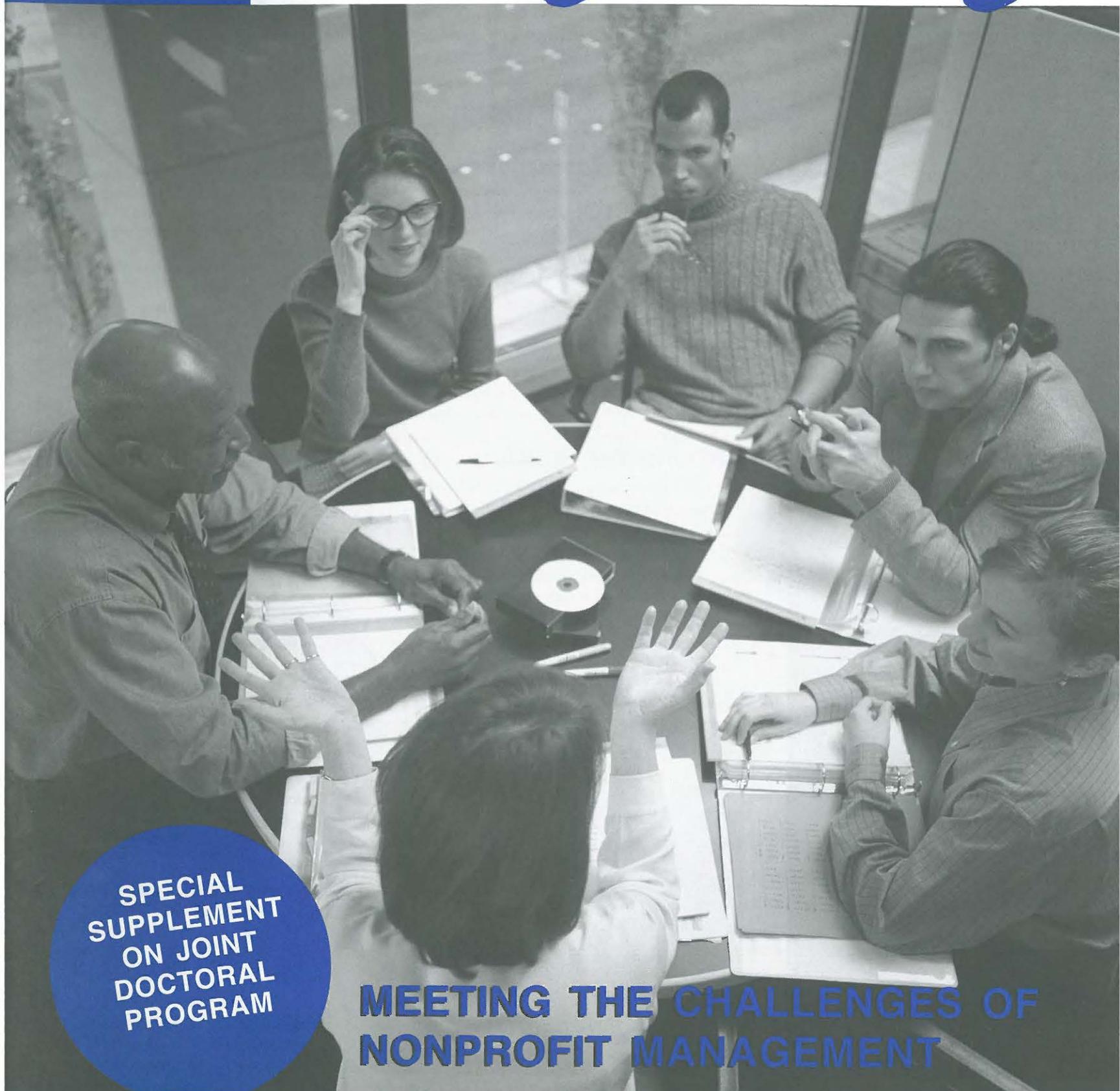




# Ongoing



**SPECIAL  
SUPPLEMENT  
ON JOINT  
DOCTORAL  
PROGRAM**

**MEETING THE CHALLENGES OF  
NONPROFIT MANAGEMENT**

## Kellogg Awards

Seven faculty members have been awarded grants from the School's Global Program on Youth, which is funded by the W.K. Kellogg Foundation. They are:

**Ron Astor** (with **Rami Benbenishty** and **Anat Zaira** of Hebrew University of Jerusalem) for "Linking National, Regional, and Site Level Data on School Violence: Site 'Self-Monitoring' as an Evaluation Tool."

**Oscar Barbarin** for "Poverty, Social Risks, and Early Childhood Development: A Collaboratory on the Cross-Cultural Assessment of Children of African Descent."

**Barry Checkoway** and **Janet Finn** for "Young People as Competent Community Builders in the Americas."

**Larry Gant** for "EZLink Collaboratory Project: A Collaboration of the Detroit Public Schools, Detroit Organizations and Communities, and the University of Michigan Schools of Social Work, Education, and Business."

**Charles Garvin** for "Approaches to Reduction of Conflict Among Youth Groups: An International Comparison of Resources and Outcomes."

**Lorraine Gutierrez**, **Robert Ortega**, and **Julio Guerrero** for "MEXUSCAN (Mexico, United States, Canada): North American Youth Research Collaboratory."

**Michael Spencer** for "Building Collaboratories around Mental Health Services for Children in Detroit Head Start."

For more information on all of these projects, please visit our Web site at [www.ssw.umich.edu/youth/projects.html](http://www.ssw.umich.edu/youth/projects.html).

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Gregory Fox



▲ (l to r) Kathleen Faller, Laina Bay-Cheng, Joanne Hartmeyer. In September 1999, the Family Assessment Clinic moved to 555 S. Forest Street, one block from the School of Social Work Building, as they were in need of better clinical space. The new telephone number is 734-998-9700.

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## Ongoing

Winter/Spring 2000  
Published two times a year by  
The University of Michigan  
School of Social Work  
1080 South University  
Ann Arbor, MI 48109-1106

Paula Allen-Meares, Dean

Suzan Alexander, Writer and Editor  
Robin Adelson Little,  
Production Coordinator and Editor  
Diane Kaplan Vinokur and Terri Torkko,  
Proofreaders

 UMC Marketing Communications;  
Kathleen Horn, Designer

Dean's Office (734) 764-5340  
Alumni Office (734) 763-6339  
UM Alumni Association (734) 764-0384



Peter Smith

◀ Audience in Comprehensive Information Resource Center for Meezan installation.

# Message from the Dean

This past year was one of considerable achievements for the School. Our MSW program received full reaccreditation from the Council on Social Work Education. The reaccreditation is a strong affirmation of the consistent quality of our Master's program. I want to thank the faculty, staff, students, alumni, and field instructors who assisted with this process for their contributions and thoughtfulness. In addition, I wish to thank UM President **Lee C. Bollinger** and Provost **Nancy Cantor** for their involvement in the reaccreditation process by reading the self-study document and meeting with the site team.

We began our academic year with 615 MSW students, who come from all over the U.S. (California, Illinois, New York, and Massachusetts are the top four states, after Michigan). Twenty-four percent are students of color and five percent are international students, primarily from Japan, Korea, Taiwan, and other countries in Asia. Speaking of international students, Professors **Charles Garvin** and **Michael Reisch** and I met with **Michael Kennedy**, the director of the UM International Institute, to explore ways our two units can integrate the relationships individual faculty members have with colleagues and researchers in other countries.

On October 5, we installed the first endowed professor in the history of the School, **William Meezan**, as the Marion Elizabeth Blue Endowed Professor in Children and Families (see p. 18). The chair was funded with a gift from the Ann and Robert H. Lurie Family Foundation. Professor Meezan, who moved to Ann Arbor from Los Angeles, where he taught at the University of Southern California, has been "out and about" in the community, meeting with leaders of public and private agencies in Michigan. He, along with other faculty conducting

research in the area of children and families, has met with administrators from Michigan Family Independence Agency offices to discuss ways in which their research can be beneficial. This is one of many examples of the outreach efforts being made by our faculty to ensure that their research has an impact on practice in the public, nonprofit, and private social service sectors.

The annual faculty retreat was held on September 10. The two major topics of discussion were the evaluation of teaching and grading. We are striving to improve the quality of instruction and ways to evaluate it. UM President Lee C. Bollinger and Provost Nancy Cantor addressed the faculty on pressing issues facing the University, including the ongoing affirmative action lawsuit.

The School hired six new faculty this year and we also recruited outstanding adjunct faculty, who perform a vital role in our instructional program. The purpose of hiring adjunct faculty is five-fold: (1) to bring to the School the highest quality instructors; (2) to involve in teaching experienced practitioners who, because of their experience, bring more versatility and breadth to the overall program; (3) to provide valuable input in curriculum design, development, and renewal; (4) to enhance curricular content through the involvement of individuals who have recognized expertise in certain practice areas; and (5) to provide role models to developing practitioners. Adjunct faculty also serve as another link between the School and the practice community. They complement our regular faculty, and many of them are actively engaged in working directly with clients, serving on nonprofit boards, and conducting agency-based research.

Adjunct faculty provide instruction in all concentrations. For example, we have a mental health group, including **Dan Fischer**, **Sally**

**Foley**, **Joe Himle**, and **Laura Nitzberg**, who work for the UM Health System. In the area of macro practice, we have **Joan Abbey** (Wayne County Office of Health and Community Services), **Harold Gazan** (retired deputy director of the Family Services Administration for the Michigan Department of Social Services), **Ed Marsh** (former interim director and special consultant to the Alzheimer's Association and manager for United Way), **John Martin** (former director of Catholic Social Services of Washtenaw County—see p. 5), **Floyd Robinson** (Detroit City Council), and **Sue Ann Savas** (Boysville of Michigan). These are only a selection of the outstanding adjunct faculty on board, many of whom are also alumni of the School.

In this issue of *Ongoing*, we salute four distinguished women who were trailblazers for the social work profession and the School. Three of our emeritus faculty died in the last year—**Jane Costabile**, **Merle Dinsmore**, and **Clarice Freud**—and we asked current faculty and friends to share their memories of these women with us (see pp. 8-9). The *Pioneers* profile (see p. 10) highlights the life and career of **Kay Reebel**, who was on the faculty from 1952-1974.

Finally, we mark the retirement of Dean Emeritus **Phil Fellin** (see p. 17). We will all miss his wisdom, leadership, counsel, humor, and institutional memory of the School's history. We wish Phil well and hope he and his family enjoy a long, healthy, and productive retirement. ✨

— Paula Allen-Meares



(l to r) Paula Allen-Meares, Phyllis Fellin, Phil Fellin

# Meeting the Challenges of Nonprofit Management: GETTING DOWN TO BUSINESS



Gregory Fox

*Faculty Director Janet Weiss oversees proceedings as panel members (l to r: Patricia Masserant, Eli Segal, and David Henkel) respond to questions at a recent conference organized and hosted by the UM Nonprofit and Public Management Center.*

The high quality of life that many Americans enjoy can partially be attributed to the presence of what is probably the most well-developed nonprofit sector in the world. Within this nonprofit sector are some of our nation's premier universities, symphony orchestras, museums, and hospitals. Approximately two million organizations (counting religious congregations, local chapters of larger groups, and small community groups) work tirelessly to provide an array of services, to address family and community problems, and to assist those who need help the most.

However, the nonprofit sector is facing a number of challenges that threaten to undermine the effectiveness of its organizations, unless these issues are met head on. The School of Social Work

recognizes that one of its challenges is to prepare students to become the managers, policy makers, and advocates who will successfully guide the nonprofit sector into the next century.

## HISTORICAL BACKGROUND

The roots of the U.S. nonprofit sector go back to colonial times. Because the government at that time was small and distant, people bonded to meet their essential needs, be they economic, cultural, or educational. Some people wanted to keep the government at a distance so they created local volunteer associations, while others felt their needs were not being met by the government and began to form their own advocacy organizations, such as abolition, temperance, labor, suffrage, and civil rights groups. Large in-

fluxes of immigrants also created their own cultural, service, and educational organizations to help maintain their identity and address needs which were unmet, sometimes due to exclusion or oppression. By the 1830s, there was such a wide number of voluntary associations in America, both religious and secular, that Alexis de Tocqueville, the French statesman and historian, was moved to comment on the phenomenon.

By the end of World War I, staff of these voluntary associations had become more professional than volunteer and the nonprofit sector continued to grow, both in terms of the number of organizations and in the breadth of its activities. The nonprofit sector flourished into the 1930s, with some dramatic changes occurring. The Depression and the resulting New Deal saw the increasing involvement of government, a trend which continued until the 1980s when partnerships began, with the government using the nonprofit sector as the vehicle to implement its policies and to deliver its social programs.

By 1981, the nonprofit sector had expanded enormously and had become increasingly reliant on government funding, especially in such areas as Medicare, Medicaid, and government grants. However, it was at this time that the Reagan Administration was looking to cut back its domestic spending. One way to accomplish this was to institute welfare reform; another was to devolve responsibility for the delivery of services from the federal to the state level and from the state to the local government level, which in turn looked to nonprofits to provide sundry services. Ironically, these measures and cutbacks in funds placed an even greater burden on nonprofit organizations at a time when new problems, such as

AIDS, homelessness, and increasing violence, were demanding that these organizations provide additional services. The finances of nonprofits were further depleted by the enactment of tax law changes that resulted in a reduction of charitable giving by the public.

