

CHARITIES

AND The Commons

A WEEKLY JOURNAL OF PHILANTHROPY AND SOCIAL ADVANCE

- Social Forces**
 103 *Poverty: Congestion: Overwork.*
- The Common Welfare**
 1105 *The National Y. M. C. A. is planning to send students to Europe to study the immigration problem at first hand.*
 1105 *The Ohio State Conference of Workers for the Blind indorsed a plan for a State Commission for Improving the Condition of the Blind, and for the establishment of suitable work-shops in one or more centers of the State.*
 1106 *The death of Archibald Alexander Hill, for many years a well known charity and social worker in New York.*

- Communication** 1107
- Social Significance of New York's Budget** 1108
 Homer Folks
- Twenty-five Years and After** 1113
The celebration of the Twenty-fifth Anniversary of The Charity Organization Society was marked by many notable addresses by Social Workers from various parts of the United States. The purpose of the conference was to mark out the direction of future effort, in dealing with the problems of congestion, overwork and the various other community problems, as well as those of the individual character under difficulties. The need of unwearied investigation was emphasized, and the word Charity was made the subject of discussion.
- Jottings** 1146

Charity Organization Society of the City of New York

Robert W. deForest, President; J. P. Morgan, Treasurer; Edward T. Devine, General Secretary.

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 New York

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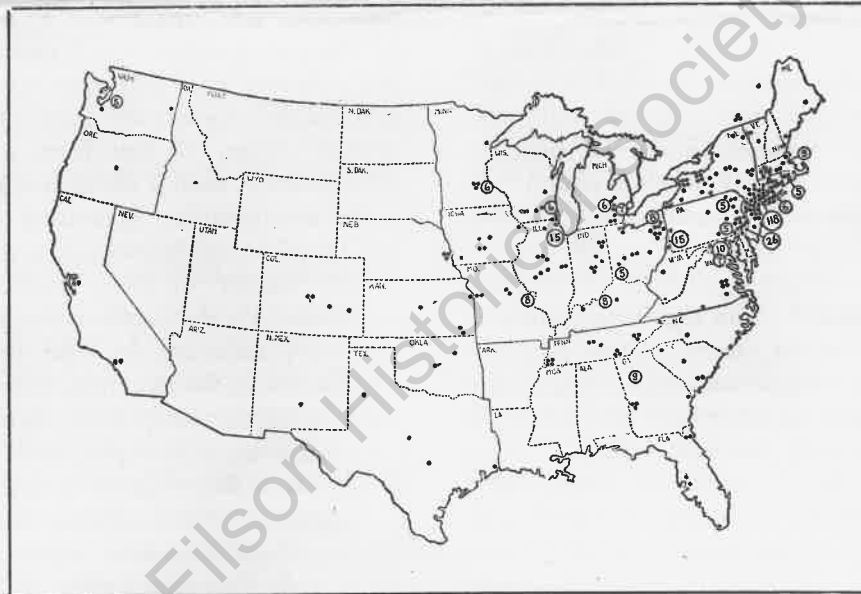
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THE COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS

AM



Positions handled by Vocational Bureau during the first quarter of 1924, or still open at the end of quarter. Dots represent one position. Figures in circles show number of positions in cities which reported more than four positions

$46 \frac{1}{4} \times 12$
 ~~50×12~~
 $\frac{413}{20}$

THE COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS

VOLUME IV, NUMBER 10



APRIL, 1924

Breaking Ground in Ethics

Everyone knows that a druggist prepares medicine, but doesn't prescribe it, and that a doctor prescribes it, but doesn't prepare it. There was a time when both the doctor and the druggist did both. The public suffered. As early as 1852 the members of the American Pharmaceutical Association to "protect themselves and the public" "subscribed to a code of ethics for the government of their professional conduct." This did not finally settle all questions of professional practice, not even the one mentioned. Pharmacists left themselves a loop hole by saying that "in conducting business at the counter, (members) should avoid prescribing for diseases *when practicable*, referring applicants for medical advice to the physician." The significant thing is that pharmacists went on record as opposing the prescribing of drugs by pharmacists. Their action safeguarded the public to an extent and certainly prepared the way seventy years later, for the adoption of a section in the Association's revised code of 1922, which states that "a pharmacist even though urgently requested, *should always* refuse to prescribe."

In the practice of social work, there are undoubtedly things which social workers usually do, other things which they do "when practicable," and some things which they never do. What are they? Hasn't the public a right to know how the ordinary social worker is likely to act under ordinary circumstances? Even if we are only in the 1852 stage, oughtn't we to record that stage?

Pioneers as we are, in the field of ethics, we must begin to break ground. Some questions regarding current practice have already been put to the Research Committee of the American Association of Social Workers. These, of course, are merely a sample and they may not be a representative one, but the Research Committee is attempting to find a way to answer them and is appealing to the membership, part of which, about half, is organized into chapters. Every chapter chairman has been asked to take these questions up with his membership, and to give a chapter answer or answers. That may

not be possible. There may be as many answers as members. In reporting the answers it would be interesting to know how many endorsers it has. If there is no unanimity among members, it would be well to have as many minority reports as there are variations in replies. These questions are not merely for chapter consideration. Statements from members not affiliated with chapters are solicited. "When practicable" the answer should be put in a "should always" form. If you have a question not too controversial, send it along, and it will be submitted to the membership. Meantime answer these:

1. To what extent should a social workers' club or chapter of the American Association of Social Workers, as such, become active and assert influence in local or national politics? Should it, for example, urge the nomination of a particular candidate? Should it stand out for or against certain proposed legislation?
2. What is the obligation of the social worker to report to proper officials violations of
 - A. Child Labor Law.
 - B. Housing Code.
 - C. Parole.
 - D. Prohibition Law.
 - E. Anti Narcotic.
 - F. Criminal Code.
 - G. Marriage Law.
3. What part should the staff take in determining the policy of an agency?
4. What is the duty of a staff when the board makes a decision contrary to the staff's judgment, assuming that such a decision may affect the character of work done?
5. If an organization finds it advisable or necessary to change its policies so that certain functions or services are abandoned or materially reduced, what obligations has such an agency to advise the public and other agencies of such change of policy, and is it ethical to make such change without assurance that the abandoned service if necessary is taken up by some other organization?

Rochester Answers

The Rochester Chapter has been the first to answer the questions proposed by the Research Committee.

Ans. 1.—The Chapter was unanimously in favor of private endorsement and personal work for a desirable candidate, rather than any public announcement of the Chapter's approval. In regard to the legislation, it was thought that with proper safeguards, certain proposed legislation should be publicly endorsed.

Ans. 2.—The Chapter felt that generally speaking, it is the duty of any social worker to report a violation of the criminal code if it were called to the attention of a social worker. In the case of a client, it is assumed that the ethical procedure calls for a satisfactory adjustment before the matter is reported to the authorities.

Ans. 3.—It was felt that this question was some-

what ambiguous and there was such a diversity of the opinion as to the interpretation, an answer could not be given.

Ans. 4.—In regard to this question it was decided that first: Important issues where there might be a difference of opinion between the Board members and the staff, the Executive is duty bound to present the point of view of the Staff as a whole whether or not the Staff's judgment coincides with his own. Second: That he must therefore always be present at Board meetings. Third: If a fundamental major issue clearly presented, fails to carry after sufficient length of time has elapsed to prove the point, the Executive should be willing to resign.

Ans. 5.—The new policy of a Society to abandon or materially reduce its work should be publicly announced, but it was felt that this involves an obligation on the part of the Society to see that the work abandoned is carried on by some other organization.

More About Reclassification

By this time probably all social workers in the country know about the work of the Personnel Classification Board of the Federal Government in Washington and something about the unsatisfactory treatment given to social workers in the Civil Service classification promulgated by that body. Social workers are but one of many groups that have a grievance against the work of that body. It appears that its work has been particularly unfair and therefore distasteful to women workers. A committee representing the American Association of University Women, American Home Economics Association, General Federation of Women's Clubs, National Federation of Business and Professional Women's Clubs, National Consumers League, National Council of Women, National League of Women Voters, National Women's Trade Union League, has been actively at work seeking a remedy against the discriminations practised by that Board. The history of its shortcomings is long and complicated but the consensus of opinion seems to be unqualifiedly to the effect that the continuance of that Board in office is a menace to professional groups especially those in which a considerable percentage of women are to be found. All attempts to influence the Board toward a more reasonable attitude on their classification has been in vain and as a result a bill was introduced into Congress—by Congressman Lehlbach in the House and Senator

Sterling in the Senate for the purpose of abolishing that Board entirely and of re-assigning the complicated and important task of properly classifying Federal Civil Service servants to the body which is primarily organized for that purpose and best constituted to accomplish it, namely the United States Civil Service Commission. A hearing on the bill H. R. 6896, held the latter part of February, leaves no doubt of the propriety of abolishing the Personnel Classification Board.

The particular grievance that social workers have against the work of that body is most clearly exemplified by the nature of their decisions in such a division as the Children's Bureau of the Dept. of Labor. The Children's Bureau analysis of its personnel allocates some seventeen types of positions in that bureau in the class designated as professional and scientific. This allocation relates, of course, largely to social work personnel of the Bureau. Only four of these are accepted by the classification of the Board while the rest of them are placed in the category of clerical and administrative force. This type of allocation represents not only a denial of the professional status of social work in which we are all interested but means also that the corresponding salary ratings are lower to begin with and admit of limited increases. This again might not be so very serious but for the fact that such a salary schedule and classification enhances enormously the

∴ THE COMPASS ∴

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OF SOCIAL WORKERS

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April, 1924



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natural difficulties experienced at any time of finding competent personnel for social work in the Federal departments. Apparently there is nothing for us to do but support the bill looking towards the elimination of the Board and the referral of its business to the place where it properly belongs, namely, the Civil Service Commission.

The Executive Committee of the American Association of Social Workers, at its meeting on April 4, 1924, went on record as disapproving of the principle of classification of social workers employed by the Personnel Classification Board and urges that all members of the Association make their own opinions known and felt by writing to their Congressmen in support of the Lehlbach bill, H. R. 6896.

The bill is very simple and reads as follows:

"Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, that the Personnel Classification Board created by the act entitled, 'The Classification Act of 1923,' approved March 4, 1923, be and the same is hereby abolished.

Section 2.—That the powers, duties, and functions by said classification act of 1923 vested in said Personnel Classification Board be and the same are hereby transferred to the United States Civil Service Commission."

The effect of its passage would make it possible for social workers to reach a body which is reasonable and experienced.

It is particularly important that pressure be exerted on Congressmen in view of the fact that the bill is now in the Rules Committee of the House and only advancing the bill out of regular order would render possible action upon it at this session of Congress.

Membership Campaign On

Throughout the country during the month of April a campaign to secure members for the American Association is being staged. Council Members, interested individuals, members of the Extension Committee, members of the Membership Committee and the various chapters are doing all in their power during this month to get individual and organization memberships for the Association. And further, they are trying to determine just what the possibilities are for membership. Because of eligibility requirements and because of standards which must be reached by everyone seeking membership in the American Association there are boundaries beyond which campaigners may not go. Despite the enthusiasm for getting numbers in the Association, the Association desires only those social workers who are doing professional social service and who have the requirements of training and experience which will make them help in working out a program in the profession.

