers in the cognitive development of preschool children and their later academic achievement. One publication, the noted book *Social Psychology for Social Work and the Mental Health Professions*, gave Norma the chance to work closely with someone she always spoke of warmly, her collaborator Professor Sheila Feld. Feld recalls that Norma was “a committed teacher and mentored many students learning to be social workers. During her entire career as a faculty member, and especially during her tenure as Director of the Joint Doctoral Program in Social Work and Social Science, she was an important source of inspiration, intellectual leadership, and support to doctoral students in social work, education, and psychology.”

Norma also touched the lives of many people who probably never met her, who probably never heard of her despite the tremendous impact she had on them, and I would like us to take a few minutes to remember *them* today as well.

When Norma wrote about the influence of fathers on the intellectual and emotional development of sons and daughters, she improved the lives of untold numbers of fathers, sons,

and daughters. When she examined the role of grandparents in child rearing and the impact on children's well-being, she touched the lives of grandmothers, grandfathers, grandsons, and granddaughters. When she wrote extensively about early childhood education interventions, in towns large and small across the country, the lives of children vastly improved. As an expert on the multiple roles that social workers could carry out in school settings, Norma clarified and improved the role of the school social worker. She enabled school social workers to identify, step forward, and help children at risk.

Norma gave voice, and hope, to the powerless and the young, to the uneducated and the underprivileged, to children and to families. Through the course of her life and her work, Norma held multitudes in her hands. She worked for a better life for adults and children, which is the aim of our profession.

I vividly recall the day Norma told me that the physician said she had five to seven years to live. When confronted with losing someone as precious as Norma, it helped me then, as it helps me today, to remind myself of the words of Raymond Carver, fiction writer and poet. Carver was in his fifties and knew he was dying from cancer when he wrote this poem, called “Late Fragment”:

*And did you get what
you wanted from this life,
even so?*

*I did.
And what did you want?
To call myself beloved,
to feel myself
beloved on the earth.*

A life lived so large can never be forgotten. Beloved Norma, although we have experienced a significant loss, know that we will never forget you or the work you have done here. ✨

— Paula Allen-Meares



Joan Abbey and **Crystal Mills** presented on "Community Designed Outcomes-Based Evaluation of Child Abuse and Neglect Prevention and Treatment Continuums" at the National Center for Child Abuse and Neglect Conference in November in Cincinnati. They reported on the participatory action evaluation developed by the Wayne County Human Services Coordinating Body's five multi-initiative community sites. Examples of federal and state initiatives incorporated into the evaluation are the Empowerment Zone, Family Preservation and Support Act of 1992, and the Michigan Interagency Family Preservation Initiative.

Paula Allen-Meares has been awarded a grant from the W. K. Kellogg Foundation for "Global Program on Youth: Transforming Social Work and Advancing the Well-Being of Youth" (see related article p. 3). In October, she was an invited keynote speaker for the Korean Association of School Social Workers Conference in Seoul, cosponsored with the Korean Welfare Foundation. Her topic was "Challenges Facing Schools in the United States: Tasks for School Social Workers." Allen-Meares' book *Social Work with Children and Adolescents* is being translated into Chinese. Allen-Meares and **Sandra Danziger** presented a report on social work projects in Muskegon at a UM Regents meeting in Grand Rapids in June. They reviewed two research projects that focus on families. The first monitors the well-being of families that receive public assistance. The second examines how teen mothers are faring under the welfare reform measures enacted in 1996 that require minor-aged mothers to attend

school and live at home in order to receive benefits. Both studies are being conducted under the auspices of the Muskegon Family Coordinating Council.

Ron Astor, Rami Benbenishty (PhD '81), Muhammad Haj-Yahia, and Anat Zaira have been awarded two grants from the Israeli Ministry of Education. Astor was also awarded a grant from the Office of the Vice-President for Research (OVPR) for "A Cross Cultural and International Study of School Violence: Israel and the USA." An article coauthored with **W. J. Behre, J. Wallace** and **K. Fravil** titled "National School Social Work Violence Survey: Personal Safety, Training, and Violence" was published in *Social Work* and received national media attention. Astor has three other recent publications: a chapter on "Mapping School Violence with Students, Teachers, and Administrators," coauthored with **A. Meyer** and **R. Pitner** in *African American Males: A Practice Guide*; "Moral Reasoning About Violence Within School Sub-Contexts: Harm Informational Assumptions and Undefined Public Spaces" in *Educational Psychologist* and "School Violence: A Blueprint for Elementary School Interventions" in *Multisystemic Skills and Interventions in School Social Work Practice*.

Karen Berwald was awarded the Fall Term 1998 Staff Recognition Award. Berwald works in the Office of Research Services.

Bill Birdsall has been awarded a grant from OVPR for "Using State Policy Indicators for Alcohol and Other Drugs: Contrasts by Gender."

Sheldon Danziger, Harold Pollack, and Rukmalie Jayakody have been awarded a grant from the Robert Wood Johnson Foundation for "Substance Abuse and Welfare Reform." Danziger was awarded a grant from the Ford Foundation for "A Research and Training Program on Poverty and Public Policy." In October, Danziger and **Jane Waldfogel** (Columbia University) organized a conference sponsored by the Ford Foundation on "Investing in Children." In November, he organized another conference, sponsored by the U.S. Department of Health and Human Services, on "Welfare Reform and the Economy: What Will Happen When a Recession Occurs?"

Kathleen Faller was awarded a grant from the U.S. Department of Health and Human Services Administration for Children and Families for "Training Program for MSW Students in Child Welfare." She has participated in numerous conferences, speaking on the art and science of forensic interviewing, allegations of sexual abuse in divorce, and children's memory and suggestibility. She has traveled to Anchorage (AK), Lakeland (FL), Cedar Rapids (IA), Madison (WI), Lafayette (LA), and Lansing and Muskegon (MI). Faller has also produced two videos—"Interviewing for Child Sexual Abuse: A Forensic Guide" and "Testifying about Child Sexual Abuse: A Courtroom Guide" (with **Suelyn Scarnecchia**).

Lorraine Gutierrez and **Ron Astor** are editing a special issue of the journal *Social Work in Education* on gender issues in school social work.

Chris Guldager Henrickson and **Julie Loftin** have been named interim codirectors of the Department of Social Work at the UM Health System.