## TODAY'S CHALLENGES

The financial picture for the nonprofit sector has not improved in the last twenty years. If anything, it has worsened at a time when the sector is being increasingly called upon, by both the public and government, to deliver more services to more clients who have increasingly complex problems. The government is still the second largest source of nonprofit revenue, outdistancing private giving by a factor of three to one. The Congressional budget resolution passed in 1996 continues to decimate the revenues that nonprofits rely on to finance their activities.

To raise money to support the delivery of services, nonprofits rely on a variety of sources, such as short-term government funding, foundations, and charitable giving. Unfortunately, at a time when the country is enjoying one of its most robust economies ever, private giving has declined as a share of nonprofit revenue, dropping from 15 percent in 1982 to 11 percent in 1992. (If recent major proposals for the overhaul of the tax system become fact, this situation will be exacerbated.)

One response to the need for more revenue and other resources has been to charge fees for services. This practice has been both a blessing and a curse. Fees have been an important factor in helping nonprofits survive the budget cuts and decline in donations. However, in health care and other human services like nursing homes, day care, and prisons, for-profit providers are increasingly competing against the nonprofit providers. The resulting competition has raised questions about the long-term viability of the nonprofit service format.

It is not just economic pressures that are having a negative effect on the nonprofit sector. There are also growing doubts about the very legitimacy of the concept of nonprofit activity. A number of scandals involving high-profile nonprofit organizations—the United Way, for instance—have caused the public to question not only the

value of their giving, but also the level of services actually being delivered. The confidence of the general population in the integrity of nonprofit organizations has been shaken.

## A MORE BUSINESS-ORIENTED APPROACH

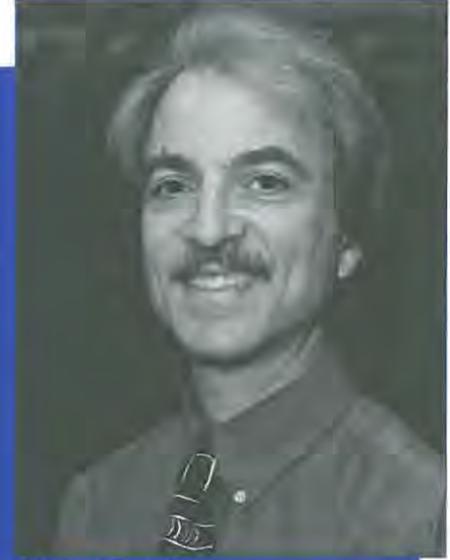
There are many who think the solution to these problems lies not in looking back to what once was perceived to be a golden age of volunteerism, but in looking forward and finding new ways to cope with contemporary realities. Several UM faculty have commented on the need for new approaches. Professor Michael Reisch, who teaches courses in policy and community practice, thinks a generational transformation is taking place in the nonprofit sector. “Older leaders are moving on and a new generation is coming in; one which is, in some ways, more representative of the community demographically.” While Reisch thinks

*“Nonprofit organizations now need different skills to thrive and survive, especially in management.”*

— Michael Reisch

the increased diversification is all to the good, he is less approving of other changes, but accepts them as being necessary to the survival of the nonprofit sector. “Nonprofit organizations now need different skills to thrive and survive, especially in management. Managers have to be more business oriented in their approaches.”

The skills that Reisch speaks of sound like they are more suited to the resume of a corporate chief executive, yet apply today to the social worker as well: strategic planning; resource development and management; leadership development and goal setting; utilization of computer technology; creating and sustaining commu-



Michael Reisch

nity collaborations, networks, and coalitions; contacting and developing relationships with government agencies and corporations; working with multicultural communities and organizations; public relations and marketing—the list goes on. Reisch sees this skill set as being not only advantageous, but mandatory.

Adjunct Professor John Martin, who served from 1979 to 1987 as the director of Catholic Social Services of Washtenaw County, agrees with Reisch's assessment. “Students have to leave the School with an understanding of strategic planning, budgeting, finances, and philanthropy. Our students get classes in all these areas. They graduate with a basic level of competence and then develop their skills further on the job.”

Martin not only agrees that the boundaries between running a business and guiding a nonprofit are blurring, he thinks that cooperation between the two sectors is the wave of the future. “In the '80s, programs that addressed family and community problems were focused on interventions. In the '90s, organizations wanted to go a step further and began to think about prevention as well as treatment. They were forced to think about collaborative arrangements and coordination in order to offer prevention services. The next step is to go beyond prevention to community building. This means nonprofits working with for-profit corporations in cases where both their missions merge.”

An interesting, and probably related, development in recent years is that boards of nonprofit organizations are starting to look at other professional schools, besides social work, for the skills they need in a manager. Reisch notes that schools of public administration, which used to educate students for

Gregory Fox



Diane Kaplan Vinokur

government policy positions, are now also educating for nonprofit roles. The same thing is happening in schools of public policy, law, and business. Professor **Janet Weiss** in the UM Schools of Business Administration and Public Policy verifies

that interest among business students in working in the nonprofit sector has definitely grown. "This generation is more interested in larger issues. Also, the Business School has invested in socially responsible activities in which the students participate."

For their part, corporations are becoming increasingly involved in philanthropic giving and community building, and are beginning to hire social work graduates with expertise in community organization to manage their involvement in areas of community responsibility. Weiss observes that "Corporations have always been involved in community relations and charitable giving, but now they want to get more involved beyond writing a check. They want to ensure that they are getting value for their money and they want more information." Martin and Weiss all see these crossovers as being beneficial to both the nonprofit and the corporate sectors.

Perhaps these increased employment opportunities, renewed social involvement, and the improved remuneration enjoyed by managers in the nonprofit sector help explain the upswing, both at the School and nationally, in students interested in registering for courses in administration and

management, community organizing and community development, and policy analysis and evaluation. Reisch speculates that recruitment of students from more diverse backgrounds and students of color who wish to give back to their communities may also account for this growing interest. Whatever the reasons, the number of students enrolled in macro studies at the School has increased from twenty-three percent of the 1998 SSW student population (148 of 633) to twenty-seven percent in 1999 (164 of 615).

### NEW INITIATIVES FROM SSW

Professor **John Tropman** proudly contends that the SSW was the first school of social work to have a major focus on learning the principles of management. "Previously, social work as a field ignored the need to train managers, and clinicians rose to fill these positions without any real training. But UM offered courses in community organization fairly early on and we were one of the first schools to initiate methods majors." Therefore, it is not surprising that SSW faculty have been quick to recognize the distinctive challenges of managing in the nonprofit sector, and are striving to offer additional resources that will benefit their students, the university campus, and nonprofit organizations.

Associate Professor **Diane Kaplan Vinokur** has teamed up with Professor Weiss to create the UM Nonprofit and Public Management Center (NPM), a collaboration among the Schools of Social Work, Business Administration, and Public Policy. It is the NPM's mission to offer educational and research opportunities in nonprofit and public management for UM students, faculty, and researchers, and to this end it offers a number of activities and resources. Financial support for the Center comes from the deans of the three collaborating schools, from Provost Nancy Cantor, and from a special grant awarded by the Provost's Office.

As part of NPM's educational agenda, Weiss teaches three new graduate courses that are open to students from all schools and colleges who are knowledgeable about managerial issues and analysis: "Managing the Nonprofit Organization," "Managing Across Sectors," and "Consulting in Nonprofit Organizations and Public



John Tropman

Organizations." Vinokur and Weiss, with Program Coordinator **Jacqueline Voigt**, have also coordinated various workshops, presentations, and seminars that involve students from across campus.

As well as offering an educational component, NPM also promotes research and theory development on nonprofit and public management by UM faculty, researchers, and students. A lively interdisciplinary faculty research seminar has been meeting monthly for a year and a half.

NPM is also open to student-initiated endeavors. Vinokur says, "We're proud of our student advisory board which is made up of students from all three units—Social Work, Business Administration, and Public Policy. For instance, one of our students recently put together a two-hour panel on how to be an effective board member, which was very successful."

One of the benefits of activities such as these is that students and faculty from various schools are learning from each other and are able to network. Vinokur is particularly pleased to see that "The stereotypes that members of the Business School and SSW have about each other are being broken down through dialogues in a civil forum, face to face. I've learned that Business School students have deep concerns over the interdependence of business, a safe environment, and community institutions such as schools. We need them and they need us."

Another service of NPM is to act as a clearinghouse for information on the 100+ relevant courses offered through various schools on campus and key faculty researching issues in nonprofit and public management. Also, their Web site ([www.umich.edu/~nonprofit](http://www.umich.edu/~nonprofit)) provides a calendar of pertinent UM lectures, workshops and events, resources for internships and fellowship support, funding for research, and links to other Web sites describing job opportunities and professional organizations in nonprofit and public management.

Professor **Armand Lauffer**, who teaches courses on fundraising, has also recognized the need for better resources. While in the process of updating his textbook titled *Grants, Etc.*, Lauffer realized that there was an enormous amount of information available on the Internet, more than could possibly be squeezed into one book. He decided to use the new technology available to design and maintain a Web site that would capture all this information. As Lauffer says, "It is becoming increasingly difficult to stay current on changing federal policies, fund-raising trends, ethics, the availability of in-kind contributions, etc. The Internet offers students, and anyone interested in fundraising, information that can't be found in any book."

Indeed, Lauffer's Web site ([www.ssw.umich.edu/grantsetc](http://www.ssw.umich.edu/grantsetc)) is a veritable treasure chest of information, with links to thousands of sites that discuss proposal writing, potential funding sources, generating donations, and legal and ethical issues in fund-raising. There is also a section that leads to electronic journals, information on workshops and courses, access to selected libraries, and professional associations. The site includes indices and search engines that serve as a map of its roadways.

(Another source of information about pertinent nonprofit Web sites is Michigan Comnet. See page 17 for more information on this valuable service.)

One student who applauds these efforts to increase and improve the resources for macro students is **Connie Linas**, who graduated with a major in community organization in 1997. Linas is now the program associate in consulting services at NEW Center, a nonprofit management support organization in Ann Arbor. The

consulting services department offers individualized technical assistance in various nonprofit management areas, such as board development, fundraising, strategic planning, and marketing. Through her position at NEW Center where she works with approximately twenty consultants, each of whom have ten to twenty years of experience in their area, Linas is gaining exposure to a variety of management styles and issues.

Linas credits her student placement at the Office of Lesbian Gay Bisexual and Transgender Affairs (LGBT) at UM with giving her invaluable experience in many areas of nonprofit management that she now encounters in her job. "I designed my own program, the Creative Expressions Group, for LGBT and questioning teenagers. I continued as a volunteer well after my placement finished. I conducted the fundraising, marketing, volunteer coordination, and facilitation of weekly sessions. Eventually, I obtained a small amount of funding and recruited a co-facilitator for the group, which became a chapter of a national nonprofit organization. I'm happy to say that Ozone House, a local youth services agency, adopted the program, so the group is still going nearly three years after I started the placement. It's nice to know that something that came out of a school requirement has become an important asset to the community."

## SETTING A COURSE FOR THE FUTURE

Professor **Barry Checkoway** thinks the changes that are occurring in the nonprofit

sector are motivating SSW faculty to help their students and community practitioners develop new skills for the years to come. Dean **Paula Allen-Meares** has asked Checkoway and Associate Professor **Lorraine Gutierrez** and three other faculty (**Janet Finn**, **Larry Gant**, and **Michael Reisch**) to formulate ideas for the future of community-based education. "Social work, as a profession, has a long tradition of work with and in communities. I am pleased that members of our faculty are exploring and discussing what our unique contributions should and can be as communities respond to numerous changes," says Allen-Meares.

This group has been meeting to determine the kinds of skills the new generation will need to work effectively. As Checkoway explains, "There is a rising demand for courses, field placements, and educational opportunities at the community level. Our group is actively discussing several strategies to strengthen community-based social work education. We are eager to identify research and curricular opportunities, and will be involving students, faculty members, and nonprofit community partners in the process."

To cope with the challenges confronting the nonprofit sector, cooperation is needed at a number of levels: between the nonprofit and business sectors; among the nonprofit sector, government, and communities; and among nonprofit organizations. For the School of Social Work, this means cooperation on more interdisciplinary and interprofessional endeavors.

Dean Allen-Meares agrees that partnerships are clearly the way of the future. "I am pleased that the Schools of Social Work, Business Administration, and Public Policy are combining their intellectual resources to develop opportunities for students interested in managing nonprofits. It is predicted that the 21<sup>st</sup> century will bring an abundance of opportunities and challenges for nonprofits, for which it is our responsibility to prepare the next generation of leaders." ✎

— *Suzan Alexander*



Gregory Fox

*Barry Checkoway*

# We Remember

*In the Summer/Fall 1999 issue of Ongoing, we promised a tribute to Clarice Freud, who passed away on June 22, shortly before we went to press. Several people asked us to also say more about Merle Dinsmore, who died on April 12. Jane Costabile passed away on November 23, so we have included a tribute to her as well. We asked current and former faculty for their memories of these remarkable women and were overwhelmed by the number of responses. The following are only a sample of the many reminiscences of these outstanding individuals who contributed so much in the early days of the School.*

Jane Costabile was appointed to the faculty in 1962 as a lecturer and was promoted to assistant professor in 1963 and then associate professor in 1968. She received her MSW degree in 1950 from the University of Pittsburgh and taught group work supervision at Wayne State University from 1955-56.



Jane Costabile

Costabile was field director of a U.S. Children's Bureau-sponsored demonstration project of social group work with parents at the Oakland County Department of Social Services and authored several papers based on that research. She was chair of the advisory committee on child placement for the Michigan Department of Social Services and served as the School's liaison to that department. In 1974, Costabile was appointed associate director of admissions and financial aid. She retired in 1979.