Ye Follies

The Conference Follies will be "in session", Monday evening, June 30, beginning at 10:30 p. m. All seats will be reserved and will be sold at \$1.00 each. To lighten the labors of the Committee at Toronto, arrangements have been made to accept advance mail orders for tickets. Requests for seats accompanied by cash or check sent to Miss Alice F. Nelson, Conference Follies Committee, 130 East 22nd Street, New York City, will be honored in the order of their receipt. Present arrangements will provide seats for only 1800 people. A word to the unmelancholy wise is sufficient.

National Council Meets

As the *Compass* goes to press this month the National Council is meeting in Cleveland. Such questions are being discussed as, the vocational bureaus in Boston and Chicago, recommendations for a student membership in the American Association, definitions and recommendations concerning organization memberships in the Association, a recruiting and training program for the country, and activities at the National Conference of Social Work. A report of this meeting will be in the next issue of the *Compass*.

Social Work Market Outlined

Some idea of the labor market in social work can be obtained by an examination of positions registered with the Vocational Bureau. During the first quarter of 1924 the Bureau has been in touch with social work agencies in 197 cities, regarding 538 positions, including those

carried over from 1923. The map printed on the cover page shows the location of positions.

A comparison of the percentage of positions with the population in the divisions is made in the following table which presents some interesting parallels.

Division	No. of cities reporting vacancies	No. of positions reported	Percentage of positions	Population in millions
New England	16	32	6	6
New York	51	195	36	15
Middle Atlantic	32	102	19	15
North Central	54	133	6	18
Southern	17	36	25	32
Western	17	21	4	14
Pacific	7	13	3	6
Foreign	3	6	1	..
Total	197	538	100	106

The following table shows distribution according to fields of work:

Administration and Organization	10
Case Work	292
Child Welfare	43
Family Welfare	107
Medical Social	30
Probation	7
Protective	21
Psychiatric	26
Visiting Teaching	4
Miscellaneous Case Work	54

Group Work	84
Boys' and Girls' Clubs	17
Immigrant Education	4
Recreation	12
Settlements	51
Industrial Employment and Investigation	5
Vocational Guidance	2
Institutional Administration	53
Public Health and Hygiene	29
Social Investigation and Research	2
Social Propaganda	3
Specialists	29
Nutrition Worker	10
Financial Secretary	7
Publicity Secretary	9
Statistician	2
Psychologist	1
Outside of Social Work	29
Total	538

The number of positions for men is increasing. Eleven per cent. of the total for the quarter were positions for which men only would be considered, and in an additional five per cent. men were preferred.

Chapter Representation

In answer to the outline in last month's Compass of the requirements made by Mr. Whitman's Committee concerning chapter representation, Dr. Jacobs, of the National Tuberculosis Association, writes, "I have read with a great deal of interest the proposed amendments to the constitution suggested by Mr. Whitman in the February issue of the Compass.

"Mr. Whitman raises a very important constitutional question which the Council, as I recall it, considered very carefully at the time the present constitution was adopted. At the present stage or organization of the American Association of Social Workers I think it would be a great mistake to amend the constitution as Mr. Whitman suggests. When the American Association of Social Workers shall have become, as I hope it will become, an association in which practically all of the members are also members of local chapters, then Mr. Whitman's amendments should be adopted and should prove workable and helpful.

"At this time to make the American Association of Social Workers to any large extent or even fifty percent, as Mr. Whitman suggests, a federation of chapters is to my mind delegating to the all too few chapters now in existence a degree of power as well as responsibility which is quite unwarranted.

"Furthermore, if I am any judge of the problems of the American Association of Social Workers, their problems are inherently national in scope. Discussion of these problems should be removed so far as possible from sectional or local atmosphere.

"To imply that article (b), 'Representation at large', would take care of those who are in chapters, is to my mind failing to recognize the real significance of representation at large. I do not know whether this is what Mr. Whitman's amendment implies, but if it does not imply that, then I can readily see where a very considerable number of active, earnest social workers will not be properly represented in the Council. When the Association shall have become virtually a federation of local

chapters, then I believe representation at large should be entirely removed from any geographic limitations. At the present time it seems to me in the interests of elasticity of organization and democracy as well, the less rigid the representation on the Board of Directors is made, the better it will be for the government of the Association.

"Of course, there are two other considerations that have a somewhat important bearing upon this whole matter also. I refer first of all to the fact that it is not going to be very long before the number of local chapters will exceed the limit of thirty allowed in paragraph (a) of Section 2. The other consideration is that I very much doubt whether legally a local chapter can 'elect' a director in the National organization. I think a local chapter can legally suggest a nomination to a central nominating committee and that the nominating committee can and probably should use its own discretion in making nominations.

"There is still a third consideration involved here, viz., that under the articles of incorporation I am inclined to think that final 'election' of members of the Council must be made by a dummy board in Maine. Am I not right in this?"

* * *

Mr. Whitman's committee is composed of, Mrs. Irene F. Conrad, of New York; Miss Louise Drury, of Milwaukee; Mr. M. J. Karpf, of Chicago; and Mr. John Melpolder, of Springfield, Mass.

Mr. King Agrees With Mr. Hall

It seems that Mr. Hall's article "Social Work and the General Public" has also aroused interest. Mr. King, of Bridgeport, writes, "I have read with great interest the statement by John F. Hall of Norfolk, Virginia, in the February 'Compass,' particularly the paragraphs in which he suggests the preparation of folders on various social welfare subjects adapted to interpret social welfare to the man on the street. In our town this is our greatest publicity need at present.

"I do not suppose that the budget of the American Association of Social Workers is sufficient to provide for this work, but I hope that the Association may be the means of getting some group which can afford it to prepare just such publicity so that all of us may purchase it from them at cost. It is too expensive for any small group or community to undertake individually."

For Your Library

It is safe to say that every social worker in the country knows of Miss Byington's booklet "What Social Workers Should Know About Their Own Communities". The fourth edition of this booklet, brought up to date and revised has just been issued and can be had for twenty-five cents, by writing to the Russell Sage Foundation, 130 East 22nd Street, New York City. The first edition of Miss Byington's booklet was issued in March, 1911.

THE Tuberculosis Worker: Philip P. Jacobs, Williams and Wilkins, \$3.00.

Dr. Philip P. Jacobs' book entitled "The Tuberculosis Worker" fills a need that has been long realized by people in the tuberculosis field. His application of the term Tuberculosis Worker is interesting in that it includes not only the relatively small number of social workers, who are engaged either in full time or part time tuberculosis work, but also the thousands of physicians, nurses and volunteers who are so vitally important in the campaign against tuberculosis. There is probably no one in tuberculosis circles who is as well qualified to set forth those facts which are so pertinent to this campaign.

While he makes no attempt to trace the history of the campaign against tuberculosis, Dr. Jacobs does trace historically many of the methods which have proven useful and successful. As a matter of fact, this work is a text book on methods of tuberculosis control. From the newest initiate in the tuberculosis field to the oldest in point of experience, there is much in Dr. Jacobs' book to interest and impress each reader.

His chapters on the use of newspaper publicity; motion pictures and financial methods are especially mentioned here because most social workers might greatly profit by their intensive study. Many in other fields of social endeavor would profit also by the chapters on "Co-operation of Public Officials". Dr. Jacobs has had an important part in developing many of the methods discussed in his book, and he speaks from personal knowledge regarding them and much careful observation on the others.

In order that the book may be even more valuable, one entire part of it is given over to specific programs. These programs include practically every possible phase of tuberculosis work and are applied to the various territorial problems such as city, rural, state and national units.

Dr. Jacobs has filled a great need in the campaign against tuberculosis. He has made available for all social workers not only intimate knowledge

regarding the Tuberculosis Campaign but has also provided food for thought to all who are fortunate enough to read this book. **Dwight Breed**

Chapter Activities

Philadelphia

Elections in the Philadelphia Chapter are quite interesting to anyone believing in democratic control and its practicability. Before the election in that city a list of Philadelphia members was sent each member of the Chapter, a list also was sent of offices which must be filled. Each member picked his choice from among all other members for the various offices. As can be seen, everyone has an equal voice. However, a great deal of time is spent between the date the election opens and the closing date. The Philadelphia election began on March 4th and finished on April 1st. The officers elected were:

Dr. Neva Deardorff, President; Miss Katherine Tucker, Vice-President; Miss Louella Harlin, Secretary and Treasurer.

Seattle

In January the Seattle Chapter elected its officers for the year. They were:

Chairman, Miss Ethel M. Cotter; Vice-Chairman, Miss Olive McCabe; Secretary-Treasurer, Miss Arlien Johnson; Executive Committee, Miss Hester Cooper, Miss June Joslyn.

Boston

As a result of an election in the Boston Chapter, Mr. Alfred C. Whitman was made Chairman, Mrs. Eva Whiting White, Vice-Chairman, and Roy Cushman, Secretary-Treasurer. These new officers will take office on July 1st, the beginning of the new year. A large part of this chapter's activities now centers about the establishment of the Vocational Bureau of the Association in Boston.

Personals

On April 1st Miss Nora Reynolds left the staff of the Vocational Bureau of the American Association to become Supervisor of the Modern Health Crusade for the National Tuberculosis Association. Miss Reynolds during her four years with the American Association has become endeared to the hearts of members of the Association throughout the United States. Miss Reynolds had charge of that part of the vocational service in those fields other than the case work field. Federation directors, settlement house leaders, public health and tuberculosis officers, recreational and Y. M. C. A. and Y. W. C. A. men and women, publicity directors, personnel and industrial workers, all have come within Miss Reynolds' scope. Individuals in these fields and organizations within the same fields fully appreciate Miss Reynolds' service. We wish her luck in her new work.

The Executive Committee passed the following resolutions concerning Miss Reynolds. "In view of the long and devoted services which Miss Nora L. Reynolds has given to the American Association of Social Workers during the past four years, and especially because of the very real contribution which she has made in the placement of social workers and to the Committee on the Vocational Bureau, and further because of her decision to accept a position with another national agency:

"BE IT THEREFORE RESOLVED, That the Executive Committee express its regret at Miss Reynolds' resignation, and extend at the same time this expression of appreciation of her splendid service on behalf of the American Association of Social Workers."

We welcome Miss Grace Hartshorn of Hamilton, N. Y., who came to the staff of the Vocational Bureau, April 1, to succeed Miss Reynolds. Miss Hartshorn is a graduate of Mt. Holyoke College. In addition to

having done personnel work with the U. S. Rubber Co., she has had experience in recreation and settlement work, and has been director of the Americanization Bureau of the Service Citizens in Delaware.

At the Ohio State University, writes Miss Belle Boyson, a course is being given, entitled Elements of Social Administration. Its aim is a brief survey of the field of social work, the agencies in the various branches and the possibilities for positions with hints as to types of personalities and training required to fill such positions. Miss Boyson writes that there are twenty-six Senior and Junior girls in the various social work courses who are definitely preparing for social work and who have suggested the formation of a professional social service sorority. A constitution has been written and is now in the hands of the faculty. High standard of scholarship will be required, as well as definite intentions to enter the profession of social work.

Pearl Louise Clark, formerly General Secretary of the Wapello County Social Service Bureau at Ottumwa, Kansas, has resigned to become District Superintendent of the Iowa Children's Home Society of Des Moines.