Leslie Hollingsworth was awarded a minority supplement to **Carol Mowbray's** NIMH-funded project for "Seriously Mentally Ill Women: Coping with Parenthood." She also received a grant from the Office of the Vice Provost for Academic and Multicultural Affairs for "Biologic, Adoptive, and Extended Family Parenting: Is There a Difference in Outcomes?" In October, she presented on "Predictors of Adoption Seeking Among Women in the United States: 1995" at the Annual Research Conference of the National Survey of Family Growth in Maryland. Her article "Adoptee Dissimilarity from the Adoptive Family: Clinical Practice and Research Implications" was published in the August 1998 *Child and Adolescent Social Work Journal*. Hollingsworth is also a member of the advisory board for Purdue University's Center for Families.

Berit Ingersoll-Dayton was awarded a postdoctoral fellowship in Health and Aging from the School of Public Health during her sabbatical this year.

Lily Jarman-Rohde and **Dan Weisman** are being supported by the Council on Social Work Education

Gregory Fox



Ron Astor

(CSWE) Commission on Publications and Media to develop "A Compendium of Exemplary Models of Social Work in Health Care."

Jarman-Rohde and **Michael Reisch** coauthored "Strengthening Community Advocacy Through Collaborative Cultural Activities and Political Action," which was presented at the Association for Research on Nonprofit Organizations and Voluntary Action conference in Seattle in November. They also had a paper "Cultural Activities to Teach Multicultural Practice" accepted by CSWE to present at the 1999 APM.

Armand Lauffer is involved with several international projects. He is conducting research in St. Petersburg, Russia to evaluate why Russian professionals switched careers to work in the management of social services in the Heses system, the largest

complex of voluntary welfare services in the former Soviet Union. Lauffer and **Daphna Oyserman** are collecting data on 500-600 Jewish professionals in fifty countries who attended the World Council

of Jewish Communal Service's quadrennial meeting in Jerusalem in November.

Carol Mowbray has agreed to continue as Associate Dean for Research through the 1999-2000 academic year.

Daphna Oyserman, Paula Allen-Meares, Carol

Mowbray, Deborah Bybee, James Jackson, Arnold Sameroff, Mary Schwab-Stone, and **Jean Phinney** have been awarded a grant from the National Institute of Mental Health for "Pathways for Youth: Risk and Resilience."

Beth Glover Reed was awarded a grant from OVPR for "Adolescents and Substance Abuse Treatment: Factors Affecting Relapse and Recovery."

Elizabeth A. R. Robinson has accepted an NIAAA fellowship with the UM Alcohol Research Center. She has coauthored two papers: "A Review of Empirical Studies of Interventions for Families of Persons with Mental Illness" with **D. B. Biegel** and **M. Kennedy** for *Research in Community Mental Health* and "When a Family Member Has A Schizophrenic Disorder: Practice Issues Across the Family Life Cycle" with **L. K. Stromwall** for *American Journal of Orthopsychiatry*.

Mary Ruffolo was awarded a grant from the National Institute for Mental Health for "Evaluating MFGPI Program for Parents of Children with SED."

Dan Saunders and **Rich Tolman** have been awarded a grant from the Commonwealth Fund for "The Relationship Between Domestic Abuse, Welfare, and Emotional Health in a National Sample of American Women."

Katherine Funk Sholder was profiled in the Fall 1998 issue of *Insights*, a newsletter produced by the Melton Centre for Jewish Education at the Hebrew University of Jerusalem.

Dina Shtull-Leber presented at the 10th Annual

Conference of the Midwest Jewish Studies Association held in Chicago in October. She reviewed a course she developed together with the UM Frankel Center for Judaic Studies for Project STaR students titled "Traditional Sources for Contemporary Practice in Jewish Communal Service."

Michael Spencer was awarded a grant from OVPR for "NIMH Research Supplement for Minority Investigators Program."

Robert Joseph Taylor and **James Jackson** (ISR) have been awarded a grant from the National Institute of Mental Health for "African American Mental Health Research Program." Taylor's part of this grant is "Appraisals of Religiosity, Coping, and Church Support."

Rich Tolman and **Daniel Rosen** presented on "Domestic Violence in the Lives of Welfare Recipients: Implications for the Family Violence Option" at the Association for Public Policy Analysis and Management conference in October in New York City. Tolman was the featured speaker at two other conferences: "Violence Against Women: A Community Challenge" in Missouri in August and "Domestic Assault: Cultural or Pathological?" in Utah in September.

John Tropman has been awarded a grant from the Forbes Fund for "Grandma Called It Charity: A Collection of the Works of Elmer J. Tropman." His book *The Management of Ideas in the Creating Organization* has been published by Quorum Books.

Diane Kaplan Vinokur has been awarded a grant from

OVPR for "Community Service Incubators: A Comparative Case Study." Also, **Vinokur** is co-director and **Janet Weiss** (Business School and Public Policy) is director of a new, interdepartmental program in Nonprofit and Public Management. This program has been established by the Schools of Social Work, Business, and Public Policy to better serve students seeking careers and other commitments in the nonprofit and public sectors. This year, NPM is offering new courses focused on nonprofit management, collaborations across sectors, and nonprofit consultation. NPM is also offering a faculty research seminar, lectures, conferences, and career guidance. For additional information, check out their Web site at www.umich.edu/~nonprofit.

John Wallace and **Tyrone Forman** published the results of a study that found that highly religious teenagers are less likely to drink and drive, use tobacco or marijuana, carry a weapon, or get into fights. The study of 5,000 high school seniors demonstrates the positive impact religion has on adolescent behaviors and lifestyles.

Mieko Yoshihama has been awarded a minority supplement to **Rich Tolman's** NIMH-funded project for "Psychiatric Disorders Among Low-Income Single Mothers." The objectives are to develop a new measure of domestic violence using the life history calendar method and to assess the mental health consequences of domestic violence.

Gregory Fox



John Wallace

September 25, 1998



Dedication Day

THE MORNING

John Longres, PhD '70 facilitates a workshop on "Multicultural Content in the Human Behavior Curriculum."



Professor Shirley Lockery assists Rita Gelman '82 and her husband Charles with registration.



Lori Hansen Riegle '77 discusses "Social Security Reform: Impact and Opportunities."