*Kathleen Faller:* Jane was near retirement when I joined the faculty. Despite this, I found her to be energetic and very involved with the School. She was a child welfare specialist who had an abiding commitment to make the world a better place for children.

*Tom Croxton:* Jane was just a marvelous person. I suspect she did not have an enemy in the world. We shared an office in the Frieze Building for many years. When we were asked whether one or us wanted to move into another office so that we would each have a private office, we said no, we were quite comfortable where we were. I think I always worked better with Jane around because I had a ready consultant who had so much more experience.

*Harold Johnson:* Jane had little interest in money or material things. I first became aware of this in 1956 when I was doing field work at United Community Services of Metropolitan Detroit under her supervision. She came to work one day with a new car. I asked her how she liked it and how much she paid for it. Jane said she had paid the list price. She had walked into the dealership and asked the salesman how much and wrote a check for the stated amount. Well, I almost died from shock and despair. I called a friend at American Motors and asked if he could do something to either void the deal or get her a rebate. After that harrowing experience, I started to make all of her major purchases, because Jane simply didn't care about such matters and didn't want to be bothered haggling about costs.

When I went to Lansing in 1970 to organize a new state agency, the Office of Children and Youth Services, Deans Fauri and Vinter were kind enough to release Jane for six months so she could accompany me on the assignment. I wanted her to assist me because I knew she would give me an accurate appraisal of my performance and because she enjoyed the respect of most of the key players in child welfare in the State. People would tell her things they would not tell me which helped us to evaluate our activities. Jane was so honest and disarming that I could use her as an "advance" person

as we moved around Lansing and the State of Michigan.

*Rosemary Sarri:* I remember Jane's dedication to group work, child welfare, and Detroit. She always reminded us how important it was to continue to be out in the field keeping track of what was going on. She always had a great smile for everyone.

**Merle Dinsmore '53** joined the faculty in 1962 and retired in 1983. She had previously worked for sixteen years as a social worker at the Children's Center of Wayne County. Dinsmore taught and directed the School's field program. In 1976, she spent a semester-long sabbatical studying field work issues and visiting other schools of social work to review their practice skill instruction programs.

*Tom Croxton:* My remembrance of Merle was principally as the director of field instruction. She was a person who was so nice in appearance and responses that you figured she was a pushover. Merle would listen closely and be sympathetic, but pushover she was not! She would just very quietly insist that you fulfill your responsibilities. So, you would come out of her office not having achieved your manipulative goals, but you would feel good about yourself. It was all rather amazing!

*Sheila Feld:* Merle was strongly committed to high standards of practicum placements, to the welfare of children, and to the education of students who worked on behalf of children.

*Tom Powell:* Merle Dinsmore placed a high value on field education. She worked with warmth and unstintingly to see that students got into the right places and had the kind of guidance that would enable them to make a success of their placements.

*Doug Davies:* Merle Dinsmore was the director of the Field Instruction Office when I was an MSW student here in 1978-79. My goal was to be a clinician who worked with adults, and the courses I took reflected this interest. However, I was turned down for the adult placement I badly wanted. I went to Miss Dinsmore, feeling defeated. She commiserated and said that when I had been in her introductory clinical class, she'd thought I'd be good working with children and families. She said that she



Merle  
Dinsmore

had a request for a student at Selma Fraiberg's child development project and she wanted me to interview for it. I got the placement, received wonderful training in infant mental health and family work, and have been working with children and families ever since. I am indebted to Miss Dinsmore for seeing some potential abilities in me that I wasn't thinking about. Her awareness helped send me in a new direction that changed the course of my professional work. From the perspective of twenty years of working with and teaching about children, I am very grateful to her.

Clarice Freud was on the faculty from 1942 until 1973. She began teaching as a lecturer in the Institute of Public and Social Administration, the forerunner of the current School. From the time of her initial appointment, Freud took responsibility for teaching and developing curriculum in child welfare, supervision, and casework. She was committed to public welfare, children and youth, and service with national, state, and local service and educational organizations. Freud was active in community affairs, working as liaison to the Michigan State Department of Social Welfare and holding memberships in the Michigan Youth Commission, the Family Service Association of America, child welfare organizations, and committees of the Council on Social Work Education.

Armand Lauffer: One of my first assignments at the School was to coordinate

its continuing education programs. That meant, among other things, recruiting faculty to do workshops and courses around the state. I was having a very difficult time getting enough volunteers and wondered why my colleagues didn't attach the same importance to continuing education as I did. Sensing my frustration, Clarice stopped by my office and said "Let me tell you what Fedele (Fedele Fauri, then Dean of the School) used to say. "To win at horseracing (he had been a horse breeder as a young man), you not only have to have horses that can, but who will run." I've been interested in motivation ever since!

Kay Reebel: Clarice had terrific abilities. She was a good politician who was always in the know. She was outstanding in the State of Michigan in the area of child welfare.

Penny Tropman: I recall many visits to Clarice's lovely townhouse on Ford Lake. She absolutely loved to inquire, in great detail, about what was going at the School. What courses was John (Tropman's husband) teaching? How responsive are the students? What new developments are there in the lives of this or that colleague? I was truly awed by her ability to keep all the names and ages and partners and children and grandchildren of all her colleagues straight!

Clarice had an incisive and sharp mind until very close to the end of her life. She always asked me about my courses and I frequently picked up helpful ideas. She had begun her career as a social worker asking tough questions, and she delighted in providing her colleagues with stimulating and helpful challenges throughout her long and productive life. We valued her as a person and colleague, and we mourn her passing. The field of social work and we, her friends and colleagues, have truly lost a rare, grand person.

Charles Garvin: I will always remember a discussion we had in which we were taking note of the many theories students were asked to learn here. Clarice said that our best students had "a large

tolerance for ambiguity." I also remember during the 1960s, when radical students were not necessarily polite in their language and wrote many calls to action using "four-letter words," Clarice always took these in stride. She took note of the fact that we had to keep up with the times and that the means of expression were simply changing. She was certainly no prude.

Robert Vinter: For many years, Clarice performed the tedious role of secretary of our faculty, faithfully recording our momentous contributions to collegial discourse in the minutes. When in doubt, she would check with individuals to make certain she was correctly reporting their statement or views as expressed. During the course of our meetings, Clarice would occasionally murmur her heartfelt agreement or angst with statements made by individuals about some issue important to her, offering a kind of quiet echo to the proceedings. She was scrupulous in putting



Clarice  
Freud

down her pen and obviously stepping aside, so to speak, when she wished to enter into the discourse. The single occasion I can recall when she departed from these behaviors was her cry of anguish when we voted to enact certain elements of the new curriculum proposals in the mid-sixties, to which she was strongly opposed. I think that was what is known as a *cri de coeur* and certainly touched my heart. ✎

# Kay Reebel

Emeritus Professor Kay Reebel can reflect on a career that has taken her all over the world, studying and working in several states and countries, including twenty-two years at the School of Social Work (1952-1974). The theme that runs through her personal and professional lives is a passionate dedication to children and families. “Family values” may be an overworked cliché today, but Reebel made them the foundation for her life’s work.



Gregory Fox

Kay Reebel

Reebel grew up in Pittsburgh where her family was in the steel business. She graduated from the Pennsylvania College for Women (now Chatham College) in 1929 and went on to receive a master’s degree in psychology from the University of Pittsburgh in 1931 and an MSW from the Smith College School for Social work in 1943.

In 1944, she was hired by the University of British Columbia in Canada to form a department of social work. Reebel recalls attending faculty meetings where the women sat in the back row and could only speak when addressed. While in Canada, she was impressed with the efforts made by the government to care for the children who had come from England during the war. Equally impressive were the doctors who flew Alaskan children to Vancouver for treatment of glaucoma, placing them in foster homes so they could remain in a family setting while receiving treatment.

Reebel returned to the U.S. in 1946 and accepted a position at Ohio State University, where she taught medical and psychiatric social work. Her philosophy of social work has always included a commitment to practice, and every summer she would

work in the field to keep up to date. Reebel spent the summer of 1949 at a leprosarium in Louisiana, working with the patients and families. She was one of the first caregivers to recognize that the family members needed emotional support in dealing with the stigma and isolation resulting from a diagnosis of leprosy.

At a conference in 1952, Reebel met UM professor **Eleanor Cranefield** who invited Reebel to Ann Arbor to meet Dean **Fedele Fauri**.

Reebel and Fauri “clicked,” and she was hired by the School that year. In addition to her teaching duties, Fauri expected Reebel to write grant proposals and committed her to work as a consultant at Percy Jones Army Hospital in Battle Creek. Reebel remembers taking the train there and being greeted by a military escort. During her time at the hospital, she advocated for the inclusion of families in the treatment plans for patients. Reebel spent many years at the Detroit Orthopedic Clinic, continuing to act on her belief that academicians must spend time in the field.

While at UM, Reebel helped the School develop links with the Schools of Public Health and Law and with the Veterans Administration Hospitals, where she continuously promoted family-centered treatment. Reebel believes that there is a limit to how much one can help an individual with a problem, be it medical, social, psychological, or legal, without the involvement of the family. She is proud of her efforts in this area, describing herself as someone who could “cross barriers” between disciplines.

Professor **Tom Powell** recalls that “Reebel had enormous self-assurance, accented with a bit of elegance—just the stuff that was needed to ensure that social work perspectives would influence the goings-on in the health arena. In her crisp and confident way, she successfully communicated the contribution

of social work in this arena where many professions and disciplines competed for influence.”

Reebel was also a pioneer in the field of gerontology. She worked with **Wilma Donahue** at the Institute of Gerontology and spent a sabbatical at the London School of Economics and Political Science in 1960. While in London, Reebel attended lectures and visited medical and psychiatric programs for the elderly and families of all ages.

Professor **Tom Croxton** remembers Reebel as “all knowing” and tells the following anecdote: “I remember going to her class and her saying ‘Congratulations, Tom. You passed the bar exam.’ She knew that before I did, before anyone else did. Needless to say, I would have kissed her had she not been my professor.”

Upon her retirement in 1974, Reebel was thanked for her contributions to the casework program and her leadership in the development of social work practice in medical settings, health and rehabilitation, alcoholism, and gerontology. When asked why she retired, Reebel says she decided “it was time for young people to come in and take over.” She is thrilled to see the progress women have made in academia, and asserts that “It does my heart so much good to see our woman dean (**Paula Allen-Meares**).”

Over her years in Ann Arbor, Reebel has developed a wide circle of friends, many of whom were former students. She keeps in touch with them, their children, and grandchildren and sees them as her extended family. Her kitchen walls are a virtual photo gallery of children of former students and colleagues. Reebel has also remained involved with UM and community groups.

Reebel credits her father for her longevity—he lived to be 102—and says she has lived a wonderful life. Who could disagree? ➤

— Robin Adelson Little

**Paula Allen-Meares** was appointed to the Board of Trustees and the Program Committee of the William T. Grant Foundation in New York, which supports postdoctoral research projects on the development of children, adolescents, and youth. Along with **A. Weick, M. Monti, S. L. Witkin, J. M. Shriver,** and **P. L. Delo,** she presented on "Demystifying the Publishing Process" at the Council on Social Work Education's Annual Program Meeting in San Francisco in March. Allen-Meares and **S. Burman** published "Cross-Cultural Therapeutic Relationships: Entering the World of African Americans" in *Journal of Social Work Practice* 13(1). Allen-Meares delivered the keynote address ("Our Place in Time into the 21<sup>st</sup> Century") at the 32<sup>nd</sup> Annual Midwest School Social Work Conference in Mackinac Island, MI in October.

**Tony Alvarez** presented at the Midwest School Social Work Council Conference in Mackinaw City in October on "Adventure Facilitation." With **Gary Stauffer,** he co-presented two workshops, "The Experiential Wave" and "Therapeutic Application of the Experiential Wave," at the International Association of Experiential Education Conference in October in Rochester, NY. He was invited to join a panel to discuss current issues and trends in the application of adventure principles and practice in therapeutic settings. Alvarez was on the planning committee, comprising professionals from the fields of social work, health, and education from Wayne, Macomb, and Oakland counties, for the Helping Children Learn II Conference held on November 10.

**Ron Astor** and **Rami Benbenishty** of Hebrew University were awarded a grant from the Spencer Foundation for "School Violence, School Organization, Peer Groups, and Personal Victimization."

**Michele Boggs** was the recipient of the Fall Term Staff Recognition Award. She is the recorder in the Registrar's Office.

**David Burton** and **Brett Seabury** published "The 'Virtual' Social Work Course: Promises and Pitfalls" in *New Technology in Human Services* 12, Nos. 3 & 4. This paper describes teaching social work courses over the Internet and was also presented at the Human Service Information Technology Applications 5<sup>th</sup> International Conference in Budapest, Hungary, in August.

**Mary Corcoran, Sandra Danziger,** and **Kris Siefert** will be involved with the new Michigan Interdisciplinary Center on Social Inequalities, Mind, and Body. This center is funded by a \$10 million grant from the National Institutes of Health and will be directed by **George A. Kaplan,** chair of the Department of Epidemiology in the School of Public Health. Corcoran, Siefert, **Colleen Heflin,** and **Nathaniel Anderson** were awarded a grant from the U.S. Department of Agriculture for "Causes and Consequences of Food Insufficiency After Welfare Reform."

**Sandra Danziger, Kris Siefert, Mary Corcoran,** and **Richard Tolman** were awarded a grant from the Office of the Assistant Secretary for Planning and Evaluation/Department of Health and Human Services for "Work and Well-Being Among Welfare Leavers and Stayers."