Arthur Towne has gone to Syracuse to have charge of the Tuberculosis and Public Health Association of Onondago County, New York.

Miss Caroline Jones, formerly of the Department of Public Welfare at Harrisburg, has accepted a position as secretary of a newly organized welfare information bureau, of the Public Charities Association of Pennsylvania.

Miss Doris Perry has gone to the Stuyvesant Neighborhood House, New York, to do vocational guidance there. Miss Perry will make a vocational study of extraordinary bright and also of subnormal children.

Miss Mary Gardner, who has been with the International Institute of Bayonne, New Jersey, is now executive secretary of the Eastchester Neighborhood Association, at Tuckahoe, New York.

New Members

SENIOR MEMBERS

Anderson, Mrs. Malcolm P.—Care of Merrill-Palmer School, 71 Ferry Ave. E., Detroit, Mich.
 Baker, Katherine B.—Child Guidance Clinic, 1401 S. Grand St., Los Angeles, Cal.
 Banning, Lydia—Henry Street Settlement, 265 Henry Street, New York City.
 Beatty, Rachel—West Penn Hospital, Friendship Ave., Pittsburgh, Pa.
 Bigelow, Florence—Wesley Com. House, 216 Cherokee Street, St. Joseph, Mo.
 Buckler, Anne—Woodmere, Long Island.
 Chayer, Denna M.—Y. W. C. A., 267 Main Street, Paterson, N. J.
 Davis, Gertrude—265 Henry Street, New York City.
 Dennis, Mary E.—254 Courtland Hill, Bridgeport, Conn.
 Dines, Alta Elizabeth—A. I. C. P., 105 East 22nd St., New York City.
 Edgar, Elinor—Cornell Clinic, First Ave. and 27th St., New York City.
 Elmslie, Margaret—Travelers' Aid Society, 47 Exchange Street, Buffalo, N. Y.
 Ihlseng, Dorothy A.—White-Williams Foundation, 1022 Cherry St., Philadelphia, Pa.
 Jackson, Irene Mills—Family Welfare Association, Lima, Ohio.
 Jocher, Katherine C.—544 West Chew Street, Philadelphia, Pa.
 Johnson, Laura E.—Community Welfare Assn., 69 E. Main St., Meriden, Conn.
 Kingsbury, Susan—Bryn Mawr College, Bryn Mawr, Pa.
 Kolling, Ruth D.—Family Welfare Assn., 306 E. Henn. Avenue, Minneapolis, Minn.
 Krout, Maurice H.—Jewish Social Service Bur., 1800 Selden Street, Chicago, Ill.
 Leigh, Constance—Newington Home for Crippled Children, Newington, Conn.
 Lewis, M. Harry—334 Saratoga Ave., Brooklyn, N. Y.
 McCall, Bertha—Travelers' Aid Society, 1031 Liberty Ave., Pittsburgh, Pa.
 McCulloch, Miss Jessie L.—Church Mission of Help, 225 S. Third Street, Philadelphia, Pa.
 McFarland, Alice K.—Ct. of Industrial Relations, State House, Topeka, Kans.
 MacGuffey, Mrs. K. R.—2632 Montgomery Ave., Detroit, Mich.
 Mohr, Mrs. Rose B.—Amer. Red Cross, Equitable Bldg., St. Louis, Mo.
 Muir, Mrs. Mildred—503 N. 5th St., St. Joseph, Mo.
 Mulligan, Marguerite—Social Welfare League, 512 Cutler Bldg., Rochester, N. Y.
 Oppenheimer, Ida—48 Henry Street, New York City.
 Perlman, Jess—356 Second Avenue, New York City.
 Putnam, Louis H.—Room 127, State House, Providence, R. I.
 Roberts, Louisa S.—Washington Council of Social Agencies, 330 Star Bldg., Washington, D. C.
 Roy, Miss Eugenie Marguerite—32 Westminster Apts.,

Morris St., Halifax, Nova Scotia.
 Sprague, Anne—International Inst., 2015 Witherell, Detroit, Mich.
 Vickrey, Charles—151 Fifth Ave., New York City.
 Victor, Doris—United Hebrew Relief Assn., 511 Washington Trust Bldg., Pittsburgh, Pa.
 Walker, Raymond P.—Bridgeport Evening Schools, Bd. of Education, Bridgeport, Conn.
 Weadick, Sarah—155 West Park Avenue, New Haven, Conn.
 Wechsler, Roy—119 East 106th St., New York City.
 Weinfurther, Ella M.—Family Welfare Assn., Milwaukee, Wis.
 Wilkey, Edith M.—Bethesda Society, 24 Mt. Vernon St., Boston, Mass.
 Williams, Dr. Linsly Rudd—130 East 67th Street, New York City.
 Woodrow, Grace—West Penn Hosp., Friendship Avenue, Pittsburgh, Pa.
 Wright, Frances W.—Hartford Dispensary, 56 Winthrop Ave., Hartford, Conn.

JUNIOR MEMBERS

Brinker, Dorothy—54 Waverly Place, Red Bank, N. J.
 Burns, Inabel—Lincoln High School, 14th and Tracy Ave., Kansas City, Mo.
 Couffer, Helen—Children's Service Bur., 4th and Rose Sts., Pittsburgh Pa.
 Dodge, Eleanor—Michael Reese Dispensary, 1012 Maxwell Street, Chicago, Ill.
 Edmunds, Thelma—Connecticut Children's Aid Society, Hartford, Conn.
 Friedland, Dorothy—560 West 192nd St., New York City
 Herrman, Rosalind—Jewish Welfare Bureau, 67 Madison Ave., Bridgeport, Conn.
 Hitchcock, Cecile P.—71 West Warren Ave., Detroit, Mich.
 Hopkirk, Howard W.—1253 Amsterdam Avenue, New York City.
 Hunter, Beatrice Jones—Dept. of Public Welfare, City-County Bldg., Pittsburgh, Pa.
 Kinnie, Georgina—Y. W. C. A., Holyoke, Mass.
 Lief, Richard—312 West 54th St., New York City.
 Miller, Margaret—Family Welfare Society, 5th floor, Baldwin Bldg., Indianapolis, Ind.
 Poole, Agnes—Charity Org. Society, City Hall, Plainfield, N. J.
 Rubin, Augusta Ladd—195 West 10th Street, New York City.
 Ryan, Mildred Maxwell—Charity Org. Society, 109 Pearl Street, Hartford, Conn.
 Smith, Salome C.—Charity Org. Society, 109 Pearl St., Hartford, Conn.
 Sobel, Louis Harry—282 Hough Ave., Bridgeport, Conn.
 Twohy, Marguerite—Hall Home Settlement, Bridgeport, Conn.
 Williams, Dorothy Elizabeth—Big Brother and Big Sister Council, 43 Farmington Ave., Hartford, Conn.

THE COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS

dy



Have You Made Your Reservation
For The
Vocational Bureau Luncheon

Toronto, —June 26th—1 P. M.

All reservations must be made through the A. A. S. W.
office before June 20th.—See back page.

Recommendations of the Executive Committee

Amendments to be voted on at Toronto

Boston Branch Bureau Opens

(See back page for A. A. S. W. Meetings at Toronto)

The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS
130 E. 22d St. New York City



MAY, 1930

VOLUME XI, NUMBER 9

THE ASSOCIATION'S PROGRAM AT THE NATIONAL CONFERENCE



WHO SHALL DECIDE ON PERSONNEL POLICIES— CHESTS OR INDIVIDUAL AGENCIES?

A STATEMENT BY THE PERSONNEL
PRACTICES COMMITTEE



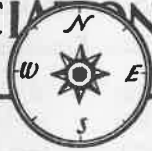
A PLAY PRODUCER LISTENS TO SOCIAL WORKERS

STREET SCENE IN MINNEAPOLIS

5526

The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS
130 E. 22d St. New York City



JUNE, 1932

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ANNUAL REPORT NUMBER

June, 1931 to May, 1932

The Filson Historical Society

THE COMPASS

American Association
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What is Social Work and Why?

"Just where does social work come in?" The lawyer, the teacher, the physician, the engineer, each has his clearly-defined place in the community. The social worker, on the other hand, "may advise a destitute family, conduct a city playground, aid a rural community in studying its needs and methods of co-operation, enlist widespread interest in housing reform, conduct a reformatory or prison, or turn to an analysis of the deeper causes of social discontent" and still be—a social worker. Small wonder that one of our critics exclaimed that "the term 'social work' has come to be a sort of verbal burlap that covers all sorts of junk."

In all seriousness, however, what is social work? What is to be its contribution to the welfare of the community? Is its task solely one of relief and constructive service to the underprivileged or disadvantaged? Or, on the other hand, must its obligations be regarded as extending beyond these limits to the undertaking of leadership "in the larger and more fundamental tasks of discovering the trends and needs of human society, or studying the underlying forces of every kind so far as they focus upon human welfare, and of attempting to contribute toward reshaping institutions and directing the forces involved?"

These are the questions running through Dr. James H. Tufts' book on "Education and Training for Social Work."*

It is implied in the title of the volume and recurs again and again in the thirteen chapters in which the field of social work is variously defined, its relation to the border fields of human effort reviewed, and its agencies and methods of education and training analysed. As Dr. Tufts develops his theme the question with all that it involves resolves itself into a distinct challenge. No one who regards social work as a profession can afford to pass it by without serious study. It is for this reason that readers of THE COMPASS have a peculiar interest in Dr. Tufts' contribution.

The Foreword of the book opens with this sentence: "The present transition stage of education and training for social work promises to be only less significant than the inauguration of systematic training in this field . . . about eighteen years ago." It is probably this general consideration that led the Russell Sage Foundation, at the request of the Association of Training Schools for Professional Social Work, to institute an inquiry into the whole question. The Foundation invited Dr. Tufts, Professor of Philosophy at the University of Chicago, to make the study. Dr. Tufts commenced the undertaking in the autumn of 1920 and continued it until the close of 1921. During this period many of the institutions which offer preparation for social work were visited and many individuals consulted.

Although of interest, primarily, to those engaged in the training field, and perhaps chiefly written for them, the book is of unusual value to all who claim to the name of social

worker. In fact, it is hardly too much to say that the discussion of the field and objectives of social work which was probably of an incidental nature in the plan of the book, is from the standpoint of social work as a whole, the more important part of the volume.

Part I of the book is devoted to this phase of the subject. Five possible methods of defining the field of social work are considered. The first is based on the motive and the class reached; the second on the aim and processes of social work; the third on the historical approach; the fourth on the enumeration of present lines of activity as taken from the records of the Vocational Bureau of the American Association of Social Workers, and the fifth is a tentative classification of the main fields in their relation to various social institutions and to society as a whole.

Whatever the method of approach, Dr. Tufts finds that there is a relatively well-defined central field of social work which will continue to have primary consideration in the institutions preparing for social work. He then points out other border fields, less easy to classify and better approached by the fifth method of analysis mentioned above.