A little more than three years ago we held groundbreaking ceremonies on this very spot for the wonderful, new facility you see before you. The School of Social Work Building is a reality, thanks to the support of friends, alumni, and the Central Administration. Because of what this building will enable us to do, and what it will mean to the state of Michigan, the nation, and the world, the physical completion of this facility really signals a beginning, not an end.

— Paula Allen-Meares, Dean





THE DEDICATION CEREMONY

The tent was overflowing with alumni, faculty, students, administrators, donors, and other guests attending the dedication ceremony.



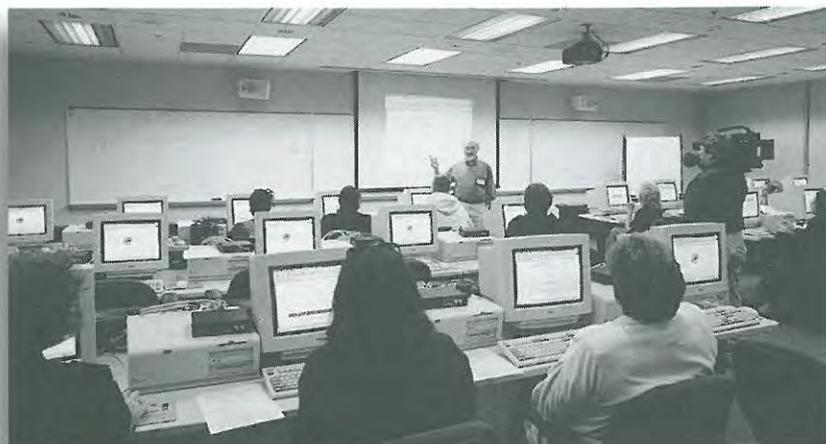
Regent Olivia P. Maynard '71



This is what a school of social work should be — a resource for the university and, at the same time, a resource for the community. I know I speak for all of the Regents when I say the new building is a valuable addition to the UM campus, not only for its physical beauty, but, even more importantly, for the quality of the teaching, learning, and service that will occur within and without its walls.

— Olivia P. Maynard '71, Regent, UM

Professor Armand Lauffer in the computer classroom, demonstrating his Web site.



Marian Krzyzowski, MSW student



By conducting our education in a facility that is both beautiful and functional, we are not necessarily compromising social justice values. To those who study and teach here, we are saying that you are valued in our community. Just because you work among those who are economically, socially, and politically marginalized does not mean you have to receive your education in an old high school building. To the visitors we host and to those who walk by the building, we are saying our school and profession deserve your respect. But ultimately it is up to us, the students, to ensure that we take advantage of the new home in a way that commits us to working for individual empowerment and social justice.

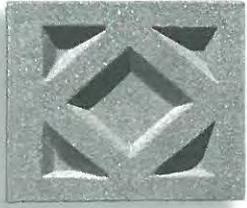
— Marian Krzyzowski, student

Dean Paula Allen-Meares and President Lee C. Bollinger



View of the Library from the first-floor McGregor Commons.





THE RECEPTION

Professor Sheila Feld (center) and students



Former UM Provost Gil Whitaker with International Institute Director David William Cohen



This is a great day for the School of Social Work, and I am very proud to be a part of it. This is a state-of-the-art building. It is really wonderful to see all these alumni here to celebrate it.

— Richard English '64, PhD'70
Dean, Howard University
School of Social Work

Dean Paula Allen-Meares with (l to r): Bill Miner '50, Howard Brabson, Lawrence Gary '67, PhD '70, Bill Pickard '65, and Richard English '64, PhD '70



Please visit our Web site,
www.ssw.umich.edu/, for
a list of building donors.

Guests who attended the School's dedication ceremony had the opportunity to tour an exhibit of twenty photographs taken by Joan Kadri Zald, '59. These photographs, of homeless street people at the Toole Avenue Soup Kitchen in Tucson, Arizona, were taken while the soup kitchen participants waited for the kitchen to open, stood in line to be served, or sat at tables eating. The intent was to record their faces and capture their humanity, as well as show the

warehouse next to the railroad tracks in downtown Tucson. It is operated by Primavera Service (an advocacy and service agency for the homeless) and COPE Behavioral Services (a mental health agency). Both agencies assumed operation of the kitchen, which was previously run by the Salvation Army, in 1998. At the time the photographs were taken, the kitchen was serving 300 - 400 bag lunches daily. For many participants, it was their only meal of the day. The agencies plan

FACES OF THE HOMELESS

variety and types of individuals who are homeless.

Most people avoid looking at the faces of the homeless, treating them as invisible. Pedestrians frequently avert their eyes when they pass homeless street people on the sidewalk, or cross the street to increase physical distance. This is done for several reasons: to avoid panhandling, because of fear and anxiety, or from a sense of helplessness to affect change. Whatever the reason, this behavior contributes to the sense of being non-entities or contaminated that the homeless experience. Their invisibility to the domiciled adds to their feelings of being devalued and dehumanized.

The Toole Avenue Soup Kitchen is located in a former

to expand their programs to include hot meals and social services.

Joan Kadri Zald, MSW, ACSW, is both a clinical social worker and photographer. She combines both sets of skills when she works as a photographer for social service agencies. Ms. Zald is an alumna of the School of Social Work and is presently an adjunct faculty member at the School. NASW Press recently purchased two of her photographs for their journals. One photograph, a mother and child, appears on the cover of the November 1998 issue of *Health and Social Work*. A second photograph, of an Acoma Pueblo Indian woman, appears on the cover of the January 1999 issue of *Social Work*.



Top photo: Charles and Cristine with their possessions; middle photo: Thomas; bottom photo: Expectant parents Lorraine and Allen, holding a teddy bear for their baby

Andrea Hunter

Andrea Hunter joined the faculty in September, moving across the street from East Hall where she had been an assistant professor in the Department of Psychology. Her training and research interests mesh perfectly with the interdisciplinary, collaborative nature of the School, so the move was a logical one for her.

Hunter holds a BA in Psychology and Child Development from Spelman College and MS and PhD degrees in Human Development and Family Studies from Cornell University. Her doctoral thesis was on family strategies of black families in the early twentieth century.

During a postdoctoral fellowship at Johns Hopkins University, Hunter received training in family studies, particularly in the intersection of family process and psychopathology. She was involved in

the development of a longitudinal study of first-grade students in five Baltimore neighborhoods. Her research there focused on intergenerational family issues and on the role of grandmothers as parents, an area she continues to explore.