**Sheldon Danziger** and **Ngina Chiteji** were awarded a

grant from the Ford Foundation for "Money in Black and White: Asset Choice and Saving Behavior" and along with **Sandra Danziger, Richard Tolman, Mary Corcoran, Kristen Seefeldt,** and **Nathaniel Anderson,** Danziger was awarded a grant from the John D. and Catherine T. MacArthur Foundation for "Barriers to Employment of Welfare Recipients: A Panel Study." In June, Danziger briefed **Donna Shalala,** Secretary of Health and Human Services and **Alexis Herman,** Secretary of Labor, on the findings of a recent book he edited, *Economic Conditions and Welfare Reform.*



*Edith Gomberg*

**Edith Gomberg** was honored at a retirement conference in October sponsored by the UM Division of Substance Abuse and Alcohol Research Center in the Department of Psychiatry. This day-long tribute was organized to recognize her significant contributions to our understanding of alcohol problems in special populations, particularly women and older adults.

**Leslie Hollingsworth** presented on "The Personal and Political in the Adoption of Children: Some Theoretical Considerations" at the Theory Construction and Research Methodology workshop at the National Council on Family Relations annual conference in Irvine, CA in November. Her article "Symbolic Interactionism, African-American Families, and the Transracial Adoption Controversy" was published in the September 1999 issue of *Social Work.*

**Sherrie Kossoudji** was awarded the "Torch Award for Outstanding Contributions to Students" by the UM Mortar Board Senior Honor Society. She was also nominated to be a fellow of the Institut zur Zukunft der Arbeit in Bonn, Germany. Kossoudji presented a paper on "Women's Sub-Minimum Wage Pay" in Dublin, Ireland for the Center for Economic Policy Research Conference on Marginalized Workers in Urban Labor Markets. Kossoudji and **Deborah Cobb-Clark** have had three articles published recently: "IRCA's Impact on the Occupational Concentration and Mobility of Newly-Legalized Mexican Men" in *Journal of Population Economics* 1999; "Did Legalization Matter for Women: Amnesty and the Wage Determinants of Formerly Unauthorized Workers" in *Gender Issues*, Fall 1999; and "The Shadows of Unauthorized Employment: Women's Sub-Minimum Pay and Occupational Concentration Before and After Legalization" in *Women's Progress, Perspectives on the Past, Blueprint for the Future: Conference Proceedings*, Institute for Women's Policy Research, 1999.

**Armand Lauffer** and **Larry Root** were honored at a ceremony on September 22 for UM laureates of the 1999 Computerworld Smithsonian Awards. Lauffer was recognized for the Project STaR Web site, which links the resources of academia to those of the American Jewish community. Root was honored for programs he has developed for UAW-Ford University, which bring distance learning courses to workers at ten Ford plants.



Gregory Fox

Larry Root and Armand Lauffer

**Carol Mowbray** conducted two workshops this fall to train social work students and mental health providers in psychiatric rehabilitation practice with adults with psychiatric disabilities. She spoke on "Consumers as Providers" at the School of Social Work, University of Alabama-Birmingham and in London, Ontario, at a provincial conference on Assertive Community Treatment. Mowbray and **Steve Szilvagy** were awarded a grant from the Substance Abuse and Mental Health Services for "Community Action Grant - Phase II," replicating supported education services in Michigan.

**Beth Glover Reed** was awarded matching funds from the Office of the Vice President for Research (OVPR) for the

MSW-Research Assistant Program for "Alcohol and Other Drug Prevention for Girls and Women: Prevention Science vs. Practices by States."

**Michael Reisch** has three recent publications: "Ethical and Racial Conflicts in Urban-Based Action Research" in *Journal of Community Practice* 6(2), Summer/Fall 1999 with **Felix Rivera**; "Uncovering a Silent Betrayal: Using Oral History to Explore the Impact of McCarthyism on the Profession of Social Work in the United States," *The Oral History Review* 26(2), Summer/Fall 1999 with **Janice Andrews**; and "Social Policy and the Great Society" in James Midgley (Ed.) *Handbook of Social Policy* (Sage Publications). Along with **Ursula Bischoff**, Reisch presented on "Welfare Reform and Nonprofit Organizations" at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action in Crystal City, VA in November. He has been appointed to the NASW work group on neo-liberalism and the advisory committee for the PhD program in social welfare at New Bulgarian University. Reisch was awarded matching funds from OVPR for "Assessing the Impact of Welfare Reform on Nonprofit Organizations in Southeast Michigan: Implications for Policy and Practice."

**Michael Spencer** presented at three conferences: in February at the International Conference on Research for Social Work Practice in Austin, TX on "Ethnic Identity, Health, and Emotional Well Being Among Multiracial Adolescents," in March at the Council on Social Work Education Program Meeting in

San Francisco on "Promoting Affirmative Action: The Role of Social Work Education," with **Jeff Shook** and **Bowen McBeath**; and in November at the American Public Policy and Management Annual Meeting in Washington, DC, on "Race, Welfare, and Psychiatric Disorders among Single Mothers," with **Rukmalie Jayakody** and **Jim Kunz**. Spencer has published a chapter "Reducing Racism in School: Moving Beyond Rhetoric" in P. L. Ewalt, E. M. Freeman, D. L. Poole, & S. L. Witkins (Eds.) *Multicultural Issues in Social Work*, published by NASW Press. His article "Racial Minority Status and Distress among Children and Adolescents," co-authored with **L. Icard** and **J. Longres**, was published in *Journal of Social Service Research*, 25 (1/2). Spencer has received two UM grants: one from the CRLT Faculty Development Fund for "Making Connections: Bringing Intergroup Dialogues to the Social Work Classroom" and the other from the Kellogg Foundation (see p. 2).

**Robert Joseph Taylor**, **James Jackson**, **Harold Neighbors**, and **David Williams** were awarded a grant from the National Institute of Mental Health for "National Survey of African American Health." **Cleopatra Caldwell**, **Linda Chatters**, and **Randolph Nesse** are investigators on this grant.

**Diane Kaplan Vinokur** was awarded matching funds from OVPR for the project "Under One Roof: Benefits and Challenges of Co-Locating Nonprofit Organizations." She presented two papers at the Association for Research on Nonprofit Organizations and Voluntary Research (ARNOVA) annual conference

in Arlington, VA, in November. One was titled "Nonprofit Centers Arising: Symbolic Expression of Organizational and Community Nonprofit Values and Capacities Through Architecture" and the other was "Getting Help Down the Hall': Nonprofit Collaboration Under One Roof," co-authored with UM PhD student **Bowen McBeath**.

**Anna Yeakley** and **Lorraine Gutierrez** presented on "Intergroup Dialogues for Individual, Community, and Organizational Change" at the Association for the Advancement of Social Work with Groups conference in Denver in October.

**Mayer Zald** was honored at a two-day "Zaldfest," sponsored by the Department of Sociology, from September 17-18. The presenters included some of the most accomplished scholars in the fields of social movements and organizational studies, which Zald helped to pioneer. Zald holds joint appointments in Social Work, Sociology, and Business Administration. ✎



Mayer Zald

# Joint Doctoral Program in Social Work and Social Science

## HENRY J. MEYER FELLOWSHIP AWARD

Three students received the **Henry J. Meyer Fellowship Award** this year, named in honor of the founding and long-term director of the Joint Doctoral Program. This award is presented annually to students whose written work exemplifies the goals of the program in relation to the integration of social work and social science. Students submit a paper that is judged for its original contribution to the empirical or theoretical literature. This year, **Lynn Nybell** ("Meltdown and Containments: Constructions of Children at Risk as Complex Systems") was the winner, and **Izumi Sakamoto** ("Gender, Cultural Adaptation, and Cultural Self-Constructs: Multi-Method Community-Based Research with Academic Migrant Families") and **John Kerbs** ("(Un)Equal Justice: Juvenile Court Abolition and African Americans") were runners-up.

Lynn Nybell (Social Work and Anthropology) feels particularly honored to receive this award because she had a class with Meyer when she was an MSW student in the 1970s. Nybell is currently on the faculty of the social work department at Eastern Michigan University, teaching social policy and field seminars. Nybell is completing her dissertation, which is based on research on the "wraparound" programs in the State of Michigan. These programs provide a new model for treatment of at-risk teenagers, using an interdisciplinary model that involves parents, teachers, physicians, social workers, and psychologists in a team approach. This model is designed as an alternative to residential programs.

Izumi Sakamoto (Social Work and Psychology) is the director of the International Families Outreach Project (IFOP), a program she started in 1996 which serves spouses and families of international students and scholars living on North Campus. IFOP offers a variety of free

services to reduce stress and cultural isolation, including baby sitting/child care, stress management, an orientation fair for families, support groups, and a very popular quilting class. Sakamoto coordinates the staff and handles advocacy, research, and external relations, which includes grant writing and meeting with other UM offices and units. This project has been funded by The President's New Century Fund for Diversity. The Web site is [www.umich.edu/~ifop](http://www.umich.edu/~ifop).

John Kerbs' (Social Work and Sociology) research centers on the criminal justice system. His doctoral dissertation is on the safety and victimization of older prisoners, males fifty years of age and up, who are incarcerated in state prisons. The number of elderly inmates is estimated to reach 125,000 nationwide by 2000. Kerbs' research documents the economic, physical, sexual, and psychological victimization of this population. He advocates for separate facilities for older prisoners, both to prevent this victimization and to deal with their special medical, psychological, and social needs. Since most prison hospitals are designed for the acute care of younger prisoners, they are inadequate for the chronic needs of the elderly. Kerbs is also concerned about juvenile justice issues, particularly the trend to abolish juvenile courts and send adolescents into adult criminal courts.



(l to r) John Kerbs, Izumi Sakamoto, Henry Meyer, Lynn Nybell

## HARTFORD GERIATRIC SOCIAL WORK FACULTY SCHOLARS PROGRAM

The John A. Hartford Foundation has established the Hartford Geriatric Social Work Faculty Scholars Program. Ten outstanding academicians, each one having a national research mentor, were selected to participate. Three of the ten scholars are alumni of the Joint Doctoral Program: **Margaret Adamek** (NIA postdoctoral fellow '92), **Letha Chadiha** (MSW'85, PhD'89), and **Stephanie Robert** (MSW'93, PhD'96). Two of the national research mentors are SSW faculty members: **Ruth Dunkle** and **Berit Ingersoll-Dayton**. Last year, the School received a \$50,000 one-year planning grant from the John A. Hartford Foundation for the project "Strengthening Geriatric Social Work."

## DOCTORAL STUDENT ORGANIZATION

The Doctoral Student Organization (DSO) advocates for students' interests and plans doctoral student-faculty events. This year the DSO has focused on a number of important issues, including creating opportunities for students to obtain the two years of post-MSW work experience required for teaching social work practice courses and enhancing faculty-student mentorship. Also, the DSO helped arrange a well-attended presentation by Associate Dean for Research **Carol Mowbray** on the publishing process.

The DSO

is planning a conference for September 23 on the integration of social work and social science. This conference will provide a forum where students can present their research and focus on connecting social work and the disciplines. Alumni of the Joint Doctoral Program are invited to attend and participate. For more information about the

Gregory Fox



Beverly Arango and Tamara Middleton at DSO fall party.

conference, please e-mail the DSO at [ssw.dso.offrep@umich.edu](mailto:ssw.dso.offrep@umich.edu).

Other plans for 2000 include a luncheon with the faculty, helping with the annual recruitment weekend in March, and producing manuals for faculty in the social science departments. Last year, the DSO compiled "A Manual By and For Students," which covers such issues as challenges faced by students, diversity and difference, mentors and advisors, career development, and funding.

## AWARDS, PRESENTATIONS, AND PUBLICATIONS

**Khari Brown** (Social Work and Sociology) received a two-year supplemental award to the program project "African American Mental Health Research Center" under **James Jackson**. Funding is from the NIMH. Brown will be working on **Robert Joseph Taylor's** study "Appraisals of Religiosity, Coping, and Church Support."

**Laina Bay-Cheng** had a summer research partnership with **Abigail Stewart**. She worked on her psychology master's project, conducting research on the effects of internalized femininity on women's health. Bay-Cheng received the UM Rainbow Award for activism in the gay community and a CSWE Minority Research Fellowship.

**Lisa Colarossi** received two awards in 1999: a Community of Scholars Research Fellowship from the Institute for Research on Women and Gender and a Social Work and Social Science Research Partnership grant from Rackham. Colarossi presented on "The Role of Social Support in Becoming

a Family" at the annual conference of the Society for Social Work Research in Austin, TX in January. She also presented on "A Qualitative Look at Balancing Work and Family: Implications for Parenting" at the Society for Research on Child Development in Albuquerque in March, along with **Rena Harold** and **Lucy Mercier**.

**Anne Marie Conway** received a social work and social science summer partnership this past summer. She, along with **Susan McDonough**, presented a poster on "Stress and Soothing: Caregiving Correlates of Infant Crying" to the Society For Research in Child Development in Albuquerque, NM in April. Conway, along with **R. Dukoff**, **C. W. Wilkinson**, **F. Lasser**, and **J. Friz**, co-authored "Physostigmine Challenge Before and After Chronic Cholinergic Blockage in Elderly Volunteers" in *Biological Psychiatry*, 46.