For example, as between the social worker and the eugenicist or the biologist, the physician and teacher, "the moment we (i. e., social workers) cease to confine ourselves to repairing the results of wrong matings or of the propagation of diseased and defective stock, and attempt more positive and constructive work, we are in the fields of these other professions. . . . We come upon the questions of birth rate, and of the characteristics of various racial stocks. How far shall the schools of social work consider all such questions as their legitimate field?" The plain fact is that the professions in question do not assume a full responsibility, and, "at present, in any case, the social worker is often demanded in these fields, and often explores them simply because he finds that the other professions are neglecting them."

Is social work then to become an auxiliary profession with the status of an inferior in the partnership? Or, again, is it to develop into something which may perhaps be described as social engineering? If the latter, is the profession as at present organized likely to achieve such development? What significance is to be attached to the fact that so few men enter social work? How does the intrinsic appeal of social work operate at present to attract persons of outstanding ability and education? What weight should be given to the objections popularly urged against social work as a profession? Where does social work stand in relation to the professions with which it may be said to compete for able workers when both the intrinsic appeal and the popular objections are jointly considered and evaluated? These questions, which concern the very heart of the matter, and touch the most sensitive points of the introspective social worker, are made articulate by Dr. Tufts as they never have been before.

(Continued on last page)

*Education and Training for Social Work, by James H. Tufts, Ph.D. Russell Sage Foundation, New York, 1923. Price \$1.50.

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Among Ourselves

Those of us who were lucky enough to see the Follies performance at Washington, as well as the poor unfortunates who didn't, will be glad to know that the committee which put them across so successfully and so spectacularly this year has consented to act again next year. This composite Mr. Ziegfeld consists of George Bedinger, Chairman, of Philadelphia, Clare Tousley of New York City, Robert Kelso of Boston, Jessamine Whitney of New York City, Elwood Street of St. Louis, William Norton of Detroit, Louise McGuire of Chicago, and Mr. and Mrs. Routzahn of New York City.

Our annual institution for glorifying the American social worker is certainly in the most competent hands. Here's grateful and enthusiastic appreciation of this year's achievement and a mounting anticipation of the next year's show.

Now that the vacation season has begun, many of the members will be passing through New York on their way to and from their holiday resorts. Let us urge you all to stop in and see the staff and let us know what you are doing. Please remember also that if you wish to combine business and pleasure, and sandwich in a few appointments or do a little necessary correspondence or telephoning, our members' room is at your disposal. We are glad to give you telephone and stenographic service and assist you in every practicable way.

For the convenience of Association members, THE COMPASS plans to keep a schedule of local conferences meeting in the various states throughout the year. Conference dates will be announced in advance each month in THE COMPASS. Local conferences offer an excellent opportunity for publicizing the Association, its aims and activities, and thus for increasing its prestige and membership.

New officers of the Boston Chapter, beginning July 1, are Miss Katherine P. Hewins, Chairman; Alfred F. Whitman, Vice-Chairman, and Miss Lillian M. Brown, Secretary-Treasurer.

The Atlanta Chapter has been approved by the Executive Committee, to take effect July 2, 1923. The officers are Mr. James B. Williams, President; Miss Mary McLeod, Vice-President; Mr. Boyce Edens, Secretary-Treasurer. This is a very important addition to our organization, as it represents our first southern chapter.

Committee Appointments

The Committee on Chapter Relationship, appointed on the authorization of the Council, is as follows: Frank J. Bruno, Minneapolis, Chairman; Burr Blackburn, Atlanta; Miss Dorothy Kahn, Baltimore; Miss Betsey Libbey, Philadelphia; E. C. Lindeman, New York; Elwood Street, St. Louis; Miss Elizabeth Webster, Chicago, and Walter Whitson, Kansas City, Mo.

This committee will report early in 1924 on:

1. The question of what distinction should be made between chapter membership and membership in the national Association, particularly with a view to deciding whether chapters shall have the right to refuse chapter membership to members in good standing of the national Association who reside or work within their territorial jurisdiction.

2. Desirable amendments to the constitution providing in greater detail for organization, powers, administration and termination of chapters and other matters relating to the status of chapters in the national organization.

The Vocational Committee consists of: Dr. William F. Snow, New York, Chairman; Frederick Hopkins, New York; Miss Mary la Dame, New York; Miss Louise Odencrantz New York; Miss Anna Scott, New York; John Shillady New York; Miss Winifred Salisbury, Evansville, Wis.; Miss Joanna Colcord, New York; Miss Elinor Blackman, New York; Miss Amelia Sears, Chicago; Miss Helen Marburg New York; Mrs. Philip Klein, New York; Miss Virginia Kelley, New York. M. T. Karpf is Chairman of the subcommittee appointed to deal especially with the question of the mid-west office of the Vocational Bureau.

Miss Jane Hoey, of New York, is Chairman of the Extension Committee. The members are: W. W. Burke, Chicago; Miss Veronica Wilder, Keene, N. H.; Mrs. Gertrud Springer, New York; Dwight Breed, Austin, Texas; Miss Mary Russell, Memphis, Tenn.; Alfred Whitman, Boston; Leon Frost, Detroit; Wilfred S. Reynolds, Chicago; Kenneth L. M. Pray, Philadelphia; Mrs. Grace Childs, New York; Sherman Conrad, Wilkes-Barre, Pa.; Runo Arne, San Francisco; Frank Foisie, Seattle, Wash.; Miss Katherine Well New York; Leroy Ramsdell, New York; Bertrand Brown New York; Dr. Thomas Riley, Brooklyn; William Hodson, Minneapolis; John Ransom, Chicago; Joseph Logan, Atlanta; Prof. J. A. Dale, Toronto; Lucius Ransom, Charlotte, N. C.; Edwin Cooley, New York; Prof. Cecil North, Columbus, Ohio.

The all-important Finance Committee has for member Harry L. Hopkins, who is continuing as Chairman until another appointment is made, Horace Hollingsworth, D. Moines, Iowa; Charles Stillman, Grand Rapids, Mich.; Miss Leila Kinney, Denver; Miss Dorothy Kahn, Baltimore; Miss Gertrude Vaile, New York; Homer Borst, Indianapolis; Ka de Schweinitz, Philadelphia; Alexander Fleischer, New York; W. W. Norton, New York; Mrs. Irene Farnham Conrad, Wilkes-Barre, Pa.; Fred Lawton, Morristown, N. J.; Lloyd Berridge, Detroit; Edward Hockhauser, New York.

The Committee on Research consists of Dr. Elizabeth Kemper Adams, New York; Mrs. Mary Clarke Burne Pittsburgh; Miss M. Antoinette Cannon, New York; Miss Thomas Eliot, Evanston, Ill.; Porter Lee, New York; Miss Rose J. McHugh, Washington, D. C.; Miss Alice Waldo, New York; Dr. Frankwood Williams, New York; Mrs. Eva Whiting White, Boston; Miss Dorothy Kahn, Baltimore; Sam Goldsmith, New York; Dr. Julius Drachslor, New York. chairman has as yet been appointed.

The Association Purse

The finances of the American Association of Social Workers appear to be in a very favorable position. It was planned to raise a \$38,500 budget and a deficit of \$1,000 during the year 1923. Of this it was expected that \$15,000 would be brought in by individual memberships, \$9,500 from organization memberships (including service grants), \$5,000 from individual members, \$10,000 from foundations and special grants.

Our income for the first six months of the year has been \$22,003.74, which is more than half of the total expected. Of this sum \$7,755.11 is from individual members, \$6,178.72 from organizations, \$2,422 contributions from members, \$5,000 from foundations, and \$647.91 from miscellaneous sources, including the "Follies." This seems to assure the expected amount from each of the sources.

If organizations, foundations, and contributing members can all be counted upon there would seem to be no fear about financing the second half of 1923.

There is this difficulty, however, namely, that the budget of \$38,500 was based on the reduction of the staff and took no account of any fundamental changes in the office system and equipment. It has since been found that the Vocational Bureau of the Association is severely handicapped because it is undermanned and because its equipment has failed to keep abreast of the growing volume and complexity of the work. A careful re-examination of the budget resulted in the adoption by the Executive Committee at its meeting on July 2nd of a modified budget calling for an additional member of the staff and for other necessary expenditures, *subject, however, to our raising the additional funds.* This will amount for the current year to approximately \$2,500 to \$3,000. If the present rate continues, there is every chance of raising this necessary amount and starting the Association on its way for 1924 adequately staffed and equipped.

Why Chapters?

Probably the most fundamental organization question confronting the Association at present and in the immediate future, is that of the chapters—their relation to each other and to the Association and, what is often more important in individual cases, their relation to the other social work agencies, individual or affiliated, in the towns in which they are situated.

Some of our members approve the chapter organization, others condemn it. Some consider chapters fundamental. Others are equally emphatic in insisting that they are superfluous. Recently there have come into the office two letters, both spontaneous and unsolicited expressions of opinion. They represent what seem to be the opposite camps in the Association. We quote them, or that part of them which has to do with chapters, because we are sure they will be of interest to all members—those who agree with either one or the other, and those who have not yet definitely decided what they think.

One letter, from a director of a federation in the south, runs: "Chapter organizations in towns organized as thoroughly as ——— seem to me to be not only unnecessary, but almost inevitably competitive. We have a growing group in ———, but our Council of Social Agencies, associated with the Welfare League through its sub-committees, affords all the medium of exchange between social groups that we feel we need. . . ."

"When it comes to the general theory of the organization of the Association, I wonder how much benefit will be de-

rived by social work and by social workers if a similar basis of professional personal interest like the main idea of the American Medical Association is pushed through.

"I wonder next if any single national agency can determine professional status.

"It seems to me that this question must be answered by the national agencies heading the various divisions of the social field. . . ."

"I am sold on the proposition of a professional spirit in social work, but I do not see the reason for country-wide chapter organization with the programs of the sort that THE COMPASS has been telling about."

And along with this doubt as to the value of chapters comes another letter from the director of an organization in the middle west. He writes:

"I believe that the strength of the Association is very largely going to depend in the next year or so upon the formation of local chapters. I believe that considerable effort could well be spent upon increasing the number of places where local chapters have been formally recognized. If the situation is such that the chapters should not for the present become very active in holding meetings, etc., due to the fact of local conferences, nevertheless the skeleton organization I believe will help in securing memberships, as well as being a direct link between the community and the national office, and that such a chapter will find that there are committees quite active which it will want to have."

Another letter on this subject has just been received which will be quoted next month.

The discussion above about the functions of chapters indicates varying opinions within the Association. Whatever else the chapters may do, *one definite function belongs to them*, and for the present is, perhaps, their most important activity. This is to increase the membership of the Association.

All eligible social workers ought to be enrolled among the memberships of the Association. The national office can go only so far in locating people in the United States and Canada who can qualify for membership. It must depend on the local organizations and members to recruit all the available ones.

Social Work Vacations

Various figures and data from the results of the questionnaire study made by the Association last year have from time to time been mentioned in the columns of THE COMPASS. Some interesting facts not previously touched on have to do with vacations in social work. Out of a total of 351 family workers, 32 had five weeks' vacation, 197 reported vacations of one month, 35 three weeks, 73 two weeks. Among workers with children, 93 of whom reported, 15 had five weeks, 45 had a month, 24 two weeks. Of sixty people in the delinquent field, 20 had a month, and 20 two weeks, 17 three weeks. Medical workers to the number of 95 reported. One had five weeks, 54 had a month's vacation, 21 two weeks and 16 three weeks. Other case workers to the number of 137 gave figures as follows: five weeks for 14, a month for 77, two weeks for 18. Community workers totalling 115 answered the questionnaire. Seven of them had five weeks, 54 had a month off, 22 two weeks and 25 three weeks. Group workers numbering 152 brought forth 26 who had six weeks, 25 five weeks, 68 who enjoyed a month away from the job, 17 two weeks, 25 three weeks. The vacation of from two to five weeks represents the majority of cases. With the exception of the 26 group workers having six weeks, other figures, less than two weeks or more than five, were too scattering to quote.