Hunter spent two years at the University of Pittsburgh's Institute for the Black Family before moving to Ann Arbor in 1992, where she had appointments as a faculty associate at the Institute for Social Research and as an assistant professor of psychology and women's studies. The transition from psychology to social work was

a natural one for Hunter because it provides her with opportunities to examine the practical implications of her research. In addition, she feels her view of social science research as a potential form of activism is consistent with the values and ethics of social work practice and the profession.

Hunter finds social work students to be more diverse in age, disciplinary background, and work experience than those she taught in psychology. They are more challenging to teach, but more rewarding because they share her concerns about issues of social justice and inequality

and want to know what they can do about social problems.

Hunter grew up in South Florida in a family that was very involved in the community. As a young child she loved hearing stories, and says that is where she first learned to be a social researcher because stories explore the complexity of people's experiences. She states, "Storytelling is infused in everything I do." The questions she poses in her research projects are related to her passion for learning more about people's lives and her determination "to be a part of the conversation about the black community." The School of Social Work is pleased she will be asking those questions here.

— Robin Adelson Little

Gregory Fox



UNICEF ADMINISTRATOR PRESENTS ANNUAL FAURI LECTURE

On September 24, Joanne M. Csete, Senior Advisor in the Programme Division at UNICEF headquarters in New York, presented the annual Fedele F. and Iris M. Fauri Memorial Lecture on Child Welfare. Dr. Csete's topic was "Challenges to Children's Well-Being in a Globalizing World: A UNICEF Perspective." She discussed the consequences that globalization—the movement to a single global market—is having on child welfare. These include an increase in child labor, the involvement of children in situations of conflict, and the

Gregory Fox



Front row (l to r) Phyllis Moyer, David Fauri, Joanne Csete, Paula Allen-Meares, Greta Fauri. Back row (l to r) Jim Robertson, Paul Fauri.

growing influence of the infant food industry. Copies of the talk may be obtained from the

Office of the Dean (734-764-5340) or from our Web site (www.ssw.umich.edu/).

VISITING SCHOLARS PROGRAM

Michael Reisch, professor at the University of Pennsylvania School of Social Work, was a Visiting Scholar at the School from October 5 - 7. Reisch has published and presented widely on contemporary social policy, the history and philosophy of social welfare, community organization theory and practice, politics and social work, and social work values and ethics. His itinerary as Visiting Scholar included presentations at several MSW and PhD classes, meetings with doctoral students, and a public lecture on "Economic Globalization and the Future of the Welfare State."

MICHIGAN COMNET HELPS NONPROFITS FACE THE INFORMATION AGE

The School of Social Work is helping Michigan nonprofits save money through an Internet project called **Michigan Comnet**. This project, cosponsored with United Way Community Services' (UWCS) Southeastern Michigan Information Center (SEMIC), helps nonprofits inform others about their services and programs. Michigan Comnet offers nonprofits free Web space, low/no cost training in using the Internet efficiently, and an extensive Web site focused on the information needs of nonprofits in Southeastern Michigan.

Started as a Web site for human service organizations in the Fall of 1995, Michigan Comnet has grown from a modest site that included Web pages for 20 organizations to one that now hosts Web sites for over 215 nonprofit organizations in Southeastern Michigan and throughout the state. Originally, the site contained an online version of the UWCS Helpbook, a directory of human service providers in the Detroit area; discussion forums; a virtual library; The Volunteer Connection, where volunteers can learn about potential opportunities; and The Employment Connection, which lists nonprofit job opportunities in Southeastern Michigan.

Three years later, Michigan Comnet's services now include an online editing tool which allows nonprofits to make changes and update their Web sites at any time at

no cost. New databases have been added, including the Detroit Public Library's TIP Web; SOS Crisis Center's Helpnet, which focuses on human service providers in Washtenaw County; and the Kenny Foundation's Equipment Connection Online, which is a source for used adaptive equipment. Additionally, Comnet now hosts, free of charge, email-based discussion lists for groups and publishes a

calendar of events and a newsletter. Training is available in Detroit and Washtenaw County on such topics as using the Internet, finding information, designing a Web site, and publishing a Web site using HTML.

This project is sponsored at the School of Social Work by a generous grant from the McGregor Fund and support from the School. In the coming year, Michigan Comnet

hopes to expand its services to other communities in Michigan, add an extensive "arts and culture" resource, and begin a School of Social Work research knowledge base. If you would like more information about Michigan Comnet, please check out the Web site at <http://comnet.org> or contact **Rebecca Kamp** (734-763-6921 or rjkamp@umich.edu).

Coalition of Asian Pacific Social Work Students Produces Video

The Coalition of Asian Pacific Social Work Students has produced a video titled "Face Value" that examines the issues, problems, and challenges facing their colleagues. Students and faculty members interviewed in the film describe the prejudices they encounter. A question asked frequently is "Where are you *really* from?", implying that Asian Americans are not really Americans.

MSW student **Chris Onoda** and PhD student **Laina Bay-Cheng** introduced the video at a screening during student orientation and at a special showing in the Michigan Union. Production of the video was supported by funds from the Dean and the Office of Student Services. The faculty advisors for the group are **Mieko Yoshihama** and **Michael Spencer**.



(l to r) Laina Bay-Cheng and Chris Onoda at student orientation.

CSWE MULTICULTURAL TASK FORCE

The Council on Social Work Education and the School of Social Work sponsored a Task

Force on Multicultural Social Work Education in December in Ann Arbor. Eighty invited guests participated in two days of presentations, sessions, and panel discussions organized around social work curriculum

areas in order to lay the framework for developing a multicultural approach to social work education. The work of the task force will be taken forward at the CSWE meeting in San Francisco in March. Please contact **Lorraine Gutierrez** (734-936-1450 or lorraing@umich.edu) for additional information.



Gregory Fox

(l to r) Lorraine Gutierrez, Provost Nancy Cantor, Moses Newsome, Paula Allen-Meares, Barbara White, Don Beless

Gregory Fox

INTERNATIONAL SOCIAL WORK NEWS

Sara Goodkind Returns to Romania

Joint Doctoral student **Sara Goodkind** (Social Work and Sociology) is one of our many students who share a passion



Sara Goodkind with Romanian children.

for international social work. She spent twelve weeks this past summer in Romania, returning to the country where she lived for two years (1994-96) as a Peace Corps volunteer teaching English at a high school. At that time, Goodkind learned firsthand the impact that Communism, and its aftermath, had on that country. Since leaving, she has always wanted to return and work with the Romanian people who are directly addressing some of the challenges facing their country.