**David Stuart Crampton** presented at five conferences in 1999: "Making Sense of Foster Care: Conversations Between Foster Care Practitioners and Researchers" at the 3<sup>rd</sup> Annual Conference on the Society for Social Work and Social Research in Austin, TX in January; "Participatory Evaluation of Services for Unsubstantiated Children's Protective Services Cases" with **Deborah Willis** at the CSWE Annual Program Meeting in San Francisco in March; "Beyond Justice: Using Family Group Decision Making to Address the Over-Representation of Children of Color in the Child Welfare System" with **Wendy Lewis Jackson '89** at the 1999 Family Group Decision Making Roundtable and International Evaluation Conference in Seattle in May; "A Grounded Theory Approach to Evaluating Family Group Decision-Making" (which will be published by the American Humane Association) at the same conference; and "Ensuring Continuous Improvement in Child Welfare Reform Through Participatory Evaluation" with **Wendy Lewis Jackson** and **Deborah Willis** at the Michigan

Evaluation Association Conference in East Lansing in May. Crampton published "Family Group Decision Making in Kent County, MI: The Family and Community Compact" in *Protecting Children* 14 (4): 37. He is the recipient of a CIVITAS doctoral fellowship in child abuse and neglect. David and his sister **Alexandra Crampton** are the first siblings in the Joint Doctoral Program.

**Michael A. Dover** published a book review of *Underground Woman: My Four Years as a New York City Subway Conductor* in the May 1999 issue of *Sociological Focus, Journal of the North Central Sociological Association*. He also published two articles, "Globalization and Cold War: Why No Peace Dividend" and "We Must Remember We Have Allies," in *BCR Reports*. Dover and **David Tucker** received a \$2,900 grant from the Inter-University Consortium of Organizational Studies Doctoral Students/Faculty Small Grants Program to support their research on nonprofit organizations in Toledo, OH.

**Julica Hermann** presented on "Beyond Playing the Oppression Sweepstakes: Seeking a New Understanding of Identity Politics" at the UC Berkeley conference on Boundaries in Question: The Geographies of Feminism in March 1998.

**Sangyoung Kahng** was awarded an NIMH training grant and a CSWE Mental Health Research Fellowship.

**John Kerbs** is a National Institute on Aging predoctoral fellow. He presented on "The Correctional Continuum of Care for Elders: Prisons Versus Community-Based Alternatives" at the American Society of Criminology's annual conference in Toronto in November. Kerbs published the article "(Un) Equal Justice: Juvenile Court Abolition and African Americans" in *The Annals of the American Academy of Political and Social Science* 564 (July).

**Abigail Lawrence** was awarded a National Institute on Aging predoctoral fellowship.

**Karen Lincoln** presented at two conferences: "Religion, Stress, and Psychological Well Being among African-American Women" at the 25<sup>th</sup> Annual Meeting of the Association of Black Sociologists in San Francisco in August and "Stress, Church Support, and Physical Health Among African Americans" at the 52<sup>nd</sup> Annual Scientific Meeting of the American

Gerontological Society of America in San Francisco in November. Lincoln has three recent publications: "Stress, Informal Social Support, and Mental Health among Low-Income African-American Mothers" in *African American Research Perspectives* 4(1); "African American Religious Participation: A Multisample Comparison" with Linda Chatters and Robert Joseph Taylor in *Journal for the Scientific Study of Religion* 38(1); and "Mental Health Services Within Faith Communities: The Role of Clergy in Black Churches" with Robert Joseph Taylor, C. G. Ellison, Linda M. Chatters, and J. S. Levin in *Social Work*.

Bowen McBeath received a W.K. Kellogg Nonprofit Research Fellowship from the Aspen Institute for "Public Contracting with Nonprofit Human Service Organizations in Michigan." Sandra Danziger will be his mentor on this project. He received three other awards: a CSWE Minority Research Fellowship, a UM Rackham Merit Fellowship, and an Association for Research on Nonprofit Organizations and Voluntary Action Emerging Scholars Award. McBeath, along with Jeffrey Shook and Michael Spencer, presented two papers at the CSWE Annual Program Meeting in San Francisco in March: "Can Community and Voluntary Service Prevent Juvenile Delinquency?" and "Promoting Affirmative Action: The Role of Social Work Education." Along with Diane Kaplan Vinokur, he presented two papers at the Annual Meeting of the Association for Research on Nonprofit Organizations and Voluntary Action in Arlington, VA in November.

Deborah Megivern was awarded the Elliott Alumnae Scholarship for Women. She has three recent presentations: in March at the CSWE Annual Program Meeting on "College Students with Psychiatric Disabilities: A Place for Social Work Advocacy;" in May at the International Association of Psychosocial Rehabilitation Services Annual Conference on "Supported Education Research Outcomes;" and in August at the American Psychological Association Annual Conference on "Issues Facing Students with Psychiatric Impairments on College Campuses." Megivern, along with Carol Mowbray, published "Higher Education and Rehabilitation for People with Psychiatric Disabilities" in *Journal of Rehabilitation*, 30-36.

Valerie Myers received a fellowship as a Moody Scholar from Blue Cross Blue Shield of Michigan. She presented a poster at the American Psychological Association in August.

Ronald Pitner presented at two conferences this year: "The Most Violent Event at School: A Ripple in the Pond" with Ron Astor, H. Meyer, and L. Vargas at the CSWE Annual Program Meeting in San Francisco in March and "Elementary and Middle School Students' Perceptions of Safety: An Examination of Violence-Prone School Subcontexts" with Ron Astor and H. Meyer at the annual meeting of the American Educational Research Association conference in Montreal in April. Pitner has two recent publications: with Ron Astor and H. Meyer, "Mapping School Violence with Students, Teachers, and Administrators: An Intervention" in L. Davis (Ed.) *Working with African-American Males: A Practitioner's Guide* (Sage Publications), and with Ron Astor, L. Vargas, and H. Meyer "School Violence: Research, Theory, and Practice" in J. Jenson and M. Howard (Eds.) *Youth Violence: Current Research and Recent Practice Innovations* (NASW Press).

Carol Ann Plummer received an award from the Institute for Research on Women and Gender. She presented three workshops: "The Mothers of Sexually Abused Children" at the Michigan State NASW conference in May; "The Non-Abusive Mothers of Sexually Abused Children: Preliminary Results from a Focus Group Study" with Julie Eastin at the APSAC National Symposium in San Antonio in June; and "Play Therapy with Abused Children" at the 19<sup>th</sup> Annual Michigan Conference on Child Abuse and Neglect in Ypsilanti in October. Plummer published "The History of Child Sexual Abuse Prevention: A Practitioner's Perspective" in *Journal of Child Sexual Abuse* 7(4).

Daniel Rosen gave seven presentations in 1999. Three were at the Society of Social Work and Research conference in Austin, TX in January: with S. K. Danziger and R. Tolman on "Social Workers Expanded Role in Addressing Welfare Recipients Barriers to Work;" with R. Tolman on "Domestic Violence in the Lives of Women on Welfare;" and "The Missing Component of Adolescent Pregnancy Interventions: The Impact of Violence in the Lives of Teenage

Mothers." Rosen also presented on "Domestic Violence, Maternal Functioning, and Children's Adjustment in Welfare Families" with A. Kalil, R. Tolman, and D. Gruber at the Population Association of American in New York in March; "The Impact of Violence on the Lives of Teenage Mothers" at the CSWE Annual Program Meeting in San Francisco in March; "The Impact of Domestic Violence and Mother's Well Being on Children in Families Receiving Welfare Benefits" with A. Kalil, G. Gruber, and R. Tolman at the Conference on Welfare, Work, and Domestic Violence in Ann Arbor in April and "Domestic Violence Towards Women Receiving Welfare: Report on an Urban Michigan Caseload Study" with R. Tolman at the Ann Arbor conference. Rosen, R. Tolman, and G. C. Wood co-authored "Assessment of Psychological Maltreatment" in R. Ammerman and M. Hersen (eds.) *Assessment of Family Violence: A Clinical and Legal Sourcebook* (2<sup>nd</sup> edition) published by John Wiley and Sons.

Tracy Schroeffer received two awards in 1999: the Conger Alumnae scholarship from the Center for the Education of Women and a National Institute on Aging Predoctoral Fellowship. Along with Sheila Feld and Ruth Dunkle, she presented on "Is the Spouse Always the Predominant Helper for IADL Tasks Among Various Racial/Ethnic Groups?" at the scientific meeting of the Gerontological Society of America in San Francisco in November. Schroeffer authored "Facilitating Perceived Control in the Dying Process" in B. Devires (Ed.) *End of Life Issues: Interdisciplinary and Multidimensional Perspectives*, published by Springer.

Jessica Worden received the Rosemary Sarri Endowed Scholarship in 1999.

Bradley Zebrack presented on "Quality of Life and Related Service Needs of Long-Term Survivors of Leukemia and Lymphoma" at the European Society for Paediatric Haematology and Immunology XVII Scientifica Congress in Washington, DC in May and on "The Psychosocial Outlooks of Long-Term Survivors of Childhood Cancer: Parent and Child Self-Reports" at the CSWE Annual Program Meeting's Health Symposium in San Francisco in March.

## STUDENT PROFILE: ANN RALL

In 1994, **Ann Rall** (Social Work and Anthropology) had just completed her MSW at Howard University when she was recruited by an international relief organization that was sending volunteers to Rwanda, a country that had been ravaged by civil war and genocide. Although most of the volunteers were medical personnel, Howard School of Social Work Dean **Richard English** MSW'64, PhD'70 advocated for the inclusion of social workers on the team.

Rall planned to be in Rwanda for three months, but stayed for an additional three months to write a proposal for a program, funded by the U.N. High Commissioner for Refugees, designed to help



*Ann Rall with children in Rwanda.*

widows and orphans deal with the psychosocial trauma of the war. She also assisted with the hiring of social workers for health care centers and home visitation programs. Rall was troubled by the reactions of international relief organizations to the genocide, and started thinking about the role social work, particularly in integration with anthropology, could play in improving the practices of these agencies.

Rall returned to the Howard School of Social Work to assist with the "Displaced Populations Program." This project was designed to look at the phenomenon of displacement on both the domestic (i.e., homelessness, natural disasters, major emergencies) and international (immigration and refugees) levels. Rall established a resource center and taught at Howard. In 1997, with the encouragement of English, as well as other SSW alumni at Howard (Rall describes Howard as being "overrun with Michiganders!"), she decided to enroll in UM's Joint Doctoral Program in 1997 in social work and anthropology.

Rall's research interests lie in the area of trauma—people's ideas about it and how it should be treated. She returned to Rwanda this past summer, and had the opportunity to review the program she had helped design five years ago. Rall also interviewed human service professionals, both expatriates and Rwandans, to learn more about the approaches being taken to address the long-term impact of the country's war experiences on its people. She was pleased to see that people were doing much better than she had expected.

Rall plans to return once again to Rwanda to conduct her dissertation

research. Thanks to funding from an agency in Denmark, the University of Rwanda is starting a department of social work, and she hopes to teach there. Eventually, Rall would like to have a faculty appointment at an American university.

In her modest fashion, Rall says she "owes it all to Dean English," who encouraged her to go to Rwanda initially and then nudged her in the direction of the Joint Doctoral Program. Rall is thrilled to be at Michigan, describing it as a gold mine of faculty and resources. She is studying with Professors **Janet Finn**, **Edith Lewis**, and **Kris Siefert**.

## Proseminar in Social Work and Social Science

During the Fall Term, the first-year cohort of students met for a weekly proseminar to present and discuss research exemplifying the goals of the program, ethical issues and current concerns in social work, and different practice, policy, and disciplinary perspectives. Each class featured a faculty member describing his or her current research.



*William Meezan, David Sommerfeld, and Ruth Dunkle attend the proseminar in Meezan's home.*

## DISSERTATIONS

**Nancy Beekman** (Social Work and Psychology) "Family Caregiving, Dementia, and Social Support." (Toni Antonucci, Chair) Beekman is working at the Dementia Clinic at the University of Cincinnati Medical Center.

**Theresa McArdle** (Social Work and Anthropology) "Migration and the Politics of Support: The Dynamics of Gender and Life Stages in the Development of Transnational Social Networks." (Roger Rouse, Chair)

**Peter Newman** (Social Work and Psychology) "HIV-Related Sexual Behavior Among Youth and Young Adults: Toward a Social Ecology of Risk and Resilience." (James Jackson, Chair) Newman has a post-doc at the AIDS Research Training Program in the Department of Sociology at UCLA.

**Bradley Zebrack** (Social Work and Psychology) "Living Beyond the Sword of Damocles: The Quality of Life of Long-Term Survivors of Leukemia and Lymphoma." (Mark Chester, Chair) Zebrack is working as a post-doctoral research fellow at the Jonsson Comprehensive Cancer Center, Division of Cancer Prevention and Control Research, UCLA.

Alumni of the Joint Doctoral Program are encouraged to send in information and photos for the "Class Notes" section of *Ongoing*. Please complete the inside back cover of this issue and return it to  
*Ongoing*  
UM School of Social Work  
1080 S. University  
Ann Arbor, MI 48109-1106.

## Phil Fellin Retires

It is hard to imagine the School of Social Work without Phil Fellin. He has been an important part of the School for over thirty-five years, and is now retiring. Fellin joined the faculty in 1965, following a faculty appointment at St. Louis University. Prior to that, he was the first graduate of the School's Joint Doctoral Program in Social Work and Social Science. He also served as dean from 1971-81, following which he returned to the faculty.

Fellin has achieved national stature as a social work educator and scholar. His research and scholarly writing have focused on rural and urban communities, program evaluation, and mental health policies and services. He has written two textbooks (*The Community and the Social Worker* and *Mental Health and Mental Illness*) and co-authored three books on research and program evaluation. His most recent writing, "Revisiting Multiculturalism in Social Work," will appear in the *Journal of Social Work Education*.