Personals

Miss Mary van Kleek and Miss Mary la Dame, of the Department of Industrial Studies of the Russell Sage Foundation, sailed on July 6th for Norway, where they will make a special investigation for the Foundation. The other Scandinavian countries and Germany are included in their itinerary. On the same boat was Miss Mary Anderson, of the Bureau of Women in Industry in Washington. She is making a study of certain immigration problems at the source.

At the annual meeting of the American Association of Social Service Exchanges held at the Washington Conference, Miss Laura G. Woodberry, of the Boston Exchange, was re-elected President of the Association.

Edward H. Cavin, supervisor of agents in the Boston office of the S. P. C. C., has resigned after being with that society for nine years to go to Washington to be assistant manager of the Atlantic Division of the American Red Cross.

Miss Effie Doan, Executive Secretary of the Tri-Cities Associated Charities, La Salle, Ill., called at the office of the American Association en route to Rome, where she will spend several months taking a special course in social service work before her return to this country. Miss Doan expects to visit in Palermo, Naples, and other Italian cities.

Dr. Snow, chairman of the Vocational Committee, is stopping in Chicago on the way home from California to meet the sub-committee of the Vocational Committee, appointed to deal with the matter of the organization of the mid-western office of the Vocational Bureau.

Mrs. Maude B. Bartlett, of the Children's Aid Association of Boston, has resigned to become General Secretary of the Child Welfare House of Lynn, Mass.

What is Social Work and Why?

(Continued from first page)

After probing into these questions of basic interest to social work, the author passes on to a discussion of the field in terms of "education" and "training" for social work. "Shall preparation for social work be conceived primarily as 'education' or as 'training'? If we aim at both what shall be the relative emphasis on the two aspects?"

Following this and covering rather more than half of the volume is a discussion ranging through the more technical questions pertaining to education and training. The two-fold purpose of the professional school is emphasized, embracing not only the training of men and women to become skilled social workers, but also the functions of research and publication, as yet too little stressed. The question of making education and training for social work graduate or undergraduate instruction is reviewed, together with an estimate of the present entrance requirements for schools of social work. The relative merits of a professional school as compared with the selection and organic combination of courses in college or university are weighed. Problems of curriculum are dealt with and a chapter is devoted to a discussion of courses of instruction, including case study methods and field work. An appendix gives an interesting review of salaries in the profession, much of the material being based on the study made by the American Association of Social Workers of the 475 positions filled by the Vocational Bureau in 1920.

It is impossible to summarize these important chapters in any brief statement. Two significant quotations indicate Dr. Tufts' trend of thought with regard to the function of the schools. "Their (the schools') great contribution will be increasingly not so much to provide a something which is better than nothing as to raise the general standard of excellence," and "For the immediate future, therefore, the best means of improving the standard and equipment of those entering the profession would seem to lie not in the establishing of additional professional schools, but in (1) improving the staff and equipment of schools already established, and (2) offering fellowships and scholarships under rigorous standards in order to encourage the most able and promising young men and women to avail themselves of existing opportunities."

Dr. Tufts does not attempt a dogmatic answer to the innumerable questions disclosed in his survey of the field. No one can take this book and find in it a ready recipe for organizing a training course or a school. Its chief value lies in its clear and comprehensive portrayal of the obligations and opportunities of the profession, and in their interpretation in terms of professional training and equipment. The book is full of stimulating and thought-provoking suggestions. One in particular may be quoted in conclusion: "The conception of the field of social work should, above all, be kept fluid in order to maintain, in this profession at least, an open mind toward humanity's changing needs, and the best methods or agencies for meeting them. A profession which seems called upon to supplement a too narrow professionalism may well be on its guard against itself becoming too professional."

New Haven

JOHN B. DAWSON

The National Committee for Mental Hygiene announces fellowships in psychiatry in connection with the demonstration clinics conducted by the Division on the Prevention of Delinquency. These fellowships will be granted only to graduate medical students with some training in psychiatry, who will agree to remain with either one of the mobile clinics for training purposes for a period not to exceed one year, and to remain in charge of whatever permanent clinic the Division may signify for a period of not less than two years. Full information about the fellowships may be obtained from Dr. V. V. Anderson, 370 Seventh Avenue, New York City.

PLEASE REMEMBER !

That THE COMPASS is the official organ of the American Association of Social Workers.

Postage is expensive. Large amounts of mail and printed matter are a nuisance. The activities of the Association are the common interest of all its members.

THEREFORE

All communications to council members, committee members, and the general membership will so far as possible be made in the columns of THE COMPASS.

KEEP AND FILE YOUR COMPASS

It will be valuable for reference.

A MEASUREMENT OF PROFESSIONAL TRAINING

Deductions From a Questionnaire Study of Social Work Positions

Following is the text of the paper presented by Paul Beisser, Research Secretary of the American Association of Social Workers, at the joint meeting of the American Sociological Society and the Association of Training Schools for Social Work at Chicago recently.

The following deductions are the result of a study of social work positions conducted by the Association of Social Workers during the past year. This research plan involved several methods, of which only the first has been carried to completion. This first method was a questionnaire study, accomplished by the sending out of about 11,000 questionnaires, and the return of about 1,375 from social workers of all varieties in all sections of the country.

For the purposes of this paper a special study was made of five questions which had a special bearing on the content of training: In what subjects did you specialize in college? In what field did you specialize in your professional training? What part of your education has been most important to the success of your work? Since entering social work what special subjects have you studied? If you had to do it over again, what training would you secure for this work? Only the first question and the last two lent themselves satisfactorily to statistical tabulation.

I wish to emphasize this point: that my conclusions do not result alone from these figures. They are influenced quite as much by what I have gathered directly from social workers, in interviews, conferences, committee meetings and other discussions. It has been a process of exposure to evidence from every possible source and these conclusions are the result of the infection. In order to be brief I shall merely summarize some of the items of chief interest in these tables. Then I wish to present my deductions in the form of an outline of training standards which I have prepared for discussion and action by the Committee on Training of the Association of Social Workers.

Summary of Tables

Table I showed what social workers studied after entering social work and where, by the three main groups of workers: case work, group and settlement work, community organization. Table II showed the same in terms of whether or not they had college training, and whether or not they had school of social work training. Tables III and IV showed for the same groups and divisions, what the social workers voted to secure in the way of training, *in addition to what they had*, if they were starting all over again. Table V was a summary by groups of those specializing in social sciences and related subjects in their college work.

If the factors of college education, social science training and training in a professional school of social work need vindication as factors in the social workers' equipment they would certainly get it from these figures. Tables III and IV showed 381 with two years or more of college work, and 99 more who voted for college training, a total of 480 out of a possible 583. One hundred and sixty-seven had training in a professional school and 200 more voted for it, a total of 367 out of a possible 583. The sum of those who had specialized in social sciences when in college plus those who voted to do so was as follows: Sociology, 207; Economics, 145; Psychology, 131; Social Science (not specified), 49.

In the whole group studied, the proportion of people with two years or more of college work was 65 per cent, and of those with professional school training 28 per cent.

The case workers showed the highest proportion who had had professional school training, 33 per cent. Within this group, however, the case workers with delinquents (Probation, protection, delinquent girls) showed the poorest equipment, having the largest proportion of people without college education and with-

out professional school training. In the settlement and group work section, there was an interesting division, the settlement showing the highest proportion of college people *without* training, while the Y. M. C. A. and Y. W. C. A. and miscellaneous club and recreational workers were largely people without college education or professional school training.

Tendency to Study

In general the number who studied some special subjects after engaging in social work was twice as large as those who did not study or rather did not answer this question. (It is possible that some people had studied but neglected to answer the question. Very few actually stated that they *had not* studied.) Interest seems to have been about equally divided between technical courses like case work and child welfare and what might be called pre-professional courses, sociology, labor problems, etc.

In considering where they did this studying we find that—contrary to natural expectation—the college people who had no professional school training turned to the college and to pre-professional courses, instead of to the training school, whereas the college people with school training showed up well in turning to the schools of social work for more training.

The large number who claimed to study special subjects by self-directed reading was probably due partly to the fact that some workers did not exactly like to admit that they had done no studying and so quieted their consciences by listing books they had read. To rate some of those lists as organized study was probably rather generous. The number who claimed courses or directed reading by agencies in which they worked was so small as to raise a very definite question about how agencies conduct their apprenticeship training.

What Training They Would Secure If They Had Another Chance

This section gives plenty of evidence of the divine discontent so desirable in people who take to their task in a professional way. There are likewise indications of some shrewd analysis and appraisal of the shortcomings of a good bit of training for social work. Very few people voted for omitting anything they had had, occasionally they would have preferred it a bit different, more often they would have had it be better in quality, but mostly their vote was to add something, anything from courses in sociology up to a degree of Doctor of Philosophy. There was no apparent tendency to substitute apprenticeship for school training. The surprising fact was the number who voted to add apprenticeship to school training. This has a definite bearing on the field work question.

I am aware that there is a tendency for this section of the figures to be over-optimistic. It is easy to vote on paper for an ideal course of training when you don't have to get out and dig for it. At the same time these figures match pretty well with those on what the workers actually did study.

Outline of Proposed Standards

The study of these sets of figures, and even more, the study of the questionnaires one by one, and finally the difficulties I encountered in editing them are at the same time excuse for and source of this outline of training school standards in which I propose to embody my deductions. The outline is divided into five sections: Organization and Relationship of the School; Pre-Professional School Requirements; Curriculum—with two sub-divisions, Basic Professional Requirements and Vocational Requirements—Teaching Staff; and finally Field Work and its Supervision.

I—Organization and Relationship

A constantly recurrent question in my study has been: When is a school not a school, that is, not a professional training school for

social work? The questionnaires claimed training in a wild variety of disguises: college courses with volunteer case work, graduate work in sociology, undergraduate social work courses plus graduate work or an apprenticeship, all of this taken perhaps in departments of sociology, departments of social economics, or as majors in sociology in the arts course of a college.

Recommendation

I propose for the sake of common terms, that a school of social work be considered a professional school when it meets these requirements:

(a) If in a university or college, a status as a separate school on a par with the schools of medicine, dentistry or law, and that this be expressed by its official name, e.g., School of Social Work. This should involve the power to draw upon the resources of other schools or departments, to control its curriculum and its credit basis for classroom and field work, and to set its own requirements for admission to any course.

(b) A director whose status is higher than that of a professor in charge of a regular academic department, e.g., directly responsible to the President. He should have been a professional social worker or if not should have an associate director who fills this requirement. He should have sufficient time outside of his teaching work to attend to administrative matters, and to supervise and correlate the departments of the school.

II—Pre-Professional School Requirements

The summary which appears earlier in this paper gave the evidence as to the stress which most social workers laid upon college education, whether or not they possessed it themselves.