Romania, under the Communist leadership of Nicolae Ceausescu, banned birth control and abortion in 1966. This social policy led to a doubling of the fertility rate in Romania between 1966-67, resulting in many unwanted

children. The government's response to this problem was a massive program of state-funded orphanages. Parents were willing to put their children into these institutions knowing they would be clothed and fed. In the 1990s, the world learned of some of the tragic consequences of institutionalization, including AIDS transmitted through blood transfusions and international adoptions without the consent of parents.

The fall of Communism has not substantially decreased these problems, with 100,000 Romanian children still being raised in institutions. However, the new democratic government is committed to improving child welfare, and has established schools of social work, previously banned, to train individuals to work in this field. In 1997, legislation was enacted to reform the child welfare system and a Department of Child Protection was established.

Goodkind's summer placement in Romania was under the auspices of a project funded by the U. S. Agency for International Development to improve child welfare and women's health. The goal of the project is to assist the Romanian government in creating interventions and programs including family preservation services, a foster care system, domestic adoption, and other alternatives to institutionalization.

Goodkind traveled to three counties in Romania and used her language skills to conduct focus groups with directors of the local departments of child protection, social workers, and staff at institutions about their training needs.

It is clear to Goodkind that both the social workers and staff at the orphanages are doing their best with limited resources. High inflation, lack of funds, and a fear of change make the transition challenging. She recognizes the obstacles to both the implementation of the new laws and reducing the number of children in institutions, but is hopeful that the enthusiasm and commitment of the many Romanians working on the project will help make it a success.

Summer Placements in Africa

A number of students spent the summer of 1998 in Africa. **Jennifer Jackson** and **Kim Kelly** traveled to Malawi, while **Andrew Lehto**, **Sang Lee**, **Dave Whitters**, and **Alicia Wilson** visited South Africa.

Jackson and Kelly worked in two different Malawi orphanages. It was a painful experience for them to care for babies, knowing that a majority would eventually die. Lehto and Lee spent the summer in Petersburg, South Africa working for the Northern Province Department of Health and Welfare. Lee conducted policy work for the provincial government in the area of school social work. Lehto's work was in the area of grassroots social and economic development.

Wilson, a dual degree student in Social Work and Public Policy, worked at the Child Health Policy Institute as an intern. She studied research on violence among young people. The research had been gathered by looking at the cost of treating gunshot wounds in a local pediatric hospital.

Whitters was placed at the AIDS Foundation in Durban, a city where twenty-five percent of the population is HIV-positive.

All the students were candid about the challenges facing foreigners in Africa. Language is a key barrier that prevents Americans from providing direct services or doing grassroots organizing. The students who worked in policy settings had greater opportunities than those in social service agencies. They all appreciated the value of studying the culture of the country/community to be visited, and how it deals with social problems.

Several students expressed the concern that while they came over with skills and resources, they also left without having had the chance to share them. They wished there had been better opportunities to train local workers and learn local strategies for dealing with social problems, but overall, the students were convinced that the time spent in Africa was worthwhile and transforming.

The students were sponsored by the UM South Africa Initiative under the faculty leadership of **Oscar Barbarin**, a professor of Psychology and Social Work. Barbarin would like to expand the program to include students from other UM units, develop more preparatory course work for prospective students, and identify a faculty advisory group. As the School of Social Work expands its international focus, programs such as this will help attract MSW and PhD students who are seeking the opportunity to have field placements abroad.

— Robin Adelson Little

News from the Office of Student Services

1998 MSW EMPLOYMENT SURVEY REPORT

The Office of Student Services recently completed the fourth annual employment survey of recent graduates. Three hundred and five December 1996, April 1997 and August 1997 graduates were surveyed regarding their employment. The survey was conducted as a part of a national survey of MSW graduates.

Surveys were distributed to the graduates during June and July 1998. The response rate was 56%. The recent graduates were questioned regarding their job status, field of service, salary, setting, job function and credential requirements, as well as location, timing, and sources of employment.

Survey findings include:

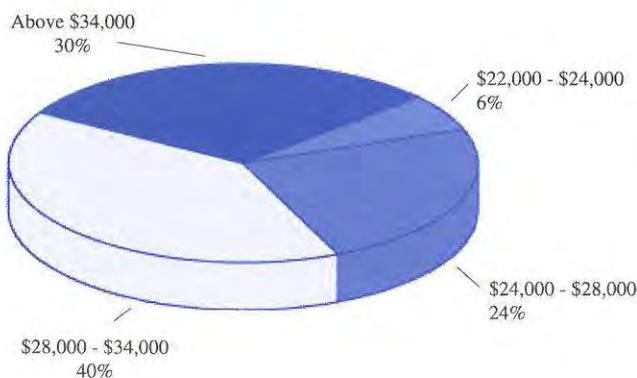
JOB PROFILE

- Over half (52%) of the graduates were compensated at \$30,000 or more per year.
- Most graduates were employed in the private not-for-profit sector (57%). Others were employed in the public sector (25%) and the private for-profit sector (17%).
- Clinical social work was the most popular method utilized by recent graduates (81%). Nearly one in five of recent graduates are working in a macro social work position (19%).
- An MSW was required or preferred for the vast majority of positions held by MSW graduates (76%).

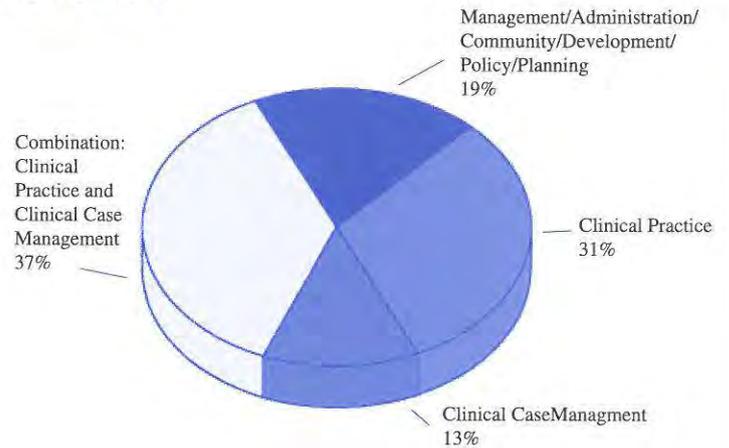
JOB SEARCH

- 98% of graduates were employed following graduation.
- Networking was the most effective job search technique (55%).
- An average of 2.6 months elapsed between the time graduates started intensely looking for jobs and the time they accepted a position.
- On average, graduates applied for jobs with sixteen organizations.
- On average, graduates interviewed for jobs with four organizations.
- On average, graduates received two job offers.