Fellin assumed other leadership roles at UM, including representing the School on the UM Senate Assembly and chair of the advisory committee to the executive board of the UM Children's Center. Externally, he has served on many local, state, and national boards, including the Council on Social Work Education (CSWE), the Department of Social Services, Catholic Social Services, and Child and Family Services. He has served as chair of the commission of accreditation for CSWE and assisted the School with its recent reaccreditation.

Fellin was honored at a special faculty meeting on November 10. With current and former faculty, staff, and friends in attendance, he was lauded for his contributions to the School. Dean Paula Allen-Meares provided an historical account of his many accomplish-

ments. Tom Croxton, the master of ceremonies, said "Fellin's crowning achievement was stopping grade inflation. He is our Allen Greenspan." Sheila Feld emphasized his personal and professional integrity. Charles Garvin, who joined the faculty in the same year as Fellin, reminisced about their close personal and family friendship. He noted Fellin's ability to make a smooth transition from professor to dean and back to professor, a move that others have found difficult. Rosemary Sarri, who was one of Fellin's classmates in the first cohort of the Joint Doctoral Program, recognized his wife, Phyllis, who has been a staunch supporter of the School. Dean Emeritus Harold Johnson described Fellin's behind-the-scenes contributions to the community in his efforts on behalf of the homeless, poor, and mentally ill.

Phil Fellin can look back on a rich and accomplished career as professor and dean. We thank him for his many contributions to the School, the community, and the social work profession.

## MICHIGAN COMNET

Michigan Comnet was initially developed by the School and is now co-sponsored with United Way Community Services' (UWCS) Southeastern Michigan Information Center and supported by The McGregor Fund and others. Comnet's primary mission is to foster the use of information technology and the Internet to facilitate communication and information-sharing among people involved in Michigan's public service sector.

To this end, Comnet's efforts are focused on identifying and expanding information resources on the Internet for the public service sector. It has an advanced Web site, a complete hands-on training program, and a research and development component—all

designed to make Internet resources more readily accessible.

Comnet and UWCS recently released the results of a survey of nonprofits in Michigan which showed that technical assistance and training are needed more than having additional hardware. Therefore, there are plans to establish a "clearing house" of resources and services to assist nonprofits in the areas of Internet access, expanded training, technical assistance, increased information brokering, and education.

Comnet offers free Web hosting for nonprofits in Michigan, along with low/no-cost training on using the Internet effectively. Some of the most popular sites are:

Detroit Eldernet:  
[comnet.org/local/orgsdetroiteldernet/](http://comnet.org/local/orgsdetroiteldernet/)  
The Domestic Violence Project, Inc./SAFE House:  
[comnet.org/local/orgs/dvp/](http://comnet.org/local/orgs/dvp/)  
Community Foundation of Southeastern Michigan:  
[comnet.org/local/orgs/comfound/](http://comnet.org/local/orgs/comfound/)  
Family Support Network:  
[comnet.org/local/orgs/fsn/](http://comnet.org/local/orgs/fsn/)  
National Bone Marrow Transplant Link:  
[comnet.org/local/orgs/nbmtlink/](http://comnet.org/local/orgs/nbmtlink/)  
Spectrum Treatment and Prevention Services:  
[comnet.org/local/orgs/spectrum/](http://comnet.org/local/orgs/spectrum/)

Anyone knowing of an agency that could benefit from using the Internet should contact Brian Boike at 313-226-9271. Please visit [comnet.org](http://comnet.org) to see some of the new Web sites and join online if you are not already a member.

Gregory Fox



Tom Croxton and Phil Fellin

## MEEZAN INSTALLATION

Faculty, staff, students, alumni, and family members filled the Comprehensive Information Resources Center on October 5 for the installation of William Meezan as the Marion Elizabeth Blue Endowed Professor in Children and Families. Donor **Ann Lurie**, along with her family members, friends, and staff, also participated in this celebration.

In his inaugural address, Meezan outlined issues of concern for children and families in the next century, focusing on the need for culturally-competent social workers who can work with people of different racial and ethnic backgrounds. He also emphasized the importance of community-based social work, urging the profession to return to its historical roots. The address is available on our Web site ([www.ssw.umich.edu](http://www.ssw.umich.edu)) or call the Dean's office (734-764-5340) to request a copy.

## CLARITA MAYS DEPARTS

After eleven years of service, Clarita Mays said goodbye to the School of Social Work at the end of October. She was hired as the director of the Office of Minority Affairs in 1988 and was promoted to assistant dean in 1992.

Before coming to the School as a student, Mays held staff and administrative positions at General

Motors. She became ill and left the corporate world, seeking recovery and balance between her personal and professional lives, and received her MSW in 1986. At this juncture in her life, Mays is ready to make another change, not because of illness, but because she is ready to move on to new opportunities. "The blessing of leaving now is that I am whole," says Mays. "I am leaving at a good time. The transition will be as smooth as possible for me and the School."

Mays is most proud of the sense of community and cooperation she has fostered. She believes that serving the total student, not just the person who comes in with a question or problem, is the way to impact their lives. When she meets with potential applicants, she always goes beyond answering their questions by asking questions of her own about what they value and what they want to accomplish. In dealing with staff and colleagues, her philosophy is quite simple: "If people are heard and their needs are addressed, the work gets done." This holistic approach to work and life marks Mays' uniqueness.

In the immediate future, Mays plans to spend more time with family and friends and to expand her volunteer activities. She has multiple connections with the Detroit metropolitan community, including work for the Detroit Radio Information Service (reading news for people who are hearing impaired), The Detroit Association of University of Michigan

Women, a children's mentoring program, and a hospice.

Mays will be networking and exploring her career interests in education and training for people in transition, life coaching, and intergenerational issues. At UM, she will continue to be a resource for the School of Social

Work and a member of the planning committee for the School of Education's Conference on the Urban Child. She is also considering writing an inspirational book of spiritual affirmations for daily living.

**Tim Colenback** has been named Interim Assistant Dean in the Office of Student Services. **Michelle Woods '94** is the new Assistant Director in that office.

Gregory Fox



Clarita Mays

William Meezan,  
Ann Lurie,  
Paula Allen-Meares



Peter Smith

## OUTSTANDING RESEARCH AWARDS

Professors William Meezan and Carol Mowbray were recipients of Outstanding Research Awards from the Society for Social Work and Research, presented at their annual meeting in Charleston, SC in January. Meezan and Maura O'Keefe were honored for their paper "Evaluating the Effectiveness of Multifamily Group Therapy in Child Abuse and Neglect." Mowbray and Deborah Bybee were cited for "The Importance of Context in Understanding Homelessness and Mental Illness: Lessons Learned from a Research Demonstration Project." Only three papers a year are selected for this distinction, so it is a great honor for the School to have two faculty members win the award.



Khita Pottinger and Yvonne Willis-Dulin '79

## HURON VALLEY ASSOCIATION OF BLACK SOCIAL WORKERS

Khita Pottinger (first place) and Deidre A. Dowdie (second place) were winners of the essay contest sponsored by the Huron Valley Association of Black Social Workers. The topic was "How Membership in ABSWS Will Enable Me to Enhance My Skills in Engaging African-American Families in the New Millennium," and the awards were presented at the Michigan Association of Black Social Workers state conference in Ann Arbor in November.

## STAFF PROFILE: Verna Bell

*This is the first in a series of staff profiles, which will be a regular feature in Ongoing.*

The Registrar's Office is central to the School of Social Work as it serves both faculty and students and, for nine years, Verna Bell has made it her job to keep the office running like clockwork. As the School's registrar, Bell is responsible for planning course schedules and classroom assignments, organizing course registration, and maintaining student records. With nearly eighty faculty teaching over two hundred classes a year for more than six hundred MSW students, this is a very busy office indeed.

When Bell came to UM thirteen years ago, her first job was in the Office of Financial Aid. She moved on to the University Registrar's Office as a recorder, a job that involves auditing students' degree requirements. She came to the School of Social Work as the Recorder because

she appreciated the values of the School. Bell was promoted to registrar in 1993.

Bell has played several important roles as a staff member. She has served on the School's Morale Committee and Welcoming Committee and as the advisor to the Staff Recognition Program. She has also served as a team leader for All-Staff meetings, as a member of the committee to implement flextime, and on UM's Workplace 2000 Planning Committee.



Verna Bell

According to Siri Jayaratne, associate dean at the School, "Bell is an exceptional and outstanding colleague. She is an initiator who is extremely thorough and conscientious. She is always well prepared for meetings and takes on responsibility willingly. I have absolute trust in her ability and judgment." Bell, in turn, credits her colleague Michele Boggs, the current recorder, with keeping the office running smoothly and efficiently. She says they are both highly organized and methodical and work well together. They are committed to providing outstanding service to faculty and students.

Bell cites her sister Linda as her role model, admiring her strong will, independence, and commitment to family. Dean Paula Allen-Meares, in turn, describes Bell as "an excellent role model for other staff." The School is grateful to Bell for her loyalty and hard work.

## LIEDERMAN PRESENTS FAURI LECTURE

David Liederman, the president and chief executive officer of the Council on Accreditation of Services for Families and Children, presented the annual Fedele F. and Iris M. Fauri Memorial Lecture in Child Welfare on November 30. Liederman's talk, titled "The State of Children in America: Are We Y2K Ready?", focused on child poverty as the main social problem in the U.S. today. Despite the huge economic boom of the last decade, twenty percent of all American children are still living in poverty. This population is particularly vulnerable to maltreatment and has a disproportionate interaction with the foster care and juvenile justice systems. Liederman wants social services to emphasize prevention, focusing on family support, and treatment for alcohol and other drug problems. As a former elected official in Massachusetts, he also advocates for social workers to become more politically active so their agenda receives more national attention.

Greta Fauri,  
David Liederman,  
Paula Allen-Meares



## RESEARCH OFFICE NEWS

Several faculty have recently received grants to fund important research projects. The projects focus on welfare reform, the frail elderly, and nonprofit organizations—illustrating the diversity of faculty interests and expertise.

In a study funded through the University of Wisconsin and the United States Department of Agriculture, **Kristine Siefert**, **Mary Corcoran**, and **Colleen M. Heflin** will be researching the connection between “Food Insecurity and Welfare Reform.” The investigators note that following passage of the Personal Responsibility and Work Opportunity Act of 1996, which reformed Aid to Families with Dependent Children, the outcomes for welfare mothers and their children have been subject to much debate.

One important area of concern is unmet food needs. Siefert, Corcoran, and Heflin will use a longitudinal data set, the Women’s Employment Study, assembled by **Sandra Danziger**, **Corcoran**, **Sheldon Danziger**, **Richard Tolman** and others, to examine whether welfare recipients are experiencing food insufficiency. Specifically, they will investigate how many mothers have this problem and whether rates are changing over time.

The investigators will also research the differences between mothers and children who are or are not food insecure in terms of physical and mental health, child development, job retention, and receiving sanctions. Study results can inform policy as to why food assistance may be needed and which recipients will need such assistance in order to attain self-sufficiency.

In a related area of research, **Sandra Danziger** and doctoral student **Kristin Seefeldt** received funding from the Aspen Institute on “The Role of Nonprofit Organizations in Michigan’s Work First Program.” In describing their study, the investigators state that

federal welfare reform legislation devolved responsibilities to the states which, in turn, have contracted with nonprofit agencies to provide welfare-to-work services. Through Aspen funding, a survey will be developed and administered to directors of nonprofit sector agencies in Michigan on the role played in welfare reform by the nonprofit sector. The investigators are collaborating with **Yeveskel Hasenfeld PhD ’70**, who will be conducting a similar survey in Los Angeles. Thus, data will be available from two distinctly different urban locations.

**Ruth Dunkle** was the recipient of one of the highly competitive OVPR/Rackham Graduate School awards from the Spring/Summer Research Grant Program. This funding is designed to advance faculty research agendas, while giving experience in data analysis and other research tasks to graduate students. Dunkle and **Tracy Schroepfer**, a PhD candidate in Social Work and Sociology, will use this funding to investigate “Racial/Ethnic Variations in Caregiving for the Frail Elderly.”

The research utilizes data from a national study, being conducted by the UM Institute for Social Research, of a large and representative cohort of Americans over age 70. In secondary analysis of these data, the researchers will examine differential sources of assistance with Instrumental Activities of Daily Living among African Americans, specific Hispanic groups, and white Americans. Litwak’s Task Specificity Model serves as the basis for research predictions. The study will use complex statistical methods to answer the questions posed.

**Diane Kaplan Vinokur** received funding through the Aspen Institute’s Nonprofit Sector Research Fund, the UM Office of the Vice President for Research, and the School of Social Work to study the benefits and challenges of co-locating nonprofit organizations in shared sites—incubators or havens. Aspen funding comes from their 1998 Model Applied Research Initiative, designed to encourage research collaboration among practitioners and academ-

ics. One of only two applications funded nationally, the project, “‘Under One Roof’: Benefits and Challenges of Co-locating Nonprofit Organizations in Shared Sites, ‘Incubators,’ and ‘Havens’” addresses innovations in nonprofit sector management. It analyzes sites in communities where multiple nonprofits are co-located in one building to achieve greater efficiencies through economies of scale and shared infrastructure, and greater effectiveness through stronger organizational identity, growth, and synergy.

The study has been developed collaboratively by Vinokur and practitioners in five co-locating nonprofit sites from different cities across the United States. The co-location sites vary in their origin, goals, design, size, and support from original sponsors. Data will be collected from document reviews and tenant surveys, plus interviews with site managers and major sponsors or stakeholders at the five sites.