Recommendation

I have therefore no hesitation about recommending a standard of at least three years college work prior to admission.

The evidence with reference to the social sciences is equally strong as far as the figures go. It is reinforced when you come to read the reasons for such study: "to broaden my viewpoint;" "to extend knowledge of social conditions;" "to acquire perspective;" "broader background."

Recommendation

That admission requirements include: (a) study of the social sciences (sociology, economics, political science, psychology), the sum of which is equal to the amount of work generally demanded as a major in any single one of them, or (b) a major in any social science.

That the student shall have had some opportunity for what might be called observation field work—the observation of a fairly wide variety of agencies and institutions to learn what they are attempting to do and what their general form of organization is like; or lacking this, that the student be provided with this type of field work at the start of his professional training.

III—Curriculum

The data provided by these returns throws light from a wide variety of angles upon the question of the content of the curriculum. It is suggestive, however, rather than conclusive, so that I would have preferred to carry out a more extended interview study before making any recommendations. However, there has resulted a clearing up process in my own mind and I give here the gist of it for what it is worth.

In general the training equipment desired, or obtained, can be classified under four headings:

1—Background or pre-professional courses together with observatory field work.

2—Specific knowledge courses.

3—Technical knowledge courses, together with clinical field work.

4—Technical skill training progress, involving internship field work.

(A)—Basic Professional Requirements

Specific Knowledge Courses

The first group of courses has been discussed under admission requirements. By specific knowledge courses, I mean those which bring from some outside field or science, like medicine, law, eugenics, architecture and town planning, etc., those specific things which have a bearing on the sectors of human life which the social worker touches and which may be served up in tabloid form, so to speak. The student cannot delve deeply into comparative governments and theory of the state, but he needs to be able to recognize governmental machinery when his work gets tangled in its wheels; he will never need enough law to plead a case at the bar, but he wants to be informed enough to know when the law and its machinery is a guide for the feet of the honest, and when it is only the opportunity and the comfort of the wicked; an M.D. need not be one of his titles, but a knowledge of what diseases mean to his business is essential.

Look at this list of subjects studied by social workers, after entering social work, in order of their importance: Medical (Social Medicine, Preventable Diseases, Hygiene, Public Health); Law (Legislation, State Laws, Judicial and Legal Machinery); Psychological and Psychiatric (Mental Testing, Psychology of Feeble-mindedness, Mental Health, Mental Hygiene, Social Psychiatry, Behavioristic Psychology); Languages; Child Problems (Education of Child, Child Health, Child Welfare, Play, Abnormal Children, Vocational Guidance); Delinquency (Juvenile Delinquency, Criminology, Prison Reform, Illegitimacy Problems, the Delinquent Girl); Industrial Problems (Labor, Personnel Management, Labor Laws, Workmen's Compensation and Insurance); Social Work Routine (Office Administration, Administration of Social Agencies, Statistics, Record Keeping); Home Problems (Home Economics, Diet, Nutrition, Housing). I will spare you the enumeration of subjects mentioned by less than half a dozen people.

Recommendation

As you see these subjects roughly group themselves under six or seven headings, I would recommend that the five most general groups each be represented by a course in the first year of the training curriculum, i.e., Medical, Law and Delinquency, Psychological and Psychiatric, Industrial Problems and Social Work Administration.

(B)—Technical Knowledge Courses

Perhaps the most definite conviction which has been growing in my mind while I have studied social work positions is that a social worker may not be regarded as impaled upon a pin or bottled in a vacuum, and distinctly labeled, Family Case Worker, or Probation Officer, or Visiting Teacher, or anything else. At least this is not true if you wish to be accurate and have a regard for the niceties of the situation. By this I mean that you cannot hang on your labels and expect them to stay put, or mean anything for a reasonable length of time. I could produce case after case. There is the family case worker who has turned child placing agent, or medical social worker and turned up finally as head of the child welfare association. Or the house mother in a girl's reformatory, later protective officer for girls, who looks now as if she were pretty well established as club-worker in a settlement. Perhaps one will find an International Institute, Y. W. C. A. worker who has transferred her case work skill from widows' pension cases to foreign born girls, or a mental tester turning her hand to the guidance problems of the visiting teacher in the school. And when they have grown to the estate of executives, how they do skip around.

These are not rarities. They occur frequently enough to convince me that social work is either a collection of tasks so simple that an adult with reasonable intelligence can perform almost any of them, or that we have here a profession which is divided into fewer sections which have more of a common body of knowledge and skill than many people seem willing to grant. If this is as true as I have been led

to believe by evidence I have seen, we will have to turn our faces away from the departmental idea that has gained considerable popularity. Instead of permitting or urging the student to make a choice—which will be controlled mostly by his ignorance of social work and the school's ignorance of him—we have to make a "social worker" out of him first, then help him to acquire real skill in the specialty which he is ready to choose intelligently.

Recommendation

For this process of making a "social worker" out of a student I would recommend the entire first year, with the necessary specific knowledge courses just discussed and added to them the technical knowledge courses. The latter would be courses that would give the student an understanding of all three social work techniques which are more or less accepted without challenge, case work, community organization and social research. In each of the three he should have one-third of his first year field work time as clinical field work, perhaps one hundred and fifty hours. By clinical field work, I mean that which gives the student an opportunity to know how the technique is carried out under actual working conditions. He cannot be expected to have acquired any of the real skill himself.

(B)—Vocational Requirements

Vocational Training Course

We come to the second year of the training school program with the student not yet *trained* but merely professionally prepared. He is prepared for a process which from now on must go on mostly within himself, the acquiring of those more or less automatic reactions to given situations which make up so much of technical skill. The most important things the school can do is to surround him with the opportunities to acquire this and to equip him with the means of checking himself up, evaluating his work and improving his professional skill in the future.

Recommendation

The recommendation here is that there shall be a course on the special application of a given technique

to the field which the student has chosen by an instructor who possesses the skill which the student seeks to acquire. This implies the opportunity for personal attention to the individual student on the part of the instructor.

Under the circumstances the vital factor is an adequate period of field work, which for want of a better term I prefer to call internship field work.

IV—Teaching Staff

Recommendation

As to standards for the teaching staff I have no basis for them except deduction from the other standards here discussed. I should be inclined to recommend that a teacher of a professional knowledge course and of a vocational training course should at least meet the eligibility requirements for senior membership in the American Association of Social Workers, and that the required four years of successful work with a social agency of recognized standing shall have been in the work which he seeks to teach.

V—Field Work and Supervision

With regard to field work and supervision the questionnaires gave far more evidence of dissatisfaction than with anything else. Quite a number flatly turned their backs upon the schools and voted for apprenticeship. Many said they would take "more field work," "better field work," "good apprenticeship." More potent as argument, because more positive are the answers to the question, "What has been most important to the success of your work?" Repeatedly the answer is "practical apprenticeship," "good practical work," "field work in the — (mentioning the name of some outstanding school or agency well known for well organized apprenticeship). Good supervision also came into its own with the mention of "good district supervisor," "wonderful superintendent," or the mention of names that stand for technical leadership in their fields. All of this justifies recommendation of most rigid stand-

Recommendation

Total field work time, clinical plus internship, to be equal to the working time of an apprenticeship year, approximately 1600 hours. This would permit for the first year three clinical periods of 135 to 150 hours each, and in the second year a total of six and one-half to seven and one-half months for internship field work.

Field work agencies to be accredited as satisfactory apprenticeship agencies by the national organization in their field, or approved as organizations of recognized standing on the membership eligibility requirements of the American Association of Social Workers.

Supervision in the agency to be by a full time supervisor eligible to senior membership in the American Association of Social Workers.

Supervision from the viewpoint of the school to be by a regular member of the staff who can devote at least half time to this task; such person also to be eligible to senior membership in the American Association of Social Workers, with at least two of the necessary four years spent in supervising workers in an agency.

Conclusion

I am aware that by this time most of you are comparing these standards, with the requirements for admission to the Association of Training Schools, or with anything anybody has ever tried to get away with, and are repeating the well known phrase "fools rush in where hard-headed training school directors fear to tread." Permit me, therefore, to temper all this by explaining my real purpose. As I said at the outset, this is simply raw material from which I hope the Committee on Training of our Association will fabricate an authoritative set of standards,—and note carefully:—this set of standards is *not* a bar over which a school must jump to get into the field where the

clover grows. It *is* a measuring stick. It is not a means of letting anybody in or keeping anybody out. It is a rating scale, a hundred per cent. mark. A school can measure itself by this scale and see itself as others see it. We can derive from it a common language to describe "training" schools and "trained" workers. At present writing we have no such thing. Instead of passing this mark and joining the fold of the elect, no school should ever be permitted to reach it, for it should be revised and pushed up. As I see it only such can be the method that makes for progress.

And now for the second of the two points which I desire to make. Such a set of standards cannot be determined by our Committee on Training or by anybody else, unless they have in their possession the data pertaining to the various factors mentioned in this outline. It is necessary, therefore, that some such fact collection be made, that a study of Training Schools be made so that from the evidence presented there can be produced a standard which has a real basis in fact.

The necessity for detailed facts is more obvious when one realizes that such a rating scale as is here suggested must not be rigid. It must not be applied so much in terms of form and organization as in terms of content. It must not discourage originality and experimentation, and it must give full credit in the final score to any factor of unusual strength.

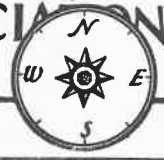
Nothing that I have learned since I have been in contact with social work has made me more optimistic about the professional possibilities of social work than this study, nothing has been to me a clearer indication of growth, change and progress, nothing that I could even imagine would be a greater challenge to the Training Schools.

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The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS
130 E. 22d St. New York City



JULY, 1936

VOLUME XVII, NUMBER 10

POINTS OF PROFESSIONAL INTEREST FROM THE
ATLANTIC CITY CONFERENCE

STANDARDS IN ACTION

Appraised by the President of the Association

NEW JERSEY TRIES STARVATION

AASW MEETINGS AT NATIONAL SOCIAL WORK CON-
FERENCE, RECOMMENDATIONS OF NOMINATING
COMMITTEE, NOTES ON ELECTION PROCEDURE

5526

Nov 1934

Social Workers and War

Two Replies and a Rejoinder

The October issue of *Social Work Today* carried an article by Flora Davidson describing the position social workers took in the last war. Copies were sent the persons whose war-time views were quoted, with the request that they define their position in the event of another war. We print here with two replies—The Editors.

Paul Kellogg

AS wartime issues of *The Survey* are used as "case-study material" for Miss Davidson's critique, I appreciate the elbow room you give me for reply. You have set me re-reading those issues of twenty years ago and brought back the things that harrowed us and worsted our inexperienced efforts to get America to go to peace.

It's high time for social workers of an oncoming generation to comb over the record of social workers in the World War. Out of our travail and shortcomings, there is something that may be of use to you when you confront such hours of decision. But bring your imaginations with you or what we went through will be a closed book. It was not possible of course in so short a review to give other than fragmentary quotations, yet their context and the passages deleted from them, would have made for understanding.