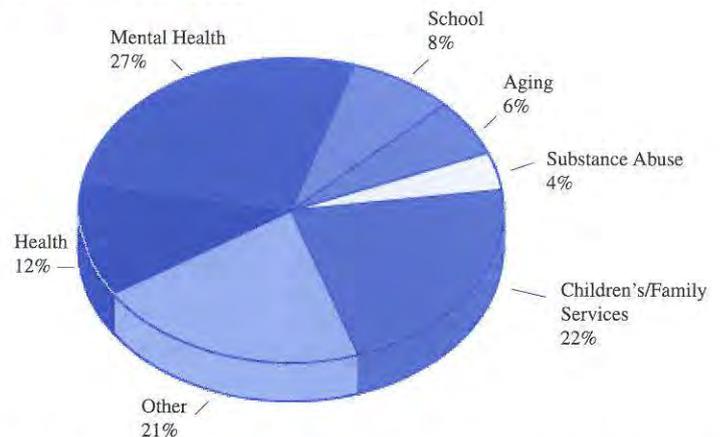
SALARIES



JOB FUNCTION



FIELD OF PRACTICE



Note: The Other category includes: Corrections and Criminal Justice, Community Planning and Development, Developmental Disabilities, Public Assistance and Public Welfare, Rehabilitation, Public Policy, Advocacy, Vocational Rehabilitation, Health and Aging combination, Education, Health and Developmental Disabilities combination, Human Resources, and non-social work employment.

MSW Students of the Year

For the first time, due to a tie vote, two MSW students have been honored as "Student Social Workers of the Year." They are **Natasha Alimchandi** and **Seann Riley**. They were elected by their peers for excellence in the following areas: demonstrated leadership qualities, contributions to the positive image of the social work program, activity in political and community projects, successful academic performance, and representing the professional ethics of social work. The awards were presented at a ceremony at Wayne State University on November 17.

Natasha Alimchandi and Seann Riley



Elaine Selo: Connecting Art and Social Work

On a summer trip to California in the mid-1960s, while enrolled as a Community Organization (CO) major at the School, **Elaine Selo, MSW '66, PhD '79**, and **Cynthia Shevel** visited some of the Berkeley head



Elaine Selo with Guatemalan merchandise

shops that were among the nation's first. The shops sold political posters, folk music, and other items socially and politically relevant to the sixties counter-culture. Fascinated by the role of the head shop as "part of the political process and as a center for political and social upheaval," as well as by the "strange and diverse stuff" sold there, Selo and Shevel brought some of the merchandise back to their first shop in Ann Arbor. There, at Middle Earth, it became instantly popular and quickly sold.

Today the women own three stores: Middle Earth on South University and the two Selo/Shevel galleries on South Main Street. They specialize in masks and sculpture from Africa, antique Chinese furniture, and artifacts from Mexico and Guatemala. The galleries also feature ethnic jewelry, contemporary African furniture, sculptural and functional ceramics, exotic wood boxes, and textiles

from around the world, as well as hand-crafted American jewelry and hand-blown glass.

When asked what connects social work and art, Selo says, "Both involve an examination of values. Art and aesthetics reflect the inner sense of what society and culture value. Written materials can mask this, but in the emotion of art, you can really see this." She says that the CO skills she learned at the School were "helpful in setting up the shop, but even more so later on." They helped her, for example, to organize a successful petition drive opposing a special assessment tax on the downtown area to provide city services, such as garbage collection, already covered by property taxes. "My CO training helped me to understand the political process at a grass roots level, to organize around an issue, and to mobilize the support of other merchants," who also opposed the tax because it would have put constraints on who would be allowed to lease downtown spaces and on what merchants could place in their display windows. Her social work training, she says, "is helpful to this day in dealing with personnel and other aspects of my business." And it "helps me select which charitable organizations to support by helping me to evaluate which ones are especially effective and efficient."

The gallery work also allows her to exercise social responsibility. Selo sells merchandise produced by YACAN, a community development project in Guatemala for women whose husbands have been killed because of their involvement with resistance activities. Candis Krummel, an American living in the Santiago Atitlan area of Guatemala, organized the project in the late 1970s to preserve backstrap loom weaving, a technique that produces magnificent textiles used in pillows, totes, bags, hats, and clothing. Krummel provides medical and social services to the weavers, and

they earn a living wage, which helps them support their families.

For Selo, the gallery "also provides a place where people can learn about other cultures and all the transitions of life—rituals of fertility, child-bearing, and death—that are reflected in art. And the gallery contributes to the revitalization of downtown Ann Arbor." Selo has also been involved in issues involving affordable downtown housing and was recently recognized by the University of Michigan's Comprehensive Cancer Center for her organizing and fundraising efforts on its behalf.

Although she loves her work, Selo says that initially, "I really thought I would do this temporarily because of my other interests and training." Her interest in the practical applications of social science research led her to pursue a PhD in Social Work and Sociology, through which she directed part of a national juvenile corrections assessment project headed by Emeritus Professors **Rosemary Sarri** and **Robert Vinter**. **Phil Fellin**, who was dean of the School while Selo was enrolled in the Joint Doctoral Program, says "If I were asked to name a social work graduate who demonstrated a continuing commitment and investment in our community, the first person I would think of would be Elaine Selo. She demonstrates a strong sense of caring and community. I am proud of the fact that the School can claim her as one of our graduates." After obtaining her PhD, she worked for two years with UM Institute of Labor and Industrial Relations Director **Louis Ferman**.