The study focuses on the effects of this organizational structure on operational issues (reduced occupancy costs, shared services, etc.) and on linkage to community development goals. The information to be collected should benefit many other U.S. communities in their efforts to support established and developing nonprofits. Accordingly, study results will be widely disseminated through a Web site and user-friendly written reports. This research activity complements the work of the UM Nonprofit and Public Management Center, a recently initiated collaborative undertaking among the Schools of Social Work, Public Policy, and Business. (See p. 6)

These recently funded research studies are excellent examples of the diverse funding sources supporting our faculty and how the research undertaken in the School of Social Work has relevance to many different areas and levels of social work practice and social welfare policy.

For more information about this research, you can contact the Research Office (734-763-6202) or the faculty investigators.

— Carol T. Mowbray

# News From the Office of Student Services

## 1999 MSW EMPLOYMENT SURVEY REPORT

The Office of Student Services recently completed the fifth annual employment survey of recent graduates. The 345 December 1997, April 1998, and August 1998 graduates were surveyed regarding their employment. The survey was conducted as a part of a national survey of MSW graduates.

Surveys were distributed between May and July 1999. The response rate was 58%. The recent graduates were surveyed regarding their job status, field of service, salary, setting, job function, credential requirements, and location, timing, and sources of employment.

### Survey findings include:

#### JOB PROFILE

- Over half (59%) of the graduates were compensated at \$30,000 or more per year.
- Most graduates were employed in the private, nonprofit sector (57%). Others were employed in the public sector (30%) and the private for-profit sector (13%).
- Clinical social work was the most popular method utilized by recent graduates (66%). Over one in five recent graduates were in a macro social work position (22%).
- An MSW was required or preferred for the majority of positions (56%).

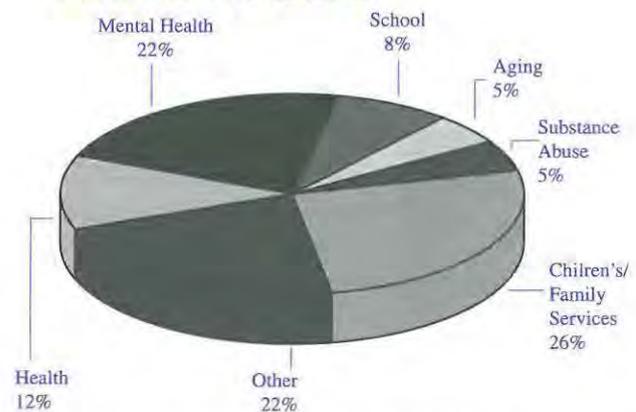
#### JOB SEARCH

- 98% of graduates were employed following graduation.
- Networking was the most effective job search technique (53%).
- An average of 2.4 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 12 organizations.
- On average, graduates interviewed for jobs with 4 organizations.
- On average, graduates received 2 job offers.

#### SALARIES

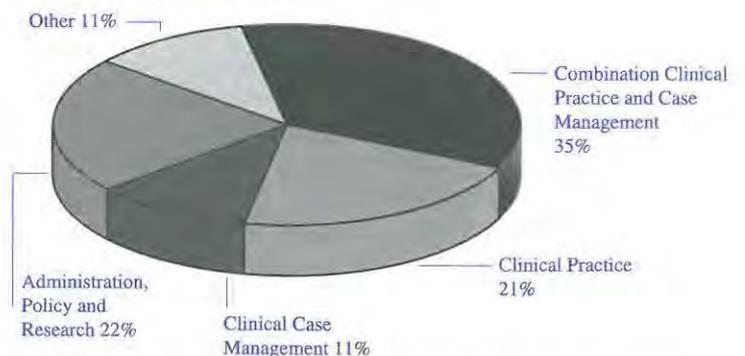


#### FIELD OF PRACTICE



Other responses included: community planning/development, corrections/criminal justice, occupational and industrial social work, developmental disabilities, public assistance/public welfare, research, rehabilitation, political social work/policy analyst, unspecified macro and interpersonal practice positions, Head Start mental health consultant, program evaluation in public health, non-social work, human resources, grant writer, fundraiser for homeless services, nonprofit philanthropy and grantmaking, pastoral counseling and therapy, community organization through alternative education, community outreach and family policy, economic development, teen drop-in center, refugee services, alcohol and rehabilitation services, homeless single adults, HIV/AIDS services, youth development and programs, program evaluation, AIDS social service agency, computer consulting, urban youth community development, public and community health, social research, lecturer, public health, service learning coordinator, fundraising, leadership development and program planning, training, management and leadership development, law and non-social work employment.

#### JOB FUNCTION



Other responses include: provider service, prevention specialist, children's advocacy attorney, teaching at university, law, advocacy, public health and health education, systems analysis and training and development, non-social work, advocacy and coalition building, advocacy and education, management and community organization, case management and management, management and community organization and fundraising, case management and community organization, consultant.

## ALUMNI PROFILE Sharrell Blakeley '68

At first glance, Sharrell Blakeley can be a little bit intimidating. She is a tall, elegant woman who exudes energy, enthusiasm, and self-confidence. However, when speaking with others, Blakeley quickly puts people at ease because she is so articulate, animated, and passionate, especially when she discusses her work. These qualities, combined with a fierce sense of determination, inspire confidence in others that here is a can-do woman who will make things happen.

Without that determination, Blakeley would never have made it over the first hurdle thrown in her career path. Blakeley (nee Munce) graduated from high school in Brighton as class president and salutatorian. However, her family situation was such that she knew she could not expect to receive financial support when she decided to continue her studies at UM. Blakeley's solution was to apply for scholarships and to work three part-time jobs.

She managed to keep all these balls in the air long enough to earn two degrees, even when it meant having to go to President **Robben Fleming** to ask for a \$300 loan, which she received!

After earning her MSW in 1968, Blakeley worked as a clinical social worker at the Center for Forensic Psychiatry in Ypsilanti before accepting a position as a child welfare worker with the Department of Social Services in San Francisco in 1970. In the ensuing thirty years, Blakeley has never looked back. She has lived and worked in California, taking positions of increasing responsibility, but always ones that benefited children and families. Blakeley explains, "**Clarice Freud** and **Rosemary Sarri** focused on the family in their classes and got me to

see the value of family, rather than family values. My life's work has been honoring families."

Since 1994, Blakeley has worked in the California Department of Corrections in Sacramento building two programs that give inmate mothers a second chance at life: the Community Prisoner Mother Program (CPMP) and the Family Foundation Program (FFP). Women who qualify for these innovative programs are reunited with their children six years of age or younger, living with them in home-like correctional facilities outside prison walls. The CPMP allows eligible inmates to move from a prison setting into a community-based facility for the remainder of their sentences, an average stay of nine months.

The FFP differs from the CPMP in that it is an alternative sentencing program for mothers and pregnant women. If a woman is accepted into the program, instead of going to prison, she is placed by the court directly into a residential treatment facility for a 12-month period. The goal of each program is to "turn the mother off drugs and on to her child" and to break the intergenerational cycle of crime and behavioral problems. As Blakeley explains, "By the time each woman leaves the facility, she should have a key to an apartment, a job or school program lined up, and a plan for her future."

When Blakeley says she built these programs from the ground up, particularly the Family Foundations Program, she is not exaggerating. She left a very satisfying and rewarding position as Executive Director of the Florence Crittenton Center, a nonprofit treatment center providing residential care to pregnant and nonpregnant adolescent women and their infants, where she managed a \$3.5 million budget

and a staff of 100. Blakeley left to accept a position where she was given a desk—but not so much as a chair, let alone staff—and the challenge to "make it happen."

Not only did Blakeley have to find the land for a new facility in Santa Fe Springs, Los Angeles County, she had to allay concerns and convince the community to accept the program. She also worked with architects to design every inch of the 40,000 square foot space and assisted with construction. The first mother/child participants moved into the new facility in the spring of 1999, and Blakeley is now designing an evaluation program. The Department of Corrections is planning to build two more such facilities in San Diego and Fresno.

Blakeley takes great pride in the FFP program. "Watching these women bond with their children, and allowing them to be children, is a joyous experience. The power of transformation is the most satisfying aspect of my work, especially in the area of substance abuse."

When asked what her next step will be, Blakeley mentions the work she has done as an expert witness for the State of Nebraska and two counties in California. She would love to build up that practice. She would also like to do more to make policy makers aware of the value of social workers. "I know how hard they work and how little support they receive."

Blakeley credits the School of Social Work with giving her the tools she needed to be a success in life. "It gave me the personal strength to accomplish all the things I dreamed of, the intellectual strength to strive for perfection, and the interpersonal strength to have quality relationships in my life. It is the best school in the country." ✨

— Suzan Alexander



Sharrell Blakeley

Gregory Fox

## INTERNET JOB LISTINGS FOR UM ALUMNI

You've seen the catchy ads on television for a variety of job search sites on the Internet. There are so many sites advertised, it may sometimes seem difficult to get started. Don't let this stop you from venturing into the world of Internet job searching. UM Career Planning and Placement maintains an online job bulletin available to Michigan students and alumni. For a small fee, you can access this service twenty-four hours a day, seven days a week, from anywhere you have an Internet connection. The detailed search engine can target specific industries or geographic locations so you can find a job that fits your needs. To sign up, call 734-764-7460 or email [cp&cp@umich.edu](mailto:cp&cp@umich.edu).

## NEWS FROM THE ALUMNI SOCIETY BOARD OF GOVERNORS

At their October 6 meeting, the Alumni Society Board of Governors sponsored a student/alumni networking lunch. Board members divided into groups by area of practice and met with students to discuss their jobs and career opportunities. This was such a popular program, the Board plans to repeat it at a future meeting.

The Board has provided financial assistance to several

student groups this year, including the **Association of Black Social Work Students** and **Students Working and Teaching (SWAT)**. SWAT is producing media materials on HIV/AIDS. The Board also continues to support students who need additional resources to attend conferences. For example, **Kathryn McGee**, a second-year MSW student, requested assistance so she could attend the Pan American Psychosocial Behavioral Oncology Conference in New York City in October. She did her field placement in pediatric oncology at Hurley Hospital in Flint, so benefited greatly from the content of the presentations at this conference.

**Earlene Traylor Neal**, President of the Board, represented the Governors at the School's Visiting Committee meeting on September 25. The committee members are: **Lawrence Gary** '67, PhD '70 (Howard University School of Social Work), **Patricia Gurin** (Chair, UM Department of Psychology), **Nancy Hooyman** '70, PhD '74 (Dean, University of Washington School of Social Work), **Sid Johnson** '67 (National Committee to Prevent Child Abuse), **P. Lindsay Chase-Lansdale** (Northwestern University Institute for Policy Research), and **Karen B. Aldridge** (Program Officer, Mott Foundation). UM Provost

**Nancy Cantor** joined the meeting and discussed a variety of University issues. The purpose of the Visiting Committee is to provide a forum for dynamic individuals in the fields of social work/social welfare to enter into dialogue with the School on matters of professional substance, role, and mission. Faculty members, students, and staff present on current research projects and new initiatives and the committee members provide ideas and advice from their areas of expertise.

## BRABSON RECEIVES ALUMNI AWARD

The **Black Social Work Alumni Group** presented Emeritus Professor **Howard Brabson** with an award at the UM African American Alumni Council Awards Banquet on October 2. Brabson was honored for his outstanding service to School of Social Work students. He has mentored many students over the years, including UM athletes. The Black Social Work Alumni Group is raising money for a scholarship fund to support a current student. For more information about the group and how you can become involved, please call either Matthew Jones (248-359-5062), Carolyn Garrison Miller (313-867-5716), Deborah Simmons (313-577-4684), or Michelle Ventour (313-927-1487).

## School of Social Work Alumni Society Board of Governors 2000

**Earlene Traylor Neal** '94 (President)  
**Oliva Alban Kuester** '85 (Vice President)  
**Denise Diggs-Taylor** '91 (Treasurer)  
**Daniel Hampton III** '93  
**Lina Cramer** '72  
**Virginia Koster** '76  
**Donna Mullins** '94  
**Linda Stankwitz Glover** '76  
**Robert Williams** '73  
**Rick Ritter** '95  
**Regina Smith** '94



(l to r) Lawrence Gary, Lindsay Chase-Lansdale, Earlene Traylor Neal, Paula Allen-Mearns, Nancy Cantor, Nancy Hooyman, Karen Aldridge

# Class Notes

## Regents of the University

David A. Brandon,  
Ann Arbor  
Laurence B. Deitch,  
Bloomfield Hills  
Daniel D. Horning,  
Grand Haven  
Olivia P. Maynard,  
Goodrich  
Rebecca McGowan,  
Ann Arbor  
Andrea Fischer Newman,  
Ann Arbor  
S. Martin Taylor,  
Grosse Pointe Farms  
Katherine E. White,  
Ann Arbor  
Lee C. Bollinger,  
*ex-officio*

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1942

Harold Frederic Powell lives in North Palm Beach, FL. He was formerly a school psychologist with the Detroit Public Schools and a professor of clinical psychology at Wayne State University. Harold is the author of multiple articles and books on social work and genealogy. He has been a volunteer for the Burton Historical Collection at the Detroit Public Library and the Palm Beach Genealogical Library.

1957

Alice Robertson Stratton lives in Atlantic Beach, FL and works for the Kings Bay Navy Family Service Center in St. Mary's, GA. She and her husband, Richard, share a job counseling sailors and their families. Alice is also volunteering in Jacksonville, FL to set up a women's center, which she hopes to have funded and open in April 2000.

1959

Joan Kadri Zald had a photography exhibit—Faces of the Homeless—displayed at the Jewish Community Center in Ann Arbor this fall. This was similar to the exhibit she presented during the dedication of the new SSW building in September 1998. An article about Joan, her photography, and how it integrates with social work appeared in the Winter/Spring 1999 issue of *Ongoing*.