I more than agree with Miss Davidson that social work becomes part of the war formation. The whole process of life and work of a modern nation at war is drawn in, whether or no there are citizens who refuse to give their consent. Because of this, because they are committed to the conservation of life, social workers are a leadership group especially charged with thinking through and organizing their front on the issues of war. I am with Miss Davidson in underscoring that obligation now and spurring social workers of today to be "active in the anti-war movement."

Up to 1914, we were, most of us, part of the isolation and blindness which characterized the American people. After August of 1914, it was only a minority of social workers who stood out against our entrance into the war; and it is these rather than those who were for it, or were inert, that Miss Davidson singles out as lacking nerve or consistency thereafter. Their course to her was part and parcel of the "fundamental confusion which characterized the liberal mentality" of the period. Now it happens that those very social workers had long been the favorite objects of attack on those very grounds by certain pre-war Socialists who by 1917 had turned turtle and became pro-war Socialists. That change of a letter had put them at the other extreme but in no wise changed a habit of temperament which sees the world as black and white.

The war we knew to be provoked by rival capitalisms. The Russian Revolution made that clearer but it also made it clearer cut that self-governing and subject peoples were pitted

against autocracies. There was always the haunting chance that with American inaction, victory might come to Prussian militarism and democracy in Western Europe go down. The recrudescence of tyranny in Germany under Hitler, the race persecution and denial of liberty there today, make a grim footnote to that doubt. With it was linked another in the spring of 1917, that Washington might know more of the situation than we could. We never stood for inaction; we pressed for action; and had the United States put into bringing about a settlement in Europe a thousandth part of the energy, imagination and drive that was put into the conflict after 1917, there is mounting evidence that the war could have been cut in half. When the American government failed to act in this way, but acted in the way we had opposed, Miss Davidson is wrong in concluding we lent "whole hearted support to a military struggle." The mutilating peace of Versailles was what we forebode. We were aware of the secret treaties and imperialistic aims ensnarled in the democratic pronouncements of the allies, aware of a kindred promptings for war on this side of the Atlantic. We stood out against them before the United States went in, afterward, at the peace and after.

When the old-line peace societies had gone on the shelf in 1914, it was these same social workers who initiated the American Union Against Militarism. Quakers, Garrisonians, Socialists and others of varied viewpoints made common cause with us. The movement was not primarily devised to try to keep America out-of-the-war (though we took that stand when the issue was joined) but to counter the war promoters and to spur the American people and the American government to constructive action. As chairman, Miss Wald acted as an individual, but in those tense years repeatedly risked the support on which hung nursing care in thousands of homes. That called for responsible leadership and made heavy demands on her courage. Our slender group helped stave off war with Mexico, but was rolled over when America entered the World War. Thereafter it separated into the elements that composed it—some striving against the spread of militarism in wartime, some struggling against wartime suppression (the origin of the Civil Liberties Union) and some, a year later, becoming the nucleus of what is now the Foreign Policy Association, one of the few groups in America which throughout the long peace negotiations made itself felt, here and abroad, against

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the unleashed imperialisms that tugged at the treaty-making at Versailles.

I should like to see and to share in an equal thrust of initiative among social workers today.

When it comes to Miss Addams, I can testify to her daring in touring the countries at war and bearing witness to the recoil among their people for it was *The Survey* that published her address and we knew first-hand of the attacks upon her. Her insight, comprehension and dauntlessness would seem to invite the thought that these qualities did not drop from her in steering her later course as a citizen of a country caught in the conflict.

It was Vernon Lee, I think, who in 1914 wrote of the "huge myths of self-justification" set up by the warring countries. We run the same risk individually in going over our parts in wartime. Let me distinguish between my stewardship of *The Survey* and what I did as an individual. Ours was not a propaganda journal. Nor had members, readers, board or staff been drawn together in any sense as a peace body when the war broke in 1914. Our concern was with the social welfare, but because of that and against protest, we held that war and issues bound up in it that threatened the well-being of mankind everywhere became our concern. Our working scheme had withstood the cross-fire of many controversial situations; but we did not know whether it could stand up to this. We applied those educational functions which had been basic to a cooperative venture enlisting men and women of differing minds; chronicle, inquiry, exchange of experience and an open forum for discussion. Miss Davidson censures us, and me in particular in applying them to wartime social work, overseas and at home, before and after 1917. By the same token, we handled the sweating, the bad housing, the industrial evils and the coercions of conscience and freedom that went with war. Throughout 1914, 1915, 1916 and the first quarter of 1917, we maintained a free channel for expression, pro and con, and gave a hearing to those who espoused the cause of peace, opposed America's entrance into the war, and put forward measures that offered an alternative. We published statements, smuggled through the British censor, from peace leaders in England, such as had no chance of currency in the American press. I think it is fair to say that no other professional or semi-professional journal rendered so consistent a service to the times as this journal of the social workers. Miss Davidson cites our handling of Lloyd George's Lincoln day address in mid-February, without which our columns would have been a fraud. It was flanked by articles by Dr. Melish and Miss Balch more downright in their pacifism than her own. I wish I had had the cold comfort of her comment that *The Survey* put away pacifism, when on March 24 we published a joint letter of protest signed by a score of Baltimore social workers that it "pervaded every nook and corner of your publication."

The National Conference of Social Work met shortly after the Declaration of War. My brother, Arthur Kellogg, reported it for *The Survey* (June 16) and his introductory sentence gives, I think, better than anything else that was

written or said, the sense of obligation to service in wartime felt by its rank and file:

Whether you look on war as hell or as an instrument of democracy, its immediate fruits are the fruits of calamity, and the fruits of calamity are the stuff with which organized social work deals in the regular course of its daily work.

Miss Davidson is right that pro-war leadership dominated that conference, but it apparently escaped her that Morris Hillquit no less than William Howard Taft addressed kindred groups. She did not know of the meeting of insurgents initiated by Roger Baldwin in a down town theatre, where he welcomed the police that had been sent to clamp down on it with all the cordiality of a bouncer and the grace of a majordomo. In his espousal of the cause of the Irish in his opening remarks he so won their hearts that they were prepared to defend us. But it was a tense time, and I shall always warmly remember the two public officials who were among those who spoke—Grace Abbot and Mrs. Falconer.

It must have escaped you, also, that 570 members of the conference joined in a round robin pledging the administration

"our support in such steps as will elicit a fresh statement of peace terms by the allies, repudiating autocracy, disclaiming conquests and punitive indemnities and focusing the liberal forces of all mankind for a democratic organization of the world."

A similar line was taken by 50 delegates to the Long Beach conference (see *The Survey* for June 9, 1917), and I had a hand in drafting both.

In my article in *The Survey* for February 17, I had written that I should be for the United States to enter the war "if it were a clean case of struggle between democracy and Prussianism," or if it were the way to "lay the ghost of war." I discarded both claims and in the conclusion held (as Miss Davidson quotes) that going to war was neither the way "to maintain American rights at sea or to crush Prussianism," and subscribed myself to the course which Miss Addams put in the phrase, a mobilization "in the opposite direction from war." These moves for overhauling war aims seemed such a line for attack, but it was not until, after covering social war service for *The Survey* in turn in Canada, France, Belgium and Italy, that on reaching England I was thrown with a great body of men and women whose attitude on the war seemed mine. This was at the conference of the British Labour Party at Nottingham, which linked resistance to German militarism in the field with a civil offensive, engaging first the Labour Party, then the Trades Union Congress, then the allied labor and Socialist bodies. They called for a renunciation of the secret imperialist treaties and a democratic formulation of peace terms to which they hoped German labor would respond and the warring peoples on both sides subscribe. My report of British developments in two articles in *The Survey* of March 2 and 9, 1918, brought on me a joint attack at a meeting of the Civic Federation by Samuel Gompers and William English Walling, who denounced it as "insidious, pro-German pacifist propaganda." From then to the Armistice I gave up my free time to an effort to set going an organization of Americans who would stand for kindred aims, and who with scant success brought pressure to bear at Versailles.

WHAT do I get out of it as to my course in case of the next war? First of all not to wait till it comes. Anyone who encountered mass emotion in the last war knows the engulfing pressure of hysteria, when the fighting instincts are inflamed by the groups and interests that want war.

There are those who want to grapple now with the munition-makers and the big navy crowd. I am with them. But with convertible airplanes and chemical warfare, the security thus held out by this negative move is only partial.

There are those who feel that against the emotional urge to war can be stacked only an equally strong emotional force, a widespread refusal to fight or to take part in any war whatever. While I have never shared this position, my hope is that the movement will gain ground — and gain it before the generation who knew the World War for what it was, are gone. It may hold out the hope of the world.

But looking back, I cannot forecast that its numbers will be such as to turn the scales in the time of decision if, for example, fear of invasion rides the land. That may not be an imminent danger for us but it is with the close-in countries of Europe. And with us as with them, such pressure may come too late if it is left as a negative force in the eleventh hour. Why leave it?

And why not, instead of making for division in the peace ranks, strike hands with those of us who feel that only the united strength of all elements that want peace can rid the world of war; and that not one, but many measures must be hammered out if the structure of international relations is to be tough enough to stand up to the strain which the threat of war makes upon it.

We join in repudiating war and outlawing it. We can drive through the policy that no longer shall the United States be the war chest and munitions heap for the nation that runs amok. We can balk our own imperialisms in the western hemisphere. And with thousands of miles of unfortified boundary along our northern border, and our Canadian-American scheme for probing and settling issues between us, we can push forward instead of hanging back when it comes to organizing the world for peace. This is not merely a question of treaties, leagues, political machines. Above all it must supply ways to resolve the economic forces and racial grievances that throw nations at each others throats, thwart their life and choke their freedom to change.

There is no comparison between the situation today and that in 1914 and 1917. The World War was a tremendous exhibit, laid bare to the heart. Newspapers and radio deal with foreign affairs as they did not then.

The chance is here for a new movement of social workers, with fresh impulse and fresh conviction, to strike out for peace and to count as never before.

Here's to taking that chance.

Karl de Schweinitz

I would question whether social work or any other profession should take positions in areas outside its immediate experience and practice. For that matter, even within the direct content of social work itself I would prefer that positions be taken sparingly lest we formalize and standardize to the point of retarding growth.

So far as war, economics, politics, religion, are concerned, I believe that we should act as individuals. What binds us together as social workers is our profession not our ideas about movements that impinge upon our field. At the same time, social work with its emphasis upon human values should have a liberalizing influence upon its practitioners, particularly with respect to causes like that against war.

You ask for a statement of my own personal position. I would do everything that I could by vote and through civic activity to oppose our entrance into war. Recognizing that war is now between populations, I would thereafter be guided in a choice between participation or non-participation by what would contribute most toward the settlement of all disputes through negotiation and toward an abolition of war as a procedure in international life. I would be especially influenced by any course that would help to counteract the mania of war and which would work toward the establishment of tolerance and understanding.

A Rejoinder

Flora Davidson

THE only valid purpose in discussing important social issues is to help us think more clearly, to the end that we may act more effectively. It is with this aim in view that I welcome Mr. Kellogg's reply to the article "Social Workers Present Arms", and wish to make a few comments apropos of his statement.