The joy she experiences coming to work each day leads Selo to advise, "Love what you do and do what you love, no matter how risky." Selo, who had no business skills nor formal knowledge of art when she opened the gallery says, "You must really want to do something and take the consequences, take the risks." After all, she adds, "If you don't try it, you won't know what you've missed." ✎

— Lily Jarman-Rohde

1949



Lucile Cantoni

Lucile and Louis Cantoni celebrated their fiftieth wedding anniversary on August 7, 1998. They met in September 1947 at a tea when the School of Social Work was

based at the Rackham Building in Detroit. Lucile became an administrator with Family Service of Metropolitan Detroit and Louis served as a professor at Wayne State University. Among their co-authored publications are *Counseling Your Friends* and *Theoretical Underpinnings of Practice in Family Service Agencies*. They have enjoyed retirement since 1989.



Louis Cantoni

1955

Art Michel retired from social work in 1983, and has been a volunteer since then in the urban transportation field



Art Michel in a cable car.

in San Francisco as an electrical transit mechanic and a technical assistant. He now volunteers as the president of Market Street Railway, a historical renovation organization that encourages the preservation and operation of historic transit vehicles.

1962

Alan Willcox works for Catholic Charities in Toledo, OH.

1964

Cheryl Mickelson Little lives in Leonard, MI and has a private practice. Prior to that, she worked in community mental health. When her last child graduates from high school in June, Cheryl plans to work part-time as a school social worker.

1965

Celestine O. Chan has had a long and distinguished career. She worked with developmentally challenged and emotionally disturbed youths, was a founding member of Chinese Family Life Services in Metro Toronto, and was a member of the board of the Chinese Senior Support Services Association. She has received numerous awards, including the Canada Day Achievement Award and the Chinese Volunteer Award.

Ronna Saunders lives and works in Richmond, VA. She has a private practice specializing in the treatment of eating and obsessive/compulsive disorders. She is a published author and speaks frequently at national and international conferences. Ronna's husband, **David Saunders '65**, passed away on July 25. He was an associate professor in the graduate school of social work at Virginia Commonwealth University, served on the Governor's Council on Alcohol and Drug Abuse Problems, and was executive director of the Metro Richmond Coalition Against Drugs.

Del Thomas works for SAW in Mulver, PA. He presents continuing education workshops for the state chapter of NASW and is developing technology for social workers.

1968

Norita Vlach teaches at San Jose (CA) State University's College of Social Work. She lives in San Francisco. Norita recently returned from a sabbatical doing transnational community development and research with Mayan Guatemalan refugees. She is married and has two daughters. Norita re-

ported on the death of **Larry Kressel**. She said he had been working as a land use attorney for the City of Portland, OR. He left a wife and two children. He "played a mean guitar and had a wonderfully wicked sense of humor."

1969

Pamela Blair has a full-time psychotherapy practice in Berkeley, CA where she works primarily with children. She is an avid cyclist and, in 1997, was the first woman to mountain-bike around Mt. Kilimanjaro. In June 1998, Pamela joined over 2,600 other cyclists in a race from San Francisco to Los Angeles, raising money for AIDS support organizations.

D. D. Davison lives in Duluth, MN. Since 1992, he has established three clinics called "A Positive Approach" that provide Christian mental health therapy. He is also very active on community boards, committees, and commissions.

1971

Janet L. Howes has a private practice in East Lansing, MI. She is involved with geriatrics and medical issues, as well as with genetic diseases such as Huntington's Disease.

Michael D. Knox is the co-author of *HIV and Community Mental Health*, a book that examines the unique contributions to prevention and treatment that community mental healthcare workers make to persons affected by HIV. Michael is a professor of community mental health at the University of South Florida's Louis de la Parte Florida Mental Health Institute.

1972

Joel Blumenthal is working on a one-year assignment for the National Science Foundation as a public affairs specialist in the Office of Legislative and Public Affairs. Joel is "on loan" to the NSF from the State University of New York at Albany where he is the associate vice president for advancement/university relations.

Arnold Boezaart is a senior program officer with the Muskegon Community Foundation. He manages child welfare projects, handles human resources

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Class Notes

administration, and does environmental grant making. Prior to this, he worked for twenty-seven years at DSS/FIA as a child welfare administrator.

1973

Susan Freedman has lived in San Diego, CA for the past twenty-five years. She was director of social work and family therapy at a psychiatric hospital for children and adolescents for ten years and has been in private practice for the past eleven years. Susan is also involved in managed care as an employee assistance provider. She is the mother of a five year old.

Robert Spiegel has been awarded a NIH Small Business Innovation and Research grant for a 750-subject study using a patented new technology to aid with smoking cessation. This product is also being used in conjunction with psychotherapy for weight management. Spiegel lives in Redmond, WA.

1975

Stephen R. Kahoe has been the discipline coordinator and an instructor in the human services program at El Paso (TX) Community College for the past eighteen years. He is also a consultant for child and adolescent mental health programs.

1976

Sherri Sheinfeld Gorin has co-authored a new book, *The Health Promotion Handbook*. This is a practical guide to promoting the health of individuals, families, groups, and communities. One of the contributors to the book is Professor Emerita **Edith Gomberg**. Sherri is on the faculty of Columbia University's School of Public Health, Division of Epidemiology.

Steven Bruce Katz is the school social worker for the alternative school in the Round Rock School District, a suburb of Austin, TX. His duties include individual, family, and group counseling and program implementation with at-risk populations. Steve uses a systems approach for intervention with students and families which he learned here at UM.

Emily Jean McFadden is a professor at the Grand Valley State University School of Social Work and the presi-

dent of MI-NASW. She was the graduation speaker for Eastern Michigan University's Social Work Department, and presented on family continuity and the treatment of foster children at the European Foster Care Conference in Hungary.

Virginia Sutton works for the West Chester (PA) school district. She informs us that **Peter Vaughan, PhD '77**, was acting dean of the University of Pennsylvania School of Social Work from 1993-94 and should have been included on the "Deans List" in the Summer/Fall 1998 issue of *Ongoing*.

1977

Vivian D. Roeder is a senior budget analyst with the State of Michigan's Department of Management and Budget for the Department of Community Health budget. She is also a full-time PhD student at Michigan State in social work and sociology. Vivian's interests are in elderly women's health, gender studies, and qualitative and quantitative research.

1978

Norma Banan is employed as a senior social worker/case manager for the Adult Neuro Rehabilitation Outpatient Program of the Rehabilitation Institute of Michigan in Novi. She is a member of the Michigan Association of Social Workers in Health Care.

Robert Brister lives in Oakhurst, CA. He serves as outreach coordinator for the Sierra Nevada Forest Protection Campaign.