1968

Jyotsna N. Mody is the director of the SEC Day School in Bombay, India. She has been with the agency for twenty-three years. It caters to the education, rehabilitation, and integration of orthopedically handicapped children and adults. Jyotsna is also the president of the Bombay Association of Trained Social Workers.

1969

Emily M. Brown is the author of *Affairs: A Guide to Working Through the Repercussions of Infidelity*. She is an adjunct faculty member at Virginia Commonwealth School of Social Work and the president of the Greater Washington Coalition of Mental Health Professionals and Consumers, an organization dedicated to curbing the abuses of managed care and changing the system.

Carol Hoffer lives in Ann Arbor and works for Northwestern Mutual Life. She does multigenerational financial planning, personal goal setting, and

creates employee benefit plans using a wide range of products and investments.

1972

Arnold (Arn) Boezaart continues to work as a senior program officer at the Community Foundation for Muskegon County. He is responsible for child and family programs, environmental grant making, and administration of human resources.

1973

Claudia J. Jacobs is the director of development and alumni relations at the Heller Graduate School at Brandeis University. She is on the board of directors of Jewish Family Services Metrowest and operates a "homestay" bed and breakfast in Newton, MA.

1974

Samuel A. Lauber works at Wright-Patterson Air Force Base in Dayton, OH. He is involved with family advocacy/Army community service and mental health/prevention for Wright-Patterson Medical.

1976

Ruth Campbell, who directs the social work department at UM's Turner Geriatric Clinic, was profiled in *The Ann Arbor News* on August 23. She was also interviewed for the feature article on gerontology in the Winter/Spring 1999 issue of *Ongoing*.



Ruth Campbell

Richard Kaye lives and works in Suffolk, VA. He is a board-certified psychiatrist and the medical director of the Psychiatric Care Center at Obici Hospital. Richard has four children, ages 12, 9, 5, and 2, and his eldest daughter celebrated her Bat

Mitzvah in December. Richard reports that he is still skiing.

1977

David George Mutschelknaus lives in Richmond, MN. For the past nineteen years, he has been the school social worker for the entire school system in Paynesville. He is also the advisor to the middle school student council and coaches middle school track. David has also worked as a therapist in the field of mental health.

1978

Carol Pomerance Cataldo is an adoption specialist at a mental health clinic in Concord, MA. She has three children, ages 9-13.

Gary L. Curtis is a medical social worker for a home care and hospice program in Lander, WY. He also has a busy private practice, specializing in evaluating and treating sex offenders. Gary reports that he lost a leg since graduate school, but is doing well.

Terry Dean is an appellate lawyer for the Marquette (MI) County Prosecuting Attorney's Office. He wrote the brief in the Supreme Court case of *People vs. Stanaway*, which concerned a defendant's right to break social worker-client privilege with rape victims. Terry also prepares amicus (appellate) briefs for the Prosecuting Attorney's Association of Michigan.

1979

Jim Mischke is chair of the Social and Behavioral Sciences Division at Dine College in Shiprock, NM, the oldest and largest higher educational institution run by and for a Native American community. He is also in private psychotherapy practice in Cortes, CO.

In 1990, Jim received a Rolex Award for enterprise for "The Resuscitation of Navajo Culture Through Economics and Mythology." In the summer of 1998, he traveled across Mongolia and China on a Fulbright-Hayes fellowship, studying educational paradigms for possible application to Native American cultures. Jim is presently working with a British partner on a documentary surveying the common ground shared by Navajo and Tibetan cultures.

Michelle Ventour is an associate professor of social work at Marygrove College of Detroit. She is the recipient of the 1999-2001 Evangeline Sheibley Hyett Chair in Social Work. In her responsibilities as field coordinator, Michelle will research

the possibility of international internships for Marygrove's BSW seniors.

1980

**Jonathan Bradford** works for the Inner City Christian Federation in Grand Rapids, MI. This agency provides emergency shelter, permanent rental, or home ownership opportunities for families. He was involved in the formation of the Community Economic Development Association of Michigan and was the first president of its board. In 1997, Jonathan was awarded an honorary doctorate from Aquinas College and in 1999 received the distinguished alumni award from Calvin College. Jonathan states he has "a perfect job which enables me to draw from the invaluable education I got at UM SSW."

1981

**Elena Brooks-Acs** works at Taylor Manor Hospital in Ellicott City, MD. She provides contract counseling services to special education students and clinical services for inpatient psychiatry.

**Regina Kornspan Levin** is project coordinator for "Beyond Adoption," a federally-funded program that serves the post-adoption needs of families in southeastern Pennsylvania, New Jersey, and Delaware. She works with adoptive parents who are currently, or wish to be trained as support group leaders. Regina publishes a newsletter and is the chairperson of the Adoptive Families Conference. She and her husband have a son and a daughter.

**Elaine Rumman** retired from the Ann Arbor Public Schools in May. During her tenure, she implemented a program called "Proud Parent Network," involving families and children as role models. She hosted and produced 52 programs for local TV Channel 18, for which she is still working as a volunteer. Elaine was a nominee for the 1999 "Citizen of the Year" award by *The Ann Arbor News*.

**Walter Terrell** has been a program associate for the Detroit Board of Education, Office of Employee Health and Benefits Administration and Department of Human Resource Management, for the past ten years. He provides counseling, assessment, and referrals for employees through the employee assistance program.

1982

**Steve Kapp** is an assistant professor in the School of Social Welfare at the University of Kansas. He received his PhD from Michigan State in 1997. His areas of

interest are juvenile justice and agency-based evaluation, with an emphasis on consumer input.

1983

**Joyce M. Brimhall** sent the following report: "What I appreciate most about my MSW and certificate in gerontology is that I have had the opportunity to develop new programs for older adults in diverse settings. These include a care management program for the Area Agency on Aging (St. Joseph, MI), Older Adult Mental Health Program at Borgess Hospital (Kalamazoo, MI), Senior Health Program at St. Joseph's Hospital (Phoenix, AZ), and now I'm developing senior services at Sacred Heart Health System in Pensacola, FL. I've been instrumental in developing each of these programs and have never had a job that someone else has done. As a result, I've created all of my positions, while responding to very challenging opportunities. Thank you, School of Social Work!"

1986

**Lisa M. Myers** works for the School's UAW-GM Educational Development Counseling Program, providing educational counseling to UAW-GM employees and coordinating educational events and fairs in the manufacturing plant setting.

**Debbie Tucker** has been appointed the director of the Extended Opportunity Program and Services (EOPS) Department and Special Programs/Services at Ohlone College in Fremont, CA. She is responsible for developing and sustaining assertive recruitment activities designed to increase nontraditional, low income, under-represented, and/or high-risk students.

1987

**Martha Anne Hanthorn** received the Social Worker of the Year Award from the



Martha Anne Hanthorn

National Kidney Foundation (Oregon and Southwest Washington). She was selected for this honor by her peers in the kidney healthcare community. Martha works for Pacific Northwest Renal Services in the Home Dialysis Program in Portland. While a student here, her practicum was at the UM Hospital in renal social work. Martha's father, **Ray Hanthorn '57**, sent in this information for *Ongoing*.

1989

**Will Shampo** lives in Iron Mountain, MI. He works for Northpointe Behavioral Health Care Systems, a small, rural, public mental health clinic, practicing general psychotherapy. Will has three daughters, and says he misses Ann Arbor—sometimes!

**Sharon Wysocki** is the author of *Ariadne's Thread: A Contemporary Collection of Women's Journals*. She lives in Ann Arbor and has a private practice specializing in art therapy and the treatment of post traumatic stress disorder.

1990

**Jean Hornung-Starr** lives and works in Tempe, AZ. She is an employee assistance professional and clinical social worker with Counseling & Family Resources. Jean recently became a certified employee assistance professional (CEAP). She is also enjoying employment and travel with America West Airlines.

1991

**Bethany Green** is a social worker with the Flint (MI) Community Schools.

1992

**Diane C. Brutzer** is the director of the M.C. International Adoption Agency, Inc., in Bloomfield Hills, MI. She continues to work directly with adoptive families and children so that she can maintain a personal involvement with the agency's clients.

**Maurice Gordon** was installed as the second pastor of St. Paul Missionary Baptist Church in Ann Arbor. He is a student in the Joint Doctoral Program (Social Work and Sociology).

**Marcie Eberle** (nee Thompson) lives in Birmingham, MI. She is a school social worker at Detroit Country Day School and has a part-time private practice. Marcie married Ed Eberle in November 1997. She says she loves her work and is very busy.

# Class Notes

Please send news and photos for "Class Notes" by completing the inside back cover of this issue.

Join our online Alumni Volunteer Database and Directory. Visit our web site—[www.ssw.umich.edu](http://www.ssw.umich.edu)—to enroll. This will help with student recruitment and job networking and will enable alumni to keep in touch with one another.

**Tina Timm** completed her PhD in Marriage and Family Therapy at Purdue University. She is now an assistant professor in the Department of Social Work at Saint Louis University.

1995

**Gretchen Alkema** is working for the County of San Bernardino (CA) Department of Behavioral Health as a clinical therapist. With her partner, Jody Foster, she is the co-founder of Senior Care Solutions, a geriatric care management firm. Gretchen recently passed the licensed clinical social worker exam in California.

**Janell Horton** is a medical social worker, with a specialty in oncology, at Long Beach (CA) Veterans Hospital. Prior to that, she worked as a psychiatric social worker in the Los Angeles County area.

**Gregory Schneberger** and **Susan Kropa** were married on November 8, 1998, and have a one-year-old son Matthew. Gregory is clinical supervisor at Boys and Girls Republic in Farmington Hills (MI), a long-term residential facility for adolescents. Susan is now a freelance artist, having worked previously as a medical social worker at Holy Cross Hospital. Both Gregory and Susan received ACSW certification in 1998.

1996

**Cinzia Iaderosa** works for Kaiser Permanente in Santa Rosa, CA. She is a clinical health educator in chronic disease management. Cinzia is also beginning a private practice while working on her license.

**Dnika Jones Travis** married **Raphael Travis, Jr.** '97 in September 1998. They live in Silver Spring, MD. Dnika is a health care analyst with a consulting firm. She is responsible for data analysis and database development of a state's substance abuse and mental health medical claims data for an evaluation study of the impact of different managed care initiatives on two population segments.

1997

**LaRonda E. Chastang** (nee Brown) is doing STD/HIV/AIDS prevention work in Atlanta, GA. She is working as a project coordinator at Emory University's School of Public Health.

**Magda Konig** lives in Pittsburgh, PA and works for St. Francis Hospital in the Pittsburgh Assessment and Brief Intervention Service. Prior to that, she worked in addiction services and acute adult inpatient psychiatry.

**Rachel McIlroy** is the assistant director for social services for the Massachusetts Division of the Salvation Army. She is responsible for overseeing, supporting, and improving their state-wide social service systems. Service areas include child care and development, homelessness and housing, employment, substance abuse and rehabilitation, literacy and basic education, and a variety of anti-poverty, anti-hunger, and youth programs in poor communities. Rachel was recently invited to serve as a participant in The American Assembly's "Uniting America—Toward Common Purpose" series. She is living in Brookline, MA.

**Sherri Slotman Spitzley** is a clinical social worker for the pediatric neuro-rehabilitation program at MedRehab at the UM Health System. Her work involves providing parent guidance and case management services to families on an outpatient basis. She and her husband recently purchased their first home in Ypsilanti.

**Raphael Travis, Jr.** is clinical coordinator for an adolescent group home in Germantown, MD. Prior to that, he worked as a clinician with adolescents in a residential treatment center within a psychiatric hospital. While a student here, Raphael spent three months in South Africa under the auspices of the Fogarty Program. An article he wrote, based on his research on community development, was published in the April 1999 issue of *International Social Work*.

1998

**Natasha Alimchandani** is working in public policy consulting for KPMG, a consulting firm in Washington, DC. She works in the social policy and systems integration group, hired by state and local governments to conduct evaluations or studies of Department of Health and Human Services social policy issues. Prior to moving to DC from Los Angeles, Natasha traveled to Peru.

**Julie Lynn Collins** works for Lutheran Adoption Service in Southfield, MI. She is interested in doing research and advocacy work to make changes in the child welfare and adoption systems.

**Carrie Dunning** lives in Anacortes, WA and works for Youth Dynamics in Burlington.

**Joe Francisco** is finishing a one-year postmaster's fellowship in clinical social work at the Yale Child Study Center.

**Sandra J. Goldberg** is living in Chicago and working for the Jewish Federation of Metropolitan Chicago.

**Kun-hong Lu** is working at Citywide Case Management, a UC-San Francisco/San Francisco General Hospital Department of Psychiatry program providing intensive case management, psychotherapy, group work, and medication services for the chronically and severely mentally ill.

**Richard Van Daele** is a therapist and consultant for Macomb Family Services, Inc. in Mount Clemens, MI. Along with his boss, Richard has written a policies and procedures manual, and has also written a pathological gambling treatment program and a substance abuse treatment program based on existential therapy.

**Theron P. Pride, Jr.** is working at Johns Hopkins in Baltimore as a psychiatric therapist in the child and adolescent mental health center. He plans to enter their PhD program.

## In Memoriam

1952

Harold Sherman  
April 14, 1998

1960

Rev. Robert Connor  
March 13, 1998

1963

Cecilia Lillison  
date not available

1973

Shelly Kamin  
December 4, 1996

1984

Nancy Fenton  
date not available

1986

Karen Oscarson Kivisto  
September 8, 1998