As Mr. Kellogg says, it is high time for social workers of the coming generation to be studying the record of social workers in the World War, seeking to draw from their experience lessons that may help us to prepare now for the difficult decisions which lie ahead. Mr. DeSchweinitz maintains that social work as a profession should not commit itself to "positions in areas outside its immediate experience and practice," relegating problems of war, economics, politics, to these extraneous areas. I believe with Mr. Kellogg that social workers as a professional group concerned with the conservation of life are indeed "especially charged with thinking through and organizing their front on the issues of war."

What then can we younger social workers learn from the records of those who carried professional responsibilities during the tensions and hysteria of a war crisis? First, that social work in the main became "part of the war formation", as Mr. Kellogg says himself. Second, that the minority pacifist group, in spite of their personal courage, sincerity, and expressed hatred of war, were apparently able to accomplish so little in face of the catastrophe—were indeed "bowled over." It is quite true that they did not all lend "whole-hearted support", that many of them, as Mr. Kellogg points out, continued to bear witness though pacifists were not popular. It was, I admit, an error to have indicated that *The Survey* laid aside completely its pacifism after war broke. It would be more accurate to say that its pacifism was tempered by the necessities of a very practical job: reporting and interpreting the new and engrossing war-time functions of social work.

Mr. Kellogg speaks of the "isolation and blindness which characterized the American people" up to 1914. How clearly did even the minority liberal social workers see the real issues? They "knew the war to be provoked by rival capi-

talisms." Then why the "haunting fear that with American inaction, victory might come to Prussian militarism, and democracy in western Europe go down"? Was one capitalist nation so different in its aims and methods from another? Is it logical to call attention to the present "recrudescence of tyranny" in Germany as justifying that fear of Prussian militarism? The tragic paradox is that with the utter defeat of Germany there has followed so rapidly in post-war Europe the rise of anti-democratic fascist reaction. It was undoubtedly difficult to foresee these results in 1917 but we do see them now and must learn whatever they can teach of the roots of war in our capitalist system with its inevitable imperialist rivalries rather than in the particular sins of any one nation alone.

Perhaps the failure of social workers to present any very effective resistance to the war set-up lay in their constant emphasis on moral aims—democracy versus autocracy for example—an emphasis which prevented their seeing the war clearly as the inexorable development of capitalist antagonisms, fought out at the expense always of the exploited workers who pay with their life blood. It sounds well to talk about "repudiating autocracy, disclaiming conquests . . . and focusing the liberal forces of all mankind for democratic organization of the world", but this is still the old moralistic pattern of thinking and we cannot hope to understand in these terms what war really is.

Mr. Kellogg suggests that "many measures must be hammered out" if we are to prevent another war. What measures? He mentions as desirable but probably inadequate, moves to curb munition makers, also the war resistance movement. We can push forward as a nation to do our part in "organizing the world for peace." But what about our own imperialist drives for trade—raw materials and markets—in the Far East and Latin America? How balk them? How

grapple with the "economic forces and racial grievances that throw nations at each other's throats"?

It is my own conviction that the program sponsored by the American League Against War and Fascism represents the beginning of a type of American mass movement against war which constitutes our only real hope. The League declares that the "basic force in the imperialist countries for struggle against the war danger is the working class, organizing around it in close alliance all of the exploited sections of the population, farmers, intellectuals . . . all organizations and groups which are generally opposed to war on any basis". The Social Workers Discussion Club in New York and the Federation of Social Service Employees in Chicago, along with many liberals, white collar workers, professional groups, have allied themselves with the League and sent representatives to the recent Congress in Chicago.

The program of the League includes such immediate objectives as these: to work towards stopping the manufacture and transport of munitions through mass demonstrations, picketing, and strikes; to expose the preparations for war being carried on under guise of National Recovery; to work for transfer of war funds to the relief of the unemployed; to oppose policies of American imperialism, especially in the Far East, Latin America, Cuba; to support the peace policies of the Soviet Union, for total and universal disarmament; to oppose all developments leading to Fascism in this country and abroad, including the increasingly widespread use of the armed forces against workers and farmers in their attempts to maintain a decent standard of living; to oppose the growing encroachments upon the civil liberties of these groups.

For such a program we must seek to develop "the united strength of all elements that want peace". We cannot afford to wait. Let us by all means join hands now in a program of struggle—with labor—against imperialist war-makers and their policies.

Rank and File

Are Relief Workers on Relief Wages?

IN Philadelphia, it appears from a recent report, the County Relief Board employes have been transferred to a work relief status. There was no official notice of this transfer until the Association of Philadelphia CRB Employes inquired of the Executive Director, Dorothy Kahn, who said that the transfer had taken place and that it involved nothing but a clerical transaction to facilitate the issuance of salary checks. The transfer would not, she assured them, involve placement on a relief budget or subjection to investigation. Nevertheless, the ACRBE, which now constitutes a majority of CRB personnel, having passed the 500 membership mark, is too familiar with work relief practices to remain silent. It is voicing a strong protest against the transfer and against the secretive manner in which it was made.

Collective Bargaining

COLLECTIVE bargaining, despite recent gains, is not firmly established in the field of social work. In Philadelphia, Miss Kahn would talk to the ACRBE committee only unofficially. In New York City, the Executive Committee of the Board of the Jewish Social Service Association has refused to meet with representatives of the Workers Council on the question of vacations for clerical workers. In both cities employes have countered with increased stress upon strengthening their organization. In New York this was supplemented by strongly-worded protest against the denial of a hearing, with supporting protest from other groups.

There has been recognition and success in other quarters. The Associated Relief Workers of Allegheny County have established, after a meeting with the Director of the ACERB, an agency through which workers' complaints, grievances, and

suggestions can be brought to the attention of the ACERB. The Cleveland Association of Family Service Workers has won a distinct victory in the shape of a wage increase, a \$5 monthly rise in the minimum wage having been put into effect after fruitless discussions had led to talk of a strike. In the New York City Emergency Home Relief Bureau, precinct grievance committees are meeting regularly with administrators to discuss employes grievances and working conditions.

An Astonishing Work Contract

IT is an astonishing work contract which is reproduced on the next page. All workers at Lebanon Hospital (New York City) are required to sign it. It is one of the closest approximations to a yellow-dog contract in use in an agency employing social workers. The Lebanon Hospital Workers Council has enlisted the

April 1937

The School of Social Work

By
Elizabeth Howe
Arts '33

THE ADVENT of a full-fledged graduate school of social work marks an interesting epoch in the growth of the University of Louisville. By developing a school that places professional training within easy reach of many who might otherwise be unable to obtain it, the University is filling a real need in the community.

Only comparatively recently has social work become a profession in its own right. The fact that a good social worker needs more than a kind heart and an amiable personality has been long recognized within the group itself. However, it has percolated through to the general public rather slowly. The old "Lady Bountiful" idea of the social worker as dispensing alms to "those less fortunate" has been rather persistent. To a great many people—and intelligent ones at that—the idea of professional training has, until recently, seemed a little far-fetched.

In the last few years, however, the various economic and social upheavals which have occurred have brought to light quite startlingly the fact that the problems with which the social worker deals are quite as real and tangible as those with which the physician or the lawyer concerns himself.

One might say that social work has two main approaches to the problems with which it is confronted. On the one hand, we have the adjustment of the individual to his environment. In order to assist the individual to accomplish social adjustment, a knowledge of psychology is of primary importance. Certainly, nothing could require more highly specialized skills and techniques than work with human beings in their social relationships. On the other hand, we have the manipulation of the environment to meet the needs of the individual. In order to perform intelligently this function, a social worker should be well-versed in economics, sociology, and the less technical aspects of law and medicine. In other words, social work as a profession, confronted as it is with all the woes that flesh is heir to, should be equipped to "grasp this sorry scheme of things entire," both for society and for the individual.

Obviously, these two points of attack merge and are interdependent; either one alone would be rendered more or less helpless. Without a thorough understanding of the individual himself, the social worker cannot understand the problems of the society of which he is a part and which is made up of other individuals like him. Research in the field of psychology is constantly bringing to light new and interesting data which must be digested and put into use. Without an understanding of psychological mechanisms, a social worker is as helpless as a doctor would be without a knowledge of anatomy. On the

other hand, the social worker who deals with the individual case quite naturally feels at times a sense of futility in the face of a raging sea of social and economic problems in the society in which the individual must function. Professional training should prepare him with a knowledge of these broader aspects of the problem of which the maladjustment of the individual is so often merely symptomatic. In this way, the social worker is given perspective, is enabled to see the individual's problems as part of the social structure as a whole. Here again we can turn to medicine for an analogy: without a knowledge of sociology and economics, social work would be as helpless as medicine without the knowledge of sanitation. It would be futile for the physician faced with a typhoid fever epidemic to attempt to cope with it merely by treating individual cases while allowing the polluted water-supply to go unpurified. The approach to the problems of the individual with no attempt to get at the causes of these problems is equally inadequate.

Social work training, therefore, is of the utmost importance. Certainly it would be a very blind person, regardless of political opinions, who would not see that "the times are out of joint." Poverty exists in an economy of abundance; able-bodied men who ask nothing better than a job are out of work; mental disease is on the increase. It is axiomatic that the knowledge of its cause is the first step toward eradicating an evil.

The news that the University of Louisville has developed a School of Social Administration is one which should be gladly received by all friends of the University.

The College Centennial Program

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WEDNESDAY, MAY 12. Humanities Day. Dr. Ernest Hassold, acting head of the English Department, and others in the Division of Humanities are arranging a symposium on "The Future of the Humanities." Leaders in the various fields represented by the humanities will be invited to present their views on this

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SAY "SOCIAL WORKER" TO THE CENSUS MAN.

Social workers will be counted as social workers in the 1930 census and will be graduated into the professional class if proper information is given the census enumerator when the count is made April 2nd.

Two things are necessary. First, each social worker must see that the housekeeper or janitor or the stay-at-home member of the family has the necessary information to give. The enumerator will call at the residences and not at offices or places of business.

Secondly, the job and the place of work must be described so that the census machinery will get the proper classification. The Federal Census is the biggest enterprise in social statistics in the world. It requires a giant system of machinery for enumeration and classification and with all the care given by the government experts it will be necessary for social workers to help by calling themselves by that title.

How would the census machinery be expected to know South End House, Hudson Guild, Greenwich House or the International Institute as social agencies? How would the census recognize Vista Del Mar, Homewood Terrace, Carson College or Gerard College as children's institutions? It is conceivable that workers at the Buffalo Foundation might get listed under building trades or workers at Sleighton Farms in agricultural pursuits, and anyone connected with a S.P.C.A. or an A.I.C.P. would come under radio broadcasting. Anyone simply listed as a "worker" in a hospital or clinic would probably be classified as an "attendant" or "orderly."

The enumerator will ask about the occupation of each person and he will also ask where the person is employed. For a social worker of any kind the easiest and surest way to be identified in the final compilation would be to give the title of his job and his agency, noting at the same time that he is a "social worker"; employed by a "social agency".

When the 1930 census is complete there will be listed in the professional classification one title called "Social and Welfare Workers." No attempt will be made to count or publish separately the executives or staff workers. Neither will there be any distinction between group workers or psychiatric workers or hospital workers or children's workers or family workers. Except for probation officers who will be listed under public service with parole and truant officers, social workers in practically every field, public or private, will be classified as "Social and Welfare Workers."

It is therefore important that each social worker should give his technical title and also that he should see that the enumerator knows he is a "social worker."