1979

Nicholas J. Koster is the executive director at D. A. Blodgett Services for Children and Families in Grand Rapids. This is a private, nonprofit child welfare agency serving clients throughout Michigan.

Michael Mulvihill is the president of HealthDesign Consultants, an Ann Arbor-based health promotion and EAP consulting firm. He has entered into an agreement with the State Bar of Michigan to evaluate the Lawyers and Judges Assistance Program which assists members with alcohol or drug-related problems.

1980

John Boshoven was named Washtenaw County's "Counselor of the Year" in 1997. He is the counselor for continuing education at Ann Arbor's Community High School.

Bruce Mounsey passed away on March 3, 1998 in Portland, Oregon. Following graduation, he worked in San Francisco in psychiatric services at the county jail. Bruce then worked at Good Samaritan Hospital in San Jose, CA, relocating to Salem, OR in 1992 where he worked as a social services coordinator/supervisor in the Psychiatric Medical Center at Salem Hospital. His death was reported by his friend **Eve Eden '79**, a licensed clinical social worker in Santa Cruz, CA.

Lisa Bonner Wallis is teaching in the Behavioral Services Department at St. Louis (MO) Community College. For fifteen years prior to that, she was a gerontological social worker.

1981

Lee Cavanaugh heads the Employee Assistance Program at Beaumont Hospital in Royal Oak. She is also involved with a private practice, outside speaking, and consulting.

1984

Annette Fellin Gerten received one of the ten dissertation awards given at the Tenth National Symposium on Doctoral Research at Ohio State University. Her dissertation, on the topic of children's mental health, was completed at the University of Minnesota in December 1996.

1987

Dennis Meyer works for the Monroe County (MI) Mental Health Authority as a hospital/court liaison. He handles probate court commitments and develops court-approved discharge plans for two state facilities, three contract hospitals, and a forensic hospital. Dennis also develops discharge plans for formal voluntary clients and care plans for VA recipients and handles managed care reviews for all county Medicaid and indigent hospitalized adults and children.

1988

Jerome Glen has worked in the geriatric/developmental disabilities fields for the past nine years. He lives in New York City.

1989

Laurie Herzberger-Crecca lives and works in Fayetteville, AR. She is a part-time hospital social worker at Northwest Medical Center and has a two year old son.

Morrie O'Neil is a policy associate with CSR, Inc. in Washington, DC and lives in Arlington, VA.

1990

Marjory Gustke is a licensed clinical social worker in Illinois. She is director of specialized foster care at Uhlich Children's Home in Chicago.

Margaret Lutrey was recently promoted to supervisor in the Intake Department of the Juvenile Division at the Washtenaw County Family Court. She is also a PhD student at Eastern Michigan University in educational leadership.

1991

Lisa Carroll-Kepics lives and works in San Diego, CA. She is the educational coordinator for the System of Care project, through the San Diego Bar Association, which involves organizing the participation of public schools in the public, private, and family sector system redesign effort. Lisa is married and the mother of two children, one of whom is a special education student, so she is also active in special education advocacy and support.

1992

Jill Farrell has co-authored the book *Child Abuse and Neglect: An Interdisciplinary Method of Treatment*.

Melissa Wojnar is an outpatient therapist at Lifespan Counseling in Garden City, MI. She provides counseling to children, families, adults, couples, and substance abusers.

1993

Catherine O'Grady works in the Pediatric Research Department at Carolina Medical Center in Charlotte, NC.

1994

Sandra Ann Brosofske has moved to Fort Kent, ME to work as a therapist/supervisor at Aroostock Mental Health Center. Previously, she worked at Foote Hospital and Family Service and Children's Aid in Jackson, MI.

Rebecca Kiki Ratliff is working at Saline Hospital in the Greenbrook Recovery Center. Prior to that, she worked for the State of Michigan and at Huron Valley Center.

Renee Lanette Wright works as a school social worker at the Kennedy Institute in Washington, DC. In April 1998, she presented on "Values Education" at the NASW-MD chapter conference on school social work. Renee is also involved with several community service projects.

1995

Julie Amberg is a staff therapist at the Psychotherapy Institute in Berkeley, CA where she was accepted into a two-year advanced training program in psychodynamic psychotherapy. She is also a research assistant with the Family Caregiver Alliance. Julie served on the Disaster Action Team for the American Red Cross and volunteers at the Women's Cancer Resource Center.

Jane Blair is employed at St. Lawrence Rehabilitation Center in Lawrenceville, NJ as a program manager. She has received her LSW from the state of New Jersey. Prior to moving there, Jane worked at Alexandria Hospital in Alexandria, VA as a pediatric and labor and delivery social worker.

Lance Satterthwaite is working for United Methodist Family Services of Virginia in a treatment foster care program in Richmond. He does family and individual work and also has case management responsibilities.

Kecia Simmons works for the Michigan Jobs Commission in Detroit.

1996

Michelle Avery Ferguson lives and works in San Francisco. She is the in-home services program coordinator for Mount St. Joseph-St. Elizabeth's, serving families at risk of having a child removed from the home. Michelle provides assessments, supervises outreach workers, and collaborates with community agencies to identify families in need of services.

Jenny Lockwood works as a family advocate for a prevention program in an elementary school on Detroit's east side.

Joe Ryan is a first-year PhD student at the University of Chicago School of Social Service Administration. He is also working on a national evaluation of family preservation services at the Chapin Hall Center for Children.

Samuel Sokolove is the executive director of Amos, the national Jewish partnership for social action. Amos, funded mainly by the Nathan Cummings Foundation, is an effort to network practitioners of social action at the organizational/congregational level.

1997

Heather L. W. Curling is a child and family therapist at Aurora (CO) Community Mental Health Center. She is working towards her license in the State of Colorado. Her job involves providing crisis intervention and intensive therapy to children and families.

Jason A. Dauenhauer is the project coordinator for the Finger Lakes Geriatric Education Center in Rochester, NY. He is developing educational seminars for health professionals in western/central New York. Jason is also working as a research assistant studying nursing home culture change.

Dawn Detgen is a clinical social worker in surgery and oncology at the Veterans Administration Medical Center in Cleveland, OH.

Molly F. Dollahan works for the YWCA Sexual Assault Program in Kalamazoo, MI. She is a victim advocate/counselor for sexual assault survivors and their families. Molly coordinates a twenty-five member volunteer team who provide twenty-four-hour crisis counseling in local emergency rooms for sexual